

the Postal Supervisor

July 2018

**Whatever the
Technology,**

**EAS Employees
Ensure the Mail
Is Delivered**

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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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T'd-Off About T-Time

Here we go again: More phone calls received at NAPS Headquarters and discussions at NAPS state conventions about EAS special-exempt employees being told they will not be paid for working T-time. I wrote a *Postal Supervisor* article in November 2016 explaining the Postal Service policy about how special-exempt EAS employees are to be compensated when working more than 8.5 hours in a given day. It's officially called "additional straight-time pay," but it's also known as T-time.



Brian J. Wagner
President

In my November article, I referenced *USPS Handbook F-401*, August 2000, pages 55-56, which states special-exempt employees are to receive *additional straight-time pay* for all hours worked in excess of 8.5 in a day. I further referenced the *USPS Employee and Labor Relations Manual (ELM)*, Section 434.143, "Eligibility for FLSA-

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

Unfortunately, there is a new tactic being used by some managers to avoid paying T-time. They are trying to blame Postal Service Headquarters for this. These managers claim USPS Headquarters has mandated no more T-time and, therefore, supervisors who work more than 8.5 hours in a given day won't be paid for working those hours. Wrong! NAPS has received no official communication from Postal Headquarters that it no longer will pay or authorize T-time.

Another tactic used by some managers is to randomly change a supervisor's schedule to take a two-hour lunch when there is no operational need for such a permanent change. The change is made only to cheat EAS employees from receiving T-time. This two-

hour lunch scam is wrong, too.

In my opinion, a real postal leader never would make up a false USPS Headquarters mandate or condone the manipulation of an EAS employee's schedule just to avoid paying T-time. That is not leadership, postal or otherwise. You probably can tell I am really getting t'd-off about these current T-time tactics.

Let's be honest, T-time is a cost of doing business. Some postal leaders have recognized this fact and have taken steps to approve the time when needed. Others monitor T-time usage and legitimately manage to reduce it. In some cases, there are local directives that an office may not use EAS T-time without prior approval.

Depending on where you work, this approval may come from the district manager; manager, Post Office Operations (MPOO); or postmaster. If that is the postal leader's instruction, then so be it. NAPS has no issue with that directive as long as EAS employees are not directed to work off the clock or denied payment for T-time that is legitimately earned.

Therefore, when T-time is not approved, my advice to those respective special-exempt employees is to end your tour at eight hours and leave the office for the rest of the day. Go home, go bowling, go to Dairy Queen—just go.

If special-exempt EAS employees are instructed to continue working past their regular schedule, they should swipe their timecards. If your manager is playing "keep away" with your timecard, then complete a *PS Form 1260* for all hours worked on that given day. Give the original *1260* to your manager to enter into TACS, but keep a copy for your records.

If you notice in your next paycheck you did not get properly paid for working those additional hours, inform your manager to make a pay adjustment. If they refuse, file a grievance in accordance with *ELM 650* to receive your just compensation.

It is very simple. If you are not approved to work T-time, then end your tour in eight hours. However, have the professional courtesy to provide your manager with as much advance notice of what workload remains. Let your manager make the final decision if they want you to stay on the clock and pay you the

Continued on page 9

New Process—Same Old Song

I like to think of myself as having eclectic taste in music. My kids, though, call it old. Anyway, in 1965, the Four Tops released a hit song titled, “The Same Old Song.” This song came to mind recently at a consultative meeting.

I periodically peruse the USPS OIG website and read some of the completed audits that may impact or be of interest to NAPS members. During my latest web-



Ivan D. Butts
Executive Vice President

site visit, I reviewed NO-AR-18-004, *Mail Processing Facilities Staffing*. This audit had to do with the application of the Function 1 (F1) Scheduler. The objective was to determine if USPS mail processing facilities are optimally staffed based on use of the F1 Scheduler.

It was no surprise to me that the audit found issues with this program. I could base that on the unsolicited reviews I have received as I traveled around the country

representing our association. I heard from some senior leadership about how this process was failing the goals of the USPS. New process or the same old song?

I had heard, and the USPS OIG audit confirmed, that this program was not being followed locally. The narrative on the local level would point to the process’s failure to adequately provide for staffing USPS functions.

This audit report seemed to point toward little to no implementation of the F1 Scheduler results. A more significant point

for NAPS was the audit found that, regardless if a plant used greater or fewer resources than identified in the F1 Scheduler, overtime usage still was in double digits—above 10 percent—and penalty overtime was used at nearly the same levels.

Due to the poor results identified by the OIG in the audit, NAPS felt it was necessary to engage USPS Headquarters leadership regarding the useful purpose of this tool. At the May 23, 2018, consultative, NAPS requested the USPS discontinue its use of flawed tools and return to a 22:1 ratio (excluding MDO ratio) for F1 mail processing plants. Knowing this ratio may not have been perfect either, it was, I heard, considered adequate.

The response received from Headquarters leadership was their predictable defense of a process. We have heard it before when voicing concerns about other process issues, such as Article 8 grievances and scanning integrity.

I must admit I had not listened to that tune in a while. Clearly, though, it was the same old song: “It’s management’s fault.” There was, however, a new verse: “The USPS OIG reporting is suspect.”

In solidarity ...

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The Postal Supervisor 2018 Production Schedule

Issue	Copy Deadline*	Mails
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.

Resident Officer Candidates Announced

At the 2010 NAPS National Convention, Resolution #57 was passed: “WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members’ dues, and

“WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are being allowed to place election advertisements in *The Postal Supervisor*, and

“WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

“RESOLVED, For the good of the membership, that NAPS put in print in *The Postal Supervisor*, the currently announced candidates for the three national officers, in three issues before the national convention.”

These NAPS members, listed alphabetically, have announced their candidacies for the three resident officer positions:

President: Toni Coleman Scruggs, Brian J. Wagner

Executive Vice President: Ivan D. Butts

Secretary/Treasurer: Chuck Mulidore

A Funny Thing Happened at the Forum

A forum is defined as a place, meeting or medium where ideas and views on a particular issue can be exchanged. That definition absolutely describes the context of the National Postal Forum I had the privilege of attending recently in San Antonio, TX. The theme of the event was “Informed Customers,” with an emphasis from the Postal Service on informed visibility and how this can help mailers be more efficient and make mail more visible.



Chuck Mulidore
Secretary/Treasurer

The Postal Service is investing heavily in technology that allows mail to be trackable at all stages, from acceptance to delivery. This allows mailers to better leverage their mailings to customers and allows customers to be more engaged with the mailing and shipping process. This technology has the potential to reap huge benefits for the Postal Service as customers see the value in mail and use the USPS as their shipper of choice in the ever-expanding package marketplace.

The application of these scanning processes already has enveloped our workplace. This includes bundle visibility scans in plants to arrival and departure scans in transportation, to acceptance scanning in post offices and delivery scans made by postal carriers. Clearly, the future of the Postal Service lies in scanning technology—active scanning, as well as more passive scanning, using geofencing technology and GPS in the future.

We have seen this revolution unfolding and support this effort 100 percent. No one wants to see a more technologically advanced Postal Service than NAPS members. We see the long-term stability of the Postal Service rooted in the fundamental principle that service keeps customers in the mail. Without service that is driven by tech-

nology, the USPS would be left behind as a relic of a bygone era. We cannot allow that to happen.

However, one piece of the scanning visibility puzzle that was not discussed at the Postal Forum was the unchanging need for EAS employees to be hands-on in this process. Even with all the technology driving all the indicators, this still is a people business. Treating people right, giving them the freedom to grow and test their limits, caring about them, providing them with opportunities for upward mobility and giving them regular pay increases that recognize the value of their contributions to the USPS are essential in developing the future of this company.

Even when all the technological platforms are installed and the expectations are set, at the end of the day there will have to be an EAS employee who drives the process in the plants and the Customer Service delivery units. Technology can get the mail to a plant faster or to a post office more visibly, but if craft employees don't come to work or the equipment is malfunctioning, an EAS employee will make the decisions that eventually will get the mail home and delivered in a timely manner.

That's what we do. We stand in the breach to make sure service is provided, even when the best-laid plans collapse. We manage, shift, realign, rethink and follow through until the mail finds its way to its destination.

So, let's hope the omission of this key piece of

bundle visibility was an oversight. Personally, I think an integral part of any presentation to mailers should illustrate that the Postal Service has an outstanding managerial workforce that will implement the scanning process on behalf of its customers—no matter the obstacles that inevitably crop up daily.

After all, at the end of the day, that's what we do at the U.S. Postal Service. We are EAS employees and we make it work.

naps.cm@naps.org



On the Move?

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

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

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

OCC Code Review for Salary Adjustments, USERRA Training and Reimbursements to Appropriate VMF Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore were present for the April 11 consultative meeting with the Postal Service. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, Labor Relations Policy Administration.

Agenda Item #1

NAPS brought back to the table Agenda Item #1 from the Feb. 14 consultative for an update:

NAPS requested an OCC code review for consideration of the Supervisor Differential Adjustment (SDA) for the following EAS positions assigned to the Stamp Fulfillment Services Center (SFSC):

- OCC Code 2355-0011, EAS-17 Supervisor, Maintenance Operations Support (SFS). Currently, this SFSC EAS employee supervises five PS-10 ETs, 10 PS-4 Labor/custodians and one PS-7 MOS clerk.

- OCC Code 2375-0015, EAS-17 Supervisor, Order Processing (SFS). Currently, this SFSC EAS employee supervises one PS-7 Customer Service clerk, one PS-6 general clerk and 17 PS-6 Stamp Fulfillment Services clerks.

NAPS requested the salaries for the EAS positions with OCC codes 2355-0011 and 2375-0015 be corrected and updated in *ELM* 412.12b. Also asked was whether the USPS authorizes the SDA for work that has been and is being performed by these

two EAS positions.

These positions are being reviewed by USPS Headquarters Compensation. NAPS will be informed of the Postal Service's decision.

The Postal Service's latest response: *The Supervisor, Maintenance Operations Support (SFS), and Supervisor, Order Processing (SFS), will be included within the position group "All other Eligible" of the SDA, effective May 12, 2018. Retroactive pay adjustments are not applicable when positions are added to or removed from the SDA chart.*

Agenda Item #2

NAPS Headquarters has been made aware that, currently, the USPS requires virtually everyone who manages other employees to take the six-module Uniformed Services Employment and Reemployment Rights Act (USERRA) training. NAPS members in the field report this course is very well-written and prepared. However, there is far too much information to be a practical course for managers.

This training acknowledges the complexity of administrating the process in its many instructions to call Human Resources (HR) before making any decision. The course also warns the participant in the first module that bad decisions can incur significant cost, embarrassment and inconvenience to the USPS. Module 1 goes into a vast and scary list of consequences if the respondent answered incorrectly.

This LMS course clearly and strongly blames EAS employees for

all the trickle-down consequences of poor decisions made by a non-professional HR specialist. At one point, it states that when it gets to OSC, this agency "takes the position that a postal attorney represents the Postal Service and cannot also act as private counsel for the manager."

NAPS does not agree with the USPS' position of not representing the agents (EAS employees) performing the duties of the agency (the USPS). Furthermore, NAPS finds that the tasks being requested are outside the professional capacity of operational managers and must rest with the administrative professionals in the Human Resources Department.

NAPS proposes this course be revised or eliminated and replaced with something that establishes the importance of USERRA compliance. NAPS believes the course should focus on educating EAS employees on how to identify those who qualify for potential USERRA protection.

NAPS requests there be an absolute requirement to turn the administrative process of managing USERRA compliance over to the USPS Human Resources Department for adjudication.

Courtney Wheeler, USPS attorney and general counsel, attended the meeting and addressed this item. The Postal Service provides all management employees USERRA training as required by federal law. The agency's USERRA training comports with the requirements set out by the Office of Personnel Management.

NAPS Secretary/Treasurer's
Financial Report Chuck Mulidore

The purpose of the training is to make managers generally aware of the basis of USERRA and advise them that when they have USERRA-related issues, they should contact Human Resources for guidance. The USERRA training clearly explains the importance of following established protocols and identifies who is protected by the statute.

While OSC takes the position that agency attorneys cannot represent managers in USERRA investigations, the Postal Service insists on doing so and always has represented postal managers in such matters. Contrary to NAPS' opinion, the USERRA-related duties that must be undertaken by managers are clearly within the scope of managerial duties, are neither complex nor onerous and are like other personnel-related matters for which they are responsible.

The manager's duties are largely functional in nature and require the manager to notify Human Resources when an issue arises. Human Resources is responsible for deciding how to resolve USERRA issues.

NAPS responded that Wheeler's explanation did not address the concerns of NAPS for the lack of support to EAS employees acting as agents of the Postal Service whose responsibilities are not, as stated by Wheeler, largely functional in nature and are the sole responsibility of Human Resources.

Agenda Item #3

NAPS Headquarters was made aware that, on Nov. 17, 2017, the USPS began the organizational change process of ending contracts with the freight-forwarding company Cargo Force. The scheduled completion of the organizational change is July 25, 2018.

Cargo Force operations received volumes of containerized mail transport equipment from origin NDCs around the country and consolidated them at one of their contracted cen-

Article XIV of the NAPS Constitution requires the secretary/treasurer to "furnish financial reports quarterly and publish same in *The Postal Supervisor*."

