

the Postal Supervisor

April 2018

Grow Membership to Continue NAPS' Vital Mission

page 5



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Objective

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

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

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

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In This Issue

April 2018

FEATURES

- 32** **Courage: Grace Under Pressure** *Stress and pressure are things we all face every day. Having the courage to handle both with grace is a critical skill for anyone to master, especially if you are in a leadership role.*

RESIDENT OFFICERS

- 3** **Nepotism—A Family Affair!** *Brian J. Wagner*
- 4** **Working Together—A Promising Concept** *Ivan D. Butts*
- 5** **The Value of Membership** *Chuck Mulidore*

COLUMNS

- 18** **Legislative Update** *Bruce Moyer*

DEPARTMENTS

- 7** **NAPS DDF Representation Request Form**
- 8** **NAPS of Note**
- 2018 State Conventions**
- 9** **Views from the Vice Presidents** *Marilyn Walton*
- 11** **NAPS Training Calendar**
- 14** **2018 National Convention Reservation Information**
Registration and hotel cut-off date: July 11
- 16** **Delegate Credential Form**
- 17** **Self-Nomination National Convention Committee Request Form** *Deadline: May 1*
- 18** **Thrift Savings Plan** *February 2018*
- 23** **2018 SPAC Contributors**
- 24** **SPAC Scoreboard**
- 31** **Vince Palladino Memorial Student Scholarships**
Application form
- 34** **Notes from the National Auxiliary** *Felicia Hill*

Nepotism—A Family Affair!

We hear it sometimes during a Q&A session at NAPS branch meetings, state conventions or training seminars—even during one-on-one conversations with members—about all the nepotism at the Postal Service: The only people getting EAS promotions are friends and family. Is that really true? Here's the scoop!



Brian J. Wagner
President

Nepotism is referenced in the *Employee and Labor Relations Manual*, Section 666.13, "Nepotism." This section further directs you to applicable provisions in *Handbook EL-312*, "Employment and Placement," Appendix E, Paragraph f—"Prohibition Against Appointment or Promotion, or Recommendation of Appointment or Promotion, of a Relative"—contains the legal and regulatory requirements of the Postal Service. All employees are subject to these rules.

For some, these matters can be very confusing. If you are unsure if there is a nepotism issue in your office, send inquiries of ethical conduct to the local Human Resources office, call the Ethics Helpline at 202-268-6346 or send an e-mail to ethics.help@usps.gov.

In addition, if the situation presents itself, on the NAPS website under "Forms & Documents," you will find a May 22, 2002, memo from then-USPS COO Patrick Donahoe regarding reporting relationships involving postal spouses. These resources are not just for members to inquire if nepotism or an ethics rule has been violated or whether a decision could result in a possible violation. Selecting officials responsible for making promotional decisions also should consider making contact if they believe a possible decision could violate some ethics rule or nepotism guideline.

First and foremost, focus on not getting jealous or even zealous when you see someone getting a promotion over you. You may think it is nepotism or favoritism because you perceive the selecting official as the person's friend. A false perception can harm both you and the other person's postal career and affect

how others in the workplace treat you and the other person.

Be cautious and not quick to judge the motives of others. Yes, nepotism could occur with an EAS selection, which is one reason the rules exist. Be respectful of those EAS employees who have worked hard for well-deserved promotions and take a moment to congratulate them.

Remember, the USPS hosts Career Awareness conferences and NAPS invites postal officials to various NAPS events, including training and conventions. We encourage members to network with one another and postal officials at these events. Get your name out there, promote your postal accomplishments and inform postal leaders of your career goals.

If you do not attend such postal or NAPS functions, you miss the opportunity to network with USPS leadership and NAPS members. Take the initiative and ask for detail assignments that will build your skill set and lead to your next promotion.

Do not wait for someone to ask you to detail; that invitation may never come. Share your career goals with your manager, other postal leaders and NAPS members. You never know from where the next detail or promotional opportunity may come or lead. Keep your options and network open.

On paper, it is easy to think you are more qualified for a promotion than others who also applied. However, if a selecting official has never met or networked with you, but they have with other candidates, there's a good chance the final selection decision could be based on that previous personal interaction. Also, other candidates' credentials may be comparable to yours.

Remember, it's not always about "friends and family" getting the details and promotions. It's also about qualified EAS employees taking the initiative, being proactive, having a positive attitude and capitalizing on the networking opportunities presented that contribute to career success.

It also is about the selecting official doing the right thing. These officials must be professional leaders and expected to fairly and fully assess qualified candidates,

Continued on page 6

Everyone Working Together— A Promising Concept

There is an African proverb that says, “If you want to run fast, run alone. If you want to run far, run together.” Have you ever noticed that elite distance runners and Tour de France cyclists all travel in a pack? They support one another in the common goal of winning. Then there is a dramatic team-averse concept highlighted by Robert De Niro as Al Capone in “The Untouchables,” but we won’t discuss that.

Does this kind of selfless team mentality of working together have a role in the USPS? For many years, I would have responded “no,” seeing that most (not all) leaders operated with a more self-only philosophy that does not look at what is best for the team, but what is best for them. If the team gets something out of it, okay.

I recently attended a safety symposium that challenged every thought or perception I had regarding the team concept. This challenge came in the form of a district manager who, instead of having EAS meetings to wag the proverbial finger of blame at EAS employees, chose a different path. This leader rallied everyone—management and craft—to execute a process for change.

Before attending the symposium, I

USPS Chief Operating Officer Dave Williams



NAPS Executive Vice President Ivan D. Butts and Baltimore District Finance Manager Tira Lewis

Baltimore District Manager Dane Coleman



had been asked by some of our NAPS advocates what to expect at various other safety symposiums. This was in response to invitations received in other districts. I told them to be on guard for the finger-wagging at supervisors and the usual platitudes, such as “Safety is in your control,” “All accidents are preventable” and “Safety is everyone’s responsibility,” while, at the same time, they say safety failures are the supervisors’ fault.

I was so wrong—at least at the safety symposium I attended. I felt like Dorothy landing in Oz. It started with attendees giving the district manager a standing ovation when he was introduced. I never saw that before. The DM and his leadership team spoke only about moving the ball forward. The area vice president was there the entire day. He spoke and

Continued on page 8



Baltimore Manager, Transportation and Networks, Walter Stokes II

Jevonda Gilbert, manager, Customer Service, detailed from Charlotte Branch 183



The Value of NAPS Membership

Welcome to April, welcome spring! In many parts of the country, it has been a long, tough winter. Let's hope spring not only lifts our spirits in renewal, but also brings better days for our country and the Postal Service. One of the constants throughout the seasons, however, is the value of being a member of NAPS.

The value of your membership continues to grow, as does the number of NAPS members. But we still have much work to do in signing new members; we need "all hands on deck" in this effort! That phrase is defined in The Free Dictionary as meaning "A call for all members of a ship's crew to come to the deck, usually in a time of crisis. (A 'hand' is a member of a ship's crew) ... by extension, everyone available to help with a problem or a call for those people to help." So, all members of



Chuck Mulidore
Secretary/Treasurer

this organization are called on to sign those EAS employees who are not yet members of NAPS. We need all of you to join in this effort.

Already, thanks to your efforts, I can report that, as of the January 2018 DCO, membership has increased to over 27,200. Most impressively, over 95 percent of that number are actively working EAS employees: supervisors, managers, postmasters, SDOs, MDOs, MMOs, plant managers, HR personnel, OPS support, district, area and Headquarters personnel—almost too many to mention! We represent them all, continuing to make us the best, the largest and the most effective management organization representing EAS employees in the Postal Service.

Notably, we do not inflate our membership numbers by signing craft employees whom we cannot represent. Because of the growth in membership, NAPS Headquarters is able to return over \$370,000 to our local branches *each month* via the electronic transfer of funds. This allows our branches to provide excellent service and benefits to our members in terms of education, training and local representation.

You will see NAPS at USPS Career Awareness conferences, NSP graduation ceremonies and Postmaster Essentials training classes. NAPS is strong, growing and financially stable. We own our Headquarters building in Alexandria, VA, and our financial portfolio remains

strong and healthy. We are well-prepared to meet the challenges of the future—and meet them we will!

Your resident officers at NAPS Headquarters, Executive Board members and branch leaders are committed to maintaining the standard of effective representation that has been a hallmark of NAPS. Perhaps the greatest value NAPS offers is our Disciplinary Defense Fund (DDF), which will represent any NAPS member in any type of adverse action. This is offered as a part of your membership in NAPS. In other words, DDF representation does not cost you any additional money out of your pocket.

On the next page, you will read an article by our DDF provider, Al Lum of Labor Relations Admin Group, in response to some unfortunate misrepresentation of our DDF by another organization. I guess in today's world, when you are the best at something, others often seek to use any means to diminish your strength and effectiveness.

But we are smarter and stronger than that; you already know this. So let's carry the positive message of NAPS forward. Our primary focus always has been to educate and train our members on how to stay out of trouble. But, if by some chance something adverse should happen to you as an EAS employee, we will be at your side with world-class representation.

The most pressing reason to grow our membership right now is because we have many new EAS employees who may not even realize they need to be a part of NAPS. Many only have been in the Postal Service for a short time. Thus, we need to mentor them in their EAS roles, as well as future NAPS members. Explain the value of NAPS membership to them, invite them to branch meetings and fellowship with them. They need us and we need them to continue to grow the mission of this great organization.

You see, we represent all EAS employees—only EAS—and we have been doing so for a long time. We are—and will continue to be—working hard to grow membership. That is a legacy and responsibility passed down to each of us over the past nearly 110 years, allowing NAPS to meet the challenges of today and, most importantly, the future. So, the call has gone out: All hands on deck!

naps.cm@naps.org

NAPS' DDF: A Benefit of Membership

By Albert E. Lum

NAPS Disciplinary Defense Fund Provider

In the January issue of *The Postal Supervisor*, a comparison was made between NAPS' Disciplinary Defense Fund (DDF) and UPMA's Adverse Action Legal Defense Plan (AALDP). The article used a UPMA chart that specified the membership costs of its disciplinary defense fund. NAPS did a side-by-side comparison with its DDF costs to allow members to make their own judgment regarding which organization offers a superior level of representation.

