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66th ANNUAL NATIONAL ASSOCIATION OF POSTAL
SUPERVISORS CONVENTION

Day One

9:01 a.m. to 5:14 p.m.
Monday, August 6, 2018

Mohegan Sun
Uncasville, CT 06382

Reported by: NaCorey Nichols

1 NAPS Executive Board

2 Resident Officers:

3 Brian J. Wagner, President

4 Ivan D. Butts, Executive Vice President

5 Chuck Mulidore, Secretary/Treasurer

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7 Regional VP:

8 Thomas Roma, Northeast Region

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12 Marilyn Walton, Western Region

13

14 Area VP:

15 Gregory Murphy, New England Area

16 James "Jimmy" Warden, New York Area

17 Hans P. Aglidian, Mideast area

18 Troy Griffin, Capital-Atlantic Area

19 Timothy Needham, Pioneer Area

20 Kevin Trayer, Michiana Area

21 Luz Moreno, Illini Area

22 Dan Mooney, North Central Area

- 1 Area VP: (continued)
- 2 Richard "Bart" Green, MINK Area
- 3 Bob Quinlan, Southeast Area
- 4 Cornel Rowel, Sr., Central Gulf Area
- 5 Shri L. Green, Cotton Belt Area
- 6 Jaime Elizondo, Jr., Texas Area
- 7 Cindy McCracken, Northwest Area
- 8 Myrna Pashinski, Rocky Mountain Area
- 9 Hayes Cherry, Pacific Area
- 10 Louis M. Atkins, Immediate Past President
- 11 Speakers:
- 12 Lisa Douglas
- 13 Debbie Sarnie
- 14 Dennis Wright
- 15 Denise Carroll-Meurch
- 16 Bill McKeon
- 17 Marilyn "Lynn" Malerba (Chief Many Hearts)
- 18 June Bug
- 19 Ricky Frazier
- 20 Kim Owens
- 21 David Long
- 22 Mike Rakes

- 1 Speakers (continued)
- 2 David Mastronianni
- 3 Patricia Jackson-Kelley
- 4 Hector Cardrado
- 5 Edward Phelan
- 6 Rosemary Harmon
- 7 Roy Madden
- 8 Jim Isom
- 9 LaNeda Pitts
- 10 Lanae Silas
- 11 Bruce Bishop
- 12 Luther Manuel
- 13 Toni Scruggs
- 14 Brian Crowe
- 15 Sean Accord
- 16 John Harris
- 17 Ken Bunch
- 18 Richard Caruso
- 19 Bernie McCarthy
- 20 Angela Garland
- 21 Junamarie Brandt
- 22 Jaime Elizondo, Jr.

1 P R O C E E D I N G S

2 MS. LISA DOUGLAS: My name is Lisa
3 Douglas. I'm the President of Branch 5 and your
4 convention chairperson for this convention.

5 [Applause.]

6 Welcome everyone. I'm so glad to see all
7 of you. Thank you so much. You've been so kind
8 to me and my team. We really appreciate it.
9 We're going to begin with the invocation. Debbie
10 Sarnie, Branch 932, New Hampshire State.

11 MS. DEBBIE SARNIE: I'm going to ask
12 everybody to please stand. Bow your heads, close
13 your eyes, as we give thanks. Dear God, please
14 enter into our minds, our bodies, and our soul,
15 and walk with us through this day. Rid us of the
16 bondage of self-centeredness, selfishness,
17 resentment, and self-pity. Rid us of fear and
18 strengthen our faith. Give us the knowledge of
19 your will for us and the power to carry it out.
20 Take our will, our life, Dear God. Let us live
21 this day the way you would want us to live. Let
22 us think the way you want us to think. And let us

1 act the way you want us to act. Let us be an
2 instrument of your love, your peace, and your
3 grace. Amen.

4 All: Amen.

5 MS. DEBBIE SARNIE: Thank you.

6 MS. LISA DOUGLAS: At this time, we'll
7 have the Presentation of Colors. I would like to
8 call the Connecticut Junior Marines.

9 MR. DENNIS WRIGHT AND ALL: "I pledge
10 allegiance to the flag of the United States of
11 America and to the Republic for which it stands,
12 one nation, under God, indivisible, with liberty
13 and justice for all."

14 MS. LISA DOUGLAS: Singing our National
15 Anthem is Denise Carroll-Meurch from Branch 5.

16 MS. DENISE CARROLL-MEURCH: [Singing
17 National Anthem.]

18 [Applause.]

19 MS. LISA DOUGLAS: You may be seated. At
20 this time, we have a special guest speaker with
21 us. Her name is Chief Lynn Malebra, better known
22 as Many Hearts.

1 CHIEF LYNN MALEBRA: Well, thank you very
2 much. I'm hoping that in a minute, my Power Point
3 will come up. I have a photo montage of people
4 and places in our tribe that are important to us
5 as well as tribal artifacts, and that's my great-
6 grandfather who was the chief during the 1930s to
7 50s.

8 So, thank you for your very kind
9 invitation to be with you. This is very
10 impressive, and I will tell you that the signs
11 here remind me of the National Congress of
12 American Indians, because when we all meet, we
13 have exactly those kinds of signs. So, I get to
14 sit with all of my New England buddies when we get
15 to a meeting.

16 [Speaks in native language.] What I said
17 is, I am called Chief Many Hearts, and welcome and
18 greetings from our Mohegan people. I'm called
19 Chief Many Hearts in recognition of the fact that
20 I spent the first half of my career as a critical
21 care nurse, specializing in cardiology, and I
22 eventually was in hospital administration at the

1 local hospital down the road. And our Medicine
2 Woman had said to me when I became Chief, "It
3 really is time for you to take a Mohegan name,"
4 because it never really felt right. The timing
5 never really felt right for me, and she said, "You
6 should be called Many Hearts because you've held
7 many hearts in your hands in the past, and now you
8 hold our tribal hearts in your hands." So, that
9 was the perfect name for me, and it fit, and it
10 just felt right, and it was the right time to do
11 so.

12 So, we greet, and we welcome the National
13 Postal Supervisors Association to our homelands.
14 This is amazing. This is an amazing turnout, and
15 I'm so happy to see you all here. I have some
16 personal connections to the Postal Service. My
17 husband was a letter carrier in New London, so if
18 anyone is here from New London, until he decided
19 that his life work was going to be a plumber,
20 which I benefit from, so I'm happy about that.
21 And my dad retired from the Uncasville Post
22 Office. He was a World War II vet, landed at

1 Anzio, and was one of the bravest men I know. So,
2 I feel a kinship with you all.

3 [Applause.]

4 So, I'm here to tell you a little bit
5 about our Mohegan history, but also a little about
6 why we own a business, because people always
7 wonder about that. So, we are originally
8 descended from the Lenni-Lenape people of Delaware
9 known as the "first people," and they consisted of
10 three clans, the turtle, the turkey, and the
11 wolves. And we had heard that there was better
12 hunting and fishing along the shores of
13 Connecticut, so we migrated from the Delaware area
14 up through New York and then down the Connecticut
15 River, which is known as Quinetucket or the long
16 tidal river. And as we came down that river, we
17 became known as "the invaders," so apparently we
18 made ourselves known as we came down the
19 Connecticut River, and we settled on the Eastern
20 Banks of the Thames River, so we were known as
21 "Pequot" or "Pequotague."

22 So, in the 1600s, when we began to

1 experience first contact with the Dutch and
2 European immigrants who came to the shore, there
3 were a lot of ways that, you know, tribal people
4 wondered, you know, how should we engage with
5 these people who are coming to our shores in large
6 numbers. You know, should we fight them? Should
7 we befriend them? What should we do? And so,
8 Chief Sassacus, who was the Chief of the Pequot
9 tribe and then who became our Chief Uncas had a
10 varying opinion about how to deal with this. So,
11 there was, you know, kind of Uncas thought that he
12 should be the rightful leader now of the tribe
13 because he had a more modern view of how things
14 should be, and that he should welcome and embrace
15 the people -- that we should welcome and embrace
16 people who were coming to our shores, and the best
17 way to live would be to live side by side in
18 harmony.

19 So, eventually, Uncas decided that he
20 would take all of his followers and go to the
21 western banks of the Thames River and then took
22 the old clan name back, Mohics, which means the

1 "wolf people." And so, that's how we kind of
2 separated from our cousins across the river.

3 We have had a continuous government and a
4 continuous land base and an active citizenship
5 ever since that time. Our earliest diplomatic
6 relations were with the European governments prior
7 to the formulation of the United States. In fact,
8 we sued the colony of Connecticut for illegal
9 dispossessions of our land in courts in London.
10 We won those lawsuits twice and then got
11 overturned on appeal. But I think, you know, it's
12 really interesting to know that tribal people from
13 this continent were traveling to Europe all the
14 time, because that's who our diplomatic
15 relationships were with until we formed the United
16 States.

17 Our Chief Mohamat [phonetic] died in
18 London and was actually buried at Southwark
19 Cathedral outside the city limits, because he was
20 a man of color and couldn't be buried within
21 London City Proper.

22 We have fought in every war beginning

1 with the Revolutionary War. In fact, 34 of our
2 warriors fought at Bunker Hill, and Samuel Ashbow,
3 Jr. was the first tribal native person to die
4 there.

5 Prior to federal recognition, we
6 supported our tribal government by paying
7 individual dues. Each tribal citizen had to pay.
8 That's a picture of me in my nursing school. So,
9 you can see my cap is now a relic in the museum,
10 sad to say, right? So, you know, we paid
11 individual dues to keep our tribal government
12 going, because we did have an actual functioning
13 government. And then in the 1800s, our main
14 source of income was our annual Green Corn
15 Festival, which is a way to give thanks for the
16 harvest, also known as our Wigwam Festival, which
17 is going to be two weekends from now. So, you're
18 in town, and you want to come, it's free. We
19 provide transportation from the casino, and it's
20 really something to see because we have multiple
21 tribal nations that come and participate.

22 In 1934, the Indian Reorganization Act

1 was passed, which was recognized the tribes had
2 suffered under U.S. policy, and so the federal
3 government was interested in making sure that
4 tribes remained vibrant, and they were
5 reorganized, and they had the services that they
6 needed to provide for their people.

7 Since then, tribes were required to go
8 through formal, what I call recognition process,
9 but, you know, the federal government says a
10 recognition process, because we knew who were, but
11 the federal government needed proof of who we
12 were. So, what we did was, you know, it was a
13 long and arduous process, and the reason that we
14 went through recognition, was solely so that we
15 could have a seat at the table when Federal Indian
16 policy is being developed, and so now we have a
17 seat at the table when that happens, and that's
18 very important to us. It also allowed us to
19 access federal programs for our people, and again,
20 remember that, you know, things happen in New
21 England that, you know, it took a little bit
22 longer to happen out west. So, we always tell our

1 friends, the Navajo, who have 300,000 citizens and
2 1.3 million acres, that that's because, you know,
3 we held everybody off for a little while, right?
4 So, you know, we got of got the first wave there.

5 But, we are very proud now to be a tribe
6 that owns a business. It's important to note that
7 we are not a business entity just for the sake of
8 owning a business for individual profits. In, you
9 know, we are successful, but it could be thought
10 of as a not for profit, because our profits are
11 shared with our tribal community in the form of
12 education, elder services, youth services, health
13 care, and, you know, family services, community
14 and recreation, and also protection of our sacred
15 and cultural sites, and also to protect our
16 culture and our way of life and to teach it to
17 those next generations. And that way, we're
18 staying faithful to our ancestors, that we knew
19 how they struggled to hold on, they did, and now
20 it's our turn to make sure that our children and
21 the next generations benefit from that.

22 So, unlike other governmental

1 jurisdictions like cities and towns and states,
2 they raise funds by taxing their people. We raise
3 funds through debt offerings to build our
4 business, to build economic development on our
5 reservation, and then we use the proceeds from our
6 business for the well-being of our tribal
7 citizens. And so, it's a very important
8 distinction to make from other municipalities.

9 Tribes have also had traditional networks
10 throughout this country, and they've always had
11 vibrant economies and trade networks for survival
12 and comfort. In fact, using the word buck stems
13 from -- for a dollar -- stems from the fact that
14 Mississippi Indians used deer skins as currency in
15 the 1700s. So, that's where that comes from -- a
16 little factoid.

17 Once we encountered the Europeans who
18 immigrated to this country, we engaged in barter
19 and trade with the settlers as well, so, including
20 metal, beads, cloth, among other things, and
21 you'll see there's a picture of me in my regalia.
22 I wear cloth regalia, which is considered post-

1 contact and is very practical, because deer skins
2 are really hot in August, and so when we get the
3 Wigwam, I just can't -- I can't wear deer skin.
4 And so, you know, some tribes will charge a toll
5 to some people going through their lands and/or
6 rent out fishing and hunting rights. Other tribes
7 would keep a portion of their citizens' individual
8 grain production, keeping a portion of grain for
9 leaner times. Mohegan rented out our forests in
10 the 1800s as a means for economic support. But at
11 that time, there were overseers assigned to us by
12 the State of Connecticut to manage our affairs,
13 and it goes without saying that perhaps that
14 relationship wasn't the best.

15 So, due to the practices of the
16 overseers, our tribal leaders at that time opted
17 out to disband the reservation. They said, you
18 know what, instead, give us land that we will own
19 privately, and then we will -- we will have
20 control over our own destiny. And so, that would
21 be considered an act of sovereignty -- a tribe
22 making decisions for their own people and deciding

1 what is the best for their own people.

2 So, after first contact with the
3 Europeans, our tribal territories and tribal
4 citizens found themselves in a period of rapid
5 decline, and in New England, it's estimated that
6 we lost 90 percent of our tribal citizens and 90
7 percent of our land base from the early 1600s to
8 the 1700s. It's estimated that Mohegan lands were
9 about 20,000 acres, which is small by western
10 standards, but by Connecticut not so small, and at
11 the time of contact, 2,000 acres by the mid 1700s
12 and then only the parcel of land our church was
13 built on by the mid 1800s.

14 So, in fact, 500 years after first
15 contact with the Europeans, American Indians and
16 Alaska natives now only hold in their possession 1
17 percent of all land in the United States, despite
18 the fact that 24 percent all of superfund sites
19 are on Indians lands. Many tribes were removed
20 from indigenous homelands, and all tribes were
21 pressured to acculturate to a European lifestyle
22 by Christianization, education at boarding

1 schools, and otherwise being told that they should
2 not practice their traditional lifestyles,
3 language, culture, food ways, and religions.
4 Tribes have worked diligently to protect and
5 reclaim their ancient ways, and to reclaim their
6 ancient traditional lands to ensure that the next
7 generations will carry on their traditions. It is
8 important to connect our current and future
9 generations to their land, their traditional ways,
10 their culture, their language, their arts and
11 ceremony, because that is culturally protective
12 for our next generations to give those young
13 citizens a strong sense of identity and community.
14 And one of the things that we did as soon as we
15 had some economic development here was we
16 repurchased our burial grounds from the State of
17 Connecticut, who had taken our burial grounds via
18 eminent domain to make it into a state park. We
19 have three burial grounds. One is an active one,
20 and that is at Fort Shantok. We also then
21 restored our tribal church. Again, we built a
22 church to prove that no, we were Christianized, we

1 were acculturated, and you didn't move us out
2 west, and you didn't need to relocate us, and then
3 we also restored our tribal museum, which is the
4 oldest Indian-owned and run museum in the United
5 States. It was built in 1930.

6 So, a little bit about tribal gaming, and
7 I'm hoping that someone will give me the 5-minute
8 warning sign if I run over, so feel free to give
9 me the hook, because I can talk forever. But, as,
10 you know, the Indian Gaming Regulatory Act was
11 passed as a principle goal of Federal Indian
12 Policy to promote tribal economic development,
13 tribal self-sufficiency, and strong tribal
14 governments in recognition of the fact that the
15 United States will never be able to fully fund
16 their Trust and Treaty obligations to tribes. In
17 fact, Indian Health Services is only funded at 50
18 percent level of need to this day. And so, it's
19 up to us now to fill in the gaps and try to
20 provide for our citizens in the best way that we
21 can.

22 You know, the United States knew that our

1 way of life was going to be changed forever.
2 Tribes knew that too. And we tried to protect our
3 tribes through the Treaty process, and all of
4 those treaties were very specific, and they
5 referenced health care, education, assistance with
6 meeting basic needs such as food, you know,
7 providing agricultural goods. So, you know, it
8 was a way for tribes to interact with the United
9 States in a government-to-government fashion. So,
10 when the Indian Gaming Regulatory Act was passed
11 only -- only Las Vegas and Nevada had gaming, and
12 so the thinking was that we would have unique
13 status and unique in this nature. And written
14 into the law was the requirement that net revenues
15 from tribal gaming were not to be used for
16 purposes other than funding tribal government,
17 operations and programs, providing for the general
18 welfare of our people, promoting tribal economic
19 development, and donating to charitable
20 organizations, and helping fund operations of
21 local governments, and we've engaged with our
22 local government in providing water lines going

1 through various towns, and it's a way for us to
2 give back to our community. We have carried on
3 Uncas' desire to live in harmony with our people.

4 So, I'm not going to continue to on,
5 because I know that you have a really busy agenda
6 ahead of you. But, I would like to just leave you
7 with this one thought, that tribes are more than
8 just people related to one another by DNA. Tribes
9 are governments. We are governments who provide
10 for our citizens and for our people, just as our
11 local municipalities do, states and governments
12 do, and, you know, we're really proud to have
13 economic development here. One of the things
14 we're doing is trying to diversify into other
15 businesses, because like any other good business,
16 you can't rely on one sector of the economy.

17 So, I hope I've given you a little
18 snapshot of what it means to be Mohegan, what it
19 means to be here. This reservation is located on
20 Trading Cove, which where all the tribes in this
21 area used to come and trade their wares with one
22 another. So, it is a significant property here.

1 We are proud to be here. We have improved the
2 property. It used to be a site for the
3 manufacturing of nuclear submarine reactors. So,
4 we think we're improved on the property a little
5 bit. So, thank you very much. Thank you for your
6 kind attention. I hope you have a great time.

7 [Applause.]

8 MS. LISA DOUGLAS: At this time, I'd like
9 to call Bill McKeon, Branch 3, to read the names
10 for the Memorial.

11 MR. BILL MCKEON: Good morning. My name
12 is Bill McKeon, Branch 3, New Haven, Connecticut.
13 We're down the road about 50 miles, so I've been
14 here a hundred times to Mohegan Sun. It's a great
15 place, so have a lot of fun folks.

16 The following members have passed away
17 since our last convention in 2016. I'll start
18 with the names:

19 Adolph Uroiz, Branch 65,
20 Alphonse Navarro, Branch 373,
21 Andrew Adams, Branch 100,
22 Anne Konish, Branch 11,

1 Anthony LaGreca, Branch 330,
2 Anton Misculin, Branch 202,
3 Arthur Alabisby, Branch 74,
4 Beatrice Grimsley, Branch 127,
5 Brenda Blyth, Branch 43,
6 Caroline Moore, Branch 559,
7 Charles Gaskill, Branch 33,
8 Charles Shephard, Branch 159,
9 Charlotte Hendrin, Branch 526,
10 Chastity Pointer, Branch 270,
11 Christopher Serja, Branch 526,
12 Craig Getty, Branch 463,
13 Curtis Burns, Branch 255,
14 Daniel Treza, Branch 100,
15 David Dupart, Branch 127,
16 Dennis Hines, Branch 255,
17 Dinah Flady, Branch 127,
18 Dorothy Womack, Branch 127,
19 Ernest Wilth, Branch 124,
20 Elizabeth Whitehead, Branch 77,
21 Frank Spartatella, Branch 100,
22 Frank Farrow, Branch 321,

1 Gary Smith, Branch 45,
2 Ginger Ballard, Branch 33,
3 Gregory Ison, Branch 493,
4 Gwendolyn Hall Pendleton, Branch 26,
5 Harold Simms, Branch 559,
6 Harrison Rankin, Branch 322,
7 Ida Gilmore, Branch 26,
8 Wachita Esville, Branch 146,
9 James Harrington, Branch 105,
10 Jesse Gilmore, Branch 26,
11 John Legardi, Branch 39,
12 John Clemmons, Branch 127,
13 John Harris, Branch 127,
14 Joseph Kalesnick, Branch 102,
15 Julia Snell, Branch 80,
16 Kenneth Richardson, Branch 498,
17 Kenneth Sage, Branch 31,
18 Lavada Williams Gutierrez, Branch 127,
19 Leslie Limon, Branch 159,
20 William Powell, Branch 239,
21 Margarita Navarra, Branch 139,
22 Marty Bunch, Branch 353,

1 Michael Buzzero, Branch 47,
2 Michael Laswell, Branch 255,
3 Michael Cuchera, Branch 105,
4 Obie Phillips, Branch 159,
5 Olden Abron, Branch 555,
6 Patsy Ford, Branch 127,
7 Paul Hoffertal, Branch 27,
8 Paul Lennon, Branch 43,
9 Paul Rendezzo, Branch 100,
10 Richard Decker, Branch 110,
11 Richard Washington, Branch 355,
12 Richard Ferreri, Branch 237,
13 Robert Franklin, Branch 80,
14 Robert Flemming, Branch 566
15 Ronald Cevates, Branch 157,
16 Ruth Flowers, Branch ____
17 Sharon Lawry, Branch 154
18 Shirley Wilford, Branch 41,
19 Susan Gavera, Branch 463,
20 Tammy Reyes, Branch 23,
21 Terence McNiven, Branch 435,
22 Thomas Coyle, Branch 255,

1 Tavachio Maltezzo, Branch 110,

2 Timothy O'Connell, Branch 498.

3 Rest in peace, my brothers and sisters.

4 Thank you.

5 [Applause.]

6 MS. JUNE BUG: Point of privilege. Good

7 morning, I'm June Bug. Just to add to that list,

8 a recent death Branch 23 had is Mr. Stan Patrick.

9 Thank you.

10 MR. RICKY FRAZIER: Excuse me, point of
11 privilege. Ricky Frazier, Huntsville, Branch 399.

12 I would like to add Tanya Horn to that list.

13 Thank you.

14 MS. KIM OWENS: Point of personal
15 privilege, I'm Kim Owens, Branch 81, Tampa. Steve

16 Papageorge and Ron Haglund who came to many of

17 these conventions passed within the last year, and

18 we just learned of Ron just recently.

19 UNIDENTIFIED MALE SPEAKER: One more
20 please. Point of personal privilege, _____ Falon,

21 Branch 265. I would like to acknowledge Diane

22 McCarty Martinez, Branch 265, recently deceased.

1 Thank you.

2 MS. LISA DOUGLAS: Thank you.

3 MS. APRIL TREVENA: Wait, one more point
4 of personal privilege, Branch 94, April Trevena,
5 Thomas Barnes.

6 MS. LISA DOUGLAS: Thank you.

7 MR. REGINALD GRAMBLIN: I have one as
8 well. Branch 531, Reginald Gramblin, Renzi Lewis.
9 Thank you.

10 MS. LISA DOUGLAS: Thank you. If there
11 are any other names, you will have to give them to
12 Karen Young at this time.

13 Okay. At this point, we are going to
14 transfer over to our postal leadership. So, I'm
15 going to ask Postmaster Ashley Bigelow-Johnson to
16 come to the stage for a welcome from Uncasville.

17 [Applause.]