Balance Sheet—Feb. 28, 2018

Assets:

Cash and Investments	\$14,983,037.44
Dues Withholding Receivable	221,329.47
Prepaid Expenses and Other Assets	588,097.35
Total Current Assets	15,792,464.26
Building and Equipment, Net of Accumulated Depreciation	2,853,686.61
Total Assets	\$18,646,150.87

Liabilities and Fund Balances:

Accounts Payable	\$ 8,286.36
Accrued Expenses	165,326.22
Deferred Revenues	131,355.59
Dues to be Remitted to Branches	522,265.80
Total Liabilities	827,233.97
General and Designated Fund Balances	17,818,916.90
Total Liabilities and Fund Balances	\$18,646,150.87

Statement of Revenues and Expenses

(For the period Dec. 1, 2017, through Feb. 28, 2018)

Revenues:

Dues and Assessments	\$ 1,783,060.42
Less: Dues Remitted to Branches	1,203,338.79
Net Dues and Assessment Revenue	579,721.63
Investment Income	83,851.60
NAPS Property, Inc. Net Income Before Depreciation	\$120,527.42
Less Depreciation	(56,229.00)
NAPS Property, Inc. Net Income	64,298.42
Royalties	8,052.97
Training Fees	23,465.00
Other	11,720.08
Total Revenues	771,109.70

Expenses:

National Headquarters	382,105.24
Executive Board	182,577.23
National Convention 2016	384.00
<i>The Postal Supervisor</i>	65,603.79
Legal/Fact Finding/Pay Consultation	91,881.86
Legislative Counsel	40,412.85
Legislative Expenses	6,106.02
Education and Training	26,849.39
Training Registration Expense	51,643.13
Disciplinary Defense	51,556.58
Total Expenses	899,120.09

Revenues Less Expenses \$ (128,010.39)

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include a statement of cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

ters into bed-loaded trips to various Cargo Force contracted facilities around the country to be re-contained and dispatched to the destination NDC.

NAPS requested responses to the following questions. Chanel Reedus, manager of Network Distribution Center Operations, attended the meeting and provided the responses, pointing out that the Postal Service reviews all contracts prior to expiration to determine the most cost-efficient manner once that contract expires.

- What is the impact to current NDC staffing?

Staffing will be determined site-by-site using the standard metrics pertaining to craft and EAS staffing.

- What is the impact to NPA during a transition from Cargo Force?

There should be no change to NPA because this is not new work.

- What is the projected number of Cargo Force deck-loaded trailers received at NDCs during this transition?

Between six to 60 mixed hybrid containers, based on the number of trips.

- What mechanized equipment will be reconstituted to handle under-loading deck-loaded trailers of mail from Cargo Force?

We are in the process of reviewing new technology.

- What additional workhours will be given to NDCs required to unload deck-loaded trailers?

Workhours will be determined case by case, based on workload.

- What adjustments will be made to NPA scorecards to address the operational changes?

There should be no change to NPA because this is not new work.

Agenda Item #4

NAPS brought back to the table Agenda Item #1 from the March consultative:

Line 3H on the Financial Report deals with parts and commercial labor. In an example provided by field EAS employees, the Postal Service has a warranty issue with an engine. The VMF pays for the replacement engine. On the back end, the refund for the engine goes to the finance number for where the vehicle is assigned—not the VMF that paid for the part.

This also applies to tort claims if a vehicle is wrecked and monies are recouped for the loss. These funds also go back to the finance number where the unit is assigned—not to the VMF that purchased any replacement parts for that vehicle.

When the VMF went under Headquarters reorganization, the VMF took ownership of line 3H, which is compensable to VMFs under NPA. NAPS requested that all funds recovered that impact VMFs under line 3H be returned to the VMF purchasing the parts and not to the finance number of the assigned vehicle.

The money goes back to the district and the district adjusts back to the VMF. Phong Quang said he did not make this statement, but that it was an editorialization of his response.

NAPS Headquarters has had further conversation with the field on this issue. It has been reiterated that this money is not going back to fleet.

NAPS requested a flowchart of how the trackable process of back-flowing monies to VMFs is being accomplished. The purpose of this would be to educate VMF EAS employees on how to track costs at the field level to ensure NPA targets are being accurately reported.

Kirby Cothren, manager, Fleet Operations (A), attended and addressed this item. Funds are returned to the servicing VMF that completes the work after the 3rd of the month; this can be tracked in Enterprise Data Warehouse (EDW).

NAPS Headquarters later was pro-

vided more information:

Cothren discussed that 3H consists of parts issued to vehicles and any associated item with a repair, except USPS labor costs. Finance numbers are mapped to associated VMFs; thus, on the 2nd day of each month, costs associated with a vehicle repair are pushed to the appropriate VMF.

This can be viewed in line 3H by the 3rd of each month and is done via an automatic Journal Voucher entry. However, Cothren also indicated that accident repairs or tort claims do not necessarily get funneled back to 3H as there is no automatic Journal Voucher entry for that; it requires a manual entry. Thus, an expense could be charged to a VMF for accident repairs, yet tort claim refunds may not be returned to that VMF.

Agenda Item #5

NAPS Headquarters has been made aware of a recent settlement in the National Reassessment Program (NRP) in which monetary awards have/will be made that could directly impact total operating expenses (TOE).

NAPS requested responses to several questions. Roger Collado, manager, Injury Compensation & Medical Services (A), attended and addressed this item:

There was no settlement. This was a class-action decision by the EEOC. Notifications have been sent to the class members. The Postal Service currently is in litigation.

- What is the current financial impact to USPS?

The financial impact has not been determined as we currently are in litigation.

- What are the impact implications to NPA?

The NPA impact has not been determined as we currently are in litigation.

- What is the future financial impact from implementation of this program?

This program was ended July 2011.

- How will settlements be paid?

Settlements are yet to be determined as we currently are in litigation.

- What happened to the program?

The program was ended July 2011.

- Are EAS employees impacted?

A small group of EAS employees are class members.

Agenda Item #6

On March 1, 2018, the OIG issued report number HR-AR-18-003. NAPS noted this report identifies staffing issues that have been raised by NAPS over many years, yet continue to be unaddressed by the USPS.

In this report, the USPS acknowledged to the OIG that:

“During the audit, they (the USPS) could not provide the criteria they use to assess staffing levels or any supporting documentation that

they assess staffing levels with any regularity.”

Industry standards related to workers’ compensation caseload management indicate that a regular caseload consists of between 100 to 125 cases. Additionally, a review conducted by a Washington state Joint Legislative Audit & Review Committee found the best practice for this type of unit to be a caseload of 105 cases.

The OIG noted that the current caseload for USPS HRM specialists is between 431 and 580 cases, without the USPS knowing, having or being able to provide the criteria they use to assess staffing levels.

NAPS has stated on numerous occasions that the current staffing, as well as the pay levels for HRM specialists, continue to deteriorate. This point now is supported by this OIG

report. The caseload cited for HRM specialists by the audit team is an unmanageable burden on these EAS employees that only can be addressed with increased staffing.

NAPS requested that the staffing levels for all HRM units follow the industry standards cited in OIG report number HR-AR-18-003.

Roger Collado said Headquarters Injury Compensation has acquired management of the Periodic Rolls (PR) from district Health and Resource Management (HRM). OWCP has taken back management of the third-party component cases previously done by district HRM. Additional assessments of HRM staffing at the district level are being handled as part of the overall reviews within the Future-Ready HR initiative.

NAPS noted the Postal Service does not fully agree with the recommendations in the OIG report.

T'd-Off About T-Time

Continued from page 3

T-time needed to finish the work. If not, then they made the business decision to accept responsibility and results for the remaining work to be completed. Do not let your manager hold you accountable for their decisions.

Remember, additional straight-time pay is paid for *all* hours worked by special-exempt employees. “All hours worked” include supervising, administrative work, waiting for the last carrier to return to the office, driving mail to the plant or participating in teleconferences, to name just a few examples.

Also remember, you are not an indentured servant to the Postal Service. Do not let your manager treat you like one. You should be treated as a respected member of the postal leadership team and paid accordingly. If your manager knows they can-

not guilt-trip, intimidate, trick or bully you into staying after 8.5 hours without compensating you, they either will instruct you to go home or tell you to continue working and pay you accordingly.

If you are instructed to stay, it is your responsibility to accurately report your workhours. If you do not accurately report the additional hours worked, you will not be properly paid. You also are doing yourself and the USPS a disservice by not accurately reporting what it takes to get the work done. It is your manager’s responsibility to ensure you get properly paid for working those additional hours.

Do not be intimidated or afraid of requesting the additional straight-time pay you have been instructed to work. You earned it. As a special-exempt employee, if you are not on the clock, you should not be working on the postal computer, driving a

postal vehicle, participating in a postal teleconference or doing any other postal-related work. Plus, you should not put yourself in a situation where you are charged with falsifying your workhours by not properly reporting all hours worked.

NAPS Headquarters will not tolerate—and neither should our members—the abuse of power and intimidating tactics by some postal leaders to avoid paying T-time that legitimately has been worked. As long as EAS employees are being denied compensation they have rightfully earned, NAPS will not give up on this issue. We will continue to inform our members of their rights with regard to USPS pay policies.

Furthermore, I will not give up on providing you with an ice cream flavor-of-the-month recommendation. My July 2018 recommendation is triple chocolate truffle!

naps.bw@naps.org



Albany, NY, Branch 83 President Joe Amash (left) met with Rep. John Faso (R-NY).



South Jersey Branch 74 Executive Board members were sworn in by New Jersey State President Tony Dallojacono and Mideast Area Vice President Hans Aglidian. From left: Dallojacono, Branch 74 Grievance Coordinator Russ Carmody, Vice President George Barrett, President Mike McKiernan, Secretary Faye Tanksley, Treasurer Gary Rutter, Sergeant-at-Arms Pete Clements, Trustee Ron Ward and Aglidian. Not pictured: Trustees Joe Garrity and Jim Fisher.



Florida members met with Sen. Bill Nelson (D-FL). From left: Patti Lynn, Nelson, Ann Strickland and Stanley Gold.



New York Area Vice President Jimmy Warden swore in officers of Branch 100, which is celebrating 100 years. Warden encouraged the officers to continue the great tradition of Branch 100 with fortitude in representing supervisors as the branch continues into its next 100 years. From left: Warden, Sergeant-at-Arms Vinnie Hall, Plant Vice President Juan Pastor, Treasurer Tu Tu, President Tom Hughes and Stations Vice President Jim Puccio.

Tennessee State President Donna Aaron (left) and Cotton Belt Area Vice President Shri Green attended the Tennessee District Career Awareness Conference in May where they shared information about NAPS and signed new members.



2018 New York State Convention



New York State President Dennis Gawron (standing far right) organized the New York State Convention held at the Villa Roma Resort in the beautiful mountains in Callicoon, NY. Money was raised for SPAC with a raffle for prizes and horse racing.



Assistant Postal Inspector In-Charge John Viola updated delegates on recent mail thefts and diligence by the Inspection Service, postmasters, managers and supervisors in preventing further crimes.



New York State members presented former NAPS DDF provider Charlie Scialla with tokens of their appreciation for his many years of loyal and dedicated service to NAPS.



Attending the New York State Convention were, from left: New York State Executive Vice President John Yuen, Northeast Regional Vice President Tommy Roma, New York State Secretary/Treasurer Phyllis Morrissey, Past NAPS President Louis Atkins (representing the resident officers), DDF consultant Charlie Scialla, New York State President Dennis Gawron and New York Area Vice President Jimmy Warden. Thanks to Butch Maynard, Branch 51 Postal Police president, for taking the photos.

Western Region Activities

By Marilyn Walton

Western Region Vice President

California State Convention

NAPS delegates, Auxiliary members, national officers and guests gathered at the Embassy Suites, San Rafael, CA, in the heart of Sonoma Valley wine country.

NAPS Secretary/Treasurer Chuck Mulidore, Pacific Area Vice President Hayes Cherry and I represented NAPS Headquarters. National Auxiliary President Patricia Jackson-Kelley also attended.

California State Executive Board officers included President Marilyn Jones, Los Angeles; Vice President John Wong, Petaluma; Secretary Bridget Evans, San Diego; Treasurer Sally Simpao, South San Francisco; Area Vice President Tom Wong, Oakland; Area Vice President Vontina Swygert, Hayward; Area Vice President Charles Patterson, Hercules; Area Vice President

Mariel Murillo, Riverside; and Legislative Consultant Marsha Danzy, Stockton. Dorotha Bradley was convention parliamentarian.

Before the start of the convention, Hayes Cherry hosted a representative training seminar conducted by Glenn Smith, NAPS Disciplinary Defense Fund provider (DDF). The training was informative and well-prepared, with good feedback from attendees. We also welcomed back to the state Sierra Coastal Branch 244 President Mary Burkhard.

On Monday morning, the opening ceremony and Presentation of Colors were conducted by NAPS veteran volunteers. NAPS and the Auxiliary held a memorial service to honor those members who died in the past year.

Larry Munoz, USPS Pacific Area vice president, was unable to attend, but he sent his key managers: Larry Belair, Pacific Area manager, Opera-

tions Support; Shawn West, Pacific Area manager, In-Plant Support; Bridget Carroll, Pacific Area Marketing manager; and Sean Andrews, manager of the Los Angeles NDC. The postal leaders shared updated information on new technology, programs and USPS goals that need the participation and support of our EAS employees. Romana Franco, Pacific Area engagement ambassador, and Erica Russell-Luke, Great Lakes ambassador, conducted a lively and upbeat engagement presentation.