UPMA published a response in the January/February issue of the *UPMA Leader*, which included a member cost-comparison chart that was, unfortunately, misleading. In the interest of providing accurate information, I am responding as the provider of NAPS' DDF, which is administered by the Labor Relations Admin Group.

The AALDP cost estimate is derived from attorneys' fee structure, whereas the DDF cost estimate is not. Also, with NAPS' DDF plan, all costs are covered through the initial MSPB decision process with *no additional expense* to members. Without further repeating in detail the cost structure for each plan, it would suffice to say that both plans offer their members quality representation.

That said, the UPMA article asserts that quality representation only can be achieved by an attorney. NAPS strongly disagrees with UPMA's characterization. The NAPS DDF has been representing members for over 30 years at MSPB hearings, in debt collection cases under the Debt Collection Act and in hearings under Section 652.242 of the *Employee and*



Labor Relations Manual (ELM).

The NAPS DDF employs attorneys, former Labor Relations managers and retired MSPB judges as advocates. Who better to understand the unique Postal Service policies and procedures than that group of individuals?

Our advocates are extremely competent in the appeals process, including discovery procedures, rules of evidence, witness preparation and advocating be-

fore administrative judges and hearing officers. The advocate assigned through NAPS' DDF plan will have an in-depth understanding of postal policies, procedures and federal laws applicable to MSPB proceedings to provide quality representation to NAPS members.

The beauty of the NAPS DDF process is there is no upfront, out-of-pocket expense to NAPS members when it involves the use of the DDF. As far as costs up to \$3,500, NAPS advocates have agreed that costs will not exceed that figure in nearly all circumstances. In the thousands of cases NAPS' DDF has handled over the past 30 years, less than a handful of members, due to extenuating circumstances, were required to personally pay any additional DDF costs out of pocket. These costs were minimal—much less than the personal upfront costs required by UPMA's AALDP.

If you are a NAPS member who needs DDF services, only in very rare circumstances will there be any additional cost to you—period. The bottom line: DDF representation is available to all NAPS members as a benefit of membership. No amount of misleading figures or charts can change that one simple fact.

Thank you for the opportunity to be your DDF provider of choice for all NAPS members.

Nepotism—A Family Affair!

Continued from page 3

then select the one best suited for the promotion. Selecting a friend may be easy, but it could have adverse consequences to the overall success of an operation and the USPS if that person is not qualified.

The test of leadership is not hard. Before promoting a friend for a friend's sake, a true postal leader would promote a person with the qualifications needed to add value to the overall success of the Postal Service—friend or not.

I'm all about networking at ice

cream shops and getting to know the various flavors before deciding which one to select for my next column. Therefore, my ice-cream-flavor-of-the-month recommendation for April is oatmeal cream pie!

naps.bw@naps.org



NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____

USPS EIN #: _____

Office: _____

Branch: _____

Work Phone: () _____

Home Phone: () _____

**Date of Notice of Proposed Action
or Notice of Debt Determination:** _____

**Date of Letter of Decision or
Notice of Involuntary Offset:** _____

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, I.I.C. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$3,500, authorized evidentiary expenses not to exceed \$1,000, and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$3,500 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Labor Relations Admin Group, LLC to the extent possible under the award.

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS member less than 90 days from the date of the
proposed action, you should supply a statement that you signed a NAPS
membership application within 60 days of your promotion from the craft.**

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Labor Relations Admin Group, LLC of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member

Signature of Branch President

Date

Date

Send this signed form and a copy of the adverse action file by **Priority Express Mail** to:

Labor Relations Admin Group, LLC
PO Box 780128
Maspeth, NY 11378-0128

**A copy of this completed DDF Form MUST be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St, STE 400, Alexandria VA 22314**

NAPS Branch 246 member James Salmon (right) had a meet-and-greet with Rep. Ruben Gallego (D-AZ).



Pioneer Area Vice President Tim Needham swore in the officers of Youngstown, OH, Branch 133 at their Feb. 22 meeting. From left: Crystal Bennett, treasurer; Raylette Robinson, treasurer; Wendy Daughtertry-Tidwell, treasurer; Lori Brode, secretary/treasurer; Jackie Caffey, vice president; and Tim Kopcash, president.

Everyone Working Together—A Promising Concept

Continued from page 4

encouraged the group to keep moving the ball forward. The USPS chief operating officer attended and talked about his heartfelt life experiences regarding safety and loss.

Then, it happened. The officers randomly chosen started to go up to the podium and give their reports. I thought it would be time for the backhanded compliments and the good-is-not-good-enough responses from leadership I have heard too many times in my 38 years.

What I witnessed, though, were enthusiasm and celebration for

change—any positive change. There were applause, standing ovations, high-fives, cheers and whistles. “Toto, I’ve a feeling we’re not in Kansas anymore.”

I commented to the group that this was a refreshing change to what I have seen in my years as a postal employee. Coming from the position of manager, Health Resource

Management, I experienced safety dealing with the aftereffects, trying to manage an employee back to work. Only time will tell if this all-boots-on-the-ground initiative of everyone working together holds real promise for improving the safety of USPS employees.

In solidarity ...

naps.ib@naps.org

The Postal Supervisor 2018 Production Schedule

Issue	Copy Deadline*	Mails
MAY	MAR 19	APR 17
JUNE	APR 20	MAY 15
JULY	MAY 17	JUNE 12
AUG	JUNE 12	JULY 5
SEPT/OCT	AUG 31	OCT 2
NOV	SEPT 21	OCT 18
DEC	OCT 22	NOV 15
JAN 19	NOV 27	DEC 20

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

NAPS 2018 State Conventions

Dates	State(s)	Location
April 19-20	MINK Area	Ambassador Hotel Wichita, Wichita, KS
April 20-21	SD/ND Bi-State	The Lodge at Deadwood, Deadwood, SD
April 22-24	California	Embassy Suites, San Rafael
April 26-28	Illinois	Gurnee
May 17-19	Wisconsin	Chula Vista, Wisconsin Dells
May 17-20	New York	Villa Roma, Callicoon
May 18-20	New England Area	Red Jacket Inn, North Conway, NH
May 18-20	Northwest Area	Anchorage, AK
May 31-June 3	Capitol-Atlantic Area	Sheraton, Baltimore, MD
June 7-9	Michigan	Traverse City
June 8-9	Minnesota	Fair Hills Resort, Detroit Lakes
June 8-9	Pennsylvania	Valley Forge
June 21-23	Florida	Clearwater
June 22-24	Texas	La Torretta Resort & Spa, Montgomery; tours start June 21
June 24-26	New Jersey	Resorts Hotel Atlantic City

Please report state convention dates to NAPS Headquarters as soon as they are known.

Highlights of Western Region Events

By Marilyn Walton

Western Region Vice President

Pacific Area Leadership Meeting

Pacific Area Vice President Hayes Cherry, California State Secretary Bridget Evans and I attended the Pacific Area Leadership Meeting hosted by Larry Munoz, the newly promoted Pacific Area vice president of Operations, and his leadership team. Most notable was a presentation on a “Line in the Sand”—a new phrase that addresses how the district and areas respond to day-to-day operational missteps.

The intent is “we” need to own operational mistakes and have the integrity to correctly report all situations so the operation can be improved and avoid extra time and efforts to recover; that is, ensure planned mail processes are achieved.

There was a very important panel discussion on zero tolerance of violence in the workplace: When there is a threat, call the hotline, 1-877-876-2455, and 911. The Postal Service experienced a tragic loss-of-life event late last year in Ohio. More recently, there was a serious threat in Southern California. Make sure all threats are addressed as soon as possible! Call for support and advice if you are not

sure what to do.

There also was an important panel discussion on nepotism. All EAS employees must disclose if they are working in a unit with a relative, spouse, significant other or partner. The Law Department/Human Resources will determine how the disclosure is handled regarding reporting structure. If any party is moved, it is the higher-level manager if it is a relationship of EAS employees to craft.

Many best practices were shared with peers to ensure that districts are

not re-inventing the wheel when it comes to dealing with processing challenges that cover all phases of mail processing, transportation and delivery. There will continue to be a focus on wait time in line, scanning, carriers back by 1800 and employee availability.



Marilyn Walton, NAPS Western Region vice president; Dr. Rachel Ivory, engagement ambassador and meeting facilitator; and Bridget Evans, NAPS California State secretary.



Hayes Cherry, NAPS Pacific Area vice president; Marilyn Walton, Western Region vice president; Larry Munoz, USPS Pacific Area vice president; Bridget Evans, NAPS California State secretary; Jim Land, San Bernardino plant manager; and Jeff Vibbert, San Diego senior plant manager.

NAPS and UPMA were given time to share our concerns. We were surprised when the area vice president asked us what area and district managers can do for us to create a more engaging environment. Reps from the management associations shared that we would like to see vacancies

filled faster. Our feedback shows that involuntary assignments with short-term starts and daily changes to end times because of staff shortages are bad for morale. EAS employees want more stable work schedules, clear instructions and more training; they want to feel comfortable in the workplace and feel less pressure.

We spent a day and a half reviewing important information during this engaging Pacific Area meeting.



Denver Branch 65, and national NAPS officers honored the branch's new retirees. From left: retirees Mina Alfred, Frances Abeyta and Paul Parnitsupoun, NAPS President Brian Wagner, retiree George Medina, Branch 65 President Donna Flaherty, retiree Gordon Gray, Rocky Mountain Area Vice President Myrna Pashinski and Western Region Vice President Marilyn Walton.

Denver Mile High Branch 65's Biannual Retirement Brunch

On a recent beautiful and sunny Sunday morning, NAPS Denver Branch 65 President Donna Flaherty welcomed members and guests to the biannual retirement brunch at the Fresh Fish Co. at the Denver Tech Center. NAPS President Brian Wagner, Rocky Mountain Area Vice President Myrna Pashinski and I were the special guests to help honor the retirees.

After a fantastic buffet brunch, each retiree was called on to share their memories with attendees. The retirees expressed that, while each was looking forward to retirement, they would miss all the friends they had made over the years. They said they were thankful for having a career that has provided them with great retirement benefits and were looking forward to new

phases in their lives. Donna and the national officers presented each retiree with a certificate and envelope.