18 MS. ASHLEY BIGELOW-JOHNSON: Good morning
19 and thank you. I would like to welcome you to my
20 hometown of Uncasville, Connecticut. I grew up
21 here when I was little. This wasn't here, but it
22 is now. I eventually rose to be the Postmaster of

1 Uncasville, Connecticut, and I probably will stay
2 there. I like it. It's small, it could probably
3 fit in this room. I hope you all had a good night
4 last night and enjoyed your stay here at Mohegan
5 Sun, and I hear most of you have been here for the
6 weekend. I would just like to take a few minutes
7 to welcome you here for your national convention
8 for 2018. I know NAPS probably has a full agenda
9 planned for you for this convention for over the
10 week. I hope you have some free time to take in
11 some of the local sights such as the aquarium over
12 in Mystic or some of the shopping that you can go.
13 There's a couple of Tanger Outlets, one in
14 Clinton, one at the neighboring casino at
15 Foxwoods. You could take the high-speed ferry if
16 you wanted to go for a bike ride on Long Island or
17 Block Island and take in dinner, or you could just
18 stay here and do some shopping here and take in a
19 show.

20 We will have a table set up here Friday
21 for any of your shipping needs from 8:30 to 12:00,
22 I'll have someone here. So, if you need to ship

1 anything back, there will be a clerk here, and
2 we'll take your parcels, and we'll ship them back
3 for you. Again, welcome, and enjoy your
4 convention. I hope you all enjoy my quaint little
5 town of Uncasville, Connecticut.

6 [Applause.]

7 MS. LISA DOUGLAS: I'd like to call David
8 Long from Branch 6, Worcester Central, Mass, who
9 will be reading the bio for Mr. Michael Rakes.

10 MR. DAVID LONG: Good morning. Mike
11 Rakes is currently the District Manager for the
12 Greater Boston District with oversight of overall
13 plant operations and post offices for the State of
14 Massachusetts, over 13,000 employees, 900 managers
15 and Postmasters. Mike has over 21 years of
16 service with the United States Postal Service. He
17 began his career as a letter carrier in 1996 in
18 the Boston District. Eventually, Mike was
19 promoted and held several Postmaster positions
20 throughout the State of Massachusetts and was
21 eventually promoted to Post Office Operations
22 Manager, for the State of Rhode Island and the

1 Southeastern Area of Massachusetts.

2 Mike then served in his first executive
3 assignment as the Plant Manager for Providence
4 Processing and Distribution Center in Providence,
5 Rhode Island. A short time later, Mike was
6 selected to cover the District Manager position in
7 New York, Albany District. After his time on
8 detail in Albany, Mike was asked to return to
9 Boston as an Executive Senior Plant Manager for
10 the Greater Boston District, where he was in
11 charge of all the plant operations and the State
12 of Mass. Ladies and gentleman, District Manager
13 for the Greater Boston District, Mike Rakes.

14 [Applause.]

15 MR. MIKE RAKES: Good morning.

16 ALL: Good morning.

17 MR. MIKE RAKES: Well, welcome to New
18 England for those that are in town for the week
19 visiting. Great to have you here. For those of
20 you who lose your money quickly, we are two hours
21 away from Downtown Boston, all kind of things to
22 do in the City of Boston and the state of

1 Massachusetts as well as Connecticut. And for
2 those that don't know, we have a pretty good
3 baseball team as well.

4 [Applause.]

5 I didn't bring a broom with me, but, I
6 was looking for a broom.

7 [Laughter and boos.]

8 I'm joking, I'm joking. Honestly, it's a
9 privilege to be here. Great turnout. Great group
10 of folks. The leadership here at NAPS, you've
11 been tremendous throughout my career, no doubt
12 about it. I enjoy coming to these venues and
13 speaking and talking to as many people as I
14 possibly can. I love the title up here, because
15 it really hits home to the folks in this room,
16 especially in management within the Postal
17 Service. Passion, People, and Purpose. It goes a
18 long way with what you do each and every day. My
19 colleagues across the country, we know you have
20 the toughest jobs in the Postal Service. You are
21 where the rubber meets the road, whether it's the
22 supervisor on the floor, a manager in an

1 operation, somebody in the VMF that's doing things
2 that we don't even talk about. You all keep the
3 company going, make no mistake about it. So, I
4 ask you all, a round of applause for yourselves.

5 [Applause.]

6 Taking a look at the future, absolutely
7 is the way to look at things. Difficult times,
8 challenging times. We can read all the tweets, we
9 can look at the social media, and we can have our
10 own biased opinions, but make no mistake about it,
11 the Postal Service is here to stay and to continue
12 prospering through the rest of our careers.

13 [Applause.]

14 With that said, the title is very fitting
15 for what I would like to speak about for a few
16 moments, which is taking care of the people. If
17 you don't take care of your people, you will have
18 a tough, more challenging time ahead of you than
19 you have right now. We have enough things
20 fighting against us, we have enough things coming
21 at us each and every day as managers and as
22 executives that we need to come together and take

1 care of the folks that work for us to make that
2 they are safe, they are providing the service to
3 the customers each and every day, and that we,
4 together, collectively, can show that the Postal
5 Service will strive into the future.

6 So, please, word of advice from my office
7 to you all from my District, you know, Greater
8 Boston District, where we talk about the people
9 every single day, you cannot do enough, we know
10 that, for our people. It's not easy. Some people
11 are not happy in what they do. Some people come
12 to work in a difficult situation, and you all have
13 to feel that each and every day as you manage
14 through your operations. But, you're doing a very
15 good at it, and I thank you from the bottom of my
16 heart for what you do each and every day. Having
17 a passion for what you do goes a long way, it
18 really does.

19 You know, throughout my career, 21 years
20 in, I've had passion in every position that I've
21 held, every position that I covered, everywhere
22 I've traveled to, I've made sure that I brought

1 passion with me to the people that were working
2 for and with me. That goes a long way, because
3 people will feed off of that. So, as you continue
4 to move through your career and your postal
5 adventures, make sure that you bring the passion
6 to the table that your people want to see and that
7 your people want to follow.

8 Again, I thank you for the time to be
9 here. Welcome to New England, best place in my
10 opinion to be in this part of the country at this
11 time of the year. Enjoy Mohegan Sun, enjoy
12 Connecticut, and if you have a chance, come out
13 and visit Boston anytime during the week. Thank
14 you.

15 [Applause.]

16 MS. LISA DOUGLAS: I would like to
17 introduce our reader's bio for the next speaker,
18 David Mastroianni, Connecticut Valley District
19 Manager.

20 David D. Mastroianni, Jr., has over 39
21 years with the Postal Service, joining the Postal
22 Service in 1979 as an LSM Clerk. While working

1 for the Postal Service, David joined the U.S.
2 Marine Corps Reserves as an Infantryman and
3 participate in joint training exercises in Norway
4 and Okinawa. He was presented with the
5 Leatherneck Award for Outstanding Performance
6 during Recruitment Training and has received
7 multiple Meritorious Mast for his outstanding
8 performance.

9 As the Connecticut Valley District
10 Manager, Dave oversees all postal operations in
11 Connecticut, Western Massachusetts, and Rhode
12 Island, from New Bedford to the Berkshires. He
13 has administrative responsibility for all
14 delivery, collection, and retail sales activities
15 at more than 500 post offices, including four
16 processing plants, equating to more than 13,000
17 employees who sort, process, and deliver 3.6
18 million pieces of mail, including nearly 104
19 million packages last year to more than 3 million
20 delivery points in the District. Under his
21 leadership, the Connecticut Valley District
22 generates more than 1.5 billion in postal revenue.

1 He is a key figure in the cultivation and
2 retention of postal customers throughout the
3 District-wide use of five Postal Customer
4 Councils, PCCs, including nationally recognized
5 PCCs located in Greater Hartford, New Haven, and
6 Fairfield County.

7 In 2015, Dave was name by the Postal
8 Service as the Postal Customer Council District
9 Manager of the Year and currently services as an
10 Advisor on the National PCC Advisory Board, which
11 includes postal and industry membership from
12 Councils around the Country. He was also recently
13 named as Federal Executive of the Year in 2017 by
14 the Federal Executive Association of Connecticut,
15 an organization that brings together leadership of
16 Federal Government Agents for Collaboration and
17 Coordination.

18 I would like to add one more line to
19 Dave's bio. It was Dave Mastroianni who first put
20 me up as a 204B, and it helped to transform my
21 journey with the United States Postal Service.
22 Ladies and gentleman, District Manager for

1 Connecticut Valley District, David Mastroianni.

2 [Applause.]

3 MR. DAVID MASTROIANNI: Good morning,
4 everybody. How we doing? Okay. This is the
5 start of the week, so you need a lot more oomph in
6 it, okay? All right. I heard some people
7 comment, "Yeah, we start the Marines out young --
8 Junior Marines." Yeah, they used to march in the
9 parade. Always good to watch. I'm losing my
10 voice a little bit here, but we'll still get by.

11 When you think about it, 39-1/2 years.
12 That's why the bio is a little long. I was
13 kidding around with Mike as he got up here, but,
14 you know, we share -- we share one thing, and
15 that's messaging, and that's what I'll talk about
16 today. But, before I get onto the messaging,
17 let's talk about the area around here. First of
18 all, take advantage of it. You heard Chief Happy
19 Hearts -- Many Hearts -- she's a happy person,
20 though, you know, I really like that though too.
21 There's a lot of history in Connecticut itself.
22 So, whether you venture around here or you venture

1 off, we're all in a close proximity -- Boston, New
2 York, the whole bit. So, get out there. If you
3 have some free time, get out there at night, okay?
4 You'll find a lot of history up here. Mystic
5 Seaport, not only the aquarium down there, but
6 it's also the -- it's also -- I might not use this
7 yet because I don't want to spill on it -- is the
8 -- an old whaling town down here with a lot of
9 history there, and then we've got some vineyards
10 around here also, all good.

11 So, let's talk about it, you know, Mike
12 brought up a good -- a good messaging -- the
13 future, where we need to be, and where we've been.
14 But, you know what? If you really think about,
15 you know, we've always been in the business for
16 what? What are we in the business for? Service,
17 right? So, a hundred years ago, we serviced. Do
18 you think going forward, in another hundred years,
19 it's going to be service? Yeah, it doesn't
20 change. The message never changes. The product
21 line, maybe the machines we use, that may change.
22 But, service to our customer is paramount. And

1 down in the next couple of days -- and I'm not
2 gonna beat this to death -- because you're going
3 to have some very good guest speakers here.
4 You're going to have the Area Vice President, Ed
5 Phelan, here in a little while. You'll have Megan
6 Brennan, our Postmaster General, Dave Williams.
7 It's all about service, and if we remember one of
8 our old, old area of sales, Cliff Rutker, you
9 can't sell product with bad service, right? So,
10 that's where we've got to go, and we've got to be
11 able to adapt. We have to be able to adapt, and
12 we have to be able to -- no matter what the -- I
13 remember Pat Donahoe, years ago, you know, the
14 politician, let the Capitol Hill worry about the
15 Capitol Hill. But, you as line front supervisors,
16 managers, NDOs, Postmasters, if you have
17 Postmasters here, our bottom line is to the
18 customer. It has to be transparent to the
19 customer, because without service, there is no
20 product. Without product, there is no Postal
21 Service.

22 Now, I'm a big -- I'm a big believer in

1 communication, and I remember sitting at a
2 function -- a cocktail party -- and I was talking
3 to somebody at a company, and he asked me a
4 question about the business. And I looked at him,
5 and I said, you know, most of my time is on the
6 operations side. I really don't know that much
7 about the front. And he looked at me, and he
8 said, well then, you only know the back end of the
9 operation. I kind of -- I took that symbolically,
10 but I took it with some self-feedback when I went
11 and thought about it is that we don't know the
12 full business. Our people don't know the full
13 business. We have people who come in every day,
14 and we tell them to push a button, we tell them to
15 keep the ledges loaded, we tell them you've got to
16 break this down, you've got to transfer this out,
17 it has to be out in time, and best yet, you've
18 gotta scan these packages. But, we tell them what
19 they need to do, but do we really tell them why?
20 Do we really tell them why?

21 The bottom line is that we're all adults,
22 and when you tell people why, and you give them

1 reason, they understand. They go that
2 discretionary effort. They make that change. And
3 what I found in our business, me, you know, these
4 are the kinds of things that I really try to push
5 is getting that communication down to the bottom
6 level, to tell them why. And most of the people
7 that are in my District, we have a lot of
8 communication. We have a lot of meetings --
9 groupings together, and I'll tell you, a good
10 example is the parcel select that you've all been
11 aware of. We're up there. We're like number 10
12 in the nation. Why? Because we had to sit down
13 and walk through the process and communicate it
14 down, and that's with anything you do.

15 You know those Meritorious Mast? I think
16 the best team I've ever been on in the past was a
17 Super Squad competition. We all knew what to do.
18 We didn't have -- we didn't have to get verbal.
19 We knew between signs, between what was next
20 expected. The initiates were taken, and that's
21 only a 12-man team.

22 So, the point I'm going to leave there

1 today, take notes, listen to what they're saying,
2 and then if you -- when you leave here, you should
3 be leaving with something good. Don't miss it.
4 If you walk away with nothing to share with
5 people, then you missed the moment. Too much out
6 there. But, that's what it's all about --
7 communication. Service hasn't changed. Safety
8 hasn't changed. Our people are important. And
9 ultimately, yes, it's the budget. People that
10 have been here for years and years and years --
11 that was the first question asked of me when I was
12 going for my line supervisor -- what's important
13 to the Post Office? Safety, Service, Budget. It
14 hasn't changed. Hasn't changed a hundred years
15 ago, it will not change a hundred years from now.

16 So, with that, listen, thank you.
17 Welcome to Connecticut. Great place to be. We
18 don't have the baseball teams, but we're working
19 on it -- Double A down in Harvard. It's the
20 number one stadium right now in the nation, okay?
21 They're working on it, and hopefully, soon we'll
22 have a soccer team down here. A lot of stuff to

1 do, welcome aboard. Thank you very much.

2 [Applause.]

3 MS. LISA DOUGLAS: At this time, I'd like
4 to call Patricia Jackson-Kelley from the Auxiliary
5 to come to the stage.

6 [Applause.]

7 MS. PATRICIA JACKSON-KELLEY: Good
8 morning.

9 ALL: Good morning.

10 MS. PATRICIA JACKSON-KELLEY: President
11 Wagner, Vice President Butts, past national
12 officers, distinguished guests, NAPS members,
13 guests, Auxiliary, and friends, on behalf of the
14 National Auxiliary State and Local Branches, thank
15 you for this honor. We welcome you to what is
16 promised to be one of the most informative,
17 fulfilling, and fun conventions.

18 When the postal supervisors were fighting
19 to hold benefits, which had been granted,
20 supervisors and their wives and husbands saw the
21 need for a National Auxiliary. Our state branch
22 initiated the idea. This was on September 20,

1 1933. So, viewing this year's theme, Passion,
2 Purpose, and People, it allows us to reflect upon
3 the mission as well as the future of NAPS.

4 Since September 1933, the Auxiliary
5 membership has worked very closely with NAPS to
6 assure that your voices are heard. August 2018,
7 Postal Supervisor Magazine depicts our core belief
8 -- we are family in solidarity -- helps us support
9 one another as we fulfil the NAPS mission.

10 A special acknowledgement is to Karen
11 Young for promoting this magazine of excellence
12 and assuring that the Auxiliary provides you a
13 monthly snapshot of our executive board's members'
14 words of wisdom. I urge you to please take time
15 to read our article.

16 The Auxiliary was organized to assist the
17 National Association of Postal Supervisors in
18 their efforts to provide a better Postal Service,
19 security benefit legislation, to promise the
20 welfare of the supervisor as a whole, and to
21 assist at convention. We assist with contacting
22 and communication with members of Congress to

1 support legislation beneficial to postal
2 supervisors and their families. Public relations
3 - the Auxiliary enlists the interests and support
4 of the community in our problems and concerns
5 through various civic organizations and clubs. We
6 cooperate with the local branches and provide
7 social functions. We assist with SPAC, which is
8 the Supervisor Political Action Committee. We are
9 proud of the record-breaking collection of SPAC
10 during the most recent two LTS.

11 At this time, I would like to turn your
12 attention to the rear of the room, and you will
13 see, as I call the names, one of the most dynamic
14 teams there is. I will begin with our Vice
15 President, Laurie D. Butts, please stand.

16 [Applause.]

17 Our Secretary/Treasurer, Benita Atkins.

18 [Applause.]

19 Our Treasurer, Rick Hall.

20 [Applause.]

21 Our Central Region Vice President, Ellie
22 Suke.

1 [Applause.]

2 Our Southern Region Vice President,
3 Beverly Austin.

4 [Applause.]

5 Our Northern Region Vice President is
6 ill, and she had to cancel her plan to attend,
7 Christine Sefalsi.

8 [Applause.]

9 Thank you. You may be seated. So, can
10 you please give them a collective hand.

11 [Applause.]

12 So, in closing, I would like to thank
13 those of you who support the Auxiliary, and I
14 would be remiss if I did not recognize my very own
15 branch, Branch 39, Los Angeles, California.

16 [Applause.]

17 Under the leadership of our President,
18 Marilyn Jones, we have really been very honored
19 and pleased to accept the support financially,
20 emotionally, mentally, and physically that the
21 branch has provided. So, if you do not have an
22 Auxiliary in your branch, I urge you to consider

1 doing so, and we will be here to help you. We
2 will continue our mission to help assist you with
3 your mission. Thank you for this time.

4 [Applause.]

5 MS. LISA DOUGLAS: At this time, I would
6 like to call Hector Cardrado, Branch 5, Hartford,
7 to read the bio for Mr. Ed Phelan.

8 MR. HECTOR CARDRADO: Good morning.

9 ALL: Good morning.

10 MR. HECTOR CARDRADO: Good morning.

11 [Louder.]

12 ALL: Good morning. [Louder.]

13 MR. HECTOR CARDRADO: Thank you. Edward
14 Phelan, Vice President, Northeast Area, U.S.
15 Postal Service. In May of 2016, Edward Phelan,
16 Jr. was named Vice President, Area Operations
17 Northeast. The position encompasses
18 responsibility for postal operations to include
19 mail processing and distribution, customer
20 service, and administrative operations. Mr.
21 Phelan reports to the Postal Service's Chief
22 Operating Officer and Executive Vice President.

1 The Northeast Area includes 45 plants, 4,000
2 delivery and retail units, and approximately
3 90,000 employees over a vast geographic area that
4 includes Maine, Vermont, New Hampshire,
5 Massachusetts, Rhode Island, Connecticut, parts of
6 New York and New Jersey, the U.S. Virgin Islands,
7 and Puerto Rico. Mr. Phelan has a wealth of
8 practical field knowledge and headquarter
9 experience. Mr. Phelan was Vice President of
10 Delivery Operations at headquarters during which
11 he was responsible for all aspects of delivery
12 including performance measures to improve
13 productivity, delivery strategy, planning, and
14 fleet management of more than 200,000 postal
15 vehicles.

16 Throughout his postal career, Mr. Phelan
17 has excelled in developing solutions to drive on-
18 time delivery and customer satisfaction, engaging
19 closely with the nation's Postal Customer
20 Councils. He previously served as District
21 Manager of both the Albany and Connecticut Valley
22 Districts and also held the positions of Manager,

1 Delivery Program Support in the Northeast Area,
2 Postmaster in Syracuse, New York. Mr. Phelan
3 began his postal career back in 1979 as a
4 Distribution Clerk in Syracuse, New York. He has
5 a degree in business from Columbia College and the
6 State University of New York at Morrisville. He
7 is a graduate of the Postal Service Advanced
8 Leadership Program and is a trained Executive
9 Greenbelt. It is my pleasure to introduce to you
10 Northeast Area Vice President Mr. Edward Phelan.

11 [Applause.]

12 MR. EDWARD PHELAN: Hey, good morning.

13 ALL: Good morning.

14 MR. EDWARD PHELAN: Welcome to
15 Connecticut. This is my second home, I think. As
16 you heard, I do still reside in Upstate New York,
17 but I seem to gravitate back to Connecticut.

18 But anyway, hey, it's a pleasure to speak
19 with you for a few minutes this morning, and, you
20 know, the NAPS organization, they are near and
21 dear to my heart. We've had a lot of discussions
22 over the years while I was at headquarters, and,

1 you know, I was actively involved when I was in
2 EAS up in Syracuse, New York, and, you know, the
3 front line is where the rubber meets the road, and
4 you get the brunt of all the issues, and a lot of
5 the people get the accolades. But, you know, and
6 I know these are trying times -- it really is.
7 It's trying times for all of us in the
8 organization. I think you'll hear from Megan a
9 little bit tomorrow and from Dave. But, you know,
10 over the past year or year and a half, I've been
11 trying to work with Tommy and Jimmy of your
12 organization. I say trying to work -- have you
13 ever tried to work with Tommy Roma? It's a
14 challenge.

15 [Laughter.]

16 But, you know, we have -- we've put a
17 little bit of -- we've put some work behind the
18 SWCs effort working with your organization, and I
19 asked Megan, you know, when I was down there, I
20 know that there are some problems with, you know,
21 now that we have Sunday delivery and, you know, we
22 started that while I was at headquarters and then

1 trying to take a look at these night owl drops and
2 the things that have really expanded the operation
3 and the delivery units. That and the fact that
4 probably 50 to 60 percent of our volume shows up
5 in the delivery units. We really have to look at
6 the staffing. But, you know, I think, we can't do
7 it in a vacuum, and I think that we've -- Brian
8 and Ivan and Chuck -- we've all sat around the
9 table saying, what is the -- what's the best way
10 of looking at this. And probably the best way of
11 looking at it is -- is working with the people
12 that are actually doing the job and trying to get
13 our arms around the workload and the work credits.
14 So, we're trying to develop something that makes
15 more sense to you as supervisors and to us as an
16 organization, and I say that because, you know, we
17 use the equivalent of like thousands and thousands
18 of more supervisor hours every year, and the
19 reality is we're burning some people out, and you
20 can't -- we can't keep doing that, you know. We
21 have to put a fine line into --

22 [Applause.]

1 We really owe to put a fine line into
2 what happens, and we can't expect people to be
3 mandated to work on these weekends and do the
4 things that we need to do. And I know when I was
5 at headquarters, it wasn't popular, but I -- I
6 changed the staffing in the delivery unit to -- to
7 make sure that people worked Saturday and Sunday.
8 It's a business day for us now. So, we changed
9 the staffing at headquarters, and we did that, and
10 at the Area, we have people 24/7 just about now.
11 So, there's -- there's things that we have to do.

12 Now, we've worked very closely, and it's
13 taken a time to try to develop this. I've had
14 people face-to-face with supervisors all over the
15 area trying to figure out in the different levels
16 what we need to do. And then, right now, we're at
17 a stage where right now we're asking -- we have
18 different offices throughout the area, and some of
19 the NAPS officers have visited a couple of those
20 offices and taken a look at what we've put
21 together in a future state-type model, giving
22 credit for Sundays and changing some of the

1 credits for the work that's got to be done. And
2 it's, again, you know, nothing is ever going to be
3 probably perfect, but we need to be real about
4 when we need supervision, how much supervision we
5 need, and we need to be able to get the work done.