After the postal presentations, President Marilyn Jones determined a quorum of branches was present; she called the roll and gavelled the convention to order. The convention rules were read and approved; committees to review the resolutions were confirmed. The Registration Committee certified all attendees. There were more than 32 resolutions to be voted on addressing legislation, Constitution & Bylaws, working conditions, compensation, postmasters and formal resolutions.

The committees met, presented their results to the delegations and, after objections, met with objectors. The resolutions were re-read and, after lively debate, the resolutions were voted on by convention delegates.

The seven first-timers were eager to join in the convention activities. Their task was to meet as many branch lead delegates and national officers as possible, introduce themselves and get the delegates to sign their convention book. Marsha Danzy, in conjunction with the Auxiliary, set a SPAC goal of \$5,000. The



California State officers and guests, back row, from left: John Wong, Marsha Danzy, Charles Patterson, Chuck Mulidore, Shawn West and Sean Andrews. Front row: Dorotha Bradley, Sally Simpao, Vontina Swygert, Marilyn Walton, Bridget Carroll, Marilyn Jones, Bridget Evans, Hayes Cherry, Mariel Murillo and Larry Belair.

Sam Booth's parody of "Black Panther," which took place at the Wakanda Post Office, boasted a talented cast. Seated, from left: Joyce Roelants, Patricia Jackson-Kelley and Shirley Lee. Standing: Marilyn Jones, Joan Davis, Marilyn Walton (hidden), Hayes Cherry, Yolanda Grayson, Ella Francisco, Velma McClinton, Mayumi Nazarreno, Edna Gray, Glen Gray, Michelle Salvador, Julio Leto, Sarah Pena, Chuck Mulidore, Charles Patterson, Freddie Jordan and Sam Booth.



First-timers at the convention: Edna Gray, Branch 127; Michelle Salvador, Branch 94; Julio Leto, Branch 127; Glen Gray, Branch 127; Sarah Pena, Branch 244; and Freddie Jordan, Branch 77.



Engagement ambassadors Erica Russel-Luckes, Marilyn Jones, Ramona Franco and Chuck Lum.

first-timers were able to exceed that goal by \$200!

Los Angeles Branch 39 Vice President Sam Booth was in charge of the Greetings Committee's presentation. Sam recruited all the first-timers and most of the Auxiliary and national officers. Sam, who is very creative, presented a parody of the recent "Black Panther" movie. His theme involved two brothers—one a good manager, the other a bad manager—at the Wakanda Post Office. The good brother goes on detail and leaves the bad brother to destroy morale and give all the supervisors discipline.

In the parody, Chuck Mulidore and I were the NAPS elders (representatives) who came in and saved the abused and bullied EAS employees, brought back the good brother and banished the mean brother from the post office. The moral of the skit was to treat everyone fairly and with dig-

nity and respect. We had a lot of fun and some very creative players came up with impromptu costumes to get into the theme.

The Auxiliary hosted a great lunch. The host branch offered a wine tasting and a great closing banquet with dancing, as well as a fun photo booth so attendees could take pictures.

This year's convention was short because it was not an election year. The 2019 convention will be a bi-state convention hosted by Honolulu Branch 214, Chuck Lum, president.

Arizona State Training

Rocky Mountain Area Vice President Myrna Pashinski and Arizona State Branch 903 President Juan Luna sponsored the May 12 training seminar. NAPS Secretary/Treasurer Chuck Mulidore and I were specially invited NAPS national officers to attend this one-day training.

The postal guest was Gail Hendrix, acting Arizona District manager. She spent the entire day providing updated information and answering attendees' questions. Dan Bethel, a representative from Dillard Financial Solutions, offered information on retirement planning.

Chuck provided updated information from NAPS Headquarters and responded to attendees' questions and comments. Chuck and I also joined the training discussions.

Training focused on debt collection procedures of the ELM 450 and 650 process, including questions and answers. Juan and Myrna led the training and discussion. They reviewed in detail the procedures NAPS members need to follow to take advantage of NAPS representation when notified of owing a postal

debt and responding to corrective or adverse actions as outlined in Chapter 650 of the *ELM*.

Hendrix' remarks were well-received. She shared updated information on Informed Visibility, which is designed to help supervisors and managers track mail through the processing and delivery system. She shared there are significant software upgrades available to support mail delivery. The MDD scanners will be upgraded over time to perform more in-depth scanning, she said. The focus is on bundle, package and passive (mail tracking as it moves on the equipment) scanning.

Hendrix was asked how the work environment can be improved. She responded: "The main thing is the main thing." There are three things in the workplace with which she



Arizona State training attendees, from left: Arizona State Branch 903 President Juan Luna, Ron Mitchell, Michelle Feno, Dawn Burton, Branch 246 Vice President George Hernandez, New Mexico Branch 295 President Mel Sanchez, NAPS Secretary/Treasurer Chuck Mulidore, Acting Arizona District Manager Gail Hendrix, Rocky Mountain Area Vice President Myrna Pashinski, Tucson Branch 376 Vice President Ute Eisinger, Dawn Rosen Berry, Wendell March, Nelson Arango and Arizona State Legislative Chair Jimmy Salmon.

deals: rumors, anonymous tips and what comes to her directly. "We need to work on the power of relationships," she stressed. "We need to build a business relationship and be able to deal with our issues as wins/losses/ties (what-abouts)."

Hendrix said the focus should be on breaking the cycle of dysfunctions and looking at business issues: What is the business case? She also shared that when we have a concern or issue, we need to talk to the right

Continued on page 41

FY18 Career Awareness Conferences Schedule

Area/District	Point of Contact	Phone Number	Date	Location
Capital Metro				
Capital	India J. Brown	301-499-7685	July 21-22	Potomac, MD
Mid-Carolinas	Joi Kirk	704-393-4509	July 14	Charlotte, NC
Eastern				
Ohio Valley	Benedicta Brown	513-684-5597	Aug. 25-26	Wilmington, OH
Philadelphia	Donna L. Faison	215-863-2098	Oct. 1	Philadelphia, PA
Great Lakes				
Chicago	Joyce A. Ozia	312-983-8672	July 20-22	Chicago, IL
Lakeland	Donna M. Nigbur	414-270-2339	Aug. 24-25	Wisconsin Dells, WI
Northeast				
Long Island	Dolores A. Witkowski	631-755-2549	Oct. 19	Melville, NY
Northern New Jersey	Latraye W. Sumter-Moreau	732-819-3617	Sept. 16	Newark, NJ
Triboro	Jeanette Brooks	718-348-3301	Sept. 19	Brooklyn, NY
Pacific				
Honolulu	Cheryl Ann P. Johnson	808-423-3797	Aug. 25-26	Honolulu, HI
San Francisco	Katherine A. Pabalan	415-550-5576	July 28-29	San Francisco, CA
Santa Ana	Robert W. Waldrup	714-327-6509	July 15	Anaheim, CA
Sierra Coastal	Michael H. Lacsamana	661-775-7070	Aug. 26	Oxnard, CA
Southern				
Alabama	Daphne M. McClain	205-521-0293	July 14-15	Birmingham, AL
Arkansas	John W. Gentry	501-228-4278	Oct. 21-22	Little Rock, AR
Fort Worth	Tammie Turner	817-317-3399	July 28-29	Fort Worth, X
Gulf Atlantic	Delores D. Carter	904-359-2812	July 20-22	St. Augustine, FL
Oklahoma	Tommy J. Palmer	405-815-2280	June 29-July 1	Midwest City, OK
Rio Grande	Karen A. Robinson	210-368-8425	June 30-July 1	San Antonio, TX
South Florida	Damaris Agrait	305-470-0881	Sept. 14-15	Weston, FL
Western				
Alaska	Robert D. Ward	907-273-5831	Oct. 18	Anchorage, AK
Arizona	Kelly E. Meyers	602-225-3052	Aug. 12	Tucson, AZ
Portland	Thomas L. Werbin	503-294-2346	Sept. 8	Portland, OR
Seattle	Alisa S. Masunaga	206-768-4942	July 29	Federal Way, WA

Current as of June 4

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The Postal Service Continues To Be a Valuable Public Service



NAPS has pledged to provide its views and perspective to the Task Force on the United States Postal System regarding the operational front line of the agency. In that effort, NAPS sent the following letter on May 29.

The Honorable Steve Mnuchin
Secretary
Department of the Treasury
1500 Pennsylvania Ave., N.W.
Washington, D.C. 20220

The Honorable Mick Mulvaney
Director
Office of Management and Budget
725 17th Street, NW
Washington, DC 20503

The Honorable Jeff T.H. Pon
Director
U.S. Office of Personnel Management
1900 E Street, N.W.
Washington, D.C. 20415

Re: Comments to Task Force on the United States Postal System

Dear Secretary Mnuchin, Director Mulvaney and Director Pon:

The National Association of Postal Supervisors appreciates the opportunity to provide these comments to the Task Force on the United States Postal System. These comments supplement our representatives' discussion with Task Force staff on May 21, 2018.

The U.S. Postal Service continues to face significant financial and operational challenges, caused and exacerbated by changing technologies and shifting customer needs. Wide consensus exists that the long-term future of the Postal Service is threatened due to declining mail volume, increasing delivery points and revenues insufficient to sustain operations and statutory expectations. Clearly, the USPS business model is broken and requires fixing.

Valid legislative fixes are available through pending House and Senate bills (H.R. 756 and S. 2629) that improve the business model of the Postal Service and meet the changing demands of postal customers. They address important concerns, including service standards, needed innovation, and improved operations—the same issues discussed during our May 21

meeting with your staff. These bills are the product of extensive, bipartisan oversight and compromise and deserve prompt passage to create a sustainable and efficient postal system. In the same fashion, the proposed changes in postage rate-making by the Postal Regulatory Commission represent a responsible path forward and should be encouraged to move ahead. Action now in these areas would provide for immediate relief and permit Congress next year to focus more clearly on the long-term future of the Postal Service and the potential redefinition of the universal service obligation.

The uniformity of the USO obligation and its relationship to pricing adjustments in the letter and package markets require careful attention. Uniform, affordable and prompt mail service to all urban, suburban and rural areas should remain consistent attributes of the USO. Similarly, the mailbox and letter monopolies should be preserved for the very reasons that have sustained their existence through the years. The mailbox monopoly assures the security and sanctity of the mail. Its contribution to consumer confidence in the mail system and the prevention of mail theft is indispensable. Similarly, the letter monopoly provides a safety net for sufficient letter volume in the mail system—a situation warranted even more today.

Postal supervisors and managers believe passionately in the historic and constitutional mission of the Postal Service, but they are becoming increasingly disenchanted and disengaged in their job performance, as revealed by Gallup-conducted “Postal Pulse” surveys over the past several years, along with those conducted by the National Association of Postal Supervisors. These studies reveal heightened dissatisfaction by Postal Service supervisors and managers over workforce management practices, including the pay-for-performance system that is the sole source for pay adjustments for the 45,000 supervisors and managers covered by the USPS Executive and Administrative Schedule. Responsible improvements in these areas, along with realignment of the Title 39 pay consultation process between supervisor associations and the Postal Service, would measurably improve productivity and the USPS’ financial bottom line. In addition, annual pay adjustments by the Postal Service to assure private-sector pay comparability would preserve USPS compliance with existing statutory obligations.

Looking ahead, uniform, affordable mail service to all American households and businesses is critical to the preservation of the Postal Service and the pathway to making America great. Equally so, the preservation of America’s postal institution as a governmental enterprise is critical to its identity as a public service. The Postal Service, throughout its 240-year span, has demonstrated the capacity to evolve to better satisfy America’s changing needs. Harnessing that spirit of innovation in ways that benefit every city, town and village in our nation should be the guiding hallmark of the task force’s inquiry and recommendations.

Sincerely yours,

Brian J. Wagner
National President

NAPS Executive Board Directory

Resident Officers

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



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August 6 - 10, 2018
NAPS 66th National Convention

NAPS 2018 National Convention Tentative Agenda

This agenda is tentative as of June 1

Convention Dress Attire:

- Business-casual during convention business sessions
- Grand Banquet—business dress or after-5 attire recommended

Saturday, Aug. 4

noon - 5 p.m.

NAPS/Auxiliary Registration—Lobby Level/Uncas Ballroom Pre-Function Areas

Delegates must bring the white copy of their credential form, signed by their branch president/designee, and their registration receipt to register.

Sunday, Aug. 5

8 a.m. - 5 p.m.

NAPS/Auxiliary Registration continues—Lobby Level/Uncas Ballroom Pre-Function Areas

Delegates must bring the white copy of their credential form, signed by their branch president/designee, and their registration receipt to register.

8 a.m. - 4 p.m.

Exhibits Open—Uncas Ballroom Pre-Function Foyer Area

Depart for NAPS Golf Tournament, location and time TBD

Non-Denominational Church Service—Abernaki Room

2 - 4 p.m.

NAPS & Auxiliary Delegates' Orientation—Earth Ballroom - Earth Tower

8 p.m.

Welcome Reception, Host Committee—Earth Ballroom 1, Earth Tower

Monday, Aug. 6

8 a.m. - 4:30 p.m.

NAPS/Auxiliary Registration—Lobby Level/Uncas Ballroom Pre-Function Areas

8 a.m. - 4:30 p.m.

Exhibits Open—Uncas Ballroom Pre-Function Foyer Area

Opening Ceremony

9 a.m. - 11:30 a.m.—Uncas Ballroom

Convention Call to Order: Host Branch 5, Hartford

- Invocation
- Presentation of Colors
- Pledge of Allegiance
- National Anthem
- Memorial Service
- Welcoming Remarks: Local dignitaries, USPS officials and USPS Headquarters leadership
- Entertainment
- Passing of gavel to NAPS National President
- NAPS Headquarters introductions, remarks and announcements

12:15 p.m.

