

The following resolutions were referred to the Constitution & Bylaws Committee

1-16

1

WHEREAS, Article III, Section 1, reads, “NAPS shall have three classes of members. These classes of members shall be (1) active, (2) associate, (3) honorary,” and

WHEREAS, Article III, Section 3(b), reads, “Associate members shall be entitled to all the same benefits granted active members,” therefore be it

RESOLVED, That Article III, Section 3(c), be changed to read, “Associate members shall pay dues at the branch level no less than an amount one-half the national per capita tax, which will include a subscription to *The Postal Supervisor*,” and be it further

RESOLVED, That Article III, Section 3(d), be changed to read, “Associate members who hold offices shall pay the full share and same dues and assessments as active members of their respective branches,” and be it further

RESOLVED, That Article III, Section 5 be changed to read, “Any former active member applying for membership shall be eligible for membership; the applicants will become members of a local branch within the state. Where there is no local branch within the state, applicants will become members of the state branch,” and be it further

RESOLVED, That in Article III, Section 8, the following text: “Social Security numbers of direct pay and associate members,” be changed to read, “employee identification number (EIN) and civil service claim identification number (CSA),” and the word “wish” be

changed to “request,” and the words “whatever reason” be changed to “non-payment of dues to said branch,” and be it finally

RESOLVED, That in Article III, Section 9, the word “employee” be changed to “persons.”

North Coast California Branch 497

2

WHEREAS, Article III, Section 6, pertains to members’ requests for branch affiliation exceptions, and

WHEREAS, These situations are specific only to active members, and

WHEREAS, Associate members no longer are active members and are granted the same benefits as active members, therefore be it

RESOLVED, That Article III, Section 6, be changed to read, “The Executive Board shall approve requests from members for branch affiliation exceptions in the following situations:

“(a) When members are affected by Postal Service-initiated actions, or

“(b) When a member’s office of physical domicile is different from their employing office, or

“(c) When the member’s attendance and participation at branch meetings and activities would be hampered by physical distance.

“The Area Vice President(s) shall investigate said requests by contacting the affected branches for validation and report said findings to the Executive Board prior to their approval. All requests for exceptions will be submitted to the Secretary/Treasurer. The Secretary/Treasurer will contact the respective Area Vice President(s) to initiate the investigation to validate the situation.”

North Coast California Branch 497

3

WHEREAS, Article III, Section 5, reads, “Any employees eligible for active membership, who are employed in an installation having a local branch, or in an installation affiliated with a state branch, shall be eligible for NAPS membership only by affiliation with said local or state branch,” and

WHEREAS, Article III, Section 3, regarding associate membership, does not state how an associate member’s branch affiliation is determined, therefore be it

RESOLVED, That Article III, Section 3, Associate Members, subsection (a), be changed to read: “Former active members of this Association who were in good standing at the time of retirement may not be denied associate membership. Associate members may affiliate with a local or state branch of their choice.”

NAPS Executive Board

4

WHEREAS, Article III, Section 6, reads, “The Executive Board shall accept requests from members for branch affiliation exceptions . . .,” and

WHEREAS, The current section as written requires that two events must occur, instead of one or the other, in order for an exception to be considered, and

WHEREAS, The current process for a member’s exception request to be concurred with by the entire Executive Board is cumbersome, therefore be it

RESOLVED, That the respective area vice president’s findings regarding a member’s branch affiliation exception request be submitted to NAPS Headquarters for concurrence by at least two-thirds of the resident officers, and be it further

RESOLVED, That Article III, Section 6, be changed to read:

“A member’s place of residence does not qualify as a criterion for requesting an exception to affiliate with another branch. NAPS Headquarters shall accept requests from members for branch affiliation exceptions in the following situations:

“(a) When members are affected by Postal Service-initiated consolidations, or

“(b) When a member’s office of physical domicile is different from his or her employing office (USPS Finance number of record).

“In both cases, the member’s attendance and participation at branch meetings and activities would be hampered by physical distance from their employing office. The member’s current area vice president shall investigate written exception requests and report said findings to NAPS Headquarters for concurrence by at least two-thirds of the resident officers.”

NAPS Executive Board

WHEREAS, Article IV, Organization, and XIV, Branches, reference the forming of local branches and their rights, respectively, but neither article clearly defines what constitutes a “local branch,” and

WHEREAS, To avoid ambiguity in what is defined as a “local branch” as it relates to establishing, requesting exceptions or changing a member’s branch affiliation to another local branch, therefore be it

RESOLVED, That a new paragraph be added at the beginning of Article IV to define “local branch;” current paragraph one now becomes paragraph two in Section 1, and be it further

RESOLVED, That Article IV, Section 1 be changed to read:

“A local branch is not a state branch, but recognized as a branch within the state in which it is located. A local branch may not accept for membership current or eligible active members who are in employing offices outside the local branch’s respective state, unless in accordance with Article IV, Section 6.