6 Its, you know, you'll hear a little bit
7 from Dave tomorrow. We've spent a couple times
8 trying to figure out what -- what do we -- where
9 do we really need to focus in the organization.
10 The volume is bottoming out, but the parcels are
11 growing. So, the traditional easy stuff through a
12 machine is where we're losing some volume. And
13 the revenue is growing, but the revenue isn't
14 growing at the same pace as our expenses because
15 it, you know, in order to compete, we need to --
16 we need to make the changes, and the changes were
17 7-day a week delivery, a lot of the packages with
18 the night owl. So, our inherent structure has
19 forced us to expand. When you expand, it costs
20 you some money. So, you know, and when we expand,
21 in order to be efficient, sometimes we need to
22 take a look at the function that makes sure that

1 we do things day in and day out the right way, and
2 that's the supervisor craft. The supervisors, as
3 far as if we're expecting people to be there every
4 day, then we need to build it into the model. So,
5 that's what we did.

6 So, we do have some of the Sunday and the
7 allied work in the hours of operation into this
8 model. And the other thing that we kind of built
9 into the model was all the closed plants -- what
10 we did is we closed plants, but we left that
11 transportation network in place, and those
12 Postmasters inherited a 24/7 operation with the
13 staffing for supervisors under a SWCs model, so in
14 those places too, we realized that there is an
15 issue. So, those are the key areas that we're
16 focusing on, and we hope within the next few
17 months that we'll be able to at least have
18 something that we can all say is better than what
19 we have today, and then we'll take it to
20 headquarters leadership where I'm not anymore.
21 But, I will have, you know, I'll have my -- I'll
22 have my say, so to speak, because we've been

1 working on it.

2 The good news is Megan knows we're
3 working on it, and Megan has thanked us for
4 working on it and working on it jointly. So,
5 she's aware of what's going on. I think we've
6 just to put the math behind the effort, and if we
7 need people, then we need to -- we need to be
8 honest with ourselves, and we need to deal with
9 it.

10 So, you know, from a Northeast Area
11 perspective, you know, and on behalf of all the
12 Area Vice Presidents, though, I do want to say
13 thank you. I know we've had our challenges this
14 year, especially with the weather. It just
15 doesn't seem to stop. We had two more tornadoes
16 up here over the weekend. It just impacts us
17 greatly. To my friends in Puerto Rico, we've --
18 we've really -- they've really overcome some major
19 challenges this year, and it's, you know, the
20 efforts of all the employees throughout that --
21 that major event has been just tremendous. It's
22 been -- you can really see the value of the Postal

1 Service, and I think that we have to -- we have to
2 really build upon that. But, I don't think
3 there's anybody in any of the government entities
4 or Congress that would say that we weren't
5 responsive to any place that there's a tragedy to
6 that degree, and we're up and running quicker than
7 anybody. So, there's a reliance on the Postal
8 Service. There truly is. And although we're in a
9 digital society, we have to understand that, but,
10 you know, we -- we have really changed the way we
11 operate over the years. Some of it good. You're
12 gonna make mistakes when you make change, but you
13 have to fail fast, and you have to get up, and you
14 have to learn from it, and you have to move on.
15 But, I think -- if you don't think that the Postal
16 Service is a leader, take a look and read all the
17 articles around the UPS contract. They're trying
18 to mimic what the Postal Service has done, and I
19 guess we gotta get out of the realm that Sunday is
20 a test, and be real that -- I don't know how long
21 a test can last, but, if I could ever take a test
22 that long in school, I'd have a Master's degree.

1 [Laughter and applause.]

2 Maybe even a Doctorate by now. But, the
3 reality is, they've seen -- they've seen the
4 headwinds about what the Postal Service has done,
5 and, again, you know, their contract is revolved
6 around a different type of pay structure and the
7 fact that they want weekend employees to deliver.
8 Now, what does that mean? That means that we
9 better be sharp and on top of our games, and we
10 truly have to figure out that if this is the way
11 that we have to structure the organization, then
12 we can't piecemeal it anymore. We have to
13 structure it that way, and we have to figure that
14 the delivery units are going to become like the
15 plants. Some delivery units that I have are 24/7.
16 Some of you in New York know that, you know, it's
17 just the way it is. It's going to have to be
18 that. We're going to have to staff that way.
19 We're going to have to structure that way.

20 A couple of other things, you know,
21 recently two of the, you know, the NALC has really
22 worked with us as far as the CCAs go, but, again,

1 for four years, five years, you know, they've
2 given us extra CCAs, so this recent settlement
3 with the NALC is just more or less telling you
4 what I'm telling you is the reality is we have to
5 create some positions for some of these people.
6 The work isn't going away. So, you know, we'll
7 create those full-time jobs. Some of them are
8 going to PTFs, so the reality is we're going to go
9 back to a PTF environment for a while with the
10 letter carriers. If it's a 200-man/year office,
11 obviously they're gonna be -- they'll be career.
12 But, we're going to convert about 5,000 of these
13 carriers of the 10, 11, 12,000 over and above
14 they've given us. So, if we ever had to live with
15 the contract the way it was, if you think it's bad
16 now with 13 percent overtime, what would it be
17 like if we didn't have those 10,000 extra
18 carriers, right? Which leads us to really putting
19 some focus and attention on some of the attendance
20 issues, and we have to do a better job as an
21 organization. And I hope that -- and I know the
22 frustration. I get notes from some of your

1 people. I know the frustration on, you know, some
2 of the agreements, some of the corrective action
3 you try to take that doesn't seem to hold, and
4 we've made a recent change with the DRT, and let's
5 hope that that -- taking away the revolving door
6 of that group will allow us to get some continuity
7 and hold some people accountable to -- to the
8 challenges that you face.

9 But, it is different today. I mean, you
10 know, trying to hire the amount of people that
11 we're trying to hire, we're really going to be in
12 competition.

13 So, the last thing I'll hit on is I know
14 that, you know, we're struggling a little bit with
15 some of the transportation. I think you are too.
16 Those of you that are in a plant see that. The
17 trucking industry is just saturated, right? So,
18 from a service perspective, we've just -- what I
19 did is I grabbed all my plant managers and trans
20 people, and we had a meeting in New Haven. We had
21 a pretty productive meeting about trying to
22 isolate some of the issues to help us with

1 service, because service is all part of our NPA,
2 it's in our name, it's what we have to do, and,
3 you know, we've been struggling for about three
4 years now, and we don't seem to want to be able to
5 get down to the root cause. We do a lot of this
6 lean and mean and green stuff, but we haven't
7 really fixed anything. It's a quick fix, and we
8 can't -- we're not sustaining, you know?

9 [Applause.]

10 So, so the reality is we had a very good
11 productive meeting in the Northeast and about
12 identifying some people lanes some suppliers that
13 really aren't performing to the levels we need to
14 make everybody in this room and the Postal Service
15 successful. From that meeting, I asked Dave to do
16 the same thing. So, Dave will talk a little bit
17 about what happened last week. We actually took
18 ever single area and major plan in the country and
19 brought them into Philadelphia to identify our
20 pinch points and try to fix it because if we're
21 going to, you know, we are going to continue into
22 a pay-for-performance type of -- of recognition,

1 then we need to -- we need to do our part to try
2 to fix some of this. If this surface becomes such
3 a big issue, then we gotta figure out
4 alternatives. But, you know, I mean, I lived it
5 first hand in the Caribbean, and we're living it
6 today. The Caribbean -- they have three extra
7 flights a week because of the volume. Nothing
8 really comes out of there, unfortunately, because
9 of the economy and the issues that they're facing,
10 but a lot of stuff is going in there, right? And
11 the Postal Service mail is domestic, UPS, FedEx,
12 International. So, we're getting an extra plane a
13 week, although the service standards don't change.

14 So, from an AVP perspective, understand
15 that we are working on saying are we or can we
16 provide the service that we're saying with the
17 transportation environment the way it is, because
18 every time we do a charter, it's a hundred
19 thousand dollars. During the struggling times
20 after the hurricane, we were behind by 15 planes.
21 It's \$1.5 million to fly mail. It's expensive.
22 So, we're trying to figure out what is the right

1 balance, where are the people that can provide the
2 service, and then what do we need to do. So,
3 again, from our perspective, we are going to --
4 we're putting a full core focus on a 30- to 60-day
5 project, because we want to get into the next
6 fiscal year in a lot better posture than we were
7 this year.

8 But, Northeast, you know, challenges
9 aside, you know, the TOE is pretty solid. I tell
10 my people I'd like to believe that that's not
11 because we didn't work during the hurricanes, it's
12 because of the work that you did, and that truly
13 is the work that you do. If you stay steady, then
14 that's what it is, right? Because sometimes these
15 major events can cost the company more money, and
16 in the case that we activate a separate finance
17 number for all the expenses over and above, but
18 I'm not so sure that the government is going to
19 give us any relief for that. But, it's there in
20 case they do. And I'm sure that Megan -- Megan
21 will talk to you a little bit about what's
22 happening from that perspective.

1 Our job is service. It's in our name,
2 it's our core, it's value. It hasn't changed
3 since I started in 1979. I do have to admit that
4 Dave Mastroianni is a lot older than I am. He
5 started before I did, so he's the oldest one in
6 the Northeast. Nobody is as old -- sorry, Tom --
7 nobody is as old as you, but --

8 [Laughter.]

9 You know, back when pay-for-performance
10 came out, I remember being on that committee.
11 This is how long ago it was. And I remember
12 sitting in a room, and we had -- we had NAPS, we
13 had the Postmaster Association, we had management
14 people, and we were all trying to figure out how
15 do we roll this out, how do we get it going. And
16 I remember the President at the time, the
17 President of NAPS that came in and talked to us,
18 Vinny Paladino, and Vinny was great.

19 [Applause.]

20 But, one thing that Vinny said is, you
21 know, "Whatever we do, it's got to be fair," you
22 know, and "We've got to make sure that we can

1 compensate the people." We're in trying times
2 right now, but I know we're trying to -- trying to
3 fix that. One thing I do remember from that,
4 though, is I remember -- Tommy you were there,
5 same color hair --

6 [Laughter.]

7 Now, listen, I've lost my hair. I don't
8 know, I must be going to the wrong person or it's
9 the job, I don't know. I should have switched and
10 went to --. But, anyway, hey, listen, you know, we
11 all -- at the end of the day, we all have the same
12 mission, and that's to be successful for the
13 organization. I know we all bleed Postal Blue,
14 and certainly, I really appreciate the job you do
15 day in and day out. Sometimes it gets a little
16 bit trying, I realize that. Don't ever feel like
17 you can't send me an E-mail. I get -- I really do
18 appreciate hearing the realism. I often tell Dave
19 that I really -- three and a half years was long
20 enough at headquarters because I really wanted to
21 stay grounded, I wanted to be with the people that
22 the rubber meets the road, and, you know, 80

1 percent of our -- of the budget is the field, and
2 we have to support the field, we have to support
3 the line management, and that's really what it's
4 all about.

5 So, on behalf of the ABPs, on behalf of
6 the Northeast, thank you for coming up to
7 Connecticut. I hope you enjoy your time up here.
8 It's supposed to be a little warm the next couple
9 days, as it's been, but it's a beautiful area down
10 here, down in the Mohegan area. There's a lot to
11 do. Actually, when I do area meetings, I usually
12 try to come down to this -- it makes it easier for
13 my -- the Long Island people to take the boat
14 over, and it's a nice, perfect cross section of
15 the Northeast area down here. So, with that, am I
16 up for time? Anybody got any questions that they
17 want to ask? Oh boy, did I blow that one. Oh, my
18 Lord. Besides you.

19 [Laughter and applause.]

20 No, usually when you're up here, you
21 can't see, you know, but I can see.

22 [Laughter.]

1 MR. CY DUMAS: Cy Dumas, President of
2 Providence, Rhode Island. It's always inspiring
3 to -- Cy Dumas, President of Providence, Rhode
4 Island, Branch 105. Okay. It's always a pleasure
5 to listen to you. You call it the real way, you
6 know. Only one thing I want to mention. I agree
7 with everything you said, but one thing we're not
8 hearing anywhere is the broken model in the plants
9 22 to 1, so over 25 years, things have changed,
10 the model's NG, and we all have to get on that.
11 Thanks a lot for your leadership, Ed.

12 [Applause.]

13 MR. EDWARD PHELAN: Okay. I should -- I
14 should say that I'm not really working on that
15 part of it, but I did --

16 [Laughter.]

17 -- or it would be done. It would be done
18 by now.

19 [Laughter.]

20 But, you know, I did bring that up to
21 Robert. We have had a team at -- that he brought
22 down to Bolger to take a look at that, and I

1 think, you know, I was thinking, every week, you
2 know, I drive down to Connecticut -- it's four
3 hours on a Sunday night, I drive back, it's four
4 hours. I have nothing but time to think. And,
5 you know, I -- actually I was just saying to
6 myself that, you know, one of our biggest issues
7 is -- and Dave will talk to you about -- is how do
8 we master Monday. The majority of our overtime is
9 Monday. The majority of the hours we use trying
10 to get done in the plants Monday night, the extra
11 trips out, and I'm saying that some of the things
12 that we did -- and then I think back at all the
13 career conferences we've done and saying I think
14 that some of the answer lies not with the fact
15 that we need to get hurdles and hurdles of more
16 people, but I think we need to go back to those
17 different levels that we had of giving people
18 different levels of responsibility and have
19 weekend MDOs, weekend coverage. So, I talked to
20 Robert a little bit about, listen, we're at a
21 critical stage right now, and some of the -- some
22 of the models that we have don't really work. And

1 in the Northeast, it's more prevalent. I say that
2 only because we're multi-floor operations, and you
3 can have 22 to 1, but you've got three different
4 floors to cover at 22 to 1. If your flats orders
5 are all on one floor, you don't even have 22
6 employees.

7 So, we do -- we did the -- Robert is
8 trying to look at that as well as the
9 transportation. Nothing is -- nothing is
10 untouchable, let's put it that way. But, I don't
11 -- I don't think that -- I don't want you to leave
12 here thinking that we're not looking at it or it's
13 cast in stone. There's a lot of things that we
14 did back when we had some money issues that have
15 cost us to just take a hardline look at just an
16 across-the-board cut. And I'm not saying we -- we
17 can't really sustain our operations the way it is
18 right now, but we have to relook at all of the
19 operations and say where do we have people, which,
20 unfortunately, includes areas, districts, and
21 headquarters as well, because we're constantly
22 putting teams out. If we're constantly putting

1 teams out, then maybe we need the people day to
2 day in the field versus all the teams we're
3 putting out. Nothing's off the table, you know?

4 [Applause.]

5 Any other questions? Oh, no.

6 [Laughter.]

7 Take that microphone away. I guess I
8 deserve it.

9 [Laughter.]

10 MR. TOMMY ROMA: You're gonna be shocked.
11 Tommy Roma, Northeast Region Vice President. I
12 know we kid around a lot, we say a lot, and I've
13 worked for a few AVPs. This man was the only
14 person who when he came along, embraced Jimmy and
15 I and what we were trying to do with the SWCs. He
16 not only embraced it, he helped us, and most of
17 all, now catch this, he volunteered our area to do
18 it. So, on behalf of NAPS and everything, I want
19 to take this time to thank you personally, and
20 remember, I still have all my hair.

21 [Laughter.]

22 MR. EDWARD PHELAN: I know you do. Well,

1 it's important. Thank you, Tom. But, you know,
2 listen, you want to make sure that the
3 organization can sustain, and it's important. We
4 definitely have changed our business model, and
5 therefore we have to change our staffing model,
6 because if you don't, it doesn't go hand in hand.
7 So, with that, do we have time for maybe one more?
8 I was trying to shut it off before you got there.

9 [Laughter.]

10 MR. JIM WARD: Jim Ward, New York Area
11 VP. Ed, I just want to take a moment to say thank
12 you. What you did in the Caribbean, I have never
13 seen anybody else in the Postal Service handle a
14 situation like that.

15 [Applause.]

16 It was -- Ed, what you did for folks, I
17 mean, you shut down operations at night because
18 you didn't want people traveling in the darkness
19 because there was no power, no electricity. You
20 allowed people up here in the states to go down
21 there to be with their families, and they didn't
22 have to take leave. You allowed them to work down

1 there to help out the situation. I know you
2 bought generators for employees and you sold it to
3 them at cost. The Postal Service didn't try to
4 make anything on it, just so they could have
5 something for their homes. The Postal Service was
6 selling them electricity -- not selling
7 electricity -- gasoline so that they could get
8 their cars, they wouldn't have to wait on lines.
9 I mean, I could stand up here all day and say all
10 the things you did, but I just want to thank you
11 on behalf of myself as the New York Area VP and
12 all the folks in the Caribbean. You did a
13 fantastic job.

14 [Applause.]

15 MR. EDWARD PHELAN: Thank you. Thank you
16 very much. Thank you. I appreciate it. Hey,
17 listen, they're like my adopted family now. You
18 know, I say that because I -- jeez, I would never
19 want to do that. You know, there's still like
20 people without -- there's still -- what 90,000
21 people without power? It's been, you know, Lisa
22 and Jose and the team did a -- did a great job.

1 We had a lot of learning from that. One thing I
2 will tell you though, when you update your
3 emergency contacts, make sure that if you have
4 P.O. Box, you really put down where you live,
5 because they weren't in their P.O. Boxes. We had
6 a heck of a challenge. But, I do have to thank
7 the Inspection Service too. They were -- they
8 were just phenomenal and the contacts that they
9 had to help us move the mail. But, the people
10 coming into work -- the Postmasters, the managers,
11 the supervisors -- they go home to nothing, you
12 know. I mean, we were trying to stay ahead of
13 what we could, but, you know, that's like a once -
14 - let's hope it's a once-in-a-lifetime situation,
15 and nothing that we ever want to go through.

16 But, I got so -- I'll end with this story
17 here. I got -- you get kind of close to people
18 because, you know, you kind of feel for what's
19 going on, and I spent 25 years in the emergency
20 services. Some people that don't know me, I used
21 to be a Fire Chief, EMT, all that stuff before I
22 started traveling. My son is doing that now. He

1 kind of followed in the footsteps. So, you know,
2 you kind of think from that care-type, you know,
3 attitude. And one of the things I said to Lisa,
4 people really wanted to go back to work, but that
5 place was too unstable. I -- I didn't want
6 anybody back to work. I wanted them in -- let's
7 stabilize first. So, we had a lot of, you know,
8 you learn a lot of things, too. I had to charter
9 a plane in order for us to even move and get
10 around. You know, that video that some of you
11 have seen -- the end-of-year video -- it probably
12 doesn't do justice to how bad some of things
13 really were.

14 But, I spent a lot of time on the
15 islands, you know, a little bit -- St. Croix and
16 St. Thomas because we had a lot of devastation in
17 St. Thomas. So, you talk to a lot of the people.
18 And I guess the best accolade is when you show up
19 and they give a boss a hug, you know? I mean,
20 that's really, to me, what it's all about. For
21 six months before the hurricane hit, they were
22 without air conditioning in St. Thomas, and I

1 never knew it. Nobody ever elevated it, pushed
2 it, but we did what we could to get a big -- I
3 told them within 30 days, I'll be back here, and
4 you'll have an air conditioner whether we have to
5 put it on a barge or not, and we did. And that's
6 a tribute to Megan too -- Megan and Dave will be
7 here -- because anything I asked for, we got, and
8 we figured out a way to do it.

9 But, spending a little time there, I was
10 talking to one of the supervisors, and her name is
11 Yvette Blash. I don't know, some of you may know
12 Yvette. But, she's really -- she got -- she had a
13 lot of damage in the house. She spent a little --
14 Alvin was over there spending some time. But, she
15 has two sons that play professional baseball, and
16 one of them is with the LA Angels Organization.
17 He's up and down from the majors to Triple A, and
18 she's got a younger son, Jamori, who had just
19 gotten drafted at the time, and she said he got
20 drafted by the Washington Nationals, and I go,
21 "Well, good for him. That's good bloodline there,
22 right?" But, I said, "Well, listen, the Triple A

1 team is in Syracuse," and I said, "The Single A
2 team is up in Auburn, it's only about a half from
3 me." I said, "If, by chance, he shows up there,
4 let me know." So, I'm on a plane going out to
5 Detroit to talk to inspectors -- it had to be
6 right at the end of June, yeah, I think it was the
7 end of June -- and I get this text, and she says,
8 "Mr. Phelan," she says, "Jamori just got signed to
9 Auburn. He was wondering if you could go to his
10 opening day." Now, how did that make me feel?
11 You know, that -- I told my wife, that made more
12 than anything. So, I've been to like three or
13 four games, and I always stop after the game and
14 see him. And, you know, it's what it's all about.
15 You know, work is work, play is play, but, you
16 know, whether it's personal or professional,
17 that's what it's all about. So, just remember to
18 take the time with your employees as you do your
19 job day in and day out. There are a lot of them
20 have some type of unfortunate incident, but he's
21 like my adopted son now, so I've already picked
22 the next game I'm going to when I'm home on the

1 weekend.

2 But, anyway, hey, I want to thank you
3 again. Thank you very much for what you do day in
4 and day out and enjoy the convention.

5 [Applause.]

6 MS. LISA DOUGLAS: I am so happy to say
7 that I am getting ready to pass this gavel -- so
8 happy to say that. But, before I do that
9 officially, I would just like to recognize my
10 Branch 5 and 3 members and my airport greeters --
11 if you could stand up please.

12 [Applause.]

13 Dave, Chris, my airport greeters from
14 Rhode Island. Thank you so much. I just want to
15 acknowledge them because we put it together. We
16 finally put it together, and we came through. I
17 hope everybody is enjoying your stay here and that
18 you have a successful convention. You're welcome.
19 Thank you.

20 [Applause.]

21 So, at this time -- this is the right
22 time -- I'd like to call up our National

1 President, Brian Wagner. I can bang it?

2 [Banging of gavel -- laughter.]

3 It's all yours.

4 MR. BRIAN WAGNER: No, don't. First of
5 all, Lisa, thank you and thank your team -- your
6 Branch 5, Branch 3, and the New England Area
7 branches for what they've done. Greg Murphy was
8 also at the airport greeting people. I can tell
9 you, this is a production, and Lisa and her team -
10 - there were ups and downs, mitigating factors.
11 But, I'll tell you what. They came through, and
12 they delivered, and I cannot be as proud as I am
13 of you and your team for what you've done. You've
14 really made this national organization and this
15 convention a great success. Thank you very much.

16 [Applause.]

17 Are you sure you don't want to keep it?

18 MS. LISA DOUGLAS: You can have it.

19 MR. BRIAN WAGNER. All right. Thank you
20 very much.

21 [Banging of the gavel.]

22 Good morning, everyone.

1 ALL: Good morning.

2 MR. BRIAN WAGNER: Welcome to the 66th
3 NAPS National Convention. I'm your National
4 President, Brian Wagner, and I am so pleased to be
5 here in Uncasville, Connecticut. I want to again
6 thank our Postal Leadership for coming and
7 speaking to us, Postmaster Ashley, the DMs, and
8 Mike and Dave and Mr. Ed Phelan for your wonderful
9 remarks and insight on Tommy Roma and the
10 Northeast Area, and everything that you bring to
11 this table. We're a family, whether it's Postal
12 or NAPS. Again, we have our differences here and
13 there, but at the end of the day -- and I'll be
14 using that term a lot -- we come together, and we
15 make things happen. And at this time, I want to
16 make sure we make things happen by introducing the
17 former Board members who have helped make this
18 organization -- former Executive Board members who
19 have made this organization as strong as it is
20 today as it was when we first started this
21 organization. At this point in time, I would like
22 to bring up our Executive Vice President, Ivan

1 Butts, to introduce our former National Board
2 members. Ivan.

3 [Applause.]