Area photos—Midwest, Capitol-Atlantic and Pioneer areas—Brothertown/Passamaquoddy and pre-function area outside rooms.

Monday Afternoon, Aug. 6

1:30 p.m. - 4:30 p.m.

NAPS Convention begins—Uncas Ballroom

- Remarks from USPS officials and guests
- NAPS business

4:30 p.m.

Recess for the day

5 p.m.

Area photos—Northwest, Rocky Mountain and Pacific areas—Brothertown/Passamaquoddy and pre-function area outside rooms.

6:30 p.m. - 8:30 p.m.

NAPS Delegate Reception: Food stations, games and entertainment—Riverview Parking Garage, 5th floor, RoofTop Reception. In case of rain—Earth Ballroom, Earth Tower.

Tuesday, Aug. 7

6:30 - 8 a.m.

Continental Breakfast—Uncas Ballroom Pre-Function Foyer Area

8 a.m. - 4 p.m.

NAPS/Auxiliary Registration continues—Lobby Level/Uncas Ballroom Pre-Function Areas

8 a.m. - 5 p.m.

Exhibits open—Uncas Ballroom Pre-Function Foyer Area

8:30 a.m. - noon

NAPS Business Session—Uncas Ballroom
Remarks from USPS officials and guests

12:15 p.m.

Area photos—Southeast, Central Gulf, Cotton Belt and Texas areas—Brothertown/Passamaquoddy and pre-function area outside rooms.

1:30 - 5 p.m.

NAPS Business Session—Uncas Ballroom
USPS Officials and Guest Remarks

5 p.m.

Recess for the day

5:15 p.m.

Area photos—Michiana, Illini, North Central and MINK area—Brothertown/Passamaquoddy and pre-function area outside rooms.

Free Night

Wednesday, Aug. 8

No official convention business

Thursday, Aug. 9

6:30 a.m.

SPAC Walkathon—Location TBD

6:30 - 8 a.m.

Continental Breakfast—Uncas Ballroom Pre-Function Foyer Area

8 a.m. - noon

NAPS Registration Continues—Lobby Level/Uncas Ballroom Pre-Function Areas

8 a.m. - 5 p.m.

Exhibits open—Uncas Ballroom Pre-Function Foyer Area

8:30 a.m. - noon

NAPS Business Session—Uncas Ballroom

12:15 p.m.

Area photos—New England and New York areas—Brothertown/Passamaquoddy and pre-function area outside rooms.

12:15 p.m.

Regional Luncheons:
Western Region—Earth Ballroom 1
Eastern Region—Earth Ballroom 2

1:30 - 4:30 p.m.

NAPS Business Session—Uncas Ballroom
Nomination of candidates for Executive Board and

presentations of cities vying to host the 2022 NAPS National Convention

5 p.m.

Recess for the day

evening

Candidate/City Receptions (Hosted by Executive Board candidates and cities vying to host the 2022 NAPS National Convention; all delegates, family members and guests are welcome. Refer to the *Daily Newsletter* for specific locations and times).

Friday, Aug. 10

6:30 - 8 a.m.

Continental Breakfast—Uncas Ballroom Pre-Function Foyer Area

8 a.m. - 3 p.m.

Exhibits open—Uncas Ballroom Pre-Function Foyer Area

8:30 a.m. - noon

NAPS Business Session—Uncas Ballroom
Business to include election of Executive Board members and city to host the 2022 NAPS National Convention.

noon - 1:30 p.m.

National Auxiliary Luncheon—Earth Ballroom, Earth Tower (*admission ticket required*)

1:45 - 3 p.m.

NAPS Business Session, Uncas Ballroom

3 p.m.

Installation of Officers

3:30 p.m.

Adjournment

5:30 - 6:30 p.m.

Pre-Banquet Cocktail Hour, Uncas Ballroom Pre-Function Foyer Area

6:30 p.m.

Grand Banquet—Uncas Ballroom

Airport Ground Transportation

DATTCO Inc. will provide complimentary airport ground transportation service for NAPS delegates attending the 2018 National Convention. Pick-up dates are Aug. 4 and 5 only; departure dates are Aug. 10 and 11 only. Reservations must be made no later than 5 p.m. Eastern time, Thursday, Aug. 2. Shuttle service will operate from Connecticut's Bradley International Airport and Rhode Island's TF Green Airport every 90 minutes per the following schedule:

**Saturday, Aug. 4,
and Sunday, Aug. 5,
to Mohegan Sun Resort**

8 a.m.
9:30 a.m.
11 a.m.
12:30 p.m.
2 p.m.
3:30 p.m.
5 p.m.
6:30 p.m.
8 p.m.
9:30 p.m.
11 p.m.
12:30 a.m.

**Friday, Aug. 10,
and Saturday, Aug. 11,
return to airports**

3 a.m.
4:30 a.m.
6 a.m.
7:30 a.m.
9 a.m.
10:30 a.m.
noon
1:30 p.m.
3 p.m.
4:30 p.m.
6 p.m.

Please allow a minimum of three hours for travel time to airport and check-in. Make a note of these times when making your travel plans. There is no charge for this service, but reservations are required. Service may be changed or cancelled until the Aug. 2 reservation cut-off.

Personal sedan and luxury van service is available outside these dates and times should travel plans require these services. NAPS members may contact DATTCO directly and speak with Donna Slaga: (800) 229-4879, ext. 645; donna.slaga@dattco.com.

Don't Miss This Year's SPAC Walkathon

By Ann Strickland

It's that time again! Delegates attending the 2018 National Convention this August at the Mohegan Sun should plan on joining us for our 5th National Convention SPAC Walkathon. This is a fun way to raise funds for SPAC. At the 2016 National Convention, 50 walkers raised \$3,695!

On this page is the registration form. We've also included a pledge sheet you can use to start gathering pledges. We'll happily accept registrations the morning of the walkathon. Just roll out of bed Thursday



morning, Aug. 9, and come join us.

All monies go to SPAC, so just register! We will be ready to get our exercise at 6:30 a.m., Thursday, Aug. 9. Signature Federal Credit Union is our sponsor and is providing our T-shirts. Any pledges you receive and your walkathon registration will count toward your personal total contribution to SPAC.

If you have any questions, call or email me—(954) 240-3369; annstrickland1@comcast.net. I'm looking forward to seeing everyone at the Mohegan Sun.

This is the easiest way to raise money for SPAC and have fun while you're at it! Join us for a one-mile fun walk at the Mohegan Sun.

Walkathon will be on Thursday, Aug. 9, at 6:30 a.m.

Entry fee: \$20 per walker

Sleep-in registrations graciously accepted

Make checks payable to SPAC, if individual, or to Ann Strickland if a group registration. NAPS members should make donations and pledges raised for this event to SPAC!

First Prize: Certificate for the most money collected.

Second Prize: Certificate for the second highest amount of money collected.

You will receive your T-shirt at registration at the convention.

Mail form and entry fee to Ann Strickland, 13300 SW 10 Place, Davie, FL 33325-1602

SPAC Walkathon Registration Form

Name

Branch Number

Street Address/PO Box

City

State

ZIP Code

Phone

T-shirt Size

Small

Medium

Large

X Large

XX Large

XXX

All proceeds go to SPAC.



PASSION PURPOSE PEOPLE...
CREATING A BRIGHTER FUTURE!



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



PASSION PURPOSE PEOPLE...
CREATING A BRIGHTER FUTURE!



August 6 – 10, 2018
NAPS 66th National Convention

Discover Exciting Sights in New England

During the NAPS National Convention

All tours are scheduled for Wednesday, Aug. 8—the convention free day. All tours are based on a minimum of 25 persons; if the minimum is not met, the tour may be canceled. Each tour includes bus transportation and a DATTCO tour director.

To register for a tour, go to <http://tours.dattco.com/NAPS2018-Tours>. You also may call DATTCO Tours at (800) 229-4879; phones are open 8 a.m. to 4:30 p.m. The deadline for registering is Aug. 5.

Boston

8:30 a.m. to 7:30 p.m. Destinations to be determined.

Price: \$59 per person. Includes free time in Boston.

Add-on option: Duck Tour—add \$34

The fun begins as soon as you board your Duck—a World War II-style amphibious landing vehicle. First, you'll be greeted by one of our legendary tour conDUCKtors, who'll be narrating your sightseeing tour of Boston. Then, you're off on a journey like you've never had before. You'll cruise by all the

places that make Boston the birthplace of freedom and a city of firsts, from the golden-domed State House to Beacon Hill and the TD Garden, Boston Common and Copley Square to the Big Dig, Government Center to fashionable Newbury Street, Quincy Market to the Prudential Tower and more.

As the best of Boston unfolds before your eyes, your conDUCKtor will be giving you lots of little known facts and interesting insights about our unique and wonderful city. And just when



Photo courtesy of BCVB



Photo courtesy of BCVB

Washington Statue Public Garden

you think you've seen it all, there's more. It's time for "splashdown" as your captain splashes your Duck right into the Charles River for a breathtaking view of the Boston and Cambridge skylines—the kind of view you just won't get anywhere else.

So, take the ride of your life. Hop on a Boston Duck Tour and experience the best thing to do in Boston. We are Boston's most popular tour!

Clinton, CT

9:30 a.m. to 3:45 p.m.

Price: \$65 per person. Includes wine tour and tasting and free time at Clinton Crossing Premium Outlets with VIP coupon book.

The bus will arrive at Clinton Crossings Premium Outlets about 10:15 a.m. Tour participants will receive a VIP packet with \$100 in savings at the outlet stores. You will have free time to shop and have lunch at your leisure.

At 1:30 p.m., the bus will depart for Chamard Vineyard. The tour will take you through the winery for an informative look at its wine-making process, then enjoy a tasting of five Chamard wines.



Essex, CT

10 a.m. to 4:30 p.m.

Price: \$65 per person. Includes Essex Steam Train, riverboat ride and free time in Essex Village.

You will be swept away by a hiss of steam, the blast of a train whistle and the clickity-clack of the tracks with a journey back to the days of steam trains. You will disembark at Deep River Station for a relaxing and informative riverboat ride up the beautiful Connecticut River. Sit back, take in the fresh air and learn about the history and natural wonder of the Connecticut River. After the riverboat ride, you will depart for shopping in Essex Village and lunch on your own.



Hartford, CT

9 a.m. to 5 p.m.

Price: \$65 per person. Includes admission to Wadsworth Athenium, the Mark Twain House and Museum and Harriet Beecher Stowe House; lunch on your own in Hartford.

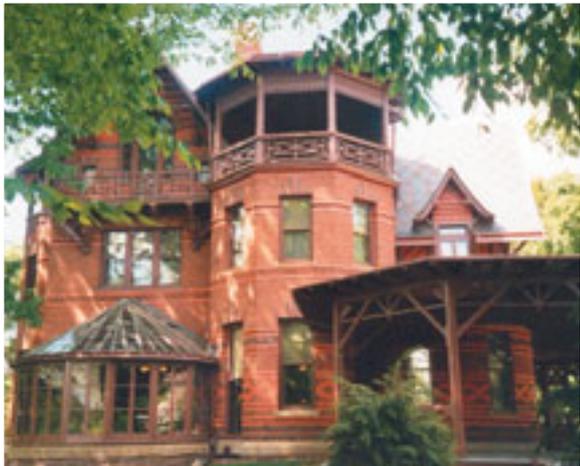
Enjoy a guided tour of the Wadsworth Athenium with a museum docent or explore the museum on your own. Lunch will be on your own in downtown Hartford, which offers many great restaurants.

Next on the tour is a 60-minute guided tour of the Mark Twain House and Museum, a National Historic Landmark. Twain lived in this Connecticut home



Photo by Daderot

Wadsworth Athenium



Mark Twain House

from 1874 to 1892, when he wrote his most important works, including “Huckleberry Finn,” “The Adventures of Tom Sawyer” and “A Connecticut Yankee in King Arthur’s Court.”

The last stop is a tour of the Harriet Beecher Stowe House, a historic house museum and National Historic Landmark. The house celebrates the life, family and legacy of Stowe, an American abolitionist and author of “Uncle Tom’s Cabin.”

Mystic Seaport, CT

9:30 a.m. to 4:30 p.m.

Price: \$65 per person. Includes admission to Mystic Seaport and free time in downtown Mystic.

Mystic Seaport’s The Museum of America and the Sea is the nation’s leading maritime museum. Explore American maritime history firsthand as you climb aboard historic tall ships, stroll through a re-created



19th century coastal village or watch a working preservation shipyard in action.

Enjoy shopping and lunch on your own in downtown Mystic.

Newport, RI

8:15 a.m. to 5:30 p.m.

Price: \$65 per person. Includes admission to two mansions and free time for lunch and shopping.

Enjoy two self-guided mansion tours and free time for lunch and shopping in Newport, a city set on Aquidneck Island. Its yacht-filled harbor hosted the America’s Cup sailing regatta for many years. Newport also is known for its Gilded Age mansions lining Bellevue Ave., some of which now are museums.