Branch 376's Annual Dinner and Special Recognition

On Feb. 17, Tucson Branch 376 hosted its annual post-holiday dinner at the local Elks Club. This was a very special year for one popular member: John Aceves—past branch president, Arizona State president, Rocky Mountain Area vice president, Western Region vice president and



The NAPS resident officers and Western Region team honored John Aceves on his retirement: Pacific Area Vice President Hayes Cherry, Northwest Area Vice President Cindy McCracken, National President Brian Wagner, National Secretary/Treasurer Chuck Mulidore, Marie and John Aceves, Rocky Mountain Area Vice President Myrna Pashinski, Western Region Vice President Marilyn Walton and Executive Vice President Ivan Butts.

past national secretary/treasurer. "The Ace," as John is affectionately known, not only was acknowledged for his 38 years with the Postal Service, but for his long and varied commitment to NAPS.

While John knew the NAPS resident officers would be attending the dinner/recognition event, he was pleasantly surprised to welcome the entire NAPS Western Region team: Pacific Area Vice President Hayes Cherry, Northwest Area Vice President Cindy McCracken, Rocky Mountain Area Vice President Myrna Pashinski and me.

Branch 376 President Shaun Bruffett welcomed members and guests and invited us to enjoy a tasty buffet dinner. After dinner, the program began with the surprise Western Region presentation to John of a plaque featuring an original Grand Funk Railroad gold record album and cover photo. As most folks know, John is the band's number-one fan and shares with everyone how, after many years of following the band to many concerts, his grandson caught a pair of drumsticks thrown into the audience at the end of each concert.

Of course, John is cherishing those drumsticks for safe keeping. He now has the origi-



John Aceves, with daughter Christy and wife Marie, was surprised and touched at the recognition and gifts he received from NAPS officers on his retirement.

nal album cover and record to go with the drumsticks. John and his wife Marie were very surprised and shared a lot of happy tears on receipt of this special gift.

President Brian Wagner, Executive Vice President Ivan Butts and Secretary/Treasurer Chuck Mulidore presented John with several commemorative items on behalf of the resident officers, including a NAPS watch. John, Marie and their daughter Christy shed well more than a few happy tears.

John's official retirement was Jan. 3; he is just getting used to not dealing with all the demands of the Postal Service. He is enjoying playing more gigs with his local band as the drummer, fixing cars, helping around the house and being more active with his Elks Club.

He also is taking on more responsibilities with the local NAPS branch. John still does a lot of NAPS training and will be attending upcoming national, state and local NAPS events to share his knowledge and information with members.

The branch conducted a very successful SPAC fundraiser; the 50-50 pot split was over \$500 to SPAC and the other half to the winner. After the recognitions, hugs, happy tears and photo ops, the rest of the evening was spent dancing the night away to a great local DJ.

Branch 127 Training

On the last Saturday in February, dedicated NAPS representatives attended representative training hosted by Margarete A. Grant NAPS Branch 127. Branch President Vontina Swygert welcomed attendees to the San Francisco NDC. Dorothea Bradley, past national officer and chief advocate for the local branch, organized the training.

Subjects included the Douglas Factors, the MSPB process, interview

tools and the DDF rep. The training ended with an overview of essential branch treasurer duties by special guest Chuck Mulidore, national secretary/treasurer. Hayes Cherry, Pacific Area vice president, assisted.

The training was very timely re-

garding the current representative environment. The main topic was the very important Douglas Factors. What are the Douglas Factors? The Merit Systems Protection Board, in its landmark decision Douglas v. Veterans Administration (5 MSPB 280

NAPS Training Calendar

MINK Area Training

April 19-21, 2018

In conjunction with the MINK Area Convention

Conducted by: MINK Area VP Bart Green

Location: Ambassador Hotel Wichita, 104 S. Broadway Ave., Wichita, KS 67202; (316) 239-7100

Hotel Rate: \$119 plus tax

Registration Fee: \$100

Training Topics and Instructors: TBD

Central Gulf Area Training

April 20-22, 2018

Conducted by: Central Gulf Area VP Cornel Rowel Sr.

Location: Hyatt Regency New Orleans, 601 Loyola Ave., New Orleans, LA 70113; (504) 561-1234.

Hotel Rate: \$99, single/\$124, double; room cutoff is March 16

Registration Fee: \$60 (make check payable to NAPS Headquarters, mail to NAPS Branch 921, 9426 Amity Way, Shreveport, LA 71118-3619)

Training Topics and Instructors: TBD

Illini Area Training

April 26, 2018

In conjunction with the Illinois State Convention

Conducted by: Illini Area VP Luz Moreno

Location: Holiday Inn Gurnee Convention Center, 6161 Grand Ave., Gurnee, IL 60031

Hotel Rate: \$124 plus tax

Registration Fee: Free for Illini Area members; others, \$50. Checks should be made payable to NAPS Headquarters.

Training Topics: TBD

Instructors: TBD

Texas Area Training

May 5, 2018

Conducted by: Texas Area VP Jaime Elizondo

Location: Doubletree San Antonio Downtown, 502 W. César Chávez Blvd., San Antonio, TX 78207; (201) 224-7155

Hotel Rate: \$136; includes two breakfast buffets per room per day, free Internet and parking

Registration Fee: no charge

Training Topics: Officer training, representation, ELM 650 and retirement

Instructors: TBD

Arizona State Training

May 12, 2018

Conducted by: Rocky Mountain Area VP Myrna Pashinski

Location: International House of Food, 1402 W. Van Buren, Phoenix, AZ 85007

Registration Fee: TBD

Training Topics: ELM 650, incident report and more

New England Training

May 17-20, 2018

In conjunction with the New England Area Convention

Conducted by: New England Area VP Greg Murphy

Location: Red Jacket Mountain View Resort, 2251 White Mountain Highway, North Conway, NH 03860; (603) 356-7816, ext. 504. Book directly through the hotel—not through the Red Jacket Inn or a website.

Hotel Rates: \$571, single; \$688, double; \$81.50 additional per night for a loft; \$100 additional per night for a townhouse. Rates include three breakfasts, one lunch and one dinner.

Registration Fee: \$75

Training Topics and Instructors: TBD



At Branch 127's training were, seated, from left: Dorothea Bradley, Vontina Swygert and Cathy Sutton. Standing, Marilyn Walton, Jim Isom, Mary DiGioia, Mary Burkhard, Roxanne Bradley, Chuck Mulidore, Sara Pena, Sharon Geshi and Hayes Cherry.

[1981]), established criteria that supervisors must consider in determining an appropriate penalty to impose for an act of employee misconduct. The definition of the 12 factors were discussed in depth.

I was tasked with reviewing the NAPS tools we have developed to walk members through the process when they notify us of their corrective or adverse issue, as well as our documentation that tracks their case through the system and on to our DDF provider, if required. This included what forms to use and how to prepare them.

Chuck provided information on tasks all branches should be doing annually. It's important that branches conduct an audit at least once a year. If there are new officers, the audit should be done before the accounting books are turned over to the new officers. Branches should develop an annual budget so the officers can plan who and how many can attend local, state and national functions. Finally, Chuck stressed the importance of maintaining a branch's tax-exempt status and filing proper tax forms each year.

He invited all branch secretaries and treasurers and interested delegates to attend his training at the NAPS Legislative Training Seminar in mid-March. Chuck also is available

to assist branch officers with financial procedures.

We had time to go step-by-step and answer questions and share information. The feedback from veteran and new representatives was the information was informative and generated questions many had not thought to ask previously.

I was glad to work on this project with Dorothea, Vontina, Hayes and Chuck; the feedback was very positive. We are glad we had several California branch representatives present. We want to thank the NDC management for allowing us to meet in their conference room for this session.

2018 California Postal Legislative Coalition's Annual Meeting

The 20th California Postal Legislative Coalition's annual meeting was Sunday, Feb. 11, in Sacramento at Laborers Local 185 Hall. Over 100 attendees represented the three postal unions, the two postal management associations, NARFE and representatives from the National Post Office Collaborate Organization.

Each year, a union or management organization representative chairs the event. This year we were honored to have Clarice Golden, retired postmaster of Haywood, CA, and founding member of the coalition, as emcee.

Chuck Mulidore, NAPS secretary/treasurer, was our keynote speaker. We also had presentations from Judy Beard, national legislative and political director of the American Postal Workers Union; she joined the meeting via Zoom teleconference. Judy brought greetings from the APWU national officers and thanked the coalition for its years of commitment to focusing on important postal/federal legislation. Judy shared the union's current legislative focus and asked that our



California Postal Legislative Coalition members and panelists at February's annual meeting included, from left: Ron Jones, NALC; Carl Brown, NAPS; Helen Zajac, NARFE; Tammi Headrick, Rural Letter Carriers; Clarice Golden, UPMA; Harold Kelso, NALC; Shari Hetzler, UPMA; Michael Evans, APWU; Marilyn Walton, NAPS; Chuck Mulidore, NAPS; Richard Sui, Mail Handlers; Tony Coleman, Mail Handlers; and Phil Warlick, APWU.

coalition supports their efforts.

Bob Levi, UPMA director of government relations, joined the meeting via Skype. He talked about the current postal reform legislation, stressing that any bill must address health benefits, focus on the rate structure and protect universal postal service. Bob pointed out that lawmakers on Capitol Hill are focusing on a lot of issues. It's imperative we keep postal reform legislation in the forefront with our representatives, he said.

Bob Losi, national political director for the National Postal Mail Handlers Union, called in and spoke to attendees. He congratulated the coalition on its years of working on important postal, federal and retiree issues. The Mail Handlers support H.R. 756 and suggested we all focus on what is happening in Washington, DC, regarding legislation that

might come up that would negatively impact postal benefits.

Chuck Mulidore provided a PowerPoint presentation on the status of postal reform. One key issue important to postal supervisors and managers concerns language that would convey Merit Systems Protection Board (MSPB) rights to more than 7,000 NAPS members currently not eligible because they work in non-supervisory positions. He also stated that, because Congress' focus is on many hot issues, we need to continue keeping our issues before lawmakers and making the most of NAPS delegates' visits to Capitol Hill during LTS.