4 MR. IVAN BUTTS: Thank you, Brian. Good
5 morning.

6 ALL: Good morning.

7 MR. IVAN BUTTS: It is so wonderful to be
8 here and good to see all my friends and family in
9 NAPS. I'm looking forward to another great week
10 at our 66th Bi-annual convention, and all the work
11 that we have to do to keep our association moving
12 forward. It gives me great pleasure to introduce
13 our former Executive Board members who are here in
14 attendance with us today, and I'm going to ask
15 that you please hold your applause until the end
16 when they are all recognized, but we do want to
17 acknowledge them with our signature one clap. All
18 right. So, if I would say President Brian Wagner,
19 we would say --

20 [Single group clap.]

21 You got it. And I was told, I guess, I
22 can't say the Jaime [phonetic] clap anymore unless

1 we're willing to pay royalties.

2 [Laughter.]

3 Chuck's cheap. So, with that being said,
4 past President, Ted Keating.

5 [Single clap.]

6 Past Executive Vice President, Jay
7 Colacky.

8 [Single clap.]

9 Past National Secretary/Treasurer, John
10 Asacetes.

11 [Single clap.]

12 Past National Treasurer, Ray Elliot.

13 [Single clap.]

14 Former Western Region Vice President,
15 Dorothea R. Bradley.

16 [Single clap.]

17 Former Central Region Vice President,
18 Charles May.

19 [Single clap.]

20 Former Central Region Vice President, Bob
21 Washington.

22 [Single clap.]

1 Former Eastern Region Vice President,
2 Dottie Wildman.

3 [Single clap.]

4 Former North Central Area Vice President,
5 Neal Baker.

6 [Single clap.]

7 Former Central Gulf Area Vice President,
8 Roy Boudreau.

9 [Single clap.]

10 Former Texas Area Vice President, Robert
11 "Texas Bob" Bradford.

12 [Single clap.]

13 Former Northwest Area Vice President, Ben
14 Clatt.

15 [Single clap.]

16 Former New England Area Vice President,
17 Cy Dumas.

18 [Single clap.]

19 Former Rocky Mountain Area Vice
20 President, Steve Gerber.

21 [Single clap.]

22 Former Capitol Atlantic Vice President,

1 John Jeeter, II.

2 [Single clap.]

3 Former Illini Area Vice President,

4 Lorraine Harry.

5 [Single clap.]

6 Former Michiana Area Vice President,

7 Delores Hunter.

8 [Single clap.]

9 Former Inili Area Vice President, Lynn

10 Lacey.

11 [Single clap.]

12 Former New York Area Vice President, Jim

13 McCue.

14 [Single clap.]

15 Former North Central Area Vice President,

16 Joe Musolf.

17 [Single clap.]

18 Former Inili Area Vice President, Dan

19 Rendleman.

20 [Single clap.]

21 And former Southeast Area Vice President,

22 Jerry Sebastian.

1 [Single clap.]

2 Please join me in expressing our
3 appreciation to these former National Officers for
4 their many years of service to NAPS members and
5 this great association.

6 [Applause.]

7 Now, it's my pleasure to introduce your
8 Secretary/Treasurer, Chuck Mulidore, for the roll
9 call of the current NAPS Executive Board.

10 [Applause.]

11 MR. CHUCK MULIDORE: I'm going to lift
12 this up a little bit. Good morning, everybody.

13 ALL: Good morning.

14 MR. CHUCK MULIDORE: Good morning?

15 ALL: Good morning. [Louder.]

16 MR. CHUCK MULIDORE: All right. I know
17 you're here, I see you. I'm glad you're here.
18 I've always told Ed I really appreciate the
19 beatdown of Tommy Roma -- that was worth coming.
20 I mean, it really was worth being here this
21 morning to see that --

22 [Laughter.]

1 -- and appreciate all the leadership that
2 came today to help us get our convention started.
3 So, thank you all, Brian, Ivan, all Board members,
4 delegates.

5 I'd like to introduce the current members
6 of the NAPS Executive Board, and again, we're not
7 paying royalties, we're trying to save money.
8 Let's do the one clap -- I won't call it the Jaime
9 clap -- the one-clap system to introduce our
10 current Executive Board. So, we'll start with the
11 Area Vice Presidents.

12 New England Area Vice President, Greg
13 Murphy.

14 [Single clap.]

15 New York Area Vice President, Jimmy
16 Warden.

17 [Single clap.]

18 Mideast Area Vice President, Hans
19 Aglidian.

20 [Single clap.]

21 Capitol Atlantic Area Vice President,
22 Troy Griffin.

1 [Single clap.]

2 Pioneer Area Vice President, Tim Needham.

3 [Single clap.]

4 Michiana Area Vice President, Kevin
5 Trayer.

6 [Single clap.]

7 Ilini Area Vice President, Luz Moreno.

8 [Single clap.]

9 North Central Area Vice President, Dan
10 Mooney.

11 [Single clap.]

12 MINK Area Vice President, Bart Green.

13 [Single clap.]

14 Southeast Area Vice President, Bob
15 Quinlan.

16 [Single clap.]

17 Central Gulf Area Vice President, Cornell
18 Rowel.

19 [Single clap.]

20 Cottonbelt Area Vice President, Shri
21 Green.

22 [Single clap.]

1 Texas Area Vice President, Jaime

2 Elizandro, Jr.

3 [Single clap.]

4 Northwest Area Vice President, Cindy

5 McCracken.

6 [Single clap.]

7 Rocky Mountain Area Vice President, Myrna

8 Pachinski.

9 [Single clap.]

10 Pacific Area Vice President, Hayes

11 Cherry.

12 [Single clap.]

13 Now, your Regional Vice Presidents.

14 Northeast Region Vice President, Tommy

15 Roma.

16 [Single clap.]

17 Eastern Region Vice President, Richard

18 Green.

19 [Single clap.]

20 Central Region Vice President, Craig

21 Johnson.

22 [Single clap.]

1 Southern Region Vice President and
2 Executive Board Chairman, Tim Ford.

3 [Single clap.]

4 Western Region Vice President, Marilyn
5 Walton.

6 [Single clap.]

7 And last but not least, Immediate past
8 President, current member of the Board, former
9 President of NAPS -- and I told him this morning,
10 you have one of these Postal Executive resumes, so
11 many titles and so many tremendous jobs and
12 thanked him for his service -- Mr. Louis Atkins.

13 [Applause.]

14 Thank you.

15 Your Secretary/Treasurer, Chuck Mulidore.

16 [Single clap.]

17 Your Executive Vice President, Ivan
18 Butts.

19 [Single clap.]

20 National President, Brian Wagner.

21 [Single clap.]

22 Ladies and gentleman, I give you your

1 NAPS National Executive Board.

2 [Applause.]

3 I'm going to turn things back over to
4 Brian. Thank you.

5 MR. BRIAN WAGNER: Thank you, Chuck. I
6 do want to take an opportunity again to thank
7 Patricia Jackson-Kelley and our Auxiliary for all
8 their hard work that they do on behalf of NAPS and
9 our membership. Let's give the Auxiliary another
10 round of applause.

11 [Applause.]

12 Please go out and support the Auxiliary
13 in their 50/50. But, I just want to tell you, the
14 Auxiliary -- whether it's on the local branch
15 level, state, or national level -- they are here
16 for us to make our lives better, to make sure our
17 message, even on Congress, can be heard. And with
18 that, I again want to thank our Auxiliary for the
19 work they've done.

20 We're getting ready to turn things back
21 over really to Chuck on some announcements here
22 before we get started, and we're actually ahead of

1 schedule. I know there were some mitigating
2 factors of some people getting in late or for some
3 reason cancellations. But, we want to make sure
4 that we make this the best national convention for
5 you. And one of the things we're going to do is
6 get things through. Any questions or concerns you
7 have, please come see us. But, I kind of know
8 there's a lot of things on your mind right now,
9 and that is the flavor of the day.

10 [Laughter.]

11 I know you've been sitting there. Our
12 patient former Executive Board, current Board
13 sitting there, and all of you patiently. The
14 flavor of the day is Ben and Jerry's Chocolate
15 Therapy.

16 [Applause.]

17 Now, the goal is, we only need the
18 chocolate and not the therapy after this
19 convention. But, with that, I want to bring up
20 Chuck Mulidore, your National Secretary/Treasurer
21 for some final announcements before we begin our
22 business session at 1:30. Chuck.

1 [Applause.]

2 MR. CHUCK MULIDORE: Hey, my flavor of
3 the day still -- it's still Blue Moon, yeah, it
4 is. But, I thought in honor of our former
5 President, Ted Keating, I'd have a special flavor
6 of the day, a good Texas Shiner Bock. So, that's
7 the flavor of the day for me, and hopefully I'll
8 get one of each sometime today, so if you see me,
9 let's go have one.

10 All right. So, thank you, Brian. So, we
11 have some general announcements. I think I need
12 my glasses for all these. So, for NAPS delegates
13 only, please place your voting delegate card in
14 the plastic pocket on the back of your badge
15 holder facing outward as I have done here. You
16 need this to vote. I'm sure we're going to have
17 some votes before the week is over, okay? So, put
18 it in here. Keep it secure with you and have it
19 with you. Whenever asked, you hold this up -- the
20 side of your badge holder up -- to vote. You must
21 have your delegate card with you to vote, okay?

22 As a reminder also, you're all invited to

1 the Delegate's Reception tonight on the rooftop.
2 So, that will be nice. The Delegate's Reception
3 tonight up on the roof. That's a song, isn't it?
4 Yeah, up on the roof, right smack dap in the
5 middle of town, I found a paradise, as trouble
6 proves, and if this old world starting getting you
7 down, there's room enough for two, or twelve
8 hundred up on the roof [Singing.]

9 [Applause.]

10 I know, Ivan's thinking right now, "Don't
11 quit your day job, please. You're never gonna
12 make money doing that." That goes along with the
13 Blue Moons, too. If you have enough of those,
14 you'll sing about anything.

15 Okay. Doors open at 6:30 this evening.
16 Where?

17 ALL: Up on the roof.

18 MR. CHUCK MULIDORE: Up on the roof.
19 We'll see you up there. If you need an extra
20 Grand Banquet ticket, you can purchase them at the
21 NAPS Office by 5:00 today, no later than that, it
22 gets cut off. So, extra Grand Banquet tickets by

1 5:00 today up in the NAPS Office by 5.

2 Also, please note that the following area
3 photos will be taken at noon or immediately
4 following today's opening ceremony. Dave, if
5 we're a little bit early, is that okay? Okay.

6 So, immediately following -- when we're done here,
7 the following will have pictures taken in the
8 Brother's Town -- Brothertown Passamaquoddy Room.

9 I worked on that all week, Passamaquoddy.

10 Passamaquoddy, yeah. The Mideast, Capitol
11 Atlantic, and Pioneer Area -- Mideast, Capital
12 Atlantic, Pioneer Area, immediately following the
13 Opening Ceremonies here this morning, you have
14 pictures taken in Brothertown upstairs --
15 Brothertown Passamaquoddy Room, okay?

16 And with that, I won't say anymore, but
17 I'll turn things back over to Brian for his
18 closing remarks. Thank you.

19 [Applause.]

20 MR. BRIAN WAGNER. All right. I'm not
21 saying it at all. Okay. Again, one more thing, I
22 want to thank Sherry Davies, our Conference

1 Director, who has done an outstanding job in the
2 coordination of this event -- the continental
3 breakfast, the marketing, your rooms, I mean,
4 working with the entire Mohegan Sun and our host
5 branch has done a fabulous job. So, let's know
6 that after this session, we're done. The National
7 Auxiliary will convene at 1:30 p.m. today in the
8 Nipmuck 2 Room. I only had to try to do that
9 once. Nipmuck 2 for the Auxiliary's first
10 business session. Our first NAPS business session
11 will convene at 1:30 back in this ballroom --
12 Uncas Ballroom. Please be prompt and be sure to
13 sit in your respective NAPS areas as indicated by
14 the tall signs -- those are tall. We have a lot
15 of work to be done this afternoon, and we must end
16 our business no later than 5 p.m. This ends our
17 66th National Convention Opening Ceremony. Thank
18 you for attending. See you at 1:30 p.m.

19 [Applause and music.]

20 [Lunch Break for 1 hour.]

21 [Off the record.]

22

1 [On the record at 1:30.]

2 MR. BRIAN WAGNER: Delegates, please
3 start taking your seats. Delegates, hopefully
4 everybody had a great lunch and got in from their
5 cancelled flights. Welcome to NAPS Business
6 Session 1. It is approximately 1:31. We got the
7 5-minute leeway, thank goodness. We've got to get
8 started, we have a lot of work to do today. As
9 your NAPS National President and Chair, we will
10 make sure we have a smooth-running convention.
11 So, we want to make sure we're on time and we get
12 moving forward quickly, but not too quickly that
13 we don't get the right business done.

14 The first part of business is making sure
15 that we have our credentials in order. So, I want
16 to recognize Rosemary Harmon, Kentucky State
17 Branch 920 Chair and Roy Madden, Branch 924 Co-
18 Chair for the Initial Report of the Credentials
19 and Registration Committee. Rosemary.

20 [Applause.]

21 MS. ROSEMARY HARMON: Good afternoon.

22 ALL: Good afternoon.

1 MS. ROSEMARY HARMON: This is quite an
2 honor for Roy and I again to be here with our NAPS
3 family, and that's who we are, family. So, we'll
4 all try and remember that all week, right? Okay.
5 First-timers, stand up.

6 [Applause.]

7 Thank you. We are so proud that you are
8 all here. We know you're going to have a great
9 convention. From Roy and I, if you need anything,
10 you know where our office is. Most of you have
11 been in there already, so that's a good thing.

12 I'd like to thank Brian for everything he
13 did to get Roy and I ready for this. He went
14 above and beyond, and it's amazing. So, Brian,
15 thank you.

16 [Applause.]

17 Sherry Davies, if you're on the floor, we
18 all want to say this is great. She's in the back.
19 So, let's give her a hand of applause.

20 [Applause.]

21 This is just amazing, and it keeps
22 getting better every two years, so I can't for two

1 years from now to see where she is taking us on
2 this journey.

3 We've got a little housekeeping that we
4 need to do. I've got -- I've got a credential
5 that somebody left laying. Now, you know I'm all
6 about credentials, so rather than pronounce, I'm
7 going to spell the name. M-I-N-H-T-R-I P-H-A-M,
8 Branch 10, I've got your credential. You're going
9 to need to come to me when you get ready for it,
10 so please do that.

11 State branches, if you are a State
12 Delegate, or at least you think you are, would you
13 please take the time right now to look at your
14 credential and make sure it starts with a 9,
15 because if it doesn't, it's not State, and this is
16 your vote, and I know you want your vote, and we
17 want to make sure you get your one vote. So,
18 please get with Roy or I so we can get that
19 straightened out. So, if we get all the states
20 that are here that have got their votes, then we
21 won't talk about it again. Otherwise, guess what?
22 We will.

1 All right. Before I read the report, I
2 want to remind everybody, this is not a -- this is
3 a preliminary report. This is what we've got in
4 the computer right now. It is only preliminary.
5 Tomorrow, the numbers will go up. So, if you
6 would turn in your Book 1 to page 12. For those
7 of you who like to record the numbers, we'll be
8 doing this every day. Are we ready? All right.

9 This is the daily report, 8/16, 1:30
10 p.m., First-timers -- 8/6, excuse me -- 8/6/18,
11 First-timers in attendance: 64.

12 [Applause.]

13 Number attending: Executive Board 24,
14 possible votes 24, branches local and state:
15 Delegates attending 555. Number of branches
16 represented 178, possible branch votes 2164, total
17 possible votes (branch and Executive Board) 2188.
18 Total registered in attendance (NAPS delegates,
19 Auxiliary, and guests) 648.

20 Thank you very much. Enjoy today and see
21 you all tonight.

22 [Applause.]

1 MR. BRIAN WAGNER: Thank you Rosemary and
2 Roy. All right. Continuing on, I do have a
3 little announcement here, and I know Chuck does
4 them, but it's right in my notes here. If you
5 need that extra banquet -- Grand Banquet ticket,
6 you may purchase them at the -- outside the NAPS
7 Office. We have a table. They may be -- they
8 must be purchased by 5 p.m. tonight. The ticket
9 price is \$90 for the adult, \$35 for a child's
10 meal, and I think that's chicken nuggets. I'm
11 going for that and the toy.

12 [Laughter.]

13 I would like to continue with our
14 convention. I want -- we need to make sure know
15 what our rules are, how to behave, what we need to
16 do, what we need to follow. So, with that, I'm
17 going to introduce Jim Isom, the Co-Chair of
18 Branch -- the Co-Chair of the Rules Committee of
19 Branch 373, and his Assistant Co-Chair, LaNeda
20 Pitts from Branch 14, to come on up, please, to
21 give us our rules.

22 But, I do want to make a personal

1 announcement that Ann Konish, long-time Rules Co-
2 Chair has passed away, and when I called Ann right
3 before she was in the hospital, she said, "Brian,
4 you're going to have to take me off the Rules
5 Committee," and I said, "Ann, you're my Chair.
6 You will be there." Of course, Ann is here in
7 spirit with us, and when she passed, I called Jim
8 Isom, and I said, "You know, Jim, I would really
9 appreciate to keep Ann as the Chair in memory of
10 her honor, and Jim said, "Brian, that is perfectly
11 fine with me." And I appreciate the standup job
12 Jim did in order to allow Ann Konish to be our
13 Chair in memory for this National Convention.
14 Thank you, Jim.

15 [Applause.]

16 And with that, I will turn it over to Jim
17 Isom and LaNeda Pitts for the rules. Jim.

18 MR. JIM ISOM: Okay, Item Number 1,
19 Operations of the Convention. The first one is,
20 "The Convention shall be called to order in joint
21 session with the Auxiliary at 9 a.m. on Monday and
22 remain in session until noon." If you turn to

1 115, you'll see the rules.

2 Number 1 - "The Convention shall be
3 called or order on Tuesday, Thursday, and Friday
4 at 8:30 a.m. and remain in session until noon and
5 reconvene at 1:30 p.m. except on Friday afternoon,
6 if a session shall be determined necessary by the
7 Convention Chair, in addition the morning and
8 afternoon sessions, an evening session shall be
9 held on Thursday. If necessary of serving such
10 hours of business as may be decided by the
11 Delegates and Officers of the Convention."

12 Number 2 - "Admission to the Business
13 Sessions of the Convention shall be upon
14 presentation of credential cards held by the
15 Delegates. Associate members with credential
16 cards shall be seated in the same area with other
17 Delegates. Only Registered Delegates certified by
18 their branches may speak. Future credential cards
19 might be in different colors from the name badge."

20 Number 3 - "A resolution submitted any
21 time after the deadline established for pending
22 Convention resolutions shall bear the name and

1 number of the branch and the signature of the
2 Officer of the branch or the Delegate submitting
3 same. All signatures must be clear and easy to
4 read. All such resolutions must be filed with the
5 Executive Vice President by 4:30 p.m. on Monday
6 together with a number of copies determined by the
7 Executive Vice President necessary to provide a
8 copy for each Registered Delegate. Resolutions
9 pertaining to late-breaking items can be approved
10 for submission by the President by the close of
11 business on Tuesday. A resolution or other
12 original main motions not submitted by such time
13 shall be considered only if on unanimous consent
14 of the Convention and then only as an entity
15 without division or amendment."

16 Number 4 - "The preliminary report of the
17 Constitution Bylaws Committee will be made on
18 Monday afternoon. No consideration will be given
19 to any resolutions or changes in the Constitution
20 Bylaws having to do with the resolution of NAPS
21 introduced after the preliminary report of the
22 Constitution Bylaws Committee on Monday."

1 Number 5 - "In the preliminary report of
2 the Committee, a Delegate who objects to a
3 resolution will so state and without debate, the
4 resolution will be carried over to the final
5 report, at which time full discussion will take
6 place."

7 Number 6 - "Any Delegate who does not
8 have the opportunity to object to a resolution
9 during the preliminary report of the Committee due
10 to absence caused by attendance in another
11 Committee meeting shall be entitled to have such
12 resolutions be considered in the final report of
13 the Committee, provided such request is filed with
14 the Secretary/Treasurer before the close of the
15 Tuesday afternoon session. The report of the
16 Constitution Bylaws Committee accepted."

17 Number 7 - "The Chair will be given
18 authority to suspend the regular order of business
19 at his or her discretion for the purpose of
20 presenting distinguished guests and to provide for
21 a memorial service."

22 Number 8 - "Smoking, including the use of

1 e-cigarettes, shall be banned in the Convention
2 facility.

3 Number 9 - "All pagers, cell phones,
4 other electronic devices are to be set on vibrate
5 or mute while Delegates are attending the Business
6 Session of a Convention. Anyone receiving calls
7 must exit the Convention floor."

8 Number 10 - "Announcements made from the
9 podium will be at the discretion of the Chair."

10 Number 11 - "An amendment made on the
11 floor shall be submitted in writing to the
12 appropriate Committee Chair or Designee
13 immediately upon presentation to the Convention.
14 The amendment shall include the name and number of
15 the branch and a significant of the Delegate
16 proposing the amendment."

17 Number 12 - "At the Chair's discretion, a
18 Delegate occasionally may give instructions to the
19 body at large; however, it is within the Chair's
20 discretion to rule the Committee out of order
21 should it be of the Chair's opinion that such
22 directions are obstructing the conduct of business

1 on the Convention floor."

2 Number 13 - "The registration of
3 Convention Delegates will be closed at noon on
4 Thursday."

5 Number 14 - "When a division is called
6 for, no one can leave or enter the Convention
7 floor until the count is completed."

8 MS. LANEDA PITTS: Section 2, Procedure
9 for Legislation.

10 Number 1 - "Delegates who are recognized
11 by the Chair must identify themselves by name,
12 branch, national office, where appropriate before
13 speaking."

14 Number 2 - "The reports of Committees
15 shall be subject to amendments and substitutions
16 from the floor of the Convention, the same as
17 other motions and resolutions."

18 Number 3 - "A motion shall not be open
19 for discussion until it has been seconded and
20 stated from the Chair."

21 Number 4 - "Speeches in debate shall be
22 limited to 5 minutes, unless extended by unanimous

1 consent. Consideration of any resolution shall be
2 limited to 30 minutes, unless extended by the
3 majority vote of the Delegates present at the
4 session. The time in debate shall be equally
5 divided as much as possible between proponents and
6 opponents of the resolution."

7 Number 5 - "A Delegate shall not speak
8 more than twice on the same question until all who
9 wish to speak have had an opportunity to do so."

10 Number 6 - "No Delegate shall interrupt
11 another except to raise a point of order."

12 Number 7 - "Should two or more Delegates
13 rise at the same time to speak, the Chair shall
14 decide who is entitled to the floor."

15 Number 8 - "No debatable motion or
16 resolution shall be voted on until the mover has
17 had a chance to speak on it, if he or she
18 desires."

19 Number 9 - "If a Delegate, while
20 speaking, is called to order, he or she shall, at
21 the request of the Chair, refrain from speaking
22 until the point of order is decided."

1 Number 10 - "When a question is pending
2 before the Convention, no motion shall be in order
3 except to adjourn, lay on the table, previous
4 question, postpone to a certain time, commit or
5 refer, divide or amend, or postpone indefinitely
6 which motions have precedence in the ordered
7 name."