“Local branches may be established within the provisions of this *Constitution & Bylaws* upon application by a majority of, but not fewer than 10 members, to the president of the existing NAPS branch and to the NAPS Area Vice President, who shall review and forward the application to the Secretary/Treasurer, who shall, in turn, issue a charter. An office would be limited to only one charter.” (For purposes here, the word “office” means those units that fall

under the direct dominance of an installation head and/or a PCES manager-in-charge who reports to an area vice president or directly to USPS Headquarters.)

NAPS Executive Board

6

WHEREAS, Article IV, Section 2, of the NAPS *Constitution* allows for members of other offices in the vicinity of a local branch to affiliate with said local branch by consent of that branch, provided that the application to affiliate is signed by a majority of the members of such office, and

WHEREAS, Article IV, Section 2, does not clearly define the geographic distance as it relates to “in the vicinity,” and

WHEREAS, To clarify the intent of Article IV, Section 2, as to the meaning of “in the vicinity” to ensure members are affiliated with the nearest local branch—as it relates to distance in miles to their respective office—to ensure representation is as reasonably available as possible to members, and

WHEREAS, Members in an office who currently are affiliated with a local branch who request to affiliate with another local branch that is geographically further in miles from their current branch and, therefore, would be considered outside the vicinity of the current branch affiliation and in conflict with Article IV, Section 2, and

WHEREAS, To maintain consistency in representation in a geographical area and minimize the overlapping of representation of two or more local branches in the same geographical area, therefore be it

RESOLVED, That Article IV, Section 2, be changed by dividing it into three subsections for clarity:

“(a) Local branches may likewise be formed upon application of 10 or more members who constitute a majority of a postal facility or post office.

“(b) Members of other offices currently affiliated with a local, state or bi-state branch may petition to affiliate with the nearest local branch within their respective state or affiliate with their respective state/bi-state branch as members-at-large, provided that the petition to affiliate is signed by the majority of members of the office, the gaining branch consents to affiliation and the request is approved by the respective Area Vice President and concurred by at least two resident officers.

“(c) Members of other offices may only affiliate with a local, state or bi-state branch in accordance with their respective NAPS area of representation in accordance with Article IV, Section 6(b).”

NAPS Executive Board

7

WHEREAS, NAPS does not specify the class of members-at-large, and

WHEREAS, All members should be affiliated within a branch (local, state or both), and

WHEREAS, The branches do not benefit from any dues from members-at-large, therefore be it

RESOLVED, That Article IV, Section 3(b), be changed to read, “Any chartered branch of a state branch that has been realigned to an area outside the area of their present state may affiliate with either state,” and be it further

RESOLVED, That, in Article IV, Sections 5(a) and (b), the following text, “(1) members of the nearest branch, or (2) members-at-large of the state branch,” be changed to read, “members of a local branch within the state, if no local branch exists within the state, then the members will belong to the state branch,” and be it finally

RESOLVED, That in Article IV, Section 6(c), the words “members-at-large” be removed.

North Coast California Branch 497

8

WHEREAS, New Jersey Branch 71 has merged with another branch and no longer exists as Branch 71, and

WHEREAS, Article IV, Section 6(a), of the NAPS *Constitution* refers to New Jersey Branch 71, which needs to be deleted, therefore be it

RESOLVED, That the wording “except Branches 71 and 74” in Article IV, Section 6(a), *Northeast Region*, be changed to “except Branch 74,” and be it further

RESOLVED, That the wording “Branches 71 and 74 only” in Article IV, Section 6(a), *Eastern Region*, be changed to “Branch 74 only.”

New Jersey State Executive Board

9

WHEREAS, Article VII, Elections, Section 4, reads, “A branch interested in hosting a national convention in its city shall express such interest by obtaining a National Convention Request for Proposal (RFP) from NAPS Headquarters. Responses to the RFP must be submitted to NAPS Headquarters at least 120 days in advance of the date of the selection of the convention city,” and

WHEREAS, The 120-day advance notice is insufficient time to conduct a thorough site visit, negotiate rates and prepare information to share with members in *The Postal Supervisor*, especially if there are two or more branches notifying NAPS Headquarters on the 120th day, and

WHEREAS, Article VII, Section 4, stipulates that the branch must provide detailed descriptions and prevailing prices of facilities for all convention space, including securing a large block of rooms for dates prior to and after the national convention, and