Helen Zajac, NARFE's Pacific Area representative shared that, while NARFE supports postal reform legislation, it is working hard to get language changed in H.R. 756 mandating Medicare integration for retirees.

Rather than mandating that retirees sign up for Medicare Part B, NARFE wants doing so to be optional.

There was a panel discussion with all the organizations represented: Michael Evans, APWU California State presi-

Important Convention Deadlines

- May 1** Receipt of Self-Nomination Convention Committee Request form

Receipt of Delegate Credential form and paid convention registration for those asking to serve on a convention committee
- June 8** Deadline for entries for the Best Website and Newsletter contests
- June 18** Deadline for all resolutions from states with conventions ending on or before June 10 to be emailed to Executive Vice President Ivan D. Butts
- June 29** Deadline for all other resolutions to be emailed to Executive Vice President Ivan D. Butts

dent; Chuck Mulidore, NAPS; Anthony (Tony) Coleman, California Mail Handlers Union Local 302 president; Tammi Headrick, National Rural Letter Carriers California State president; Helen Zajac, NARFE; Shari Hetzler, UPMA; and Harold Kelso, NALC California State president.

Michael led the panelists in a lively discussion on strategies all the organizations can use together and individually that will help ensure the financial stability of the Postal Service, secure employees' pay and benefits into retirement and promote the mailing public's confidence in the USPS.

The California Postal Legislative Coalition meets quarterly in Richmond, CA, at the NALC Hall. We also provide a telecon call-in number so we can connect with interested members throughout California.

marilynwalton@comcast.net



Among the panel discussion participants were Shari Hetzler, UPMA; Harold Kelso, NALC; Michael Evans, APWU; and Chuck Mulidore, NAPS.

California NAPS members, in support of National Secretary/Treasurer Chuck Mulidore, attended the meeting. From left: Carl Brown, Morris Salazar, Bob Martin, Karyn Rahming, Vontina Swygert, Dorothea Bradley (seated), Chuck, Jackie Rominger, Don Engkvist, Ralph Petty, Yolanda Grayson and Marilyn Walton.





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August 6 – 10, 2018
NAPS 66th National Convention

2018 National Convention

Registration Information

Convention registration closes July 11 • Hotel reservation cut-off is July 11

Register for the 2018 National Convention online only at www.naps.org

Registration Fee—\$230

The 2018 National Convention registration fee is \$230 if registration is submitted on or before June 26. After June 26, the fee is \$300. **No registrations or payments will be accepted after July 11.**

No on-site reservations will be accepted.

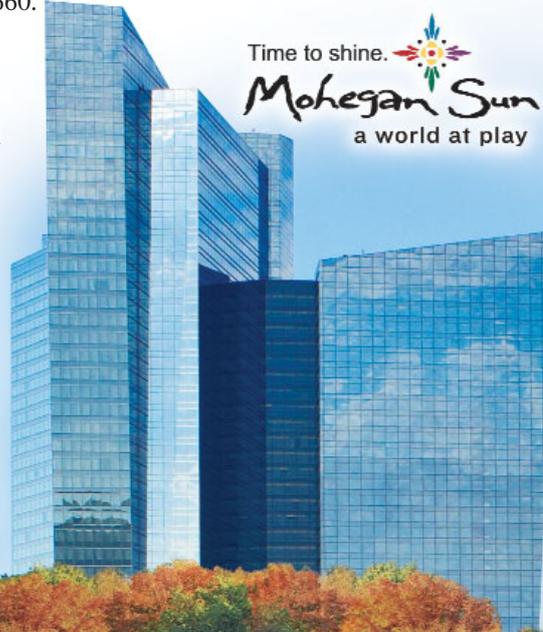
Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email naps_hq@naps.org or call 703-836-9660.

Refund Requests

All refund requests must be submitted in writing to naps_hq@naps.org. There is no penalty for refund requests received at NAPS Headquarters on or before July 11. There is a \$50 cancellation fee for refund requests received between July 12 and July 20. No refund requests will be granted after July 20.

Substitutions

All substitution requests must be submitted in writing to naps_hq@naps.org no later than July 20. **There will be no on-site substitutions.** If you need assistance with a substitution, call NAPS Headquarters at 703-836-9660.



Mohegan Sun
1 Mohegan Sun Blvd.
Uncasville, CT 06382

Hotel Rates and Reservations

Delegates and guests attending the 2018 National Convention are responsible for making their own lodging reservations directly with the Mohegan Sun.

To make a reservation online, go to www.naps.org/event/2018-national-convention; there is a link to book your reservation. You also may call the Mohegan Sun at 1-866-708-1340; be sure to reference group code "NAPS18"

The NAPS 2018 National Convention single/double room rate is \$179, plus applicable state and local taxes. Check-in time is 4 p.m., Monday-Friday; 5 p.m. on Sunday. Checkout is 11 a.m.

The cut-off for reservations is July 11. Your credit card will be charged the first night's room and tax on booking. Reservations must be cancelled two days prior to arrival or it will result in a charge of one night's room plus tax and full package. A maximum of three reservations may be secured by one credit card.

The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.



Group Call-In Procedure for NAPS

To make a room reservation, please call Mohegan Sun's toll-free group reservation line: **1-866-708-1340**.

Please have the following information available:

Name of Group: National Association of Postal Supervisors

Posted as: **National Association of Postal Supervisors**

Group Code: NAPS18

Passkey link: <https://resweb.passkey.com/go/NAPS18>

Arrival/departure dates: July 28 – Aug. 12, 2018

The group rate for NAPS is \$179 and is available July 28 – Aug. 12, 2018.

The reservation cut-off date is July 11. Thereafter, reservations are accepted on a space and rate availability. Please note: Available inventory may sell out prior to the cut-off date.

Once your reservation has been completed, you will be given a confirmation code. Please keep your confirmation code for future use. If a reservation needs to be changed or cancelled, please advise the reservation agent of your confirmation code.

CONFIRMATION CODE: _ _ _ _ _

Please inform the customer service representative if you would like a confirmation letter.

- All rooms are subject to applicable taxes, currently 15 percent, and a waived facility fee.

- Hotel check-in time is 4 p.m. (Sunday, 5 p.m.); checkout time is 11 a.m. All guests arriving before 4 p.m. will be accommodated as rooms become available.

“Thank you for choosing Mohegan Sun”

www.mohegansun.com

Send Your Entries!

Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention at the Mohegan Sun, Uncasville, CT, this August.

A branch wishing to enter the competition must email only its website address to kbalentyoung@gmail.com by **Friday, June 8**, for forwarding to the competition judge.

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

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

NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **Friday, June 8**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best By-lined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2016.

The entry instructions include:

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

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

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

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

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than Friday, June 8. Receipt of all entries will be acknowledged; please provide your email address. Winners will be announced at the convention.

Delegate Credential Form: When you register for the convention, you must also fill out the Delegate Credential form. If you would like to serve on a convention committee, the Delegate Credential form **has to be received at NAPS Headquarters by May 1**, as well as the Self-Nomination Convention Committee Request and proof of your convention registration.

ORIGINAL: Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314	National Association of Postal Supervisors Delegate Credential 
..... <i>(Print or Type Delegate's Name)</i>	
..... <i>(Delegate's Home Street Address)</i>	
..... <i>(Delegate's Home City, State and Zip+4)</i>	
Check Here if First-Time Delegate <input type="checkbox"/>	USPS EIN #
<i>(If applicable)</i>	
is a certified member in good standing of
	<i>(Branch Number)</i> <i>(Date)</i>
and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.	
..... <i>Printed Name Branch President or Designee</i> <i>Branch #</i>	
..... <i>Signature of Branch President or Designee</i>	

Confidential Information

Self-Nomination: National Convention Committee Request

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee.

Deadline for Self-Nomination Request, Credential and Paid Convention Registration are ALL due at NAPS Headquarters by COB, May 1, 2018.

Committee Choices: Pick up to three (3) committees. Number your selection(s) in the boxes below with "1" representing your top choice, "2" next and "3" as final, if so desired.



Table with 2 columns and 5 rows: Assistant Secretaries, Audit, Balloting and Election, Constitution and Bylaws, Credentials and Registration.

Table with 2 columns and 4 rows: Postmaster, Resolutions, Rules, Sergeant-at-Arms.

I am self-nominating myself to serve on a NAPS National Convention Committee indicated above.

Member Name _____

Mailing Address _____

City, State, ZIP+4 _____

EIN or last 4 SS # _____ Contact Phone # _____

Member of Branch # _____ Non-postal email: _____ (Branch # listed on delegate credential)

Are you a First-Time National Convention delegate? [] Yes [] No

Have you served on a National Convention Committee before? [] Yes* [] No

* If Yes, previous committee(s) served? _____

Individual's Credential [] Enclosed [] Previously Submitted

NOTE: For National Convention Committee assignment consideration/eligibility NAPS Headquarters must receive member's self-nomination request, signed delegate credential and paid convention registration (all 3) on or before May 1, 2018. No branch officer approval is required for national convention committee consideration.

NAPS HEADQUARTERS USE ONLY

Date Self-Nomination Received _____ Must be received by COB 5/1/18. Postmark not valid.
Date Credential Received _____ Must be received by COB 5/1/18. Postmark not valid.
Date of Paid Registration _____ Must be received by COB 5/1/18. Postmark not valid.

Fax Request to: (703) 836-9665 Mail Request to: 2018 Self-Nomination Committee Request
c/o NAPS National President
1727 King Street, STE 400
Alexandria, VA 22314
Email Request to: naps.bw@naps.org

2018 National Convention
Mohegan Sun: Uncasville, CT - August 6-10, 2018

Bruce Moyer
NAPS Legislative Counsel



With budget issues continuing to remain unresolved on Capitol Hill, some members of Congress may be inclined to look to offset spending increases with cuts in the retirement and health benefits of

and health benefits essential to their future financial and health security. Cuts in these benefits would break a congressional commitment that deserves to be upheld.