8 Number 11 - "Any Delegate or Delegates
9 wishing to call for the question or make any other
10 motion must be in a line at a microphone and wait
11 his or her turn to be recognized by the Chair. A
12 call for the question will be ruled out of order
13 if at least one Delegate at a microphone wishes to
14 address the heretofore unaddressed side of the
15 motion."

16 Number 12 - "A motion to lay on the table
17 shall not be debatable."

18 Number 13 - "A motion to reconsider shall
19 not be authorized unless made by a Delegate who
20 voted with the prevailing side and shall receive a
21 majority vote."

22 Number 14 - "A roll call on any motion

1 shall be at the request of 40 percent of the
2 registered Delegates present at that session or at
3 the request of the Chair."

4 Number 15 - "When a roll call has been
5 ordered, no adjournment shall take place until the
6 result has been announced."

7 Number 16 - "When a roll call has been
8 taken and all Delegates present have had an
9 opportunity to record their votes, the balloting
10 shall be declared closed."

11 Section 3, Election and Balloting.

12 Number 1 - "Nominations for nationally
13 elected Officers shall be limited to 4 minutes
14 each, with no seconds. Nominations for all other
15 Officees shall be limited to 2 minutes each, with
16 no seconds."

17 Number 2 - "Nominated Convention cities
18 may not exceed 15 minutes for their presentation
19 with the order of presentation decided by lot."

20 Number 3 - "At the close of all
21 nominations, only nominees for nationally elected
22 Officers may address the Delegates from the DIUS

1 [phonetic] for 2 minutes, if they so desire."

2 Number 4 - "As the order of business at
3 the Friday morning session, the Chairman of the
4 Ballot and Election Committee shall declare
5 unopposed candidates duly elected by casting one
6 ballot for the Convention region or area."

7 Number 5 - "After having performed the
8 functions of Rule 4, the election of contested
9 offices will take place, and balloting shall close
10 15 minutes after roll call is completed, for the
11 distribution of the ballots. All ballots may be
12 picked up at the beginning of the roll call, so
13 all Delegates will have the same amount of time to
14 vote. In the event a run-off election is
15 necessary for any office or Convention city, it
16 shall be scheduled as the first order of business
17 at the Friday afternoon session, with balloting
18 closing 15 minutes after the roll call is
19 completed for the distribution of ballots, and all
20 doors shall be secured."

21 Section 4, Parliamentary Authority and
22 Order of Business.

1 Number 1 - "Roberts Rules of Orders,
2 newly revised, shall be the guide on all matters
3 that are not herein provided."

4 Number 2 - "The following order of
5 business is followed.

6 Number 1 - Opening Ceremony and
7 Introductions.

8 Number 2 - Call to Order.

9 Number 3 - The First Report of
10 Credentials and Registration Committee and the
11 Declaration of a Quorum.

12 Number 4 - Roll Call of Officers and
13 Executive Board.

14 Number 5 - Report of Rules Committee.

15 Number 6 - Appointment of Convention
16 Committees.

17 Number 7 - Preliminary Reports of
18 Convention Cities.

19 Number 8 - Final Reports of
20 Convention Committees.

21 Number 9 - Nomination of Officers and
22 Convention Cities.

1 Number 10 - Election of Officers and
2 a Selection of the Convention City.

3 Number 11 - Unfinished Business.

4 Number 12 - New Business.

5 Number 13 - Installation of Officers
6 on Friday.

7 Number 14 - Adjournment.

8 That is your rules.

9 [Applause.]

10 MR. JIM ISOM: I'd like to make a motion
11 that the rules are accepted.

12 MR. BRIAN WAGNER: We have a second. All
13 right.

14 MR. JIM ISOM: Okay. All in favor? You
15 don't? Okay.

16 MR. BRIAN WAGNER: We'll do a discussion.
17 Okay. We have a motion to accept the rules, and
18 we have a second. Is there any discussion?

19 MR. LUTHER MANUEL: Yes.

20 MR. BRIAN WAGNER: Delegate at mic 3.

21 MR. LUTHER MANUEL: Rule Number -- Luther
22 Manuel from the Great State of New Jersey.

1 [Applause.]

2 MR. LUTHER MANUEL: Section 1, Rule 12.

3 MR. BRIAN WAGNER: Which section? I'm
4 sorry.

5 MR. LUTHER MANUEL: It's kind of dark in
6 here.

7 MR. BRIAN WAGNER: I know it's a lot of
8 mood -- could we raise the lights a little bit,
9 please? We have a little mood lighting in here,
10 but I think we need some business lighting.

11 UNIDENTIFIED MALE SPEAKER: Point of
12 order.

13 MR. BRIAN WAGNER: Delegate at mic 7.

14 UNIDENTIFIED MALE SPEAKER: Mr.
15 President, there was a motion made and there was
16 no second yet. Should we be having discussion?

17 MR. BRIAN WAGNER: Jaime, we did have a
18 second? It was made. I mentioned there was a
19 second on the floor.'

20 UNIDENTIFIED MALE SPEAKER: There was?
21 Okay.

22 MR. BRIAN WAGNER: Okay. Thank you. Can

1 we turn the lights up, please? Thank you. Okay,
2 thank you, Tom. Section 1, Number 12.

3 MR. LUTHER MANUEL: "At the Chair's
4 discretion, a Delegate occasionally --." Well,
5 basically, look at Number 12 in Section 1. I'll
6 try not to push myself to read it and mess up
7 here.

8 MR. BRIAN WAGNER: The timer is on.

9 MR. LUTHER MANUEL: A point of order.
10 Are you timing me?

11 MR. BRIAN WAGNER: I will be timing you.

12 MR. LUTHER MANUEL: The time -- sir, the
13 rules are not established. Point of order. When
14 the rules are established, you can time me. We
15 have not --

16 MR. BRIAN WAGNER: I --

17 MR. LUTHER MANUEL: Wait a minute. You
18 can't time me before the rule is established.

19 MR. BRIAN WAGNER: Mr. Manuel, I can time
20 you just to time you, if I'd like.

21 MR. LUTHER MANUEL: Oh, okay. As long as
22 you --

1 MR. BRIAN WAGNER: I'm just letting you
2 know, I'm timing you.

3 MR. LUTHER MANUEL: All right.

4 MR. BRIAN WAGNER: I'm just gonna -- I
5 like time.

6 MR. LUTHER MANUEL: Just don't interfere
7 --

8 MR. BRIAN WAGNER: I just like time. I
9 like to eat my ice cream slow --

10 MR. LUTHER MANUEL: Okay. Don't -- just
11 don't interfere.

12 MR. BRIAN WAGNER: No, no, oh no.

13 MR. LUTHER MANUEL: Okay. Number 12 is
14 giving the Chair -- now, I want you to understand
15 this, Dear Convention -- what that is doing is
16 giving the Chair the right to say -- if I -- let's
17 say somebody likes me, I mean, somebody like me
18 decides that they want to interpret an issue or
19 something that may be confusing. So, in the past,
20 what I've done is I've gone to a mic if I see
21 there's some struggling and said something. Now,
22 all I'm doing is doing my best to try to help you

1 understand the Rules of Order.

2 We have a parliamentarian -- a national
3 parliamentarian who works for us, but he cannot do
4 what people on the floor do. What he does is
5 interpret as the Chair or one of us asks him to
6 interpret, but he can't just bob up and down and
7 say, well, this is what this meant, this is what
8 that meant. That, I like to do because especially
9 with first-timers, I want you to understand where
10 we're going. If we put this rule in, the
11 discretion of the Chair -- now, if it says
12 discretion, if I decide that I'm going to get up
13 and say something that's confusing, he can now
14 rule me out of order and it never get done.

15 Now, I submit that I don't come to the
16 mic to do foolish things. We have a
17 parliamentarian who advises the President. If
18 there is something -- if I came up here -- if the
19 issue was about business, and I came up here
20 talking about problems at my branch, I would be
21 ruled out of order, correctly so. But, when the
22 Chair has a problem with anything I might be

1 saying, the parliamentarian can let him no, no, I
2 don't think he's -- to give that discretion to the
3 Chair gives the Chair too much overpower.

4 Now, I love the President, but I believe
5 that individually, we should be able to help
6 others. What happened to -- what do they call
7 this -- passion, purpose and people? Whatever
8 happened to that? Did that just die out this
9 morning, you know? We want our members to
10 understand what's going on. We want them to be
11 aware. And if there's anything that I see over
12 all the years I've been doing this, and I have
13 been ruled out of order many times, and I was, I
14 accept it. But, we do not need a rule in here
15 that gives absolute authority to the President to
16 just arbitrarily say you're out of order, we don't
17 want to hear that, go sit down. Well, he doesn't
18 say that, but that's what it is.

19 Now, because of the time, we try to save
20 time at these conventions. We try so much that
21 you got a day off, you got Wednesday. We try to
22 save so much time that at the last convention, we

1 went two hours over, and people were crying about
2 it, running out the building. I can't help it,
3 and none of us can help it if your plans for the
4 convention included your vacation, and you had
5 dinner plans. We are here for the organization of
6 business. This time, I see they put in for the
7 evening.

8 But, I'm going to sum this up, because I,
9 you know, again -- thank you for allowing me. I'm
10 going to sum this up, but I ask for a second
11 because I wish to make the motion that this be
12 stricken in its entirety and that common sense
13 prevail through this convention. I just ask for a
14 second. Thank you.

15 MR. BRIAN WAGNER: Thank you, Luther. It
16 was only 4 minutes and 7 seconds, great. Thank
17 you. So, you have -- you're asking for an
18 amendment? Okay. So, you're asking for a motion
19 to strike Number 12 and it's Part 1. Do I have a
20 second?

21 MS. LUNYE' SILAS: Yes. Silas. LunYe'
22 Silas, Branch 589.

1 MR. BRIAN WAGNER: What mic are you at?

2 MS. LUNYE' SILAS: Mic 6.

3 MR. BRIAN WAGNER: Okay, mic 6. Do you
4 second that?

5 MS. LUNYE' SILAS: Yes, I second that.

6 MR. BRIAN WAGNER: Okay. So, we have a
7 motion and a second to strike Number 12 on Section
8 1. Everybody has that in front of them. Dr.
9 Bishop -- I'm going to defer to him for some
10 clarification.

11 MR. BRUCE BISHOP: I haven't even met you
12 yet, but I'm the parliamentarian that the delegate
13 referred to. It's a pleasure to be back here
14 again for my third time.

15 To the point that the delegate makes
16 related to the suggest Rule Number 12, that is a
17 rule that already exists in Robert's Rules of
18 Order, which is your Parliamentary Authority.
19 Robert's Rules of Order gives the Chair of any
20 meeting discretion to call on somebody for any
21 number of reasons, and so striking Number 12 from
22 the suggested rules does not strike it from

1 Robert's Rules of Order, which you're also asked
2 to adopt, actually, you don't even have to adopt
3 either, because it's part of your Bylaws. You
4 have several rules before you that are already
5 part of Robert's Rules of Order, and it's
6 unnecessary to adopt them. It's kind of redundant
7 to do so. But, striking this one particular rule
8 does not remove the discretion of the Chair to
9 call on an individual for any specific non-
10 business purpose. I just want to give you that
11 advice. Thank you for indulging me. I look
12 forward to talking to you a few more times over
13 the next few days.

14 [Laughter.]

15 MR. BRIAN WAGNER: I won't time you.
16 Okay, so we have a motion on the floor to strike
17 Number 12 of Section 1.

18 MR. LUTHER MANUEL: Mr. Chairman.

19 UNIDENTIFIED FEMALE SPEAKER: Name and
20 branch.

21 MR. LUTHER MANUEL: Luther Manuel, Branch
22 548. Robert's Rules of Order is a guide. There

1 is no such thing as you can't strike it, because
2 we can strike anything by simply challenging the
3 decision of the Chair. If the Chair -- if you
4 advise the Chair of something, it's his decision.
5 If the Chair makes a decision on something in
6 Robert's Rules of Order, the body can still
7 challenge that, and by majority, not accept it.
8 It's only a guide. It is not the law.

9 Now, what I'm talking about, I follow
10 Robert's Rules of Order. I think it's the
11 greatest thing in the world. But, I'm getting to
12 the -- I'm getting to this thing where we're
13 trying to hurry people, we're trying to hurry
14 things. That bothers me. It's not that I'm going
15 to fly or anybody else is going to fly up and down
16 at the mic. We don't -- I don't want to see that
17 used as a time factor. In other words, he's
18 getting ready to say something, let's just cut him
19 off, and let's just move along. Robert's Rules of
20 Order is only there for a guide.

21 It's just like when we say point of
22 personal privilege. When we say point of personal

1 privilege, do we really understand what that
2 means? We use it under these circumstances like
3 if you just want to come to the mic and say hello
4 to somebody or whatever like that. But, that's
5 not what it's for. Point of personal privilege is
6 when you want to bring attention to something
7 that's bothering the room, too much heat, it's too
8 cold, it's too dark. But, we have evolved it over
9 the years -- we have evolved -- that's not what it
10 was originally for, for what we use it now. But,
11 it's been evolved over the years to what we use it
12 for now, and that's great. But, I don't want to
13 see -- well, I'm saying, I'm speaking me -- to see
14 the absolute authority come in when because you're
15 looking at the clock and you're trying to hurry
16 people up, I don't want to see that come into
17 this. We're a family. What is this again?
18 Passion, purpose, and people, you know? That's
19 it. I'm not coming back on this issue again.
20 However you decide, you decide. I'm going to sit
21 down, and that's it on this issue. I'm done.

22 MR. BRIAN WAGNER: Thank you, Luther.

1 Okay. Back to the motion to strike Number 12.

2 Any more discussion?

3 MR. TOM O'CONNOR: Number 6, please.

4 MR. BRIAN WAGNER: Delegate, mic 6.

5 MR. TOM O'CONNOR: Tom O'Connor,
6 Chattanooga Branch 97. I'd like to speak against
7 the motion, please.

8 MR. BRIAN WAGNER: Okay.

9 MR. TOM O'CONNOR: I think the
10 parliamentarian's point was one of the points I
11 wanted to make. Number one, it's a bylaws change.
12 We should be discussing it as a bylaws change, and
13 number two, the discretion of the Chair is very,
14 very important to maintain the decorum, and
15 ultimately as a body, we would still have the
16 ultimate option to bring forward any concerns or
17 motions, and we could overrule the Chair if we
18 felt so inclined. I think the fact that Robert's
19 Rules of Order has historically maintained this
20 item, I think it speaks for itself, and it's very
21 important, and I think my friend from New Jersey
22 is illustrating it for me quite aptly. Thank you.

1 MR. BRIAN WAGNER: Thank you. All right.
2 Any more discussion? Anyone else? Delegate, mic
3 8.

4 UNIDENTIFIED MALE SPEAKER: I want to
5 address another issue.

6 MR. BRIAN WAGNER: We have to wait?
7 Okay. Delegate, mic 3.

8 UNIDENTIFIED MALE SPEAKER: Mine is on a
9 different issue. It's on rules, but, I guess we
10 have to finish that.

11 MR. BRIAN WAGNER: Okay. Delegate, mic
12 7, are you here to speak on the amendment on 12 --
13 to strike 12 of the --

14 MR. BOB BRADFORD: Yeah. Bob Bradford,
15 Heart of Texas Branch. I call for the question.

16 MR. BRIAN WAGNER: Okay. The question
17 has been called for. All those in favor of
18 calling for the question, please say aye.

19 [Chorus of ayes.]

20 MR. BRIAN WAGNER: Opposed? Not calling
21 for the question, saying no.

22 [No response.]

1 Motion passes.

2 All right. So, now we're going to vote
3 on the motion to strike 12. All those in favor of
4 voting on the motion to strike 12, say aye.

5 [Chorus of ayes.]

6 All those opposed say nay.

7 [Chorus of nay.]

8 The nays have, it's struck -- it's not
9 struck, sorry. It's not struck. That double
10 negative. I love it. I never did good in school
11 either. Okay. So, we add that to the original
12 motion to accept the rules as presented.

13 MR. JOHN JUNIC: Mic 8.

14 MR. BRIAN WAGNER: Yeah, mic 8.

15 MR. JOHN JUNIC: John Junic, St. Paul,
16 Minnesota. I don't know if this has been
17 corrected before, but Section 1, paragraph 1 says,
18 "The meeting will convene at 9:30 on Friday." In
19 the schedule, it says -- I'm sorry, 8:30 on Friday
20 -- the schedule says 8:00. So, those who look at
21 the schedule might get here a little early or
22 late.

1 MR. BRIAN WAGNER: Remember, we have a
2 tentative schedule.

3 MR. JOHN JUNIC: Okay.

4 MR. BRIAN WAGNER: So, sometimes we've
5 had changes to the schedule even though -- but, we
6 will look at this, and we come to Friday, we will
7 make the decision on what we're going to be at
8 8:30 if that's what the rules call for, okay?
9 Even though the schedule right now -- the
10 tentative schedule says 8, we will follow the
11 rules at this point in time.

12 MR. JOHN JUNIC: I'm just pointing it
13 out.

14 MR. BRIAN WAGNER: And change them on
15 Thursday night, if necessary -- change it on
16 Thursday.

17 MR. JOHN JUNIC: Okay. Thank you.

18 MR. BRIAN WAGNER: Okay? But, thank you
19 very much. Delegate --

20 UNIDENTIFIED MALE SPEAKER: Number 6.

21 MR. BRIAN WAGNER: I have delegate at mic
22 3 first.

1 UNIDENTIFIED MALE SPEAKER: Sure.

2 MR. BRIAN WAGNER: Okay, delegate, mic 3.

3 MS. TONI SCRUGGS: Good morning --
4 afternoon. Toni Scruggs, Branch 493. Question on
5 Rule Number 6, clarification, and this issue was
6 brought up at the --

7 MR. BRIAN WAGNER: Which section would
8 that be, Toni? It's 1 or 2?

9 MS. TONI SCRUGGS: For 1.

10 MR. BRIAN WAGNER: Section 1?

11 MS. TONI SCRUGGS: Section 1.

12 MR. BRIAN WAGNER: Okay.

13 MS. TONI SCRUGGS: Number 6. This issue
14 came up at the last convention where it states,
15 "Any Delegate who does not have the opportunity to
16 object to a resolution during the Preliminary
17 Report Committee due to absence," they've already
18 read it. I just want to get clarification that we
19 will abide by that. At the last convention, those
20 -- some of us who were objectors to resolutions,
21 we were out of the room for, I think it was the
22 bylaws, and I asked the question before we left,

1 would we have an opportunity to actually follow
2 up, which was Rule Number 6, Section 1, and I was
3 told yes. But, when we came back in the afternoon
4 -- because we were out for so long -- the
5 parliamentarian -- it was brought back up, and the
6 parliamentarian ruled we could not speak on it.

7 MR. BRIAN WAGNER: Is that it?

8 MS. TONI SCRUGGS: So, I just want to
9 clarify that this doesn't happen again, because
10 the last convention it did. And so, actually, we
11 violated what the rules were, because we were told
12 -- and I specifically -- I actually have the
13 transcript where I asked the question, and then in
14 the afternoon, I did not have the opportunity to
15 object to some bylaws because I didn't see -- I
16 was not in the room because I was an objector.

17 MR. BRIAN WAGNER: Okay. The answer is,
18 we're going to follow the rules and not violate
19 the rules. I can't go back to what happened
20 before, so we will follow the rules.

21 MS. TONI SCRUGGS: Okay. That's all I
22 wanted clarification. Thank you.

1 MR. TOM O'CONNOR: Mr. Chairman.

2 MR. BRIAN WAGNER: Delegate, mic 6.

3 MR. TOM O'CONNOR: Were you asking for a
4 motion to -- it's Tom O'Connor, Chattanooga Branch
5 97, were you not asking for a motion to accept the
6 rules?

7 MR. BRIAN WAGNER: We already have that.
8 We had a second. We had discussion. That's what
9 this discussion now. Now, if no one has anymore
10 discussion, we have a motion. Wait a minute. I
11 think -- okay. So, we have a motion to accept the
12 rules, we have a second, we've had discussion.

13 MR. TOM O'CONNOR: Have we had sufficient
14 discussion? I'd like to make a motion to call for
15 the question.

16 MR. BRIAN WAGNER: Call for the question.
17 No more discussion necessary? So, we're going to
18 vote. All those in favor of voting for the rules
19 how they were presented, say aye.

20 [Chorus of ayes.]

21 All opposed, say nay.

22 [No response.]

1 The ayes have it. The rules are passed.

2 Thank you very much.

3 I'm going to take an opportunity to
4 recognize the Rules Committee. Jim, would you
5 like to read your -- your member's names and
6 recognize them?

7 MR. JIM ISOLM: Okay. I have Alice
8 Cooper, Branch 132, Mary DeGioia, Branch 698,
9 Beatrice Lander, Branch 23, Shirley Lee, Branch
10 39, Anita Pitts, Branch 14, and Gail VanHorn,
11 Branch 154. And I would like to have the members
12 meet me over in the right-hand corner, please.
13 Thank you.

14 [Applause.]

15 MR. BRIAN WAGNER: Thank you. All right,
16 now that the rules have been accepted, I'm going
17 to recognize Ivan Butts, our Executive Vice
18 President to review some procedural matters and
19 information on SPAC. Ivan.

20 [Applause.]

21 MR. IVAN BUTTS: Good afternoon,
22 everyone.

1 ALL: Good afternoon.

2 MR. IVAN BUTTS: I'm going to ask for the
3 President or someone -- an Officer from Branch 244
4 to come up to the front of the stage, please, and
5 I need the President from Maryland State to also
6 come up front, please.

7 Okay. I've been asked to inform you that
8 the Mohegan Sun Resort has designated smoking
9 areas, but, please, we need you to adhere to the
10 signage on where they are. They are on the casino
11 floor in various areas.

12 I invite you all to stop by the booths of
13 our exhibitors are helping to sponsor our National
14 Convention. They are located out in the foyer
15 area outside the ballroom, which you passed
16 through this afternoon. Exhibiting at our
17 convention are Dillard Financial Solution,
18 Signature Federal Credit Union, Signature Federal
19 Credit Union is also sponsoring our SPAC Walkathon
20 T-shirt, which are being sold at the SPAC table,
21 so please stop by there also, the Atlantic Postal
22 Credit Union, the National Insurance Benefit

1 Coordinators, the American Public University
2 System, GOT Professional Insurance Services or
3 GPIS, M3 Technologies, Long-Term Care Partners,
4 Tabron Sweaters, Unlimited, Young Living, and
5 Decco, who is taking care of our delegate tours
6 this Wednesday. They're actually up at the top of
7 the steps next to the registration table.

8 I would like to introduce you to the
9 individuals on the dais. So, seated right to my
10 right is our convention parliamentarian, Dr. Bruce
11 Bishop.

12 [Applause.]

13 Seated to my left are our Assistant
14 Secretaries, the Chair, Nancy Vickers, Branch 66,
15 Natasha Brown, Branch 131, Angela Gavin-Mitchell,
16 Branch 159, and Marcia Jones, Branch 42.

17 [Applause.]

18 We have down on the floor NaCorey
19 Nichols. He's our official stenographer for our
20 convention. So, again, please insure that you are
21 speaking clearly so we can properly record our
22 official convention business.