Photo by Matthew Trump

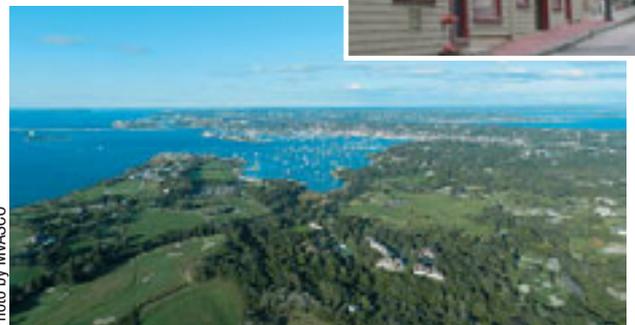


Photo by MWASCO

New York City

8 a.m. to 8 p.m.

Price: \$64 per person. Includes free time in New York City. Destinations to be determined.

Add-on options:

Top of the Rock—add \$28. With sweeping, unobstructed views of Central Park and Manhattan's midtown and downtown skyscrapers, the view from Top of the Rock is truly one of a kind.

SPYSCAPE—add \$34. SPYSCAPE is a totally new kind of destination. It's a contemporary museum featuring amazing spy stories and devices, an interactive experience where you try real spy challenges and a personal journey to discover your inner spy through the museum's authentic profiling system (developed with a former head of training at British Intelligence). Come take a look at the world of spying as closely as it looks at you.



Photo by Julianne Shafer

Springfield, MA

8:30 a.m. to 6 p.m.

Price: \$65 per person. Includes admission to the Naismith Memorial Basketball Hall of Fame and all five Springfield museums, including the Dr. Seuss Museum.

The Naismith is home to more than 300 inductees and 40,000 square feet of basketball history. Located in Springfield, MA, hundreds of the museum's interactive exhibits share the spotlight with skills challenges, live clinics and shooting contests.

Downtown Springfield offers five world-class museums, including the Amazing World of Dr. Seuss Museum and the Dr. Seuss National Memorial Sculpture Garden.



Photo by Rhiza Ubral

Naismith Memorial Basketball Hall of Fame

NASKART/SUPERCARGED

11:30 a.m. to 3 p.m.

Price: \$99 per person. Includes two racing heats (about seven minutes each), lunch on your own.

Arrive and drive! SUPERCARGED's all-electric, zero-emission karts will get your adrenaline pumping as you race with your fellow NAPS members at Connecticut's fastest indoor, multi-level kart track. In between your two heats, you will have lunch on your own at the Fuel Up Café.



Improving NAPS to Improve Members' Futures—Today

The spring 2018 Executive Board meeting was called to order at 8 a.m. on March 14 by Chairman of the Board and Southern Region Vice President Tim Ford. New York Area Vice President Jimmy Warden gave the invocation; Southeast Area Vice President Bob Quinlan led the Pledge of Allegiance. Pioneer Area Vice President Tim Needham and Illini Area Vice President Luz Moreno were named sergeants-at-arms. Executive Vice President Ivan D. Butts conducted the roll call of officers; all board members were present, except Secretary/Treasurer Chuck Mulidore, absent for the morning session to attend to family needs following the death of his mother.

President Brian Wagner welcomed board members and thanked them for their commitment and dedication to represent NAPS not just at board meetings, but throughout their NAPS terms. He also thanked Butts and Mulidore for their ongoing leadership and counsel. He said the NAPS board would be hearing from Postmaster General Megan Brennan, Chief Information Officer Kristen Seaver and Vice President of Labor Relations Doug Tulino.

Wagner asked board members to keep their questions nationally based and make sure any issue they bring up already has been through the district and area levels. NAPS' new DDF provider Al Lum also would address the board. "Our goal is to promote the welfare of NAPS and our members by being productive and respect-

ful of each other's opinions and final decisions we make as an Executive Board during this meeting," he said. "Let's stay focused on the agenda and continue to improve our NAPS organization with positive actions that will make our members' future even better."

Butts said it was good to see everyone and commented on the successful Legislative Training Seminar just concluded. He said he would be providing a SPAC update during the board meeting, but wanted to point out that the Executive Board gift card raffle set an example. "If we can keep leading the way," he said, "our members will continue to follow." There are many legislative issues still to be addressed, he pointed out, stressing it's important to give members concise answers.

Mulidore arrived in time for the afternoon session on March 14. He thanked the board and all NAPS members for their sympathy and compassion for his family following the loss of his mother.

MINK Area Vice President Bart Green made a motion, seconded by Quinlan, to adopt the board agenda and program. The motion passed on a voice vote. Central Region Vice President Craig Johnson made a motion, seconded by Michiana Area Vice President Kevin Trayer, to suspend the reading of the previous board minutes submitted by Mulidore. The motion passed on a voice vote. Warden made a motion, seconded by Needham, to accept the

minutes of the previous board meeting as presented. The motion passed on a voice vote.

Ford welcomed board members and explained the meeting rules and protocol. He said NAPS is a family and, even when members disagree on issues, they always come together at the end of the day, just as a family does.

Mulidore presented the NAPS financial report. As of Feb. 1, 2018, NAPS investments totaled \$14,577,882.12. On June 1, 2017, NAPS investments totaled \$13,700,686.15—a 2018 fiscal year-to-date increase of \$877,195.97 or 6.4 percent.

Total NAPS assets at the end of its Quarter 2 (Nov. 30, 2017) were \$18,737,497.24. Quarter 2 "Revenues less Expenses" was \$482,635.33. This was reflected in the secretary/treasurer's financial report published in the March 2018 *Postal Supervisor*.

As of March 1, 2018, the NAPS General Fund, consisting of its PNC checking and PNC money market accounts, was \$29,123.73 and \$2,580.57, respectively, totaling \$31,704.30. The Signature FCU checking account balance on March 1, 2018, was \$210,489; the Signature FCU money market account was \$79,064 for a total of \$289,553. The grand total in all accounts as of March 1, 2018, was \$321,257.30.

NAPS filed with the U.S. Patent and Trademark Office on Feb. 20, 2017, to trademark two NAPS logos: the most recognized red-and-white-

circle logo, as well as the modern-looking logo used at LTS. This is an effort by NAPS to have control over who or what entities use the logos. NAPS still is waiting to hear from the commissioner of Patents and Trademarks to issue the Notice of Allowance—the final step in the process. Part of this process was to update NAPS Property, Inc. (NPA) registration in the state of Delaware, which lapsed, and soon will be transferred to Virginia, and to register NAPS as an entity in the state of Virginia, which has occurred.

As of March 1, 2018, the NAPS building was 90 percent leased. The former Ladas and Parry space on the lobby level now is occupied by LRB under a long-term lease. The third-floor office, formerly occupied by Marstel-Day, has been vacant since Jan. 1, 2018. On March 31, 2018 AACP will vacate the second floor. NAPS is not receiving regular owner distributions through FY18 due to projected maintenance, tenant improvements, commissions and potential lost revenue through unrenewed leases. NPI currently has \$385,875 set aside through May 31, 2018, to cover these costs, with an additional \$202,000 required through the end of FY19, if necessary.

As of March 1, 2018, NAPS Headquarters social media results were as follows:

- *NAPSHQ2U* was discontinued January 2018.
- Facebook “friends” were 1,802.
- NAPS has 463 Twitter followers.
- The NAPS webpage had 3,588 users in January 2018 and 3,418 in February; approximately 5 percent of this traffic was linked to social media.

As of the January 2018 DCO (reflecting DCO membership through PP1 and PP2) NAPS had 27,076 members (25,738 active and 1,338 associates; 95 percent and 5 percent, respectively). Total membership from a year ago (PP1 and PP2 2017) was 26,659 (25,295 active and 1,364 associate)—an overall total SPLY increase of 417 members or 1.56 percent.

As of the January 2018 DCO, the total number of active EAS non-members was 9,806. This number is based on the USPS payroll files of non-member EAS employees who are coded non-postmasters. Based on current membership totals, there are approximately 27.6 percent non-members. NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check.

Local and state branches continue to receive their NAPS Non-Member and Change Summary reports, along with their DCO and Mail reports on a monthly basis.

Al Lum of Labor Relations Admin Group (LRAG) provided an update to the proposed changes in the *ELM* 450 by the USPS. The board also asked about data analysis of DDF cases. Lum said he currently has a staff of five representatives: three attorneys and two former labor relations advocates. All came from Scialla Associates. He is actively seeking to expand the staff to handle DDF cases. As of Jan. 1, 2018, there were 31 cases: 17 MSPB, three *ELM* 650 and 11 debt collection.

Pacific Area Vice President Hayes Cherry asked what system Lum uses to receive information. He can accept cases via mail, fax or email. Butts suggested meeting with Lum to provide a checklist for members to send

NAPS Training Calendar

Southeast Area Training Sept. 29, 2018

Conducted by: Southeast Area VP Bob Quinlan

Location: Embassy Suites Orlando Airport, 5835 TG Lee Blvd., Orlando, FL 32822; (407) 581-3316.

Hotel Rate: \$130

Registration Fee: \$35

Training Topics: How to stay out of trouble, adverse action, debt collection, more TBD.

Instructors: Southern Region VP Tim Ford and Southeast Area VP Bob Quinlan

DDF information to him. LRAg’s reports are good and NAPS can build a library with the final cases Lum sends to NAPS after a case has been finalized. This would help members understand cases and how to prepare for a case. Lum is taking advantage of technology to generate the data NAPS needs.

Texas Area Vice President Jaime Elizondo asked about the philosophy regarding how DDF advocates handle their cases. The advocates know they have expense limits and also know they must contact the member if the cost is going above the limits. Elizondo said in some cases members have felt pressured to take a settlement rather than going to the MSPB. Lum responded that if a member wants to push forward with a case, the advocate should listen to the member.

Rocky Mountain Area Vice President Myrna Pashinski asked for a breakdown of the 31 cases received so far: MSPB—clock ring falsifications and credit card misuse; TACS ring issues of moving carriers off the street

when still on the street delivering, plus ET of carriers to avoid paying them while they still are delivering mail; debt collection—unit reserve and main-floor stock shortages. The stamp stock must be counted before it is accepted.

Lum also commented on USPS credit cards. If employees use a USPS credit card for personal use, it is similar to a person taking a postal vehicle to move furniture.

Butts, SPAC Manager Katie Maddocks and Legislative Counsel Bruce Moyer provided updates on SPAC and legislation. Butts commended Maddocks and Moyer for their dedicated work promoting NAPS' legislative efforts—at LTS and year-round. Delegates gave very positive comments about the recent LTS. SPAC contributions at LTS totaled \$33,586.83, which included in-kind donations. The dates for the 2019 LTS are March 10-13.

NAPS Auxiliary President Patricia Jackson-Kelley and Secretary Bonita Atkins addressed the board. Kelley said the Auxiliary had some difficulties this past year, but has recovered by finally getting all financial records and funds accounted for. She said she continues to make efforts to ensure there is transparency for all Auxiliary members and NAPS Headquarters. The Auxiliary appreciates being able to provide a column each issue for *The Postal Supervisor*.

The Auxiliary collected \$27,771 for SPAC at LTS. This does not include in-kind donations. The Auxiliary also raised more than \$1,400 from selling Jo Geter's fudge and \$300 selling cookies from Hawaii. The Auxiliary expressed thanks to Maddocks and Jovan Duncan for their efforts, as well as Sheri Davies of ConferenceDirect.

Also, special thanks were expressed to Auxiliary Western Region Vice President Lee Leopold, Pacific Area Vice President May Nazareno and the entire California membership for their support. Kelley said it had been a challenging year making appointments for LTS; however, things worked out. As always, the Auxiliary thanks NAPS for its support.

Wagner thanked the Auxiliary for all its efforts. He said he wants the Auxiliary to attend the delegate orientation at this year's national convention to help promote the Auxiliary. Butts thanked the Auxiliary leaders for their service to NAPS. Several other board members also thanked the Auxiliary for its hard work and service to NAPS at the national, state and local levels.

Sheri Davies provided an update on the 2018 LTS, planning for the 2018 National Convention and an update on the 2022 National Convention site selection process. At the 2018 LTS, \$13,925 was collected for sponsorship—an increase of \$3,425 from the previous year.

Under old business, the board discussed the Dillard Financial Solutions contract approved at the fall 2017 Executive Board meeting.

Under new business, convention seating by region for the 2018 National Convention was drawn.

The board observed a moment of silence for 17 seconds for the 17 children killed in the Florida school shooting. Elizondo asked everyone to remember the bombings earlier this year in Austin, TX, and pointed out that no packages came from the USPS. Service talks on how to handle this bombing situation were provided to employees.

Kristen Seaver, USPS chief information officer, addressed the board. She talked about how to bring in technology and invest for the future based on limited funding. She said technology is across all functions of the USPS; about 1,700 employees work in functions under the chief information officer.

Seaver explained the network must run in order for the Postal Service to operate daily and work to transform and grow the business and secure the network. She offered examples of people, processes and products:

1. Automated Package Verification—the CIO team designed a state-of-the-art platform to identify short-paid packages and charge the mailer for the short-paid postage. In FY17, \$73 million was deferred; \$39 million so far in FY18.