The fiscal 2019 budget proposed by the Trump administration, most notably, would cut federal retirement benefits and require employees to pay more for their benefits, eliminate the FERS Special Retirement Supplement, cut Thrift Savings Plan benefits, eliminate or reduce the COLA for

retirees and turn the Federal Employees Health Benefits Program into a voucher program. NAPS vigorously opposes these proposals.

Time and time again, federal employee and retiree pay and benefits have been used to offset other spending priorities. Since 2011, federal employees and retirees have contributed more than \$120 billion toward deficit reduction. Federal employee paychecks were frozen for three years starting in 2011, followed by three years of reduced pay increases. Postal Service

Enough Is Enough The Price Already Paid by Federal and Postal Employees for Deficit Reduction

federal and postal employees. In doing so, members of Congress should be mindful of the significant contributions already made by federal employees toward deficit reduction and the contributions they make toward keeping the nation safe and prosperous.

NAPS remains opposed to any cuts in the earned retirement and health benefits of federal and postal employees and retirees. Federal and postal employees and retirees have been promised hard-earned retirement

Federal Employee Deficit Reduction Contributions

2011 + 2012 + 2013 federal pay freezes	\$98 billion
Increased retirement contributions for federal employees hired in 2013	\$15 billion
Lost wages due to sequestration-related furloughs	\$1 billion
Increased retirement contributions for federal employees hired in 2014 and beyond	\$6 billion

Total \$120 billion

Source: NARFE Fact Sheet

managers and employees, paid under different pay systems, received similar treatment from 2009 to 2014.

In 2013 and 2014, Congress increased newly hired federal employee contributions toward their retirement benefits to offset the costs of the “Middle Class Tax Relief and Job Creation Act of 2012” and the “Bipartisan Budget Act of 2013.” Finally, in 2013, federal employees faced forced furloughs due to Congress’ inaction on sequestration, for which they did not receive back pay.

Congress needs to find ways to fund government operations in the most sensible ways possible without wasting taxpayer funds, but not at the expense of the federal employee community. These are the men and women who deliver our mail, protect our borders, conduct food-safety inspections, care for our veterans and warn the American public of natural disasters. Their careers have been humbly built on serving their county and the American people. They are neither the cause nor the solution to this country’s deficits and its debt. Neither should they be the scapegoats.

bruce@moyergroup.net

Thrift Savings Plan

Fund	G	F	C	S	I
February 2018	0.21%	(0.96%)	(3.69%)	(3.79%)	(5.07%)
Past 12 Months*	2.35%	0.70%	17.08%	12.31%	19.77%

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
February 2018	(0.70%)	(1.34%)	(2.48%)	(2.88%)	(3.41%)
Past 12 Months*	5.15%	7.77%	11.31%	12.93%	14.41%

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

Bills to Co-Sponsor

The National Association of Postal Supervisors encourages House and Senate lawmakers to co-sponsor the following respective bills:

H.R. 756—Postal Service Reform Act of 2017

Primary Sponsor: Rep. Jason Chaffetz (R-UT-3, retired), introduced Jan. 31, 2017
Contact: House Oversight and Government Reform Committee, 202-225-5074

This bill is the primary House vehicle for postal reform. The legislation seeks to restore the financial solvency and improve the governance of the Postal Service in order to ensure the efficient and affordable nationwide delivery of mail.

H.R. 760—Postal Service Financial Improvement Act of 2017

Primary Sponsor: Rep. Stephen Lynch (D-MA-8), introduced Jan. 31, 2017
Contact: Bruce Fernandez, (202) 225-8273
bruce.fernandez@mail.house.gov

The bill would authorize the investment of Postal Service Retirement Health Benefit Fund assets in index funds offered by the Thrift Savings Plan. This would modernize how these funds are invested and bring these investment practices in line with private-sector business and investment practices.

H.R. 942—Postal Employee Appeal Rights Amendments Act

Primary Sponsor: Rep. Gerald E. Connolly (D-VA-11), introduced Feb. 7, 2017
Contact: Kristine Lam, 202-225-1492
kristine.lam@mail.house.gov

The bill would confer to approximately 7,500 non-supervisory managerial postal employees the right to appeal significant personnel actions to the Merit Systems Protection Board. Non-supervisory

postal personnel currently may appeal such actions only through an internal USPS process that lacks impartial third-party review. Postal supervisory personnel and nearly all federal civil service employees already enjoy MSPB appeal rights.

H.R. 3617—Providing Opportunities for Savings, Transactions, and Lending Act of 2017 or the POSTAL Act of 2017

Primary Sponsor: Rep. Cedric Richmond (D-LA-2), introduced July 26, 2017
Contact: Joe Lustig, 202-225-6636
joseph.lustig@mail.house.gov

The bill would expand the specific powers of the Postal Service to include the provision of basic financial services, including small-dollar loans, checking accounts, interest-bearing savings accounts and services relating to international money transfers.

H.R. 4024—United States Postal Service Shipping Equity Act

Primary Sponsor: Rep. Jackie Speier (D-CA-14), introduced Oct. 11, 2017
Contact: Alexandria Musser, 202- 225-3531
alexandria.musser@mail.house.gov

The bill would end the Prohibition-era ban that prevents the Postal Service from shipping alcoholic beverages to consumers. It would allow the USPS to ship alcoholic beverages directly from licensed producers and retailers to consumers over the age of 21, in accordance with state shipping regulations. Consumers and manufacturers currently are prohibited from using the Postal Service to ship or deliver alcoholic beverages. These needless restrictions hurt Postal Service market share and revenues; private shippers, such as UPS and FedEx, are exempt from such rules.



Six Ways Team Leaders Inspire Creativity, Innovation

Continuous change is the norm in most organizations today. Companies are constantly innovating and working to stay ahead of their competition and, in some cases, just to sustain in a changing marketplace. What forces are driving these changes?

Technology continues to be the number-one driver of change, along with socio-cultural, economic, governmental, political and natural disasters. It is extremely important to be adaptable, flexible and resilient given these forces.

To stay successful and create positive trends in business during these changing times, organizations rely less on past bureaucratic structures and more on teams. Many teams exist today within the workplace; they constantly are striving to create new and better ways of doing things. Teams are the basic structure that enable projects, activities and tasks to occur within companies worldwide. Because global organizations strive for competitive advantage, they must increasingly incorporate high-performance teams, thus allowing complex business strategies.

While everyone plays a role on a team, the team leader must be fully committed to developing creativity

and innovation, which allows the team to find new and better ways of doing things. Following is a framework you can apply to build and enhance your team's synergy, creativity and innovation:

Demonstrate Presence and Commitment as a Leader

Leaders inspire, improve, influence and have integrity. Engage and connect with your team members and set a welcoming tone.

Remember, first impressions are lasting, so prepare for your first team meeting and make it a good one. Work to set the right tone and establish a positive presence.

Team members reflect the tempo of the leader. If the leader cares and is committed, the team usually is, as well. It is important to model the way, talk the walk and walk the talk. Know that people will watch more how you walk it than how you talk it.

Inspire a Shared Vision and Goals

Clearly explain the team's purpose and goals. Communicate the purpose of forming the team and clearly state the goals. Reaffirm the cooperative goal of making the best decisions possible for the betterment of the

team. Practice the utilitarianism rule: Agree to make decisions for the greater good of the team and organization.

Create an Inclusive Process

Embrace diversity; everyone has a voice. It is important to promote and reinforce that shared governance and leadership exist within the team—it makes for an inclusive process. Let all members know that everyone's voice matters. Diverse voices will offer creativity and innovation to the team and make it more adaptive and dynamic.

Promote Controversy

Always show mutual respect and agree to disagree at times to further develop the creative process. Promote controversy among different opinions and perspectives, which will help you see new perspectives and innovate.

Inspire Critical Thinking

When we are applying critical thinking, we are examining our assumptions with a healthy dose of skepticism; we are reflecting on why they could be true and why they may be false. By doing this, we are able to proceed forward, take more informed action and increase the probability of a better decision. Creative problem-solving requires open-mindedness—not bias and stereotypes.

Promote Brainstorming

It is up to the leader to set the tone, promote building on each other's ideas and focus on quantity, not quality (during the brainstorming phase). The goal here is to generate many ideas during a short time period, so work to encourage divergent thinking. Establish ground rules and tell the group to withhold criti-

cism and evaluation. Promote thinking “outside the box” and work to lead and facilitate to produce as many ideas as possible in a short period of time.

When teams work through these steps and collaborate, creativity and innovation follow. Building and enhancing creativity and innovation within team dynamics are important components for success. Leaders within teams collaborate, embrace diversity and understand team members' strengths and weaknesses. Everyone is committed to developing creativity and innovation to find new and better ways to do things. That is the value of teams.

By Bill Davis, MA, CM, DM, and Dr. Avisha Sadeghinejad. This article originally appeared on Forward Thinking at ashford.edu/blog.

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Retiring Before Age 62

By Steve Dillard

Most members who retire before age 62 with the required years of service look forward to the FERS Retirement Supplement—a benefit that partly replaces the Social Security portion of a federal or postal employee's retirement package who retires before reaching Social Security eligibility. Many members fear the supplement may go away with new changes being discussed in Washington, DC. Indeed, the fear is stronger this year because of President Donald Trump's proposed FY19 budget. The budget, if approved by the House and Senate, has the potential of eliminating the supplement by early 2019 or 2020.

To prepare for the possible elimination of the supplement, NAPS members could increase their Thrift Savings Plan (TSP) contributions throughout their working years. Members are allowed to put up to \$18,500 per year in their TSP. A number of members are not using this benefit to fulfill their retirement needs.

Some members use brokers to invest money to provide them with additional options for income that is not guaranteed. Despite the stock market having an outstanding run this past year, some members still are fearful that rising stock prices may fall.

Members need to remember that the retirement supplement and early Social Security have a wage earnings test: You only can earn \$17,400 during the years you receive the supplement and partial Social Security until you are fully vested at 100 percent. Most members will be 100 percent vested between ages 66 and 68, depending on birthdate. At that time, a member can receive Social Security income and earn as much as they want.

To get a copy of your Social Security statement, visit www.ssa.gov, click on "My Social Security" and register to receive a copy of your Social Security statement.

Dillard Financial Solutions is the national retirement provider for NAPS members; (803) 499-6277; napsretprovider@aol.com.