1 Also, down on the floor is Karen Young.

2 Karen is our Editor of the Postal Supervisor.

3 [Applause.]

4 Karen will be producing daily
5 newsletters, the first issue of which you received
6 during the convention registration. There will be
7 three more newsletter issues, Tuesday, Thursday,
8 and Friday mornings, and if we're not in session
9 too long Friday afternoon, we'll try to get a
10 Grand Banquet edition that will feature the
11 election results and host city selection. If you
12 have any items for the newsletter, please bring
13 them up to Karen. All memorial notices must be
14 given to Karen for publication. We ask your
15 cooperation in not announcing memorial notices
16 from the floor. Well, we already did -- we
17 already missed that. Copies of our convention
18 newsletters will be handed out when you come into
19 the Business Sessions beginning tomorrow morning.
20 Please try to only take one. There will be no
21 bulk copies available. The convention newsletter
22 will be made available on the NAPS website at some

1 further -- future date.

2 Somewhere -- well, not somewhere -- right
3 here out to my right, we have Dave Scavone. Dave
4 is our official convention photographer. Many of
5 you recognize Dave, who covers our LTS and
6 National Conventions for several years now. He is
7 assisted -- oh, there he is -- he's assisted by
8 Bob Stevens also again this year.

9 [Applause.]

10 So, don't hesitate to ask for -- ask Dave
11 to take your picture or ask for a group picture
12 with the photographers, and we'll have access to
13 them on the website after the convention and
14 available for you to purchase for use in your own
15 branch's history.

16 Also, we have on the floor, our social
17 medial coordinator, Corinna May. Corinna. Here
18 she is in the back. Okay. Stand up again,
19 Corinna.

20 [Applause.]

21 So, Corinna has been coordinating our
22 efforts thus far with Facebook and Twitter and

1 giving us a bigger footprint of exposure out in
2 the social media world. So, she's here at our
3 first -- this first National Convention, and she's
4 going to be walking around. You'll see her
5 walking around, and you'll see her taking
6 pictures. She might ask you some questions or
7 maybe even ask to see if you want to shoot a short
8 video to put out on social media. So, we welcome
9 Corinna and look forward to her work from this
10 convention.

11 Now, for an important matter. Every time
12 you come to the floor microphones -- there are two
13 in each aisle -- you must be recognized by the
14 Chair before you may speak. Again, this
15 convention, we are using our Sargent of Arms to
16 assist you being recognized at each microphone.
17 That way the Chair will know when you -- will know
18 you would like to speak. This said, you still
19 must be recognized by the Chair first. When you
20 are recognized by the Chair, clearly state your
21 name and your branch number, and your branch
22 location. First-timers, as you can see, we have

1 no problem making sure that you follow this rule.
2 So, that being said, again, make sure you speak
3 clearly when you come to the microphone.

4 Now, I could close my book now, for a
5 word about SPAC. We have a lot of activities
6 going out there -- going on out at this convention
7 for SPAC. We have our in-kind raffle that's going
8 on, we have numerous gifts that have been donated
9 by branches around the country, and we also have
10 our Executive Board gift card raffle that's
11 sponsored by our -- by your -- our own Executive
12 Board who support that raffle. You can win a gift
13 card of \$1,000, \$750, \$500, or \$250. On our in-
14 kind raffle, we have a Microsoft Surface Pro, we
15 have a limited edition Playstation 4, we have
16 numerous other items out that there you can --
17 that you can buy raffles tickets for. I think the
18 tickets are 6 tickets for \$20.

19 Again, what we do for SPAC is really what
20 drives our association legislatively. I've talked
21 to you since I've been Vice President in 2014
22 about us being on the top of the pyramid, where we

1 want to be on the pyramid, and being on the top of
2 the constituency pyramid. I think that's
3 paramount now if we're going to do anything that -
4 - any of the things that we desire to do beyond
5 just pay talks. It really is -- it's really going
6 to contend on us being at the top of the
7 constituency pyramids of as many legislators as we
8 possibly can, and we do that through our SPAC
9 dollars. We do that by sending you as groups to
10 local events with legislators where you can help
11 support our initiatives and our actions. We do
12 that in D.C. with Bruce Moyer and myself and Katie
13 Maddox visiting legislators and going to events
14 and talking to legislators about the issues that
15 are important to us. Our issues are getting more
16 and more important every day. August 10th, the
17 reports from this taskforce is going to come out,
18 and that's going to require us to make some
19 legislative changes -- legislative charges, I
20 should say, to the Hill. And we're going to need
21 your support out in the field. It's coming at a
22 time where all our legislators are on break. So,

1 we're going to need your help out in the field to
2 start getting out and getting the word out. When
3 they come back, they come back for a very short
4 period and then go out on recess again. So, we
5 really have to kind of push this initiative, and
6 your SPAC dollars help do that. Your SPAC dollars
7 help us get us to those events, help us get you in
8 front of legislators at local events. So, please,
9 please, please, go see the SPAC table.

10 The other event that we have -- we do
11 have -- is obviously supporting our Auxiliary with
12 the 50/50 raffles that they run. So, again, I
13 know we're moving -- I'm making a big ask, but you
14 have done so well in the past four years since
15 I've been blessed to be your Executive Vice
16 President. We have broken the record every year
17 in SPAC, and I thank you for that effort. I thank
18 you for supporting us that way, and we need to do
19 it again now. We need -- I need your support.
20 So, please, remember SPAC. Okay? I'm turning it
21 back over to Brian.

22 [Applause.]

1 MR. BRIAN WAGNER: Thank you, Ivan. I
2 appreciate it. Okay. We're moving right along.
3 One of the things I wanted to do -- let's find the
4 page here. I know Rosemary wrote -- delegate mic
5 7.

6 MR. ROBERT BOCK: This is Robert Bock,
7 Branch 406. Question. We were talking about the
8 resolutions. I submitted a resolution to Ivan via
9 the rules, and I don't see it printed in the book.
10 I don't know if anybody else's resolutions get put
11 in the book. What do we need to do? I sent Ivan
12 an E-mail a little while ago.

13 MR. BRIAN WAGNER: I defer to Ivan on the
14 resolution that would be sent to the Executive VP.

15 MR. ROBERT BOCK: But, I don't see -- I
16 don't see it printed in the book. It was
17 submitted by the branch, and I don't see it
18 printed in the book.

19 MR. BRIAN WAGNER: I'll have Ivan
20 clarify.

21 MR. IVAN BUTTS: Well, I guess I just
22 need you to come up front and let me know. I'll

1 got -- I have to research it. I can't research it
2 off my phone to find out what happened or where it
3 was. So, come on up.

4 MR. ROBERT BOCK: Okay. All right.
5 Thank you.

6 MR. BRIAN WAGNER: Thank you, Ivan.
7 Thank you, Bobby. Okay.

8 UNIDENTIFIED MALE SPEAKER: Mic 6.

9 MR. BRIAN WAGNER: Mic 6. Delegate at
10 mic 6.

11 BRIAN CROWE: Yes, Brian Crowe, Branch
12 14, Chicago. We have in the Resolutions
13 Committee, we have a resolution that was received
14 late, and we have taken it under advisement.

15 MR. BRIAN WAGNER: Okay. Thank you.

16 MR. BRIAN CROWE: That may be the same
17 one that he is referring to, because we received
18 it from Ivan.

19 MR. BRIAN WAGNER: Okay. I'll defer that
20 to Ivan, again, since he'll handle the
21 resolutions. Thank you.

22 Okay. I know earlier that Rosemary

1 recognized all of our first-timers, and, again, I
2 appreciate our first-timers being here.

3 [Applause.]

4 And we do have pins for first-timers. I
5 know there was a lot of travel in and out, so
6 those first-timers who have not received their
7 pin, go to the NAPS Office. We should have the
8 extra ones there. Make sure you have your ribbon
9 that says you're a first-timer to get your pin if
10 you don't already have it.

11 Of course, when Rosemary is doing the
12 recognition, we're seeing people come to this
13 convention. We see a lot of active members, but
14 we see a lot of associate members, and this
15 organization is built -- has been built on active
16 and associate members for years, so at this point
17 in time, I'd like to ask all our retirees, our
18 associate members to please stand to be recognized
19 for all you do and the wisdom you bring to this
20 organization.

21 [Applause.]

22 Look at the percentage of retirees we

1 have supporting this organization. You are to be
2 commended. Thank you very much.

3 But, our organization can't be strong,
4 can't move forward, can't be progressive if we
5 don't have the rights we have in this country, and
6 that's because they're defended by our military
7 and our veterans. So, at this time, I would like
8 to have -- recognize all of our military veterans
9 at this time and thank you for everything you've
10 done for the United States of America.

11 [Applause.]

12 You should be blessed. We thank you very
13 much. If we had a pin for you, we'd give it, but
14 you gave so much more. We appreciate it.

15 I do want to recognize coming up, our
16 next speaker, from United Postmasters and Managers
17 of America. We have Gregory Sean Accord, who is
18 the Co-President of UPMA. He was born and raised
19 in the wild and wonderful West Virginia. West
20 Virginians in the house? He began his postal
21 career in 1994 as a PTF clerk. By 2000, he had
22 secured a Level 13 Postmaster position in

1 Hillsboro, West Virginia. He has since
2 Postmasters positions and/or assignments in Levels
3 15, 18, 20, and 22.

4 Within the organization, he has served in
5 various positions including the West Virginia
6 Chapter President, Eastern Area Coordinator,
7 National Vice President, and National Executive
8 Vice President. Mr. Accord was elected as the
9 National League President in August of 2014 at the
10 League's National Convention in Reno, Nevada where
11 I lost some money in 2012. In November of 2016,
12 the League of NAPS officially consolidated and
13 became known as the United Postmasters and
14 Managers of America, UMPA.

15 Since that time, Mr. Accord has been
16 serving as Co-President and National President of
17 UMPA. He holds the honor of being the only
18 National President from the state of West
19 Virginia. Prior to reporting to Alexandria, he
20 enjoyed coaching the local high school girls'
21 soccer team. Mr. Accord and his wife, Christie,
22 have been blessed to have one daughter and four

1 sons, ranging from the age of 17 to 24 years of
2 age and two wonderful grandchildren.

3 Grandchildren are wonderful. Mr. Sean Accord,
4 would you mind coming up and greeting the NAPS
5 members? Thank you very much.

6 [Applause.]

7 MR. SEAN ACCORD: Thank you. I
8 appreciate it. I'll tell you what, you know, when
9 you sent me -- which I do thank you, I believe I
10 thanked you, Brian -- you sent me the invitation
11 to come and join you all. Now, I find out you
12 have a stenographer, and you have an attorney on
13 the front row, so is that an invitation or a
14 summons? I'm trying to figure this out here.

15 [Laughter.]

16 The last time I had both those in a room,
17 it was a little different story there. But,
18 listen, you recognize the veterans -- I don't want
19 you all to stand again, but I always -- when I get
20 up before a group, I want to recognize those in
21 the room. So, I'm just going to say thank you to
22 all the veterans, since you were just recognized.

1 I do really appreciate what you've done for us and
2 the service.

3 Again, to Brian, and to Ivan, and then to
4 Chuck, thank you for the invitation to join you
5 all here. It is a beautiful location. I was here
6 -- I believe it was last fall -- doing a site
7 visit. This is the venue that our membership --
8 UPMA's membership -- has actually chosen for the
9 2019 National Convention. So, we will be here
10 next end of July, first of August. And as I was
11 walking around here the last time when I was here
12 to visit last Fall, I did notice one thing --
13 actually three things -- and it's that there's
14 three Krispy Kremes located in this facility.

15 [Laughter.]

16 And I'm hoping they're still here. We
17 just -- me and my wife just got here a couple of
18 hours ago, so hopefully they haven't closed it
19 because the one is 24 hours, and it's on the far
20 side, if you haven't been there yet, right? You
21 know, that's a -- it's a good thing in one
22 respect, but not in the other, if you know what I

1 mean on that.

2 But, the end of October of this year,
3 will be my term as President, of which I served
4 two years for the previous organization, and then
5 the last two years as Co National President under
6 UMPA. So, the end of October will bring that to
7 an end for me. We have term limits, and so both
8 Toni and I will be leaving, and we have -- the
9 membership has elected a new President, Mr. Dan
10 Hines from Minnesota. He will be coming in on
11 November the 1st.

12 The last four years have been very
13 challenging both personally and from an
14 organizational standpoint. You know, one of the
15 common challenges that both NAPS and UPMA have had
16 to face is the legislative struggle. You know,
17 working to see meaningful legislation reform has
18 been a priority that's seemed to have hit an iron
19 curtain, if you would, that was put up by our
20 elected officials when it comes to the whole
21 legislative process. When you have a bipartisan
22 bill, as we had in the first quarter of the new

1 session, that bipartisan support in which is
2 largely supported by all the unions and all the
3 other stakeholders and you see 18 months later
4 that there's been absolutely no traction with the
5 first initial bill 756, which has now been
6 reintroduced this past June. But, when you see
7 that there's been no traction at all -- when you
8 see that that bill with all the support has not
9 even seen the light of day on the floor, it makes
10 you question the whole entire political process,
11 and it is a very frustrating process. But, it is
12 the process that we have, and it's the process
13 that we must work through, and we need to continue
14 to work to make sure that not only does the -- is
15 the Post Office in a good financial, sound
16 situation and that the bill allows for flexibility
17 for us to be able to adapt to the ever-changing
18 environment. We also must make sure that our
19 membership has some protection and some rights
20 beyond those that are just listed in Title 39.

21 Also, the MPA system, you know that's one
22 that both NAPS and UMPA -- it garners a lot of

1 attention from us, and quite honestly, we've
2 talked about this a lot, it's a broken system.
3 Those that are active, you know exactly what I'm
4 talking about. It has become really a profit
5 sharing, not a pay-for-performance. And when
6 we're looking at roughly 44 percent of the EAS in
7 the country not receiving anything again this
8 year, it's something we really, really have to
9 look at, and we have -- both Dan Mooney, and
10 Brian, myself, and Toni -- we have been for -- I
11 guess it's the first time, I know it's the first
12 time we've been involved -- we were invited this
13 year to Bulger to be with the NPA team as they
14 establish goals for next year, and we were just
15 there -- it seems like it was last week or a
16 couple weeks ago -- and it's interesting to be
17 able to see. It was an eye-opening experience for
18 us to see how some of those things are set, and,
19 you know, we do have a lot of disagreement with
20 the group, obviously, but it was eye opening for
21 us, and I'm glad they did bring us in to at least
22 allow us to be part of this initial setup so that

1 we at least have a better understanding of what
2 logic they may be using when it comes to the goal-
3 setting and the thresholds and the targets that
4 are set. So, hopefully, futuristically, we can
5 make some change there. We truly need a new
6 system altogether. That system just needs to be
7 overhauled from top to bottom.

8 Now, leave no doubt that we -- and I say
9 we, the Post Office -- we are in some very unsure
10 times when it comes to the future of the Post
11 Office and all, quite honestly. Both NAPS and
12 UPMA, we answered questions and we held dialogue
13 with the folks from the Presidential Taskforce.
14 Those meetings were held -- I believe it was back
15 in May when we were there, give or take a few
16 weeks -- and, you know, when we left that meeting
17 -- and I'm speaking from UPMA standpoint, you
18 know, we didn't leave that meeting having a very
19 warm and fuzzy feeling. And mainly it was because
20 of the particular questions that were asked of us.

21 Now, you're probably in a unique
22 situation. I believe this Friday, the 10th --

1 correct me if I'm wrong on that Ivan, I believe
2 that's right -- is when the anticipated report is
3 supposed to come out. Now, whether it makes it on
4 the 10th or not, we'll see. But, you all may be
5 here in session on Friday when that comes out.
6 So, I'm curious to see what comes out of that
7 report.

8 Now, if you try to look at it from a
9 positive standpoint, and you probably have to
10 reach real deep to be quite honest with you, okay?
11 But, let's try to find the positive, because I
12 want to -- I always want to try to be that glass
13 half full kind of person, right? When it comes to
14 the legislation, inside the Post Office, we've
15 talked about it for a long time. The bills that
16 were out there, you know, that was the originally
17 756 and the Senate bill. Those bills largely
18 supported all unions, all the organizations, all
19 the stakeholders, but yet, think about it. We're
20 talking about it internally, right? So, let's try
21 to think of the positive that could come out of
22 this taskforce. The taskforce has done one thing.

1 It has now shined a national spotlight on us -- on
2 the Post Office, whereas before, as I just said,
3 it was all internal. So, when this report comes
4 out -- and I'm not talking politics here, one side
5 or the other, and I could care less if it's a
6 Democrat or Republican, it doesn't make a
7 difference to me -- but, whether something comes
8 out that is negative for us in the report, does
9 someone want to take up the banner to try to
10 counter that and maybe push the bills that we
11 currently have through. And, again, I don't care
12 which side it is. I don't care if it's on the
13 Democratic side or the Republican, as long as they
14 actually do something, right?

15 So, we'll see -- we'll see what happens
16 with that. Do you all know -- and I'm sure you've
17 got someone here talking legislative even if --
18 I'm sure Ivan will even if you don't have someone
19 else -- but, as you know, 756 was reintroduced --
20 6076 is now that number that was reintroduced in
21 June, and then 2629, of course, is still there
22 floating around. But, we do have some

1 opportunity. We will see what happens. This
2 taskforce is probably going to be a key to what
3 happens futuristically, and I tell you, it really
4 needs to -- it really needs to happen quick,
5 folks. We need to see some meaningful legislation
6 very soon.

7 You know, the jobs that we now have, for
8 those that are still active, the jobs that we
9 still -- we have now are not the jobs they were
10 even six years ago. The jobs have really, really
11 changed. And I hope that everyone here that is
12 active is thankful for the job that you have. I
13 know that I am. I'm thankful for the job I have.
14 But, I wonder how many of you still love the job
15 that you currently have, and I think if you love
16 the job you currently have like I used to, you're
17 probably in the minority in this room, to be quite
18 honest, okay?

19 So, I would also hope that everyone in
20 this room that is active that you don't make the
21 Post Office your life. I see that happen a lot.
22 You need to have a life outside of this Postal

1 Service.

2 [Applause.]

3 And, you know, we can complain about lots
4 of stuff. You may -- and, again, this is the last
5 half-full, half-empty kind of analogy, right --
6 you can complain because the rose bush has thorns
7 on it, right, or you could be happy that those
8 thorns also bear roses. It just depends on which
9 way you look at it, right? So, again, thankful
10 for your job is one thing, and loving the job is a
11 separate subject.

12 On behalf both Christy and I -- my wife,
13 Christy, she's actually here with me this week --
14 I do want to thank a few folks. I don't know if -
15 - I thought I saw Benita out in the hallway, but
16 Louie and Benita, where ever you may be, I want to
17 thank you for your friendship. I see you back
18 there, Louie. I want to thank you for your
19 friendship to both Christy and I. We got to know
20 you all the first two years that we were there in
21 Alexandria. And then also to Branch 100, thank
22 you for the hospitality you've shown to us, and

1 Branch 100 could really help me out, because my
2 wife is here, and we had a conflict this past
3 year. So, if you could please tell her that you
4 did not have a good time this past Christmas and
5 that the meeting was really bad -- Jim, if you
6 could take care of that for me, that would really
7 help me out, because she really liked coming up
8 there, and they had some conflicts within their
9 organization. We had some legislative meetings
10 going on as well.

11 But, I do really -- I appreciate the
12 opportunity to have been able to work with the
13 Board that you have with Brian and Chuck and Ivan,
14 the ones that I see most of the time, and I do
15 really appreciate the opportunity. It's going to
16 be different for me. I'm going to enjoy going
17 back home. So, those -- those in West Virginia,
18 I'll see you here in about November. I'll see you
19 when we get back. I'm looking forward to it, but
20 at the same time there will be a lot of this that
21 I miss. I love representing folks, and I'm not
22 leaving the organization. I'm not quitting, but

1 my terms are up, so I will just be taking on a
2 different role.

3 But, let me leave you all with this. I
4 don't want to take up all your time here, but let
5 me leave you with this thought, again, thinking
6 from a positive standpoint, and this is from an
7 unknown author. It says, "Attitude is a choice.
8 Happiness is a choice. Optimism, that's a choice.
9 Kindness is a choice. Giving is a choice. And
10 respect is a choice. Whatever choice you make
11 makes you." Think about that. God bless each and
12 every one of you, and I hope you have a great
13 convention.

14 [Applause.]

15 MR. BRIAN WAGNER: Thank you, Sean. I
16 truly appreciate you coming out and speaking to
17 the delegation.

18 Sean brought up a lot of good things with
19 regards to information about the NPA and what
20 we're working on in FY19. So, I'm going to go off
21 script right now for a few minutes and address the
22 elephant in the room. Bruce, would you come up?

1 The elephant in the room is regarding pay talks
2 and fact-finding and where we're at, okay? Just
3 to give you a brief history, we started back in
4 September of last year when we got the official
5 pay offer from the Postal Service. NAPS countered
6 with what we thought was a fair and reasonable pay
7 offer counter. The Post Office looked at it, we
8 met a couple of times. By law, according to Title
9 39, and that's what we have to follow is Title 39,
10 the law, the process. No matter how much we want
11 to try to circumvent and go do workarounds or
12 bypasses, we have to follow the law.

13 So, the law said by basically December
14 20th, the Post Office was to give us a final pay
15 package. Okay. And we were discussing, we had
16 some good dialogue, we were moving on some things,
17 and it's getting close. So, the Post Office asked
18 us if we would extend. We did, because we thought
19 we would -- it would be positive toward the
20 membership and our pay to do an extension and not
21 at the time of December 20th, right before
22 Christmas, do a pay package that would over 16,000

1 EAS would not get a pay raise. That would not be
2 the proper thing to do. We extended, we continued
3 to talk.

4 Unfortunately, the Post Office continued
5 to extend. We started asking for information. We
6 got farther and farther. And in April, we gave
7 the Post Office what we call our line in the sand,
8 here it is, this is what we're asking for. They
9 came back in May, about May 15th, come back and
10 asked for a few more things, and they gave us a
11 few things on looking at some upgrades for the
12 Level 12s and the minimums being raised. But, it
13 wasn't addressing the NPA or pay-for-performance
14 system, where at that time, when you're getting
15 into April, we weren't at 16,000, we were at
16 17,000, and almost EAS without a pay raise.

17 On May 15th, they sat down with us again
18 and said how about this. We said no. They
19 already got our April and May 30th -- we sent a
20 request for information. We told the Post Office
21 this is what we feel is fair and reasonable. They
22 didn't give us a pay -- a final pay offer until

1 June 28th. Okay. That starts the clock. By
2 Title 39, the fact-finding, if we chose.

3 Now, we could have accepted that June
4 28th offer, but at that time, 19,000 EAS would be
5 without a pay raise, according to the pay-for-
6 performance system, and in good conscience, your
7 Executive Board resident officers and the pay talk
8 team felt that's not the right answer. There were
9 a few good things in there for pay increases, but
10 at the end of the day -- and I mentioned to you I
11 would say that a lot -- at the end of the day, we
12 could not accept that 19 -- over 19,000 EAS would
13 not have a pay raise. That is unacceptable. It's
14 unacceptable that the pay-for-performance system
15 is not working. It's unacceptable, and we've
16 talked to the Post Office, and we hear we don't
17 have any money. We hear the union's got grievance
18 settlements. You can't tell us you don't have
19 money. And again, no matter how much we have a
20 thousand ideas out here of what we should get and
21 what we're not getting and what the Post Office
22 should have done and why they did it, it's the

1 law. And Title 39 says three things in the law,
2 that they have to offer us a pay package that's
3 comparable to the private sector, and depending on
4 who they consider the private sector and what we
5 consider the private sector is two different
6 things. I like coffee, but the private sector is
7 not the barista at Starbucks. It's not the
8 manager at TJ Maxx. You know, we're talking
9 people who -- who manage 50 to 60 people, working
10 operations 24/7.