2. Parcel Return Process—designed to simplify the process for USPS customers and employees.

3. Enterprise Payment System—allows for an easier-flowing payment system.

4. Centralized Help Desk—to reduce customer waiting, improve resolution and improve the customer experience.

Doug Tulino, USPS vice president of Labor Relations, said the big issue is service, which impacts NPA, performance and revenue—all functions of the organization. He said this year will bring two rounds of collective bargaining: rural carriers and the APWU. Following are his responses to questions posed by board members:

1. Line H interpretation—it is not necessary to use just one report to document time used for line H; it's

Continued on page 34

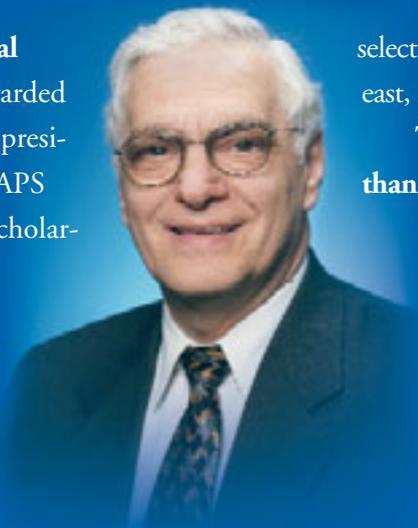
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

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.

Continued from page 32

necessary to staff properly, but at the 90 percent level.

2. EAS T-time—there may need to be a policy to address use of mandatory T-time for EAS employees. Postal Headquarters will look at this; Tulino encouraged NAPS to provide information.

3. EAS employees required to call in to telecons on non-scheduled days or at 6 a.m. or 6 p.m.—this may need to be addressed locally before bringing instances to USPS Headquarters.

4. Continuing to work on the SWCs process; there has been data collection/testing in the Northeast Area; should staff at the seven-day level.

5. No actual timeline for a person to be on emergency placement; however, it is dependent on the charge, the level of investigation and the type of activity.

6. Responding to a comment that the Postal Service does care about people and the organization, Tulino responded it is difficult to balance pay with the financials of the USPS. But, he added, while the leadership of the organization puts people first, from NAPS' perspective that is not always communicated to the field.

7. *ELM 650* mediation frequently is denied after corrective action has been issued; the term "egregious" often is used as justification for the denial. Tulino said the USPS agrees to look at this issue.

8. Laterals and downgrades—this issue is being looked at by Postal Headquarters.

9. Issues of supervisors delivering the mail, EAS employees are being required to deliver mail in some areas. EAS employees being disciplined for WTIL failures; documentation is

available that these are not proper.

The Postal Service still is a great organization, Tulino stressed. He said issues that arise continually are being looked at by the USPS.

Postmaster General Megan Brennan addressed the NAPS board. She thanked board members and NAPS for helping advance the Postal Service's public policy issues on Capitol Hill. She stressed the agency must remain viable as a public institution. "We must improve service," she stated. "It's not all weather-related. Keep service foundational and at the center of all we do."

Brennan offered that in order to improve NPA, it's necessary to keep managing the business and do the best for customers. She pointed out that volume is down 1.9 billion pieces. FedEx and UPS are building volume back into their networks, taking back from the USPS she said. Also, Amazon is shifting volume from the USPS as it builds volume density in its own network.

The Postal Service is working to slow product diversion through competitive pricing and technology to track mail through the system; there was \$100 million of controllable income through February.

Regarding public policy, the Postal Service has had meetings with congressional leaders to advance postal reform legislation. "Without legislative and regulatory reform," she said, "not enough can be done to increase the long-term viability of the Postal Service through management actions alone."

Also, the Postal Service is best served when there is a fully constituted Board of Governors. She referenced recent natural disasters and pointed out the USPS matters to

communities all over the country. Following are responses to questions from board members:

1. There was a 38 percent increase in Parcel Select volume in FY17.

2. Pushing Priority volume into Sunday is good for business and it takes pressure off Monday.

3. Regarding filling EAS vacancies, there is a 7 percent EAS vacancy rate. Filling these positions can reduce supervisor extra hours, seven days-a-week coverage and improve performance.

4. It's important to continue to press the urgency of postal reform.

5. Have customer inquiries into "lost or missing" parcels tied into parcel-sorting machines; leverage the technology to improve customer experience. Will make recommendations to engineering to advance this.

6. Work continues on the next-generation vehicles; about 12,000 "off the shelf" vehicles probably will be deployed this year—such as Pro-Master vehicles—until new vehicles can be deployed.

7. MDDs have shelter-in-place provisions for serious events.

Brennan said the USPS values the work NAPS members perform every day and it's important to continue to elevate workplace issues.

The March consultative meeting was held in conjunction with the board meeting (*see the June 2018 issue for the report*).

The following Executive Board Committee reports were presented:

Constitution and Bylaws Committee—The board reviewed and discussed resolutions to be presented at the 2018 National Convention.

SWCs Committee—A review was completed regarding information collected during the six-month work

study March 2017 through September 2017. After review, it was decided to conduct a further review at six of the 36 test sites.

Specifically, the review would have someone shadow a supervisor and document their activities from the time they begin their day to the actual end of their day. This would occur on specific days during February 2018. The review of each supervisor would occur four days—Saturday, Sunday, Monday and Wednesday.

The reason to conduct a further review is because it was determined by data previously collected during the test study period in 2017 that even though all offices/stations perform the same tasks, the workload involved in completing the tasks greatly differed. For example, some offices/stations averaged maybe two ECC complaints a day, where others averaged 20. Although the two offices/stations completed the same task (ECCs), the workload greatly differed.

Average time factors were developed from the observations conducted in February 2018 for specific tasks. Multi-floor operations, hours of operation and Sunday operations also are being considered. There will be a meeting in April to try and determine having the time factors converted into credit points for the SWCs calculation.

Training Committee—Plans are to produce a 15-minute video on staying out of trouble using real examples and add it to the NAPS website with a link that takes a member directly to a training tab. Guidelines also are planned for training branch vice presidents; there is a deadline of May 15 to have these materials ready.

Following are the **Legislative**

Committee member reports:

Ivan Butts, Executive Vice President—I have crossed the country visiting branches and encouraging our members to dig deeply into their pockets to give to SPAC so our National Legislative Team—led by Bruce Moyer, Katie Maddocks and me—gains greater access to legislators. While the resident officers have been busy with pay talks, we still have to focus on our other assigned tasks at NAPS Headquarters.

The Legislative Training Seminar (LTS) is under my purview. We had a great turnout at this year's LTS and look forward to an ambitious SPAC year. We received donated gifts and gift cards for the Auxiliary SPAC auction and the NAPS gift card raffle. We met our goal to exceed last year's LTS SPAC total of \$30,000. This year, we raised \$34,234 for SPAC!

Our NAPS board Legislative Committee is committed to encouraging more NAPS members and retirees to join our "Drive for 5" continuous contributor campaign. We want to make it convenient for members to easily contribute to SPAC and over time through payroll deductions or OPM, if retired. Thanks to the board members for giving \$100 to support our SPAC gift card raffle and leading by example to show our commitment to SPAC!

I developed a new "Drive for 5" SPAC pin and hope to see many new members signing up for this benefit and wearing the new pin. Now that this year's LTS is completed, we will focus on the NAPS national convention in August.

Jimmy Warden, New York Area vice president—11 congressional officials, representing districts in the five boroughs of the New York area,

wrote a letter regarding concerns with postal issues to Postmaster General Megan Brennan. The concerns included late and non-delivery of mail, long lines in the lobbies and collection box "fishing." All 11 elected officials are Democrats.

A respective district manager who met with some of the elected officials said specifics were not given. The elected officials did not wish to give specifics; they feared their constituents would become targets of reprisal. In this one respective district, there are approximately 3,000 collection boxes. The initiative to retrofit the boxes in order to eliminate "fishing" is underway; 500 boxes already have been completed.

This district also has arranged for a quarterly meeting with members of the congressional offices to discuss issues and follow up on previous actions taken. Sen. Charles Schumer has held press conferences in front of post offices, as well, to address mail delivery in other parts of New York.

In reference to SPAC initiatives, Branch 202 held a cigar night and raised \$425. At training seminars, we no longer have 50/50 raffles because we can raise more money for SPAC with prizes raffled off that were donated as in-kind gifts. For the upcoming New York State convention, gifts will be donated and raffled to raise money for SPAC. All branches attending LTS have been encouraged to donate an in-kind gift to the SPAC raffle table.

Marilyn Walton, Western Region vice president—Since our last board meeting in the fall, I have attended numerous SPAC fundraisers conducted by many of the NAPS branches. I have attended pre- and post-holiday events and am pleased

to report that Western Region NAPS branches are conducting SPAC fundraising at their events.

I attended Rep. John Garamendi's (D-3rd CA) annual crab feed in Vacaville, CA, sponsored by NAPS. Our group had an opportunity to spend quality time with Garamendi and talk about postal/federal issues. NAPS California Bay Area Branch 127 attended several town hall meetings with the following representatives: Jerry McNerney, (D-9th CA), Eric Swalwell, (D-15th CA) and Mark DeSaulnier (D-11th CA).

I, along with my fellow California Postal Legislative Coalition members, coordinated the 20th Annual California Coalition event in Sacramento. Both postal management associations, all postal unions and NARFE were represented. Chuck Mulidore was the keynote speaker. We hosted over 100 attendees at this event.

The California Coalition is working on supporting postal/federal-friendly candidates in the upcoming 2018 mid-term elections. We are specifically targeting seven California incumbent House representatives who have not been supportive of postal/federal employees and retirees. The coalition still is promoting a California Assembly bill that would fund postal workers to assist authorities during national disasters, such as floods, fires and earthquakes.

I was pleased to see the increase in NAPS members signing up for our "Drive for 5." This is the best way to ensure that our NAPS Headquarters legislative representatives gain access to promote our national agenda. I also was pleased to see so many Western Region NAPS members who were supporters and contributed

\$100 or more.

I was able to reach the Ultimate SPAC level in 2017 and currently am working to achieve the same goal for 2018. I asked this year's Western Region LTS delegates to pledge a minimum of \$100 or more and pay in installments if they weren't able to give this total at LTS.

I was happy to see the increase in Western Region members joining our "Drive for 5." I will continue to encourage more members to join us!

Jaime Elizondo, Texas Area vice president—Since the fall board meeting, I have reviewed the legislative information from Bruce Moyer and forwarded emails to my Texas group. I elaborated on certain points to garner support for our efforts.

I continue to be on email lists for our Texas senators and continually review their positions on national topics affecting NAPS. I have sent them personal emails on my positions—mirroring that of NAPS—regarding legislative issues. I have pushed support for postal reform legislation with my congressman, as well.

I attended several branch installations and meetings since our previous board meeting. I attended the Fort Worth SPAC fundraiser where I supported Executive Vice President Ivan Butts as he talked to the group about SPAC.

I continue to use every opportunity to discuss the political climate we face with our current elected officials. I also ensure I talk about the NAPS legislative agenda. I ask for continued SPAC support and mention the ease of signing up for "Drive for 5."

I continue to sincerely sing the praises of the Auxiliary and show my

support for the Texas State Auxiliary—verbally and monetarily. I already have donated several hundred dollars' worth of gift items for the Texas State Convention SPAC raffle. Texas raised a significant amount of money last year via the SPAC raffle. I hope to help surpass that amount this year. I am a President's Ultimate SPAC donor for 2017 and exceeded the \$1,000-plus donation level.

Kevin Trayer, Michiana Area vice president—In the Michiana Area and Central Region, we continue to encourage NAPS members to join the "Drive for 5." The Central Region collected over \$5,000 in a day and a half at its recent training symposium.

It's time for candidates to be looking for SPAC money. We need to make sure they are in support of our members' needs before contributing to their campaigns.

It's clear we still need to do more messaging about SPAC. At many large meetings, a lot of members still do not know what it means or why we are collecting.

Louis Atkins, immediate past national president—I have written to all the Louisiana senators and representatives, expressing NAPS' views on Congress attempting to reduce benefits for retirees in recent proposed budgets. Only Cedric Richmond, a Democrat from District 2, has expressed support for our views. Others have said they will look at our positions, but I am not convinced!

I have attended many NAPS events and have been pleased to see that most branches conduct SPAC fundraisers. I currently am preparing to go up on Capitol Hill to help deliver NAPS' message directly to our legislators.

Bob Quinlan, Southeast Area vice president—I have visited my congressman, Rep. Daniel Webster (R), to affirm the importance of postal reform. Florida and Georgia finished #1 in the country for the area and #1 for Florida in total contributions in the country. We strive to be #1 and always challenge other states to raise the bar!

At every branch meeting and the state convention, members sell 50-50 raffle tickets, which helps our fund-raising for the entire year. We also have a silent auction at the state convention to which our members donate items. In 2017, Florida raised over \$34,000. Let's keep raising the bar!

Ethics Committee—No report.

Postmaster Committee—Several Executive Board members are postmasters. They continually seek ways to express to postmasters that NAPS values their membership and participation.

Membership Committee—Executive Board members continue to seek ways to increase members, especially at NSP classes and USPS career awareness conferences.

PFP Advisory Committee—We continue to provide information to the board as 2018 PFP results are released monthly, as well as preparing for 2019 goals.

Duties and Responsibilities Committee—We've been examining and updating the D&R Guide for board members; no changes for this board meeting.

Stacey Herndon, PNC Investments, updated the board on NAPS investments portfolio and investment strategies. The 2017 YTD return was 13.26 percent. PNC is looking at more volatility in 2018, but not a re-

cession. Regarding the tax reform bill, it's estimated that all the benefits of tax reform already were in the markets. PNC does not believe tax reform will extend the business cycle. While it will drive some return in 2018, don't look for tremendous increases in GDP, Herndon counseled. Many companies are giving one-time bonuses, but that will not drive the market long-term via tax reform.