Steve Dillard
Dillard Financial
Solutions

2018 SPAC Contributors



January/February Contributors

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

Butts, Ivan	PA	Branch 355
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Secretary's Roundtable (\$500)

Barone, Thomas	NY	Branch 202
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Chairman's Club (\$250)

Kiszcza, Sharon	AZ	Branch 246
Salmon, James	AZ	Branch 246
Randle, Carol	CA	Branch 39
Winters, Michael	IL	Branch 255
Hale, Jenise	KY	Branch 1
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Lahmann, Joseph	OR	Branch 276
Bradford, Robert	TX	Branch 203
Green Jr., Richard	VA	Branch 98

Supporter (\$100)

Melchert, Pamela	AK	Branch 435
Aceves, John	AZ	Branch 376
Bruffett, Shawn	AZ	Branch 376
Luna, Juan	AZ	Branch 246
Burkhard, Mary	CA	Branch 244
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Evans, Bridget	CA	Branch 159
Goodman, James	CA	Branch 39
Grayson, Yolanda	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Kerns, John	CO	Branch 141
Douglas, Lisa	CT	Branch 5
Moss, Donalda	DC	Branch 135
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
Kindle, Delloria	GA	Branch 82
Moore, Kevin	GA	Branch 281
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Perteet, Cynthia	IL	Branch 541
Noble, Sandra	KY	Branch 322
Rowel, Cornel	LA	Branch 73

Did you know contribution reports to the Federal Election Commission (FEC), such as the monthly reports NAPS completes, are available to the public at www.fec.gov? With this transparency, you can view how much a PAC or federal candidate has raised and how much it has spent. If you have questions about how to navigate the FEC site or NAPS' reports, please contact SPAC manager Katie Maddocks at (703) 836-9660 or naps.km@naps.org.

Ciccione, Alexander	MA	Branch 43
Hayes, Phyllis	MA	Branch 43
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Russo, Dominic	MA	Branch 43
Walter, Richard	MA	Branch 120
Amergian, Raymond	ME	Branch 96
Anderson, Shareen	MI	Branch 23
Van Norman, Gerald	MI	Branch 130
Weilep, Laurie	MN	Branch 104
Bollinger, Kathreen	MO	Branch 36
Johnson, Craig	MO	Branch 36
Fields, Michael	NC	Branch 183
Walton, Carl	NC	Branch 157
Barrett, George	NJ	Branch 74
Carmody, Russell	NJ	Branch 74
Dallojacono, Anthony	NJ	Branch 568
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Konish, Ann	NY	Branch 11
Warden, James	NY	Branch 100
Fearrington, Melvin	OK	Branch 80
Williams, Darryl	PA	Branch 554
Holt, Brian	RI	Branch 105
Croswell, Darnel	SC	Branch 225
Aaron, Donna	TN	Branch 97
Brooks, Lamarcus	TN	Branch 41
Green, Shri	TN	Branch 41
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Feb. 28, 2018

National Aggregate:

\$31,229.21

National Per Capita:

\$1.20

Region Aggregate:

1. Eastern	\$8,565.50
2. Western	\$8,360.90
3. Northeast	\$4,963.01
4. Southern	\$4,782.80
5. Central	\$4,557.00

Region Per Capita:

1. Eastern	\$1.60
2. Western	\$1.55
3. Central.....	\$1.04
4. Northeast.....	\$0.99
5. Southern.....	\$0.83

Area Aggregate:

1. Capitol-Atlantic	\$3,674.20
2. Mideast	\$3,620.50
3. Pacific	\$3,345.50
4. New England	\$2,917.00
5. Rocky Mountain.....	\$2,908.40
6. Northwest.....	\$2,107.00
7. Texas	\$1,918.00
8. Pioneer	\$1,881.80
9. New York	\$1,435.01
10. Illini	\$1,415.00
11. Michiana	\$1,325.00
12. Southeast.....	\$1,189.00
13. Cotton Belt	\$970.00
14. MINK	\$959.00
15. North Central	\$858.00
16. Central Gulf	\$705.80

Area Per Capita:

1. Northwest.....	\$2.04
2. Rocky Mountain.....	\$1.93
3. New England	\$1.72
4. Mideast	\$1.61
5. Capitol-Atlantic.....	\$1.41
6. Pioneer	\$1.36
7. Michiana	\$1.25
8. Pacific	\$1.17
9. Illini	\$1.11
10. Texas	\$1.09
11. Cotton Belt.....	\$1.08
12. North Central	\$0.97
13. Central Gulf	\$0.92
14. MINK	\$0.81
15. New York	\$0.59
16. Southeast.....	\$0.51

State Aggregate:

1. California	\$3,125.50
2. Pennsylvania	\$2,503.50
3. Massachusetts	\$1,993.00
4. Texas	\$1,918.00
5. Arizona	\$1,533.40

State Per Capita:

1. Utah	\$5.32
2. Arizona	\$4.10
3. Maine	\$3.24
4. Washington.....	\$3.05
5., Delaware	\$2.59

Drive 4 Five

Members by Region:

1. Central.....	76
2. Western	64
3. Southern.....	60
4. Eastern	51
5. Northeast.....	45

Aggregate by Region:

1. Central	\$4,250.00
2. Western	\$4,220.00
3. Southern	\$3,473.00
4. Eastern.....	\$3,113.00
5. Northeast	\$2,295.00

Johnson, Stanley	WA	Branch 60
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61
Taylor, Georgia	WA	Branch 31

Drive 4 Five

Melchert, Pamela	AK	Branch 435
Carson, John	AL	Branch 901
Frazier, Rickey	AL	Branch 399
Nash, Leon	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Bruffett, Shawn	AZ	Branch 376
Hernandez, George	AZ	Branch 246
Salmon, James	AZ	Branch 246
Simpson, Pamela	AZ	Branch 246
Burkhard, Mary	CA	Branch 244
Butts, Kevin	CA	Branch 466
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Edwards, Michael	CA	Branch 373
Evans, Bridget	CA	Branch 159
Florentin, Diana	CA	Branch 244
Gavin, Angela	CA	Branch 159
Goodman, James	CA	Branch 39
Grayson, Yolanda	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Maginnis, Gary	CA	Branch 466
Moore Tucker, Carolyn	CA	Branch 301
Rascati, Wayne	CA	Branch 244
Simpao, Sally	CA	Branch 88
Sutton, Catherine	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Trevena, April	CA	Branch 94
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Annon, Cynthia	CO	Branch 141
Cool Jr., Harold	CO	Branch 141
Erfman, Glen	CO	Branch 65
Kerns, John	CO	Branch 141
Love, Valerie	CO	Branch 65
Roll, Gary	CO	Branch 65
Summerfield, John	CO	Branch 65
Collen, Helen	CT	Branch 3
Douglas, Lisa	CT	Branch 5
Siering Jr., Donald	CT	Branch 47
Garland, Angela	DE	Branch 909

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "77225555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 7722555512345678).

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



Cox, Jacqueline	FL	Branch 93
Gilbert, Belinda	FL	Branch 425
Greene, Lisa	FL	Branch 406
McPhee-Johnson, Tayloria	FL	Branch 146
Misiuk, Melanie	FL	Branch 321
Murray, Donald	FL	Branch 93
Roundtree, Edith	FL	Branch 154
Ruckart, Kenneth	FL	Branch 386
Schoultz, Frederi	FL	Branch 146
Schulz, Mark	FL	Branch 577
Vorreyer, Leslie	FL	Branch 353
Gomez, Robert	GA	Branch 125
Moore, Kevin	GA	Branch 281
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Parker, Laroma	HI	Branch 214
Williams, Ricky	IA	Branch 172
Anguiano, Efren	IL	Branch 34
Baines-Albert, Pamela	IL	Branch 493
Brady, Derrick	IL	Branch 17
Cook, Carol	IL	Branch 14
Dittmann, David	IL	Branch 489
Hilliard, Ricky	IL	Branch 489
Levernier, Catherine	IL	Branch 270
Matuszak, Kevin	IL	Branch 489
Maxwell, Sherry	IL	Branch 255
Mondie, Debra	IL	Branch 493
Moreno, Luz	IL	Branch 489
Nolan, Terrance	IL	Branch 220
Perteet, Cynthia	IL	Branch 541
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Wagner, Brian	IL	Branch 255
Wesley, Nancy	IL	Branch 493
Derby, Karen	IN	Branch 169
Malone, Tammy	IN	Branch 8
Mosley, Monique	IN	Branch 8
Norton, Paul	IN	Branch 8
Webb, Marcel	IN	Branch 8
Aguilera, Patricia	KS	Branch 205
Ewing, Larry	KS	Branch 52
Macias, Juan	KS	Branch 205
Waddell, Corey	KS	Branch 52
Smiley, David	KY	Branch 390
Carter, Tonious	LA	Branch 421
Chambliss, Brenda	LA	Branch 170
Hampton, Annette	LA	Branch 73
Harvey, Joycelyn	LA	Branch 209
Lastrapes, Ebony	LA	Branch 209

Laurendine, Kyle	LA	Branch 73
Minor, Saundra	LA	Branch 209
Morse Jr., Sam	LA	Branch 73
Rowel, Cornel	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Cauley, Richard	MA	Branch 102
Foley, Paul	MA	Branch 120
Killackey, James	MA	Branch 43
Lewin, Kim	MA	Branch 118
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Ringie, Kevin	MA	Branch 102
Russo, Dominic	MA	Branch 43
Walter, Richard	MA	Branch 120
Berger, Ricky	MD	Branch 531
Brownfield, Patricia	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Griffin, Troy	MD	Branch 42
Jones, Marcia	MD	Branch 42
Kennedy, Gregory	MD	Branch 531
Mason Jr., Garland	MD	Branch 592
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Bartlett, Bruce	ME	Branch 96
Hafford, Darrell	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Sadler, Amanda	ME	Branch 96
Anderson, Shareen	MI	Branch 23
Bodary, Joseph	MI	Branch 268
Bradley, Anthony	MI	Branch 142
Bunch, Kenneth	MI	Branch 23
Burcar, Robert	MI	Branch 508
Glenn, Sandra	MI	Branch 140
Hardin, Donald	MI	Branch 142
Hommerson Jr., David	MI	Branch 130
Ice, Marilyn	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
McCarthy, Bernard	MI	Branch 23
Perkins, Ethel	MI	Branch 140
Roundtree, Wanda	MI	Branch 140
Trayer, Kevin	MI	Branch 142
Van Norman, Gerald	MI	Branch 130
Baker, Neil	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Mooney, Dan	MN	Branch 16
Moore, Olin	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Vance, Julianne	MN	Branch 104
Vasquez Elms, Valerie	MN	Branch 16
Weilep, Laurie	MN	Branch 104

Make Contributing to SPAC a Habit:

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 on-line "Services Online" portal.