11 The other part of the Title 39 says that
12 your pay has to have compensation that's greater
13 than the person you supervise, and, of course, we
14 that's always the supervisor differential. We got
15 a little bit on the minimum increases and where
16 some people to get EASN Level 20s and higher, and
17 that is good. Some people would benefit. But,
18 you know, that's great that some would benefit,
19 but this is a collective -- you're working every
20 day, you go in every day and then you have to work
21 to try to get a pay raise so that you had a
22 differential is the second part of the law.

1 But, really what I think is the key to
2 this is the third part of the law, that the Post
3 Office is to provide a pay and benefits that will
4 attract and retain qualified EAS, and in today's
5 market and today's happening, that's not
6 happening. We have people wanting to go back to
7 the craft. You're getting CCAs to step up as
8 supervisors. You're not getting people who have
9 been in the Post Office for 15 to 20 years wanting
10 to take on a supervisory job, a clerk or a carrier
11 or someone who has been a Level 17 to move up to a
12 20 or 22 because the pay is not there, the
13 treatment is not there.

14 So, when we got the offer in June, we had
15 ten days to decide if we're going to fact-finding.
16 Your Executive Board voted -- resident office
17 Executive Board -- that this was not a good pay
18 offer and we would go to fact-finding. We would
19 seek a better resolution to what the Post Office
20 was offering. We started the process. The
21 attorneys filed for the FMCS, Federal Mediation
22 Conciliatory Service, filed within ten days, and

1 then what happens is -- and I've written about
2 this, if you read the articles about how pay talks
3 work -- we go to fact-finding, we go to Federal
4 mediation, and they're going to give us names of
5 mediators to select to do the fact-finding. They
6 gave us seven names. We look at them, and then we
7 pick -- NAPS picks what we feel is the best
8 mediator for us. And then the Post Office gets to
9 pick from the seven, right? So, they don't pick
10 ours. We pick one, and they pick one. And of
11 that seven, after those two are picked, the two
12 mediators pick a third one to be the Chair. They
13 have to decide, and that's the Chair, and that's
14 how the law works.

15 So, now we're in the process, and we've
16 requested information, and we're still waiting for
17 that, and we're in the process of going to fact-
18 finding. But -- what was it, July 20th --
19 approximately July 20th, the Post Office [knocks
20 on podium] basically knocks on our door and says,
21 "Hey we want to send you a revised final offer."
22 It's kind of like a second or third last-chance

1 agreement. Really?

2 [Laughter.]

3 And you saw we're in a 15-box system.

4 Right now, for FY18, we're over 19,000 people who
5 aren't get a pay raise. So, in box 4 is 2

6 percent. And the Post Office offered previously a
7 10-box system, a little bit of lump-sum money, but
8 only a little bit of base-pay money, and some lump
9 sum. So, basically overall when you do the math,
10 if you're finance, you're losing money on pay.

11 And they came back with a second final to a 15-box
12 system with only 1.75 percent in box 4. So,
13 basically it became less for pay-for-performance
14 that a pay-for-performance system going in the
15 wrong direction.

16 Now again, there were some good things in
17 part of it, but overall, it's not for NAPS' best
18 interest and the members' best interest to accept
19 a pay package that's going to take money out of
20 your pocket and not address the work you do. And
21 we are in fact-finding. It is a process. Now, we
22 will be preparing our case, which we have a lot of

1 documents, and we'll prepare our case for fact-
2 finding, and the Post Office will prepare their
3 case, and then what happens is the mediators will
4 look at it, and they'll make a ruling. They'll
5 make a recommendation on what was fair and give it
6 to the Post Office. And the Post Office has to
7 answer that, and they just can't say no, they have
8 to give a reasonable answer by the law.

9 Now, again, they can not accept anything
10 that the fact-finding team does, but at least one
11 of the things -- talking with our legal counsel --
12 we have to do administrative exhaustion. We have
13 to go take the process all the way to the end
14 before we can try to go any other way to see what
15 other options are out there. And again, we could
16 spend these convention days discussing why the
17 Post Office offered this and why didn't they think
18 of that. They offered us what they offered us.
19 To us, it wasn't fair to you, the members. It
20 wasn't a fair and equitable pay package, so we're
21 going to fact-finding again. And I say again
22 because Jay, Louis Atkins, and I were on the first

1 one in FY11 and 12. That was the first time NAPS
2 ever went to that. We had no precedent. We had
3 no trend of how things went.

4 So, we have to show -- when we go to
5 fact-finding, I hope the Post Office realizes what
6 they've done and gives us a great pay package. I
7 hope the recommendation from the fact-finding team
8 comes back and it's great, and the Post Office
9 accepts it. But, if they don't -- if the Post
10 Office doesn't, then NAPS as an Executive Board
11 has to sit down and see what our next options are.
12 Many of it is to change Title 39. And Ivan Butts,
13 your Executive VP, is in charge of our
14 legislative, along with Bruce Moyer, that's a lot
15 of work, and that means money into SPAC. But,
16 this isn't a commercial for SPAC. This is what
17 I'm trying to tell you, we can stand, and I will
18 stay here until midnight to hear you, but we have
19 certain business to get done first. But, I
20 promise you, if you want to talk about this and go
21 over and over -- and say people say beat a dead
22 horse because there is a process -- I will stand

1 at this podium and do that for you. But, I want
2 to get through business first, and at 5:00, if you
3 want to get up here and talk about it, I'll be
4 more than happy to do that. But, I will not -- I
5 will ensure that you have your voice heard. But,
6 I do want to get through business. But, I did
7 want to bring it up to you -- there is a process.
8 No matter how much we want to do something
9 different or go a different way, the law is the
10 law, and the process is the process, and we have
11 to follow that, no matter how many exceptions or
12 ways we think we can do it.

13 I wanted to clarify because Megan Brennan
14 will be here tomorrow, and so will Dave Williams.
15 And Megan Brennan speaks on national things, not
16 hey, I can't get trucks for my office and things
17 like that, you know, what's important, but Megan
18 looks at the national scale, how are we doing
19 globally, how are we doing on the legislative
20 side. And Dave Williams is operations. So, bring
21 those questions that are global and those that are
22 national on operations.

1 And if you want to talk about pay, we
2 can, but I will tell you, talking with our legal
3 team, talking with our pay talk team, and our
4 Executive Board, we're following the process. And
5 I know I'm repeating myself, but it's a process.
6 We can't go around it. But, I just wanted to
7 bring that out. I appreciate Sean bringing it up.
8 We are looking at the NPA for 18 -- 19, and again,
9 we have not agreed with the Post Office. NAPS did
10 not agree with this pay package, and that's why
11 we're going to fact-finding.

12 With that, I probably spent more than my
13 5 minutes according our rule.

14 MR. JOHN HARRIS: Mr. Chairman.

15 MR. BRIAN WAGNER: Delegate at microphone
16 7.

17 MR. JOHN HARRIS: John Harris, Branch
18 567, Atlanta, Georgia. Is the gentleman from the
19 Postmasters and Management Association still here?

20 MR. BRIAN WAGNER: Yes, he is -- Mr. Sean
21 Accord? Yes.

22 MR. JOHN HARRIS: I would like to know

1 why they accepted the Postal Service's pay
2 package, if he would be so kind.

3 MR. BRIAN WAGNER: Mr. Harris, you can
4 ask him personally -- outside if you want to ask,
5 but I don't think that would be in order here to
6 bring up.

7 MR. JOHN HARRIS: Why not?

8 MR. BRIAN WAGNER: This is a conduction
9 of NAPS Business.

10 MR. JOHN HARRIS: Well, the reason why
11 I'm bringing this up is that we both share -- this
12 organization and their organization had to do the
13 same thing. They have to go to the Postal Service
14 because we are governed by the same type of pay
15 package. They decided to accept it, we did not.

16 MR. BRIAN WAGNER: Right.

17 MR. JOHN HARRIS: Okay. Now, the reason
18 why I'm asking this is because since we decided to
19 take this path, I want to know why they decided
20 not to take this path, because we're both trying
21 to get to the same place, and the same amount of
22 people or more in their organization that they

1 represent are facing the same non-pay that we are
2 facing.

3 MR. BRIAN WAGNER: That's not -- I agree.
4 Like I said before, that's not appropriate.
5 That's a conversation that you want to have with
6 them, and that's fine. That does not conduct the
7 business of this organization on our decision why
8 we went forward. If you want to ask him --

9 MR. JOHN HARRIS: Oh, no. I'm not
10 challenging your decision. No, no. I just wanted
11 to know. Now, if I can't, that's fine. I will
12 talk with him privately, but I'm just thinking --

13 MR. BRIAN WAGNER: Well, we will not do
14 that on this convention floor of convention
15 business.

16 MR. JOHN HARRIS: Okay. Now, second
17 thing. Now, Title 39 says that the Postal Service
18 -- well, I'll just read it. "The Postal Service
19 shall within 45 days of each date on which an
20 agreement is reached on a Collective Bargaining
21 Agreement between the Postal Service and the
22 Bargaining Representative recognized under Section

1 1203 of this site or which represents the largest
2 of employees, make a proposal for any changes in
3 pay policies and schedules and fringe benefit
4 programs for members of the supervisor
5 organization which are to be in effect during the
6 same period as covered by such agreement." Now,
7 does your legal team agree with that policy?
8 Because the reason I'm asking this is that it
9 mentions that changes in pay policies and
10 schedules -- when is the last time that we've had
11 a pay schedule? Because pay-for-performance is
12 not a pay schedule. It is not scheduled pay. By
13 definition, it is a fringe benefit program. So,
14 since we do not have scheduled pay, according to
15 Title 39, they are in violation of the law -- the
16 Postal Service is in violation of Title 39. Does
17 your legal team realize that, and did -- was this
18 discussed during the time that you were
19 negotiating with the Postal Service or consulting
20 with them?

21 MR. BRIAN WAGNER: Well, I'm not an
22 attorney. I'm not going to practice law without a

1 license. I will defer to our legal counsel to
2 explain the law part and the legal part of it.
3 Like I said, I could not answer what you mean on
4 the interpretation, so I'll turn it over to Bruce
5 Moyer, our legal counsel and the person who is
6 Chairing our pay talk team. Bruce.

7 MR. BRUCE MOYER: Thank you, Brian.
8 Thank you for your question. To the degree to
9 which the NPA is a pay policy matter, it's still
10 covered under the statute. To the degree that it
11 represents a conflict with the statute, I would
12 rather not, in a public forum, disclose our
13 strategy that we are going to be bringing in terms
14 of our arguments to fact-finding. But, thank you
15 very much for your observation.

16 MR. BRIAN WAGNER: All right. At this
17 point in time, I would like to bring up Dr. Bruce
18 Bishop. Delegate at mic 7.

19 MR. BOBBY BOCK: Bobby Bock, Branch 406.
20 Brian, can you tell us what was our proposal to
21 the Postal Service, or is that a secret? What you
22 guys asked for, can you give us a brief synopsis

1 what you asked for? Because I've got a member
2 that was recently promoted. He was a tech, got
3 promoted to supervisor of vehicle maintenance, and
4 he's losing \$30 a paycheck because he has to pay
5 more for his health insurance. Can you give us a
6 brief synopsis of what we asked from the Postal
7 Service for our demands for pay, please?

8 MR. BRIAN WAGNER: In brief synopsis, we
9 asked for more pay-for-performance percentages,
10 and we asked that their compensation shouldn't be
11 in just box 4 and higher. We did not ask that we
12 pay more in health benefits, that the health
13 benefits stayed the same. We asked for some
14 upgrades with regard to Level 12s that you saw
15 that we got. They did come back and give the
16 Level 12s a 2 percent. But, the thing we were
17 trying to address is also a work study group to
18 fix this pay-for-performance or this pay policy
19 the Post Office has to make it more fair and
20 reasonable.

21 As for trying to look back and get, some
22 would say, retroactive or catch-up provisions, but

1 one of the things we were trying to do is make
2 sure that we followed the law that the law says
3 that our pay is comparable to the private sector.
4 And that encompasses going back the years -- are
5 we comparable to the private sector. Is it within
6 the differential of pay, and is it attracting and
7 retaining. That's what we did.

8 MR. BOBBY BOCK: Okay. Brian, in the
9 Postmasters, they got Level 20s, depending on
10 their staffing in the office, they've got them as
11 special exempt for a period of time. Did NAPS try
12 to do that for our Level 20s that work in the
13 plants and customer service station managers?

14 MR. BRIAN WAGNER: We did not offer --
15 we're trying to get the minimums and the maximums
16 raised so that would compensate people for their
17 pay.

18 MR. BRIAN BOCK: But, the level -- if
19 they're special exempt Level 20 -- if the 18s are
20 special exempt --

21 MR. BRIAN WAGNER: Did we ask for that?
22 No, we did not ask for that.

1 MR. BOBBY BOCK: Okay. Thank you.

2 MR. BRIAN WAGNER: Okay. So, at this
3 time -- thank you, Bobby. Again, I want to bring
4 up Dr. Bruce Bishop to go over some guidelines on
5 parliamentary procedures. I know we heard from
6 Luther, and we appreciate that, Luther.

7 MS. DEBORAH EVANS-ATKINS: Mr. President,
8 mic 8.

9 MR. BRIAN WAGNER: Mic 8. Yes?

10 MS. DEBORAH EVANS-ATKINS: Deborah Evans-
11 Atkins, Branch 135, Washington, D.C. We have
12 headquarters new memberships would like to know --
13 the letter that was written on this new pay talk
14 agreement -- the letter stated, "field employees."
15 It has no mention to HQ, and so, they would like
16 to know, are they a part of it, and can that
17 letter be revised, if they are? And, if they are
18 not, they're members -- who is going to represent
19 their salary? Has any discussion taken place in
20 regard to that?

21 MR. BRIAN WAGNER: According to the
22 Postal Service, NAPS only represents field

1 employees, not headquarters. However, that's not
2 -- that's the Post Office's position. They've
3 offered us the field pay package. They said there
4 would be a separate headquarters one, because they
5 say NAPS doesn't represent headquarters employees
6 in pay. We represent headquarters employees when
7 it comes to representation regarding disciplinary
8 action. But, that is a discussion that NAPS is
9 still having, and that we don't agree with the
10 Postal Service that one, we don't represent
11 headquarters employees. So, now we are looking at
12 our options on how we correct that. But, at this
13 point in time, the Postal Service has only given
14 us a pay package for field employees, and
15 headquarters employees are not included in that,
16 because the Postal Service has taken the position
17 we don't represent headquarters employees in pay.
18 We don't agree with that, but that's the position
19 they're taking, so we will look at our options on
20 how to rectify that.

21 MS. DEBORAH EVANS-ATKINS: I'll get that
22 back to the membership, because it's growing every

1 day, and they are large. Thank you.

2 MR. BRIAN WAGNER: We -- we'll be -- our
3 Executive Board and legal team and pay talk team
4 will be looking at every option and make sure --
5 in our position, NAPS represents all EAS, field or
6 headquarters. That's our position, and that's
7 what we're going to make sure that we do in the
8 future. We have field. We will be talking with
9 the Postal Service regarding the issues of
10 headquarters employees.

11 Again, I would like to introduce
12 Dr. Bruce Bishop. Again, he was introduced
13 earlier by Ivan Butts, but to say some -- give us
14 some remarks, he gave an excellent training
15 orientation yesterday to our first-timers in
16 Delegate Orientation and delegates who showed up,
17 and it went over very well. It was a very good
18 program, and Dr. Bishop has asked if he could have
19 a few minutes to kind of go over some of the
20 summary of that. so, Dr. Bishop, I give you the
21 floor.

22 Bernie McCarthy, would you come up to see

1 Ivan here, please?

2 Dr. Bishop.

3 DR. BRUCE BISHOP: Thank you, President
4 Brian.

5 [Applause.]

6 And thank you all, once again, for giving
7 me the opportunity to serve as your National
8 Parliamentarian. Welcome to 64 or 65 new folks
9 who are here for the very first time. I probably
10 had the opportunity to speak with most of you
11 yesterday at the scheduled orientation. I wish
12 more of you had been there, but I will simply echo
13 some of those remarks that I made yesterday.

14 It truly is an honor and a privilege to
15 serve this organization for the third time for
16 your third National Convention. I want to talk a
17 little bit about parliamentary procedure and the
18 process that this organization uses therein,
19 because this is your organization, and as a
20 delegate indicated earlier, how you interpret the
21 rules and the rules that you adopt are specific
22 and individual to your organization. But, there's

1 a difference between parliamentary procedure as
2 written in the various parliamentary books such as
3 Robert's Rules of Order and the other
4 parliamentary authorities. There's a difference
5 between those procedures and what we call
6 parliamentary law. Because we do not have a
7 choice about parliamentary law. That, we have to
8 follow -- every single organization in the United
9 States has to follow the law.

10 The law says, for example, that you have
11 to schedule a meeting and notify all of the
12 members. We've done that. The law says that we
13 have to make sure that we establish and maintain
14 quorum during and throughout all of our business
15 sessions, and that no decisions can be made absent
16 the existence of that quorum. The law indicates
17 that everybody should have the opportunity to hear
18 and debate the issues before the Assembly and
19 before we vote, and the law assures that every
20 single person has the same and equal opportunity
21 to vote on those issues. And then, the law says
22 that all decisions shall be made by at a minimum a

1 majority vote of those people who vote. That's
2 the law.

3 Robert's Rules of Order, which is what
4 this organization and many other organizations in
5 the United States have adopted as their
6 parliamentary authority, is a book of tools to
7 help you make sure you follow the law in an
8 effective and orderly manner.

9 And then, I am another tool that this
10 organization has employed to help and assure and
11 assist you in following those rules and those
12 procedures.

13 I think it's fitting that this meeting is
14 being held at a casino because about many years
15 ago, I was first introduced to the game of craps,
16 and that's an intimidating game if you've never
17 played it before. You stand at the table, as I
18 did the very first time and probably the second
19 time and third time, and I just kind of watched
20 the game, and I was intrigued by it, and I had no
21 understanding of what was going on. I didn't
22 understand the vocabulary, I didn't understand the

1 rules, I didn't understand the process, I didn't
2 understand the betting of the game. Until the
3 first time I put any money on the table, those of
4 you who have played craps, I put it in what seemed
5 to be the simplest process of the game, and that
6 was that I put money in the field, and I lost.
7 And then I had somebody who explained the game to
8 me, and after it was explained to me, it made a
9 lot of sense, and it seemed logical, and it seemed
10 reasonable. And now, it's absolutely my favorite
11 game. I haven't been there, I haven't played, but
12 maybe you'll see me down there playing craps.

13 And I use that example because I think
14 it's the same as parliamentary procedure to a lot
15 of people who are first-timers. It's
16 intimidating. It can be very intimidating. The
17 rules might be unclear to you, the vocabulary is
18 brand new, and as a result of that, you might be
19 tempted to stand on the sidelines of the table and
20 not put down a bet, and not get involved
21 initially. And so my hope is that you -- you
22 won't hesitate too long, that if there is an issue

1 that you are interested in, that you want to speak
2 to, that you will go to the microphone and wait to
3 be recognized, and not be intimidated by those folks
4 who have been here a long time, and not be
5 intimidated by the vocabulary. I told the group
6 that I spoke with yesterday that it's our job --
7 it's my job as the parliamentarian, and it's the
8 job of the people at the front table, to figure
9 out what it is you're trying to do and what it is
10 you're trying to say. We'll figure it out. You
11 stand up, you share your idea with us, and we'll
12 figure it out, and we'll interpret it, and we'll
13 do our best to interpret it properly. But,
14 please, don't be intimidated by the process.
15 Stand up at the microphone, throw some money on
16 the table, and hopefully you'll win.

17 I also told the group yesterday that
18 there's a number of reasons why we come to
19 meetings like this. But, there really is only one
20 main reason, and the main reason why we assemble
21 every two years as an organization like this, the
22 very main reason, is to make decisions. So,

1 that's our job over the next several days. You
2 have 60-some resolutions before you, and that's
3 the business of the organization. Those
4 resolutions will be introduced, the resolutions
5 will be debated, and then eventually we have to
6 make a decision on those. Anything else that
7 happens during this meeting -- the sharing of
8 information and the sharing of reports -- is
9 tangential to the real reason that we're here, and
10 that is to make decisions. So, my job as
11 parliamentarian and the rules of parliamentary
12 procedure again are to help you make those
13 decisions as effectively and as efficiently as
14 possible. And the rules are many-fold. You just
15 adopted a number of rules, and those are your
16 local rules. And then, you also have the
17 parliamentary rules that exist within Robert's
18 Rules of Order, and then you have, as Luther
19 talked about, traditions -- things that you have
20 traditionally done that have essentially become
21 your own individual rules as well. He spoke, for
22 example, about points or privilege. Well,

1 actually there's two different kinds of privileged
2 points, there's not just one. There's what we
3 refer to or what I refer to as a professional
4 parliamentary is what I call general privilege,
5 and that's the privilege that affects everybody.
6 So, if you can't hear me, or if you feel like it's
7 time to take a recess, so are a privilege that you
8 think affects everybody, and you to the
9 microphone, and you ask for a point of privilege
10 and indicate that you think it's time for a
11 recess, or you think that the microphone needs to
12 be turned up, or any other issue that affects
13 everybody. And then, there's what we call a point
14 of personal privilege, which is something that
15 affects you, and you need to share it with the
16 group. Robert's gives kind of a specific
17 indication of what a point of personal privilege,
18 if you've been accused of something and you want
19 to defend yourself is one of the examples he uses.
20 But this organization has used the point of
21 personal privilege for a number of other more fun
22 situations, for example, to recognize someone's

1 birthday or someone's anniversary, or the birth of
2 a grandson or granddaughter or child. And so, we
3 can certainly do that, but it's best that we wait
4 until there's no other business pending, because
5 the reason that we're here is to make decisions.
6 And so, if you wait for those points of personal
7 privilege and give the Chair the discretion that
8 he has under Robert's Rules of Order and also
9 under the rules that you've just adopted, to
10 decide when is the most appropriate time to
11 recognize those kinds of things, then we're better
12 able to handle the business of the organization.

13 So, here's the process. Resolutions will
14 be introduced. You've already seen it at work
15 this afternoon. If you want to speak to the chair
16 -- if you want to speak to the organization, you
17 go to the microphone, you wait, usually there's
18 going to be a number of people at the microphones
19 -- I think we have eight right now, we might try
20 to get more for tomorrow -- but, go to the
21 microphone, whichever one is closest to you. If
22 you have difficulty going to the microphone, get

1 the attention of one of the Sargent of Arms, and
2 we'll have a microphone brought to you, and then
3 you wait to be recognized by the Chair. The Chair
4 will do his best to recognize people in the order
5 in which they approach the microphone. That's
6 strategically and logistically a difficult thing
7 to do, since there's so many microphones, but
8 we're still going to do our best to recognize
9 individuals in the order in which they went to the
10 microphone.