Per PNC's outlook and projections for the next few years, Herndon said equity return projections are coming down; 10 to 12 percent returns are not expected. PNC is adjusting estimates downward. The market should be looking at 5 to 7 percent returns on a 10-year projection, with a 3 percent annual return.

Herndon was asked how this will impact NAPS' portfolio. She said PNC is not projecting a recession. She also was asked if NAPS' investments are inconsistent with what NAPS is advocating in legislation regarding the TSP. Herndon said NAPS investments are not inconsistent in the investment strategy to drive more return in the TSP.

Bruce Moyer addressed the board as NAPS legal counsel. He said the logo trademark application is taking much longer than expected and NAPS is working with outside counsel on this. Approval by the Patent Trade Office is expected soon.

A complaint was filed with the NLRB regarding NAPS. NAPS filed its response, stating there was no jurisdiction. The complaints ultimately were withdrawn by the complainant.

A complaint was filed in district court claiming NAPS failed to adequately represent a member in a MSPB complaint. NAPS is awaiting final action by the court to dismiss

the member's last complaint, which is a breach of contract.

Moyer provided a confidential pay talks update to the board.

Motion 1—Brian Wagner, seconded by Marilyn Walton, that
"On or after June 1, 2018, NAPS Headquarters purchases 50 National Auxiliary Luncheon tickets—two tickets for each Executive Board member—to support the Auxiliary's Friday, Aug. 10, 2018, luncheon during the 2018 NAPS National Convention at the Mohegan Sun Resort in Uncasville, CT."

The motion passed unanimously.

Motion 2—Brian Wagner, seconded by Kevin Trayer, that
"On or after June 1, 2018, NAPS Headquarters donates \$10,000 to the NAPS National Auxiliary for support of its 2018 National Auxiliary Luncheon to be held Friday, Aug. 10, 2018, during the 2018 NAPS National Convention at the Mohegan Sun Resort in Uncasville, CT."

The motion passed unanimously.

Motion 3—Bart Green, withdrawn.

Motion 4—Greg Murphy, seconded by Louis Atkins, that
"The first selection for seating on the floor of the National Convention will be given to the host region. Remaining seating will be done as in the past."

Voting "yes" were Wagner, Butts, Roma, R. Green, Walton, Warden, Murphy, Aglidian, Griffin, Needham, Trayer, Elizondo, Pashinski, McCracken and Atkins. Voting "no" were Johnson, Moreno, Mooney, B. Green, Rowel, Quinlan, S. Green and Cherry. Absent: Mulidore. As board chair, Ford does not vote. The motion passed.

Motion 5—Richard Green, seconded by Ivan Butts, that
"NAPS matches donations given by

members to PERF during the 2018 LTS totaling \$568."

The motion passed unanimously.

Motion 6—Brian Wagner, seconded by Richard Green, to

"Accept the NAPS 2018-2020 preliminary budget as the final NAPS budget as no corrections were made on the preliminary budget."

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

Motion 7—Dan Mooney, seconded by Louis Atkins, that

"In the May issue of The Postal Supervisor (deadline March 19), NAPS will publish a notice that states anyone wishing to declare their candidacy for a regional or area office notify NAPS Headquarters by May 17 (deadline for July issue) and it will be published in the July issue of The Postal Supervisor."

Voting "yes" were Wagner, Mooney and Atkins. Voting "no" were Butts, Mulidore, Roma, R. Green, Johnson, Walton, Warden, Murphy, Aglidian, Griffin, Needham, Trayer, B. Green, Rowel, Quinlan, S. Green, Elizondo, Pashinski, McCracken and Cherry. Abstaining: Moreno. As board chair, Ford does not vote. The motion

The Postal Service Needs to Expand Sources of Revenue

By Katie Maddocks
Legislative Representative and SPAC Manager

In the House and Senate postal reform bills, H.R. 756 and S. 2629, there is a call for a chief innovation officer to develop and implement postal and non-postal products and services in order to maximize revenue.

Following this call for greater sources of income, multiple pieces of legislation introduced in both congressional chambers would allow for greater use of the postal system and post offices—not only increasing the revenue of USPS, but also adding to the national economy.

Rep. Cedric Richmond (D-LA) took on this task of innovation with his "Providing Opportunities for Savings, Transactions, and Lending (POSTAL) Act of 2017," H.R. 3617. This bill allows for expanding basic financial services in existing post offices. Services could include small-dollar loans, international money transfers and checking and savings accounts.

Sen. Kirsten Gillibrand (D-NY) introduced similar legislation, S. 2755,

failed.

Recommendation 1—Cornel Rowel, seconded by Tim Needham, that

"If a NAPS member already has purchased an airline ticket for the national

noting that not only would a postal banking system help financially underserved citizens, but also would cut down predatory lending—generating earnings for the Postal Service and improving individuals' and households' financial stability.



Also recognizing the need for and benefit of innovating services, Rep. Jackie Speier (D-CA) introduced legislation that would end the ban on shipping alcohol through the postal system. As wineries, breweries and other producers are allowed

to ship their goods through private carriers, the USPS is at a distinct disadvantage due to outdated Prohibition Era regulations. The "USPS Shipping Equity Act," H.R. 4024, would put the USPS in a competitive wine and beer shipping market and could generate \$50 million in revenue.

There is no question the Postal Service needs supplemental sources of income. These pieces of legislation look outside the box to expand services. As the average postal customer's demands are changing, calls from elected officials offer a means to thoughtfully grow revenue and help create a sustainable Postal Service.

convention and then is selected to serve on an advance convention committee, that NAPS Headquarters pays for all change fees for advance committee members."

Continued on page 46

2018 SPAC Contributors



Top 2018 SPAC Contributor

Ann Konish	NY	Branch 11
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President's Ultimate SPAC (\$1,000+)

Boisvert, Michael	CA	Branch 159
Meana, Frances	CA	Branch 159
McHugh, James	FL	Branch 386
Quinlan, Robert	FL	Branch 577
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355

May Contributors

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

Boisvert, Michael	CA	Branch 159
Meana, Frances	CA	Branch 159
McHugh, James	FL	Branch 386
Quinlan, Robert	FL	Branch 577
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100

VP Elite (\$750)

Salmon, James	AZ	Branch 246
Mullins, Kym	FL	Branch 81
Strickland, Ann	FL	Branch 146
Gawron, Dennis	NY	Branch 27

Did you know the easiest way to contribute to SPAC is through the "Drive for 5" campaign? By giving through a payroll deduction or an OPM annuity, you easily can budget your contributions to SPAC. And by giving as little as \$5 a pay period, you are helping create a sustainable SPAC fund that helps support our friends of the Postal Service on Capitol Hill. If you have questions about how to sign up for "Drive for 5" or SPAC, please contact SPAC Manager Katie Maddocks at naps.km@naps.org or at (703)836-9660.

Secretary/Treasurer's Roundtable (\$500)

Bruffett, ShawN	AZ	Branch 376
Ayon, Celia	CA	Branch 88
Burkhard, Mary	CA	Branch 244
Goodman, James	CA	Branch 39
Sebastian, Gerald	FL	Branch 386
Maxwell, Sherry	IL	Branch 255
Williams, Darryl	PA	Branch 554
Aaron, Donna	TN	Branch 97
Cooper, Karen	TX	Branch 124
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61
Joers, Julie	WI	Branch 72
Weilep, Laurie	WI	Branch 956

Chairman's Club (\$250)

Melchert, Pamela	AK	Branch 435
Simpson, Pamela	AZ	Branch 246
Blythe, Stephanie	CA	Branch 127
Brown, Carl	CA	Branch 94
Danzy, Marsha	CA	Branch 197
Evans, Bridget	CA	Branch 159
Jackson-Kelley, Patricia	CA	Branch 39
Rominger, Jackie	CA	Branch 77
Swygert, Vontina	CA	Branch 127
Kerns, John	CO	Branch 141
Douglas, Lisa	CT	Branch 5
Garland, Angela	DE	Branch 909
Gilbert, Belinda	FL	Branch 425
Gold, Stanley	FL	Branch 146
Long, Pamela	FL	Branch 577
Lopez, Ellen	FL	Branch 146
Ruckart, Kenneth	FL	Branch 386
Williams, Carolyn	FL	Branch 146
Moore, Kevin	GA	Branch 281
Lum, Chuck	HI	Branch 214
Mooney, Dan	MN	Branch 16
Carmody, Russell	NJ	Branch 74
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Holt, Brian	RI	Branch 105
Brooks, Lamaricus	TN	Branch 41
Mott III, George	VA	Branch 132
Krogh, Charlie	WA	Branch 31
Taylor, Georgia	WA	Branch 31

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to May 31, 2018

National Aggregate:

\$113,392.75

National Per Capita:

\$4.37

Region Aggregate:

1. Western	\$28,351.04
2. Southern	\$23,922.85
3. Northeast	\$21,754.25
4. Central	\$19,975.50
5. Eastern	\$19,389.11

Region Per Capita:

1. Western	\$5.24
2. Central	\$4.54
3. Northeast	\$4.35
4. Southern	\$4.16
5. Eastern Region	\$3.62

Area Aggregate:

1. Pacific	\$16,342.64
2. New York	\$13,214.25
3. Southeast	\$11,271.00
4. Capitol-Atlantic	\$9,714.26
5. Texas Ara	\$7,118.50
6. Mideast	\$7,111.50
7. New England	\$6,703.00
8. Rocky Mountain	\$6,668.40
9. Illini	\$5,834.00
10. Michiana	\$5,467.50
11. Northwest	\$5,340.00
12. North Central	\$4,640.00
13. Pioneer	\$4,400.35
14. MINK	\$4,034.00
15. Central Gulf	\$3,073.35
16. Cotton Belt Area	\$2,460.00

Area Per Capita:

1. Pacific	\$5.70
2. New York	\$5.42
3. North Central	\$5.24
4. Northwest	\$5.17
5. Michiana	\$5.16
6. Southeast	\$4.87
7. Illini	\$4.57
8. Rocky Mountain	\$4.42
9. Texas	\$4.04
10. Central Gulf	\$3.99
11. New England	\$3.95
12. Capitol-Atlantic	\$3.73
13. MINK	\$3.42
14. Pioneer	\$3.18
15. Mideast	\$3.17
16. Cotton Belt	\$2.74

State Aggregate:

1. California	\$15,052.64
2. New York	\$12,924.25
3. Florida	\$9,973.00
4. Texas	\$7,118.50
5. Illinois	\$5,834.00

State Per Capita:

1. Maine	\$11.38
2. North Dakota	\$11.05
3. Arizona	\$8.59
4. Hawaii	\$8.49
5. Utah	\$7.23

Drive for 5

Members by Region:

1. Central	75
2. Western	61
3. Southern	60
4. Eastern	54
5. Northeast	43

Aggregate by Region:

1. Western	\$10,650.00
2. Central	\$10,519.00
3. Southern	\$9,201.50
4. Eastern	\$8,124.85
5. Northeast	\$5,650.00

Supporter (\$100)

Studdard, Dwight	AL	Branch 45
Burton, Dawn	AZ	Branch 246
Booth, Samuel	CA	Branch 39
Butts, Kevin	CA	Branch 466
Cruz, Cheryl	CA	Branch 497
Dangerfield, Patricia	CA	Branch 88
Francisco, Daryel	CA	Branch 159
Gavin, Angela	CA	Branch 159
Gray, Glenn	CA	Branch 127
Ingalls, Dianne	CA	Branch 77
Johnson, Lois	CA	Branch 127
Merrill, Robin	CA	Branch 497
Odell, Heather	CA	Branch 159
Patterson, Charles	CA	Branch 497
Thomas, Linda	CA	Branch 88
Annon, Cynthia	CO	Branch 141
Cool Jr., Harold	CO	Branch 141
Love, Valerie	CO	Branch 65
Chiocchi, Lynne	FL	Branch 420
Gucmeris, Algimantas	FL	Branch 420
King, David	FL	Branch 420
Metcalfe, Thomas	FL	Branch 146
Munoz, Barbara	FL	Branch 146
Rose, Nancy	FL	Branch 420
Schulz, Mark	FL	Branch 577
Suarez, Eduardo	FL	Branch 146
Gomez, Robert	GA	Branch 125
Brady, Derrick	IL	Branch 17
Matuszak, Kevin	IL	Branch 489
Walsh, John	IL	Branch 289
Macias, Juan	KS	Branch 205
Sevalia, Rosalind	LA	Branch 73
Foley, Paul	MA	Branch 120
Berger, Ricky	MD	Branch 531
Rosario, Tamara	ME	Branch 96
Burcar, Robert	MI	Branch 508
Hardin, Donald	MI	Branch 142
Perkins, Ethel	MI	Branch 140
Kuiper, Bruce	MN	Branch 16
Brown, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Jackson, Abner	NC	Branch 299
McLaughlin, Deborah	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Michaud, Russell	NH	Branch 932
Dennis Jr., Edward	NJ	Branch 53
Jackson, Christian	NV	Branch 463
Pixley, George	NV	Branch 249
Hughes, Thomas	NY	Branch 100
Lewis, Gillian	OH	Branch 2

Benford, Debra	PA	Branch 50
Ferguson, Donald	PA	Branch 48
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Brown, Lorraine	VA	Branch 98

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

'Drive for 5' Earned in May

Bednar, Margaret	FL	Branch 146
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Western Region Activities

Continued from page 14

people who can solve our problem and make sure we have the right people involved. "Gail Hendrix does not make policy," she declared. "I interpret what already exists."