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

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

By internet:

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

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

By telephone:

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



Bollinger, Kathreen	MO	Branch 36
Brown, Latasha	MO	Branch 131
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Davis, Lisa	MO	Branch 131
Davis, Pamela	MO	Branch 527
Green, Bart	MO	Branch 36
Johnson, Craig	MO	Branch 36
Marley, Carol	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Warren, Anitra	MO	Branch 36
Garrett, Donald	MS	Branch 199
Turner, Linda	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Gilbert, Jevonda	NC	Branch 183
Jackson, Abner	NC	Branch 299
McLaughlin, Deborah	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Blanck Lovelace, Deborah	ND	Branch 937
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Lichtsinn, Cynthia	ND	Branch 937
Fuller, Tamyra	NE	Branch 064
Newman, Edward	NE	Branch 10

Michaud, Russell	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Barrett, George	NJ	Branch 74
Carmody, Russell	NJ	Branch 74
Dallojacono, Anthony	NJ	Branch 568
Dennis Jr., Edward	NJ	Branch 53
Henkel, Tammy	NJ	Branch 287
Kofsky, Jonathan	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Walker, Veronica	NJ	Branch 237
Walton, Irma	NJ	Branch 75
Maggart, Charles	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
Jackson, Christian	NV	Branch 463
Pixley, George	NV	Branch 249
Burke, Maureen	NY	Branch 336
Burke, Terriann	NY	Branch 11
Duffy, James	NY	Branch 85
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85

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 2018

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.

Here Are the 2018 SPAC Pins



President's Ultimate SPAC

\$1,000 level includes LT'S SPAC reception for donor plus one guest



VP Elite

\$750 level includes LT'S SPAC reception for donor plus one guest



Secretary's Roundtable

\$500 level includes LT'S SPAC reception for donor plus one guest



Chairman's Club

\$250 level



Supporter

\$100 level

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

Krempa, Keith	NY	Branch 27
Schirching, Christy	NY	Branch 27
Yuen, John	NY	Branch 100
Laster, Jacshica	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Mayes, Sean	OH	Branch 29
Needham, Timothy	OH	Branch 133
Nicholson, Rachel	OH	Branch 29
Paige, Lillie	OH	Branch 46
Smith, Ronald	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Zamudio, Juan	OH	Branch 29
Fearrington, Melvin	OK	Branch 80
Lahmann, Joseph	OR	Branch 276
McNulty, Linda	OR	Branch 66
Shelburne, Sarah	OR	Branch 66
Skjelstad, Aric	OR	Branch 276
Yut, Rachelle	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Benford, Debra	PA	Branch 50
Ferguson, Donald	PA	Branch 48
Keefe, Laura	PA	Branch 112
Keen, Kevin	PA	Branch 35
Kolecki, Michele	PA	Branch 941
Lehman, Jason	PA	Branch 554
Robinson, Andrea	PA	Branch 35
Williams, Darryl	PA	Branch 554
Rodriguez, Jose	PR	Branch 216
Delsesto, John	RI	Branch 105
Delsesto, Regina	RI	Branch 105
Disalvia, Betty	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Girard, David	RI	Branch 105
Halm, Frank	RI	Branch 105
Holt, Brian	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Croswell, Darnel	SC	Branch 225
Nation, Linda	SD	Branch 946
Aaron, Donna	TN	Branch 97
Blakely, Kathy	TN	Branch 41
Bowen, Randy	TN	Branch 97
Brooks, Lamaricus	TN	Branch 41
Cattron, Patricia	TN	Branch 555
Green, Shri	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Barcenez, Mary	TX	Branch 103
Barnes, Marilyn	TX	Branch 86
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Davis, Willie	TX	Branch 559

Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Hill, Earnest	TX	Branch 122
Howard, Marsha	TX	Branch 9
Jones, Charleen	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Miller, Ovetta	TX	Branch 9
Nettles, Mark	TX	Branch 9
Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Archer, Sylvia	VA	Branch 98
Brown, Lorraine	VA	Branch 98
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Hale, Donna	VA	Branch 526
Hartsel Jr., Robert	VA	Branch 22
Holley, Deborah	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Mott III, George	VA	Branch 132
White Jr., William	VA	Branch 526
Baldwin, Dexter	WA	Branch 31
Gruetzmacher, Bjoern	WA	Branch 61
Haslett, James	WA	Branch 31
Howe, Steven	WA	Branch 61
Johnson, Stanley	WA	Branch 60
Krogh, Charlie	WA	Branch 31
McCracken, Cindy	WA	Branch 61
Patterson, La Tanya	WA	Branch 61
Reedy, James	WA	Branch 61
Roberts, Charles	WA	Branch 31
Taylor, Georgia	WA	Branch 31
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Joers, Julie	WI	Branch 72
Knepfel, Kim	WI	Branch 549
Sederholm Marti, Susan	WI	Branch 72
Simmons, Brandi	WI	Branch 213
Sprewer, Victoria	WI	Branch 72
Baldwin, Craig	WV	Branch 212
McComas, Christina	WV	Branch 212

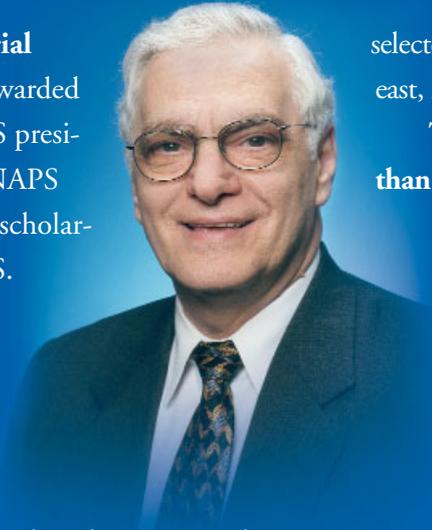
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

2018 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 20, 2018, at the address provided below.

Scholarship winners will be announced at the NAPS 2018 National Convention in August. In addition, the scholarship winners will be listed in the September/October 2018 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 2018. Scholarships may be used to pay expenses in the student's current or following semester.

deadline: July 20, 2018

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

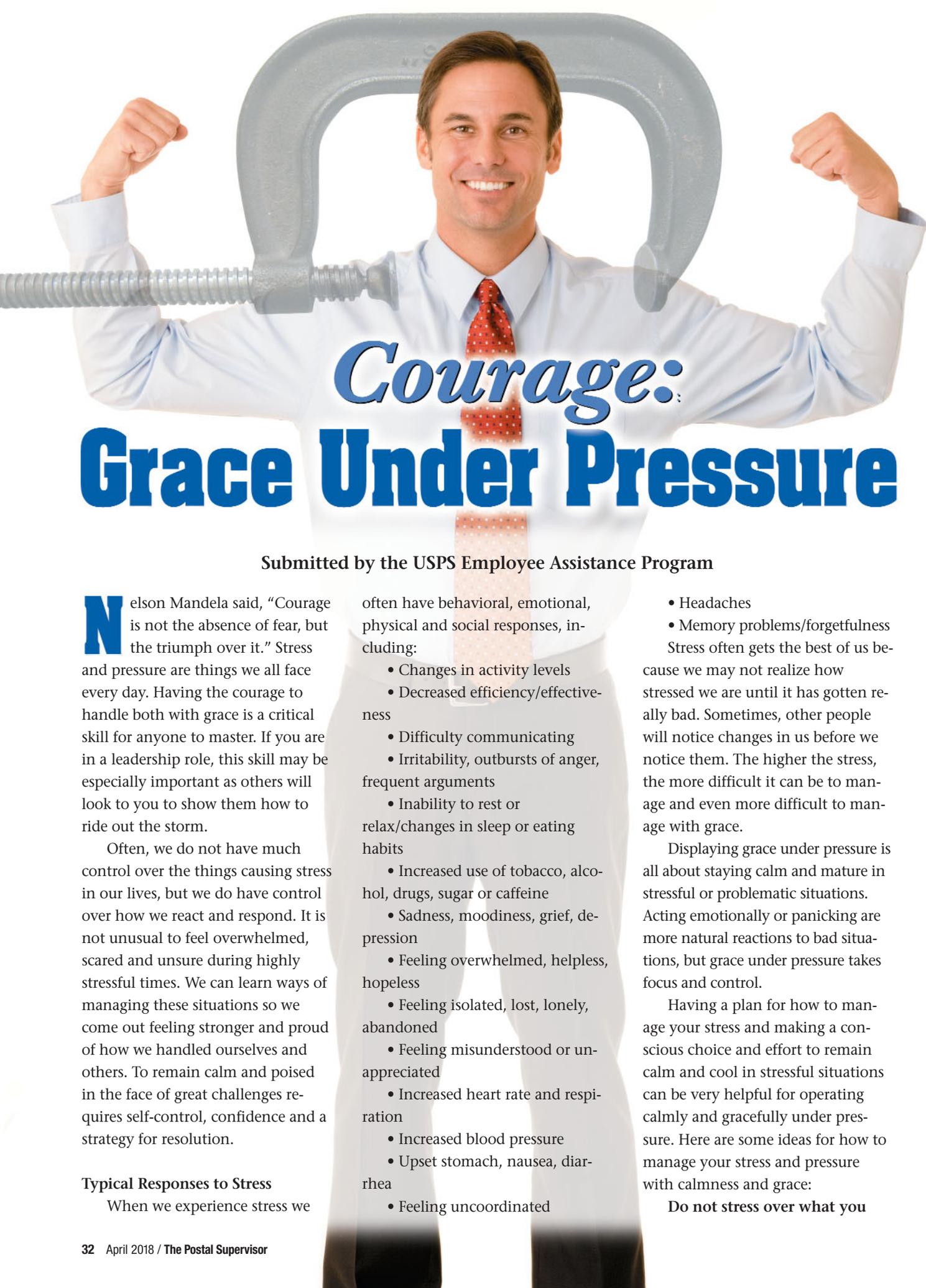
City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 20, 2018**

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



Courage: Grace Under Pressure

Submitted by the USPS Employee Assistance Program

Nelson Mandela said, “Courage is not the absence of fear, but the triumph over it.” Stress and pressure are things we all face every day. Having the courage to handle both with grace is a critical skill for anyone to master. If you are in a leadership role, this skill may be especially important as others will look to you to show them how to ride out the storm.