WHEREAS, The extensive work a branch must conduct in order to submit its RFP to NAPS Headquarters for consideration to host a national convention is cumbersome and prices received by the local branch may not be in the best interest of the membership, and

WHEREAS, NAPS hires a professional convention planner to coordinate the RFP process, contract negotiations and all other contract aspects of a national convention, which has proven to provide a greater value in convention pricing and savings to NAPS and its members, therefore be it

RESOLVED, For all NAPS national conventions beginning after 2022, that Article VII, Elections, Section 4, be changed to read:

“A branch interested in hosting a national convention in its city or geographic area shall express such interest by contacting NAPS Headquarters in writing on or before Dec. 31 of the year prior to the selection of the convention city. NAPS Headquarters will handle the Request for Proposal (RFP) on behalf of the local branch. NAPS Headquarters will confirm the proposed host city meets NAPS’ convention criteria.

“The convention criteria require that the assembly hall where the general convention session will be hosted, along with committee rooms and accommodations for delegates, must be within walking distance and no more than one-quarter mile from the front door of each designated convention hotel to the front door of the main facility hosting the general convention session. A sufficiently large block of rooms must be available from the Friday before the convention through the Saturday following the convention. When the Executive Board is satisfied that a convention is feasible based on the results of the RFP, it shall report its findings to the convention.

“Nomination of cities desiring the convention shall follow the nomination of officers. Any city that has not fulfilled the requirements outlined in the preceding paragraph concerning

the written proposals shall not be eligible for nomination. In the event no proposals are acceptable, the Executive Board shall be empowered to select a city. Balloting on the convention city shall be conducted as provided in Section 2.

“Should new construction or renovations prevent the necessary rooms from being available, the Executive Board shall attempt to relocate the convention to the city chosen as runner-up for that convention year.”

NAPS Executive Board

10

WHEREAS, A viable location providing delegate comfort and appropriate convention facilities is vital in selecting a NAPS national convention location, and

WHEREAS, Numerous host city presentations and choices make it difficult for the average NAPS delegate to make an informed decision on a desired NAPS national convention location, and

WHEREAS, Multiple host city choices in the same NAPS region dilute support for a viable host city selection, unnecessarily eliminating viable locations, therefore be it

RESOLVED, That, Article VII, Section 4, paragraph 2, be amended to read:

“Nomination of cities desiring the convention shall follow the nomination of officers Any city that has not fulfilled the requirements outlined in the preceding paragraph concerning the written proposals shall not be eligible for nomination. In the event that no proposals are acceptable, the Executive Board shall be empowered to select a city. If there are multiple host

cities in the same NAPS region, the Executive Board shall review all host city nominations and select no more than one host city per NAPS region. Balloting of the convention city shall be conducted as provided in Section 2.”

Oregon State Branch 940

11

WHEREAS, Article IX, Section 1, of the NAPS *Bylaws* commits NAPS to “representing its membership in all areas, including adverse action,” and

WHEREAS, Charlie Scialla was an attorney practicing in labor relations, and

WHEREAS, Scialla’s retirement has left NAPS without an attorney under retainer, and

WHEREAS, The Postal Service uses dedicated attorneys to address issues, therefore be it

RESOLVED, That Article IX, Section 3, be amended by adding the sentence: “With this obligation, the entire Executive Board shall authorize a contract with a reputable law firm.”

Michigan State Board

12

WHEREAS, The NAPS *Constitution* does not address the assignment of USPS Finance numbers to a local branch, and

WHEREAS, NAPS Headquarters depends on correct Finance number assignments to determine the appropriate branch dues check-off (DCO), and

WHEREAS, The Finance number assignments process is not defined in the *Constitution*, making it difficult for a branch to request a change or correction, therefore be it,

RESOLVED, That Article XI be changed to add a new Section 7 that reads:

“The Secretary/Treasurer shall maintain an accurate list of local branches of this Association and their assigned USPS Finance numbers. The Area Vice Presidents shall assist the Secretary/Treasurer with validation of branch Finance number assignments as needed and as required. The branch Finance number assignments shall be permanent, except as provided in Article IV. The absence of NAPS members in a USPS Finance number and the subsequent assignment of a NAPS member from another branch shall not cause a change in the previous branch Finance number assignment. If a Finance number is not assigned to a local branch or if a Finance number is incorrectly assigned, the branch may submit a request to the Area Vice President for investigation, who shall forward said findings to the Secretary/Treasurer for processing.”