The acting DM also suggested that EAS employees need to be proactive. "Make sure you are addressing a problem regarding what happened today and what you plan to do to make a change," she said.

"Also, we all need to work on standardizing processes to support success. Make sure everyone knows the processes."

Hendrix said you can work hard on the wrong thing. "Don't try to fix everything at once," she stressed. "Work on one or two things, then move to the next thing after achieving some success. Use the LSS processes, tools and techniques. If you still are struggling, call someone who is more successful and ask what

they are doing. Share your successes so we all can be successful!" Her message was very positive and motivational.

Juan and Myrna did a great job selecting topics and guests, including handouts and a tasty lunch. We enjoyed outstanding networking and quality time meeting with Hendrix. She has committed to meeting regularly with the management associations and unions.

marilynwalton@comcast.net

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.

How to Take Initiative and Become a Self-Starter



Organizations seem to be in a constant state of change. These changes can be developmental, transitional or transformational as companies work toward the goal of becoming agile organizations. Agile organizations are more adaptive, innovative and resilient. If organizations can adapt, take initiative and be assertive, can you, as an employee, do the same? Yes, you can.

By examining and understanding our dy-

namic world, you can learn how to follow the right initiative at the right time. Start by understanding your own personal and professional purpose and the roles you play. Combine this understanding with your own EQ (emotional intelligence)—self-awareness, social awareness, self-management and relationship management—to become an assertive self-starter. It all can lead to more favorable outcomes and results for you and your organization.

What does it mean to take initiative and be an assertive self-starter?

We all have worked with colleagues who are willing to take the initiative to develop an idea. These employees always seem to assert themselves at the right time. Often, we see them gain momentum, help peers and accomplish amazing things that lead to favorable outcomes. When you take initiative and act professionally, you help your organization grow and succeed. It all leads to increased results.

Try these four steps to take more initiative and become a self-starter:

1. *Accept challenges and align to your organization's plans.* See and understand what your organization rewards and recognizes. Work to make your organization succeed and work to make important contributions that will add value in important areas. Act when opportunities arise.

2. *See and shape your vision for career and personal success.* Some meaningful advice I heard in my undergraduate program was "Your life is a work of art, so paint your picture." See your vision, the possibilities, goals, plans and processes you need to set in place to achieve that vision. Reflect on it and act; don't procrastinate. Keep moving toward your vision and goals.

3. *Positive self-expectancy*—expect to win. Having positive self-expectancy means you are confident you have all the skills and knowledge necessary to complete a task. When self-expectancy is high, you expect to win and have a positive outlook when you take on a new challenge or initiative. Display a "will-do" and "can-do" attitude.

4. *Don't worry about failure.* Michael Jordan once said, "I've failed over and over and over again in my

life. That is why I succeed." Author Jack Canfield tells us, "Don't worry about failures; worry about the chances you miss when you don't even try." Writer Mary Anne Radmacher said, "The jump is so frightening between where I am and where I want to be. Because of all I may become, I will close my eyes and leap!"

As employees, it's important to remain flexible and adaptable. Perform to the best of your ability and align to your organization's leadership, strategies, systems, structure and culture. Going forward, think of yourself as a leader and a person who takes initiative. See yourself being highly motivated, enthusiastic, cooperative and an assertive self-starter. Give it your very best!

By Bill Davis, assistant professor at the Forbes School of Business & Technology at Ashford University.

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Remaining Mindful When Relationships End

Submitted by the USPS Employee Assistance Program

Human relationships can be difficult, challenging and hard to understand. You may notice this in your own relationships or those you see around you. It can be hard to know what to do when a relationship between co-workers ends. Not only is it difficult for the people involved in the relationship, but it can be hard for their co-workers and supervisors to know what to do and say without making the situation worse.

These situations tend to trigger very intense emotions that can make it hard to maintain professionalism and calm in the

workplace. This article discusses ideas for how to stay professional at work while dealing with a broken relationship, as well as how to support others who are trying to do this.

When a friendship or romantic relationship is over, we often feel betrayed, burned or devastated. Or maybe we are on the other end and realize this isn't the right relationship for us and are looking for a way out. The end of a relationship is usually complicated, but much more so when the broken relationship is with a co-worker. How do you get over hurt when you have to see the other person regularly? What is the best way to deal with someone else's hurt feelings at work? The idea of mindful separation might be helpful in these kinds of situations.

In mindful separation, we are respectful of everyone's feelings, including our own. We choose not to engage in the negative behaviors that can keep us entan-

gled in an increasingly hurtful situation. This is true for the people involved in the broken relationship and everyone around them. Sounds great, but how do we do that?

First, if you are thinking about distancing yourself from a friend at work or ending a romantic relationship with a co-worker, take care in doing so. Be respectful of what you shared together. Be mindful in your choice of time, place and words. Be gentle but honest and firm about your feelings. Expect the other person may express hurt and anger and try to



accept that reaction without getting defensive.

People often can see their role in problems when they have a little distance, but, generally, not when the hurt is fresh. So, listing all the complaints about the other person likely will not work well. Instead, express the impact of certain behaviors using “I” statements, such as “I have been feeling very hurt when you continue to criticize me for small things.” It also is important to clearly state the relationship is over. Leaving any room for doubt can lead the other person to believe there is hope and cause additional hurt and delay in healing and moving on.

If you are on the receiving end of a conversation such as the one above—whether a surprise to you or expected—it still hurts. Self-compassion is very important. Doing your best to attend to your own feelings rather than consuming yourself with what the other person is doing will help. While it is human to continue to focus on the other person, doing so steals energy away from healing and moving forward.

If you are bearing witness to the breakdown of a relationship in your workplace, you may find yourself being called on for support or to be a referee. It is tempting to choose sides, but do your best to resist doing that. Everyone has their own perspective about what happened and brings their own experiences that color how they understand what happened. Rather than taking sides, you can offer compassion and use words that show you care that someone is in pain.

You can help them try to focus on their own self-care rather than on whatever the former friend or romantic partner is doing. You can look for opportunities to make things less awkward and lonely for people experiencing this. You can

encourage healthy behaviors and express confidence in their ability to be present and professional in the workplace.

The early days after a relationship with a co-worker has come to an end usually are awkward and uncomfortable, to say the least. Expect this to be true if the situation involves you or someone with whom you work. It can be difficult to know what to do during breaks or even whether to greet the other person when you arrive at work. Try being compassionate with yourself or someone else going through this.

Making a plan for how to handle breaks and lunches or how you want to greet or not greet the other person can ease the situation a little. Limiting interactions with the other person to what is necessary for work and keeping a neutral tone often is the best plan for dealing with encounters at work.

The next word to the wise is about how much we involve co-workers in the details of a broken relationship or how much we allow ourselves to be involved with a co-worker’s broken relationship. It is human nature to want to share your upset feelings with others or defend yourself when others might perceive you as being in the wrong. Finding someone in whom you can confide outside of work is best; you also can encourage someone else to do this.

The EAP is a great resource in this situation. You can gently suggest this helpful resource by saying, “Hey, it might really help to talk to someone who can offer ideas of how to get through this. The EAP is free to use and confidential.” Most of us want support when we are experiencing something like this; it can be tempting to think that support is about choosing sides, but it doesn’t have to be. Support can be someone acknowledging you’re having a bad

day. It can be someone encouraging you to take care of yourself and distracting you from thinking about your former friend or partner.

As time goes on, most people heal from hurt and move on, but some of us struggle with it. This can be made worse when we see signs or are told by co-workers that our former friend or partner is moving on. Or we might feel tempted to make sure our former friend or partner knows we are moving on to try to inspire jealousy or out of a sense of revenge. This can get ugly and make the workplace unpleasant for everyone.

This is another good time for self-compassion and telling yourself, “Yes, the person I cared for is moving on and that is what people do. It hurts right now to know this but, at some point when I am ready, I will move on, too.” It also is okay to let co-workers know that, although you appreciate their concern, you don’t really want to know details about your former friend or partner.

The main goal of mindful separation is refocusing on our own healing and well-being. It is important to pull back any energy we were putting in the relationship that has ended and use that energy for ourselves. When we continue to talk about our former friend or partner and stoke our anger over and over again or try to provoke the other person, we are continuing to put energy into a relationship that has ended. Not only is this a waste of energy, it’s painful and stops us from engaging in the healing we need to do to move on to happier times.

If you find yourself feeling stuck in recovering from a broken relationship, reaching out to the EAP can help. Call the EAP at 1-800-327-4968 (TTY: 1-877-492-7341) or find more information about relationships on EAP4YOU.com.

Social Media and You

By Joe Bodary

Postmasters, managers and supervisors are held to the same expectations of conduct as craft employees. You may be even surprised to know that some of the rules to which we are held accountable also apply to what we do outside the Postal Service.

Section 665.16 of the *ELM*, "Behavior and Personal Habits," reads: "Employees are expected to conduct themselves during and outside of working hours in a manner that reflects favorably upon the Postal Service. Although it is not the policy of the Postal Service to interfere with the private lives of employees, it does require that postal employees be honest, reliable, trustworthy, courteous and of good character and reputation."

With that in mind, let's talk about the internet! Most members have social media accounts, such as Facebook and Twitter, in which they list being employed by the USPS. Some even include titles such as Postmaster, Manager or Supervisor. Once you do this, you now represent the USPS. Whatever you say reflects on the Postal Service—favorably or unfavorably.

If you have identified yourself as a member of management on social media sites, you now speak for the USPS. Whenever you post anything, you really need to think before you act to ensure your opinion supports the Postal Service in a positive manner. Remember, people who read your posts can cut and paste or otherwise share them with millions of others; that can put you in a

difficult spot at work.

What you may not think about is that people who are not on your friends list also can see what you post. You think it's going only to your small group, but it's not. I have seen posts by people who have identified themselves as postal employees who I can't believe still work for us. This includes negative statements about the Postal Service, as well as personal opinions on subjects such as politics, religion, drugs and more. *Nothing is private anymore!* You need to keep that in mind at all times.

As a personal example, my son worked for a company as a manager and one day posted on Facebook how he was upset with his boss. He did not identify the company he worked for in his profile, but said he was frustrated with his boss yelling at him all the time when he had done nothing wrong.

My son lived 1,000 miles away, so, being the supportive father, I replied to his post that sometimes managers are frustrated with other things and take it out on their employees. If he was comfortable he had done nothing wrong, I replied, then let it go. Much to my surprise, his boss saw my comment and my son was written up for what I wrote. My fatherly support backfired; I had no idea that could happen. After that, I now only call to offer support.

A few things to follow to help keep you out of trouble:

- Don't write anything about the Postal Service unless you are sharing something the Postal Service already has published on social media.
- Don't comment on anyone else's opinions about the Postal Ser-

vice or any topic about which you would not speak at work. Don't even hit "like."

- Before you post your personal opinion on anything, ask yourself, "Would I say this at work?" If the answer is "no," don't do it.
- Definitely keep your personal business off social media. You don't need your employees or customers to know that much about you.

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Joe Bodary is a NAPS Michiana Area member and Postmaster of Lincoln Park.

Executive Board Meeting

Continued from page 38

Recommendation failed.

Recommendation 2—Greg Murphy, seconded by Tommy Roma, that

"The Executive Board not accept Long Beach, CA, as a site for the 2022 NAPS National Convention as it does not meet the criteria per Article VII, Section 4, of the NAPS Constitution."

Recommendation passed.

Recommendation 3—Bart Green, seconded by Tommy Roma, that

"Executive Board members continue the tradition of announcing their intentions to run for office at the spring board meeting and publish the information in The Postal Supervisor."

The recommendation passed.

The Executive Board meeting in conjunction with the 2018 National Convention will be Saturday, Aug 4, 2018, at the Mohegan Sun.

Board members announced their intentions to seek/not seek re-elec-

Notes

from the National Auxiliary

More to Life Than Work

By **Laurie Butts**

Executive Vice President

As members of the NAPS Auxiliary, we are here to support and help NAPS when and whenever we are needed. We are aware that, at



times, members experience days of stress, disrespect, resistance and uncertainty. Through it all, they continue to stand strong and press on for the good of body.

Even so, they, like all of us, need to take time to decompress. Read and ponder the words of English poet Richard Le Gallienne:

*I meant to do my work today,
But a brown bird sang in the apple
tree,
And a butterfly flitted across the
field,
And all the leaves were calling me.*

*And the wind went sighing over the
land,
Tossing the grasses to and fro,
And a rainbow held out its shining
hand,
So what could I do but laugh and
go?*

Keeping these words in mind
can make some of those hard days
and times easier.

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tion. Mideast Area Vice President Hans Aglidian and New England Area Vice President Greg Murphy announced they are not seeking re-election. All other board members announced they would be seeking re-election to their current board positions.

For the good of the association, Executive Vice President Ivan Butts thanked Aglidian for his service to the board and NAPS.

Louis Atkins expressed his gratitude for the opportunity to serve 28 years on the board. He offered his advice, counsel and thoughts to the board. Many board members expressed their gratitude to Atkins for his long service to NAPS members and mentorship to many board members.

The fall 2018 Executive Board meeting dates will be Oct 21-24. In closing remarks, Wagner personally thanked Atkins, Aglidian and Murphy for their service. The closing prayer was led by Pacific Area Vice President Hayes Cherry.

Michiana Area Vice President Kevin Trayer moved, seconded by Central Gulf Area Vice President Cornel Rowel, to adjourn the meeting; the motion passed on a voice vote.

*Respectfully submitted by Chuck
Mulidore, NAPS secretary/treasurer.*

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