Often, we do not have much control over the things causing stress in our lives, but we do have control over how we react and respond. It is not unusual to feel overwhelmed, scared and unsure during highly stressful times. We can learn ways of managing these situations so we come out feeling stronger and proud of how we handled ourselves and others. To remain calm and poised in the face of great challenges requires self-control, confidence and a strategy for resolution.

Typical Responses to Stress

When we experience stress we

often have behavioral, emotional, physical and social responses, including:

- Changes in activity levels
- Decreased efficiency/effectiveness
- Difficulty communicating
- Irritability, outbursts of anger, frequent arguments
- Inability to rest or relax/changes in sleep or eating habits
- Increased use of tobacco, alcohol, drugs, sugar or caffeine
- Sadness, moodiness, grief, depression
- Feeling overwhelmed, helpless, hopeless
- Feeling isolated, lost, lonely, abandoned
- Feeling misunderstood or unappreciated
- Increased heart rate and respiration
- Increased blood pressure
- Upset stomach, nausea, diarrhea
- Feeling uncoordinated

- Headaches
- Memory problems/forgetfulness

Stress often gets the best of us because we may not realize how stressed we are until it has gotten really bad. Sometimes, other people will notice changes in us before we notice them. The higher the stress, the more difficult it can be to manage and even more difficult to manage with grace.

Displaying grace under pressure is all about staying calm and mature in stressful or problematic situations. Acting emotionally or panicking are more natural reactions to bad situations, but grace under pressure takes focus and control.

Having a plan for how to manage your stress and making a conscious choice and effort to remain calm and cool in stressful situations can be very helpful for operating calmly and gracefully under pressure. Here are some ideas for how to manage your stress and pressure with calmness and grace:

Do not stress over what you

cannot control. Without fail, life happens. We all receive curveballs, so be ready for them. We often get stressed about things over which we don't have any control—traffic, weather, someone else's decisions. Try to be mindful of and evaluate and recognize stressors in your life that are outside your control. You may not be able to control what is happening, but you can control how you react and respond to it.

When things don't go your way, try to be flexible and shake it off as best as you can. Appreciate the adversity as an opportunity to grow stronger and feel excited about the prospect of thriving—even when conditions are less than ideal. As a result, you will feel a much greater sense of achievement.

Fuel and recharge. Eating well and resting your body are important tools to manage stress. Taking care of yourself is critical to maintaining a sharp mind and helping ready yourself when stress hits.

People often lose their appetite and have trouble sleeping when they are under a lot of pressure. Not eating and not sleeping increase our stress. Many people think they can just "power through," but it actually has the opposite effect. Your body needs rest and fuel to be able to cope with the energy drain stress creates.

Lead by example. Remembering that others are looking to you as an example of how to behave is strong motivation for practicing grace under pressure. Remind yourself to act the way you would want others around you to react.

Sometimes it can be helpful to think of a role model. Think of a family member or someone whom you admire for their ability to be cool in tough situations; ask yourself how they would act in the same situation.

Another way to stay composed is

to remember you always have an audience. Knowing you have an audience helps anchor your chaotic emotions and serves as a strong motivator to practice self-management under stressful circumstances.

Take a breath. One way to be graceful under pressure is to counteract your body's natural reaction to a stressful situation. Take a step back—physically and mentally—to allow yourself the appropriate time and space to properly assess the situation. Use this time to evaluate your thoughts and emotions to determine if they are an appropriate or an out-of-proportion response.

It's incredibly effective to take a step back when feeling stressed and just breathe. Oxygen helps the brain process emotion. When you inhale deeply and exhale slowly, it grounds you to this very moment, allowing you to slow down your thinking. As increased oxygen floods the brain, your thoughts become more rational.

You also can curb your instinctive response with emotional management techniques, such as counting to 10 or silently reciting a positive, personal mantra. By calming yourself, you can lift yourself out of feeling as if the current situation is a threatening emergency and begin thinking about resolutions.

Visualize something positive. When pressures are intense, it's easy to visualize only the negative that is happening or could happen. To stop this type of doubt and emotional chaos, take a moment and close your eyes. Focus on the mental image of what you would like the outcome to be.

Imagine the problem already has been solved and you have moved through this situation in the best way possible. Visualize and experience the emotional satisfaction and success you feel as you see yourself succeeding and moving past this issue.

It is well worth it to take time in this way to direct your thoughts toward a successful resolution. When you can visualize yourself at the finish line and see the success, you naturally will feel calmer. You will have more faith and feel better prepared to take on the adversity at hand.

You also can close your eyes and focus on a mental image of something you love or that makes you feel good. This lets you harness your emotions, calm down and handle the situation gracefully. When you feel yourself getting angry or stressed, consciously de-escalate your emotions by taking control of them.

Choose your thoughts. In order to establish a sense of self-control, force yourself to think positively about your situation. Learn to focus on solutions—not problems. This helps you to not react negatively in high-pressure situations. Self-talk is a great way to get yourself to calm down and start thinking rationally.

The brain responds immediately to solution-focused thinking. The natural reaction to challenge is to feel defeated or distressed. Tell yourself there are solutions for every problem and begin the process of thinking of what those could be, or, even better, take a minute and jot down some thoughts. Tell yourself you have the experience, skill and instincts to handle the issue with which you're dealing. Be mindful of not using negative words such as can't, won't or impossible. Train yourself to look at the positive perspective to keep yourself cool under the pressure of uncertainty.

Focus on the big picture. It's common when you're feeling pressured to think irrationally about your situation and imagine every possible horrible outcome. Train yourself to view the current high-stress situation as an individual or

Continued on page 35

Notes

from the National Auxiliary

Take Time for What Matters Most

By Felicia Hill

Texas Area Vice President

As we prepare for our state and national conventions, there are many tasks that must be completed. There also are many tasks that must be done in the hustle and bustle of our everyday lives. Through it all, we must take the time for those things that matter most.

Stop and think about the people and events that are dear to your heart. You probably will realize your children have grown up;



your grandchildren are growing up. Sometimes they move away to accomplish their goals in life. Have you taken the time to create previous memories and nourish those relationships so important to you and your family?

Do you say “I love you” enough? Do you say “I’m sorry” when you mess up? Sometimes in life, we have only one time to get it right. Did you take enough photos or send enough greetings to brighten someone’s day? Did you compliment the person who had no idea you ad-

Attention Auxiliary Branches

On July 31, 2018, your National Auxiliary dues become delinquent. This is a national convention year, so dues must be current for 2017 and 2018. Please submit your National Auxiliary dues as soon as possible—before July 31. Mail your dues to Auxiliary Secretary Bonita Atkins, PO Box 80181, Baton Rouge, LA 70898-0181. Make checks payable to the “National Auxiliary to NAPS.”

mired them? Did you compliment that person who truly made a difference in your life? Do you have concrete plans for the trip you’ve talked for years about taking with your spouse, loved ones or friends? Or does it remain just a bulleted item on your to-do list?

NAPS and Auxiliary members: The time is now to slow down a bit, take time from your hectic schedule

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and do something for yourself. When was the last time you went for a walk in the park or sat and listened to the sweet, innocent laughter of children? Have you recently let your mind totally relax and drift away from all your problems and stressors?

You owe it to yourself to watch a sunrise or sunset or sit and listen to a songbird's sweet melody during the fresh dawn of a new day. Mankind was created to commune with nature and each other; so, let it be with our lives.

Plan something special for family days at NAPS state conventions and the national convention. Take photos, appreciate each other, relax and enjoy yourself. Be sure to commune with nature and each other.

I wrote this to my NAPS and Auxiliary family to encourage them and say I appreciate each one of you. Thank you for your support and helping me to grow. I am reminded of the dear ones whom we've lost along life's way and those to whom I cannot go back and say "I love you and appreciate you," "Thank you" or "I'm sorry."

When a person or opportunity has passed, a window is closed. They are gone forever and there is no chance to make it right or do it again. Life is not a dress rehearsal! Let us go forward and make the best of our allotted time for ourselves, our family, our loved ones and those who matter most.

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Courage: Grace Under Pressure

Continued from page 33

isolated issue. This will help you control your urge to project your thoughts on what could happen going forward and stay focused on the dilemma at hand. Keep in perspective that this one issue, in the realm of all possibilities for your future, is not that big of a deal.

This simply is a time of reinvention, reorganization, recalculating, readjusting and starting again. When you can look at the bigger picture and feel its vastness, it brings a calming quality to your mind. You realize that where you are and the pressure you're under do not mean the end of the world, but the beginning of a new solution to a temporary problem.

EAP coaching can help. Your EAP is a great resource to help you learn to manage stress with grace. Your EAP life coach will set goals with you and provide resources and encouragement to meet those goals. Learning new ways of managing

stress takes patience and practice; having a supportive coach to guide you through the process can be very valuable. You will receive praise on your successes and feedback on how to make improvements.

Life is full of challenges. There are going to be losses, heartbreaks, bad days and plenty of stress and pressure. When under intense stress, it is natural to feel panicky. But to have poise under pressure, you must learn to harness fear and panic through training yourself to possess self-control.

You must be able to manage your emotions well enough to stay calm, mature and rational amidst stressful or problematic circumstances. A display of grace demonstrates leadership, commands respect and works to defuse volatile situations.

For more information on using your EAP, call 1-800-327-4968 (TTY: 877-492-7341). Additional information also is available at www.EAP4YOU.com.

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