California State Branch

13

WHEREAS, NAPS does not specify the class of members-at-large, and

WHEREAS, The branches do not benefit from any dues from members-at-large, and

WHEREAS, All members are to be affiliated within a branch (local, state or both), and

WHEREAS, The current language of Article XIII, Section 1, reads, “The national dues (the national per capita tax) of this Association shall be \$91 per active member, per year,

effective Jan. 1, 2005. Active members shall have the option of paying national dues by signing *Form 1187*, authorizing dues to be withheld from their paychecks bi-weekly, or by paying a lump sum at intervals determined by their state or local branches,” and

WHEREAS, Article XIII, Section 4, paragraph 1 reads, “Associate member national dues of the Association shall be one-half the national per capita tax. Associate members shall pay national dues to their branches at intervals determined by their local or state branches,” therefore be it

RESOLVED, That in Article XIII, Section 1, the words in the second sentence “state or local branches” be changed to read, “local and state branches, respectively,” and be it further

RESOLVED, That in Article XIII, Section 4, the words in the second sentence “local or state branches” be changed to read, “local and state branches, respectively.”

North Coast California Branch 497

14

WHEREAS, The business of NAPS Headquarters is funded by members’ national dues collected automatically or via direct-pay, and

WHEREAS, Any branch that does not have sufficient money to cover payment of said dues to NAPS Headquarters will have its members’ monthly withholding raised to cover such dues, and

WHEREAS, Like NAPS Headquarters, the business of state branches is funded by member dues collected from local branches, and

WHEREAS, Unlike NAPS Headquarters, state branches have no means of automatic dues collection, therefore be it

RESOLVED, That in Article XIII, Dues and Assessments, a new Section 9 be added that reads: “NAPS Headquarters, upon receiving notice from a state branch of the date and amount a member branch is delinquent in its dues remittance to said state branch, NAPS Headquarters will raise said member branch’s withholding to cover the delinquent dues. NAPS Headquarters will remit said recovered dues to the aforementioned state branch, along with the normal monthly deposit.”

New Orleans Branch 73

15

WHEREAS, Article XIV, Branches, establishes the guidelines for local and state branches in relation to the NAPS *Constitution & Bylaws*, and

WHEREAS, To ensure local and state branches maintain consistency with the NAPS *Constitution & Bylaws*, therefore be it

RESOLVED, That a new Section 4 be added to Article XIV to read:

“Section 4. Each local and state branch must hold elections of officers at least once every two years to elect two or more officers, with one officer being the president. Elected officers of a local branch must be members of that respective branch. Elected officers of a state branch (i.e., state, bi-state or tri-state) must be members of the respective state branch or a member affiliated with a local branch within that state (i.e., state, bi-state or tri-state). Branches

should report a change in branch officers to NAPS Headquarters within 30 days of any said change.”

NAPS Executive Board

16

WHEREAS, Article IX lists duties of the President, and

WHEREAS, NAPS members elect national officers, and

WHEREAS, Article IX gives the President their duties to follow, and

WHEREAS, National officers are to provide information sent from NAPS Headquarters to branches in their assigned areas, and

WHEREAS, These officers represent all NAPS members in good standing with NAPS, and

WHEREAS, Some of these officers are not sending any information to the branches in their areas, thereby not performing their duties, and

WHEREAS, These officers are telling members they don't represent them due to issues that have nothing to do with the member or branch in good standing with NAPS Headquarters, therefore be it

RESOLVED, That if a branch or member in good standing contacts NAPS Headquarters with a complaint about a national officer, the President will appoint a committee to investigate the complaint, and be it further,

RESOLVED, That this committee will include one Regional Vice President, two Area Vice Presidents and four Branch Presidents or their designees. None of the committee members can be from the region or area where the complaint originated, and be it further

RESOLVED, That if the complaint is found to be accurate, the national officer shall be placed on probation for two months, and be it further

RESOLVED, That if the problem continues, the national officer will be removed from their office, and be it finally,

RESOLVED, That a Section 3 be added to Article IX, President:

“Section 3. “When a branch or member in good standing contacts NAPS Headquarters with a complaint regarding a national officer, the President shall appoint a committee to investigate the complaint. The committee will consist of one Regional Vice President, two Area Vice Presidents and four Branch Presidents or their designees. The committee will meet within 30 days of the complaint; none of the committee members can be from the region or area where the complaint originated.

“If the complaint is found to be true, the national officer shall be placed on probation for two months. If the problem continues, the national officer shall be removed from their office. A copy of the committee’s report shall be sent to the president of the branch from where the complaint originated. A copy of the final report also will be sent to the branch president after the probation period has ended. A national officer who has been removed cannot serve on the National Executive Board for a minimum of six years.”

Al Navarro Quad County Branch 373, California