11 The second rule, though, and you adopted
12 the rule, and it also exists in Robert's Rules of
13 Order, is that we will attempt during debate to
14 alternate speeches between those people who want
15 to speak in favor of a motion and those who want
16 to speak opposed to the motion. So, even though
17 you might be at the front of the microphone and
18 you've been waiting a while, the Chair might ask
19 if there is anybody who wants to speak on the
20 other side of the motion, especially if we heard
21 two speeches or maybe even three speeches in favor
22 in a row or opposed in a row, the Chair, and I

1 will advise the Chair to do this, will ask for
2 someone who wants to speak on the opposite side of
3 whatever has already been articulated. And
4 therefore, again, you might not get to speak even
5 though you're at the front of the microphone. And
6 this process will go back and forth until either
7 the Chair believes that there has been a
8 sufficient amount of debate and asks if you're
9 ready to vote, or until there's nobody else at the
10 microphone, in which case it will be clear that
11 you're ready to vote, or thirdly until somebody
12 makes the motion to close debate, which you've
13 heard done previously already -- somebody made a
14 motion for the previous question, which simply
15 means I think we've talked about this enough, and
16 I think perhaps it's time to vote. You can only
17 make that motion at a microphone. If you yell
18 that out from someplace in the room, call for the
19 question or yell out previous question, the Chair
20 and the Table will hear it, and everybody will
21 hear you also, but all you're doing is expressing
22 a sentiment. It's not, and it will not be taken

1 as a formal motion unless it is actually made at
2 the microphone and accepted and then repeated by
3 the Chair.

4 So, the process is pretty simple. We're
5 going to take each of the resolutions and the
6 other points that come up -- we'll take them in
7 turn as they are presented, and then we'll vote.
8 And the Chair will initially try what we call a
9 voice vote, which is simply saying, all those in
10 favor say aye, meaning I am in favor, and all
11 those opposed say no. If you are in favor of the
12 motion, yell out aye. If you are opposed to the
13 motion, yell out no. And then, from up here, the
14 Chair will decide whether there more people saying
15 aye or more people saying no, and then the Chair
16 will say the motion passes or the motion fails
17 based upon his best guess -- not guess -- best
18 estimate as to whether there were more yeses or
19 nos. You have to trust the process, and that is
20 it begins with the idea that standing up here, we
21 have a much better perspective on the sound than
22 people sitting right in the middle of the floor.

1 From where you're sitting, it might sound like
2 there were more nos than it does from those of us
3 sitting up here. But, I have to also tell you, as
4 a parliamentarian, I've got no money in the game.
5 I've got no dog in this fight, and I don't have a
6 preference as to whether you pass a motion or
7 defeat a motion. I don't care. So, I will
8 honestly, and as the President of the
9 organization, Brian, has always -- the resident
10 Officers have met over the last few days -- we are
11 dedicated to the idea that this is your
12 organization. It's a membership organization, and
13 you, the members, you the delegates, you are the
14 decision makers. It is your votes that will
15 determine everything up here. So, what my
16 preference is doesn't matter. What Brian's
17 preference is as your President doesn't matter.
18 If we hear more yeses, we will tell you the vote
19 passed. If we hear more nos, we'll tell you the
20 vote failed. And we ask you to trust that is the
21 case. If we aren't sure -- if the President of
22 the organization is not sure -- if it sounded

1 pretty even between yeses and nos, then the Chair
2 will indicate that to you. The Chair will say I'm
3 not sure of the result, and he'll ask for a
4 standing vote. All those in favor, please stand,
5 and we will look. Then, he'll ask you to sit
6 down. All opposed, now please stand, and we will
7 look again. The idea behind that is that nobody
8 can stand up louder than someone else, whereas you
9 can yell yes louder or no louder, you can't stand
10 up louder than anybody else. So, with that visual
11 representation of the yeses or nos, we will
12 attempt once again to decide whether there were
13 more yeses or nos, and thereby announce back.

14 Now, it's conceivable we still won't be
15 sure, in which case we'll have to do another form
16 of division, which is a counted vote, and at that
17 point, the Sargent of Arms will be disbursed with
18 clickers to count each individual vote according
19 to regions. And so, again, at the order of the
20 Chair, all those in favor will stand up and be
21 counted. You'll show your delegate card, the
22 Sargent of Arms will click one time for each of

1 the yeses and ask you to sit down, and then
2 everybody will be sat down, and then we'll ask all
3 of the people objecting to the motion to stand up,
4 and we'll repeat the process again. We'll
5 coordinate and tabulate the results amongst the
6 Sargent of Arms and then announce how many yeses
7 and how many nos, and that will be the final
8 division of the house that we will use.

9 So, first we'll try a voice vote.

10 Actually, first we'll try consensus, are there any
11 objections. If there aren't any objections, then
12 the motion will pass. Then, we'll do a voice
13 vote. Then, we'll do a standing vote. And then
14 we'll do a standing counted vote to make sure that
15 the majority is rightfully heard from, and that we
16 properly record all of the results.

17 I look forward to a fun, enthusiastic,
18 and dynamic week. I look forward to working with
19 you and talking to you. If you have any
20 parliamentary questions at any time outside of
21 this meeting, please feel free to approach me,
22 whether it be in the elevator, in the halls, or in

1 the lobby, please don't hesitate to do that. I
2 really enjoy talking about this stuff, and I enjoy
3 working with you folks.

4 I do want to correct one little thing
5 that was said by a delegate. As your
6 parliamentarian, I don't get to make rulings.
7 Parliamentarians don't make rulings. All I can do
8 is offer an opinion, much like an attorney might
9 give you an opinion, and you either follow the
10 opinion or your attorney, you follow the opinion
11 of your parliamentarian, or you don't. But, it is
12 incorrect to ask for a ruling from the
13 parliamentarian. Ask my opinion, and I'm more
14 than happy to give that to you, but I'm not an
15 umpire or a judge. I'm more of a counselor.

16 Again, I look forward to working with
17 you. Thank you very much for indulging me. Have
18 a great convention.

19 [Applause.]

20 MR. BRIAN WAGNER: Okay, we're going to
21 move on to getting to our resolutions, and I need
22 Ken Bunch, Branch 23 Chair of the Constitution and

1 Bylaws Committee and Rich Caruso of Branch 10.

2 UNIDENTIFIED MALE SPEAKER: Delegate at
3 mic 5.

4 MR. BRIAN WAGNER: Mic 5? Delegate at
5 mic 5.

6 MR. CALVIN EDWARDS: Calvin Edwards,
7 Branch 31, from the beautiful city of Tacoma,
8 Washington. I just had -- I need some
9 clarification about the statement that you made
10 regarding pay representation for headquarters
11 members. You were saying that headquarters
12 members would not be represented. Who would
13 represent them?

14 MR. BRIAN WAGNER: Right now, the Post
15 Office position is that NAPS doesn't represent
16 them. So, the Post Office is representing you.
17 They're telling you what your pay is. That's why
18 we don't believe that they're correct that NAPS
19 does not represent you. They will decide what
20 your pay is.

21 MR. CALVIN EDWARDS: So, that means that
22 we're in trouble.

1 MR. BRIAN WAGNER: Well, that's why NAPS
2 is here to help you, and that's why we're working
3 to make sure the Post Office Understands that all
4 EAS should belong to NAPS.

5 MR. CALVIN EDWARDS: Right on. I got
6 your back. I'm voting for the folks who are going
7 to be helping the USPS.

8 MR. BRIAN WAGNER: Yeah. Don't let the
9 Post Office say we can't represent you in
10 disciplinary action. They want -- sometimes that
11 has come up in the field or at headquarters. We
12 can represent you according to ELM 650, but again,
13 the Post Office position is that we don't
14 represent headquarters employees on pay.

15 MR. CALVIN EDWARDS: Thanks, Brian.

16 MR. BRIAN WAGNER: Thank you. I'm ready
17 to introduce and recognize Ken Bunch of Branch 23
18 of Michigan, the Chair, and Rich Caruso, Branch 10
19 of Nebraska, the Assistant Chair, to do the
20 Preliminary Report of our Constitution and Bylaws.
21 So, I'm going to turn it over to them, so we can
22 get through by rule, our Constitution and Bylaws

1 resolutions today. Thank you.

2 MR. KEN BUNCH: Thank you, Brian. Good
3 afternoon, NAPS.

4 ALL: Good afternoon.

5 MR. KEN BUNCH: I really appreciate that
6 presentation by Dr. Bishop. You all know if you
7 agreed with everything that we did, we wouldn't
8 have that problem, would we? Thank you.

9 All right. The way we're going to do
10 this is this. We're only going to read the
11 resolves. We hope you all read all of the
12 resolutions. The first 16 are our Constitution
13 and Bylaws. Just for your own edification, know
14 that all 16 of these resolutions deal with just
15 the Constitution. None of them deal with the
16 Bylaws, it's just the Constitution. And we're
17 just going to read the resolves.

18 Now, after we read the resolves, then if
19 we, as a Committee, recommended nonoccurrence,
20 we're going to offer a brief rationale for why we
21 made that recommendation, and naturally if you
22 don't agree, then you can object. And those that

1 -- I think there's one in here that we do vehicle
2 -- and for those of you who are here for the first
3 time and who may not understand that, that
4 basically means that we have two resolutions that
5 attempt to do the same thing; therefore, we just
6 move one to the other, and I think that's
7 Resolution Number II, and we'll deal with that
8 when we get to it. So, here we go.

9 Resolution Number 1 of our Constitution
10 and Bylaws, page 72. Resolved, that Article III,
11 Section 39(c) be changed to read, "Associate
12 members shall pay dues at the branch level no less
13 than an amount one-half the national per-capita
14 tax, which will include a subscription to the
15 Postal Supervisor, and be it further resolved that
16 Article III, Section 3(d) be changed to read,
17 "Associate members who hold office shall pay the
18 full share and same dues and assessment as active
19 members of their respective branches, and be it
20 further resolved that Article III, Section 5 be
21 changed to read, "Any former active member
22 applying for membership shall be eligible for

1 membership. The applicants will become members of
2 a local branch within the state. Where there is
3 no local branch within the state, applicants will
4 become members of the state branch, and be it
5 further resolved that in Article III, Section 8,
6 the following text, "Social Security numbers of
7 direct pay and associate members" be changed to
8 read, "Employee identification number or EIN and
9 civil service claim identification number or CSA,"
10 and the word "wish" be changed to "request" and
11 the words "whatever reason" be changed to
12 "nonpayment of dues to said branch", and be it
13 finally resolved that in Article III, Section 9,
14 the word "employee" be changed to "person." The
15 Committee's recommendation was for starters to
16 strike the second, third, and the fourth resolve -
17 - second, third, and fourth resolve -- the total
18 of five. In other words, starting at line 24, you
19 strike everything until you get to the word
20 "branch" on line 67. Yes. The Committee's
21 recommendation is for concurrence as amended.

22 After we amended it, this is how it would

1 read: "Resolved, that Article III, Section 3(c)
2 be changed to read, "Associate members shall pay
3 dues at the branch level no less than an amount
4 one-half the national per-capita tax, which will
5 include a subscription to the Postal Supervisor,
6 and be it further resolved that in Article III,
7 Section 9, the word employee be changed to
8 person." The Committee's recommendation was for
9 concurrence as amended.

10 MR. BRIAN WAGNER: The Committee's
11 recommendation is for concurrence as amended. Are
12 there any objections? Hearing none, the
13 Committee's recommendation for concurrence as
14 amended is passed. Did somebody object?

15 MR. RAY ELLIOTT: I'm sorry. I had to
16 walk that distance. Ray Elliot, Branch 289. I
17 object.

18 MR. BRIAN WAGNER: Okay. Resolution will
19 be held over for second reading.

20 MR. IVAN BUTTS: Just an announcement.
21 All the members of the Resolution Committee
22 working with Bernie McCarthy, please report back

1 to your Committee Room.

2 MR. KEN BUNCH: Resolution Number II, we
3 vehicle to Resolution Number IV.

4 So, now we will deal with Resolution
5 Number III. Resolved, that Article III, Section
6 3, Associate Members, Subsection A, be changed to
7 read, "Former active members of this association
8 who are in good standing at the time of retirement
9 may not be denied associate membership. Associate
10 members may affiliate with a local or state branch
11 of their choice."

12 The Committee's recommendation was for
13 concurrence.

14 MR. BRIAN WAGNER: All right. The
15 Committee's recommendation is for concurrence.
16 Are there any objections? And if you're running
17 to the mic, just wave and say object. Delegate,
18 mic 6.

19 MR. CHARLES MAY: Charles May, Branch 14,
20 Elizabeth Flamon. I just a point of
21 clarification. I just wanted to find out when you
22 come to the Constitution and Bylaws, I thought we

1 had to have a first reading and that we couldn't
2 object until the second reading of the
3 Constitution and Bylaws. Is that correct?

4 MR. BRIAN WAGNER: No, that is not
5 correct. We'll do the -- we have the printed --
6 we do the reading. If no one objects, it passes
7 without objection. If there is an objection,
8 there's no discussion, and the objectors meet with
9 the Committee.

10 MR. CHARLES MAY: So, if I'm
11 understanding correctly then, once it's printed in
12 the book, that is considered the first reading,
13 and then the second reading would be now. Is that
14 correct?

15 MR. BRIAN WAGNER: I'm following that in
16 our rules that when we do the reading here, and no
17 one objects, since there's no objections, then
18 we're saying it's okay, and we'll pass it. If you
19 object, then there's no discussion, and you meet
20 with the -- with the Committee as an objector.
21 Otherwise, if no one objects, we would just pass
22 it. There's no objection.

1 MR. CHARLES MAY: Okay.

2 MR. BRIAN WAGNER: So, you're not
3 objecting?

4 MR. CHARLES MAY: No, sir. I'm not
5 objecting.

6 MR. BRIAN WAGNER: Okay, thank you. All
7 right. So, the Committee --. Delegate, mic 7.

8 MR. BOBBY BOCK: Bobby Bock, Branch 406.
9 I object.

10 MR. BRIAN WAGNER: Thank you. The
11 resolution will be held over for the second
12 reading.

13 MR. KEN BUNCH: Resolution Number IV.
14 And, just as a reminder, Number IV is carrying
15 Resolution Number II also. Resolved that the
16 respective Area Vice President's findings
17 regarding a member's branch affiliation exception
18 request may be submitted to NAPS headquarters for
19 concurrence by at least two-thirds of the resident
20 officers, and be it further resolved that Article
21 III, Section 6 be changed to read, "A member's
22 place of residence does not qualify as a criterion

1 for requesting an exception to affiliate with
2 another branch. NAPS headquarters shall accept
3 requests from members for branch affiliation
4 exceptions in the following situations:

5 a) When members are affected by Postal
6 Service-initiated consolidations, or

7 (b) When a member's office of physical
8 domicile is different from his or her employing
9 office, USPS finance number of record.

10 In both cases, the member's attendance
11 and participation at branch meetings and
12 activities would be hampered by physical distance
13 from their employing office. The member's current
14 Area Vice President shall investigate with an
15 exception request and report said findings to NAPS
16 headquarters for concurrence by at least two-
17 thirds of the resident officers."

18 The Committee's recommendation was for
19 concurrence.

20 MR. BRIAN WAGNER: The Committee's
21 recommendation is for concurrence. Are there any
22 objections? Are there any objections?

1 MS. TONI COLEMAN-SCRUGGS: Mic 7.

2 MR. BRIAN WAGNER: Mic 7.

3 MS. TONI COLEMAN-SCRUGGS: Toni Coleman-
4 Scruggs, Branch 493. I object.

5 MR. BRIAN WAGNER: Okay. That resolution
6 will be held over.

7 MR. KEN BUNCH: Okay. Resolution Number
8 5. Resolved, that a new paragraph be added at the
9 beginning of Article IV to define local branch.
10 Current paragraph 1 now becomes paragraph 2 in
11 Section I, and be it further resolved that Article
12 IV, Section 1 be changed to read, "A local branch
13 is not a state branch, but recognized as a branch
14 within the state in which it is located. A local
15 branch may not accept for membership current or
16 eligible active members who are in employing
17 offices outside the local branch's respective
18 state unless in accordance with Article IV,
19 Section 6.

20 Local branches may be established within
21 the provision of this Constitution and Bylaws upon
22 application by a majority of, but not fewer than

1 10 members, to the President of the existing NAPS
2 branch and to the NAPS Area Vice President, who
3 shall review and forward the application to the
4 Secretary/Treasurer, who shall, in turn, issue a
5 charter. An office would be limited to only one
6 charter. (For purposes here, the word "office"
7 means those units that fall under the direct
8 dominance of an installation head and/or a PCES
9 manager-in-charge who reports to an Area Vice
10 President or directly to USPS Headquarters.)"

11 We made an amendment to this resolve on
12 line 119, on page 74, that should not be Article
13 IV. We think that's a typo. That should be
14 Article III. So, just strike out the Roman
15 Numeral IV and replace it with Roman Numeral III.
16 And the Committee's recommendation was for
17 concurrence with that amendment.

18 MR. BRIAN WAGNER: All right. The
19 Committee's recommendation is for concurrence as
20 amended. Are there any objections? Delegate, mic
21 5.

22 MS. KATHI CLAPP: Kathi Clapp, Oregon

1 State Branch 940. I object.

2 MR. BRIAN WAGNER: Okay. The resolution
3 will be held over for a second reading.

4 MR. KEN BUNCH: Okay. Resolution Number
5 6. That Article IV, Section 2 be changed by
6 dividing it into three subsections for clarity:

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

11 (b) Member of other offices currently
12 affiliated with a local, state, or bi-state branch
13 may petition to affiliate with the nearest local
14 branch within their respective state or affiliated
15 with their respective state/bi-state branch as
16 members-at-large, provided that the petition to
17 affiliate is signed by the majority of members of
18 the office, the gaining branch consents to
19 affiliation, and the request is approved by the
20 respective Area Vice President and concurred by at
21 least two resident officers.

22 (c) Members of other offices may only

1 affiliate with a local, state, or bi-state branch
2 in accordance with their respective NAPS area of
3 representation in accordance with Article IV,
4 Section 6 (b)."

5 The Committee's recommendation was for
6 nonconcurrence.

7 In order to understand why the Committee
8 recommended noncurrence, you really need to look
9 at the whereas in this particular resolution. If
10 you look at line -- starting at line 53 through
11 line 55 on page 75 and read that second whereas.
12 "Whereas Article IV, Section 2 does not clearly
13 define the geographical distance as it relates to
14 "in the vicinity." Supposedly this resolution is
15 supposed to define what "in the vicinity" means.
16 Unfortunately, it doesn't do that, because we were
17 under the impression that it would define vicinity
18 as a particular distance from one place to the
19 other. In our organization, some folks' vicinity,
20 if you will, in terms of the geographical area
21 that they represent is one building. That's for
22 some. For some, it's one city, it's their

1 vicinity. For some, it's the whole northern part
2 of a state, that's their vicinity. So, how do we
3 define what "in the vicinity" means if NAPS is
4 structured so differently? So, our recommendation
5 was for noncurrence, because that still is not
6 clearly defined here.

7 MR. BRIAN WAGNER: All right. The
8 Committee's recommendation is for nonconcurrency.
9 Are there any objections? Hearing none, the
10 Committee's recommendation for nonconcurrency is
11 concurred with.

12 MR. KEN BUNCH: Resolution Number 7.
13 Resolved, that Article IV, Section 3(b) be changed
14 to read, "Any chartered branch of a state branch
15 that has been realigned to an area outside that of
16 their present state may affiliate with either
17 state," and be it further resolved that in Article
18 IV, Section 5(a) and 5(b), the following text,
19 "(1) Members of the nearest branch, or (2)
20 members-at-large of a state branch," may be
21 changed to read, "Members of a local branch within
22 the state, if no local branch exists within the

1 state, then the members will belong to the state
2 branch," and be it finally resolved that in
3 Article IV, Section 6(C), the words "members-at-
4 large" be removed.

5 In this Article or Resolution, we changed
6 the final resolve. And, if you will go to page --
7 it will help to go to page 106, starting on page
8 39 -- I mean line 39, page 106. The final resolve
9 is going to read or the -- yeah, the final resolve
10 will read -- we're dropping on line 39, we'll
11 remove the last sentence that starts with, "the
12 votes of members-at-large of a state branch will
13 be prorated at one-tenth for each member employed
14 in the area." We'll remove that starting on line
15 39, the words, "the vote of members" will be
16 stricken and removed from line 39 to 41. So, the
17 Committee concurred on this resolution, concurred
18 as amended.

19 MR. BRIAN WAGNER: All right. The
20 Committee's recommendation --

21 MS. MARILYN JONES: Hello. Hello. Mic
22 1, Brian.

1 MR. BRIAN WAGNER: Yes. Delegate at mic
2 1.

3 MS. MARILYN JONES: Marilyn Jones, Branch
4 905 and 39. I was lost. I'm not sure where we're
5 -- we were at. What page? 106? Line 106? Line
6 76? I was lost. I'm sorry.

7 MR. KEN BUNCH: All right. The
8 resolution we're reading is on page 76 -- wherever
9 you're at. I can't see where you're -- oh, I'm
10 sorry. We're reading the resolutions on page 76,
11 and the resolve that we're changing starts on line
12 56, and the Constitution and Bylaws as they are
13 now is on page 106, and it was easier for us to
14 have you go to that page to look and see what
15 exactly is being removed.

16 MS. MARILYN JONES: Okay. Can you do
17 that again, because I think -- maybe I was the
18 only one that was confused.

19 MR. KEN BUNCH: Let me help you with it,
20 please. What the resolve should read -- when we
21 amended the resolve. The resolve should read, the
22 elimination of the final line or the final

1 sentence -- the last sentence of Article IV,
2 Section 6(c). That's what the resolve should
3 read. Delete the final sentence of Article IV,
4 Section 6(c) of the Constitution. Now, for
5 clarification, so you could see exactly what that
6 is, the Constitution is on page 106, so you can
7 see what you're eliminating. Okay? Does that
8 make it clear? Okay. Thank you.

9 MR. BRIAN WAGNER: Okay. Resolution 7,
10 the Committee's recommendation is concurrence as
11 amended. Any objections? Hearing none, the
12 Committee's recommendation as amended without
13 objection is concurred with and passes.

14 MR. RICH CARUSO: Resolved, that the
15 wording "except Branches 71 and 74," in Article
16 IV, Section 6(a), Northeast Region be changed to
17 "except branch 74," and be it further resolved
18 that the wording "Branches 71 and 74 only" in
19 Article IV, Section 6(a) Eastern Region, be
20 changed to "Branch 74 only." The Committee voted
21 in concurrence of this resolution.

22 MR. BRIAN WAGNER: Resolution 8, the

1 Committee's recommendation is for concurrence.
2 Any objections? Hearing and seeing none, the
3 Committee's recommendation is concurred with. It
4 passes without objection. It passes.

5 MR. RICH CARUSO: Okay. Resolution
6 Number 9. Resolved, for all NAPS National
7 Conventions, beginning after 2022, that Article
8 VII in Elections Section 4, be changed to read, "A
9 branch interested in hosting a national convention
10 in its city or geographical area shall express
11 such interest by contacting NAPS Headquarters in
12 writing on or before December 31st of the year
13 prior to the selection of the convention city.
14 NAPS Headquarters will handle the request for
15 proposal, RFP, on behalf of the local branch.
16 NAPS Headquarters will confirm the proposed host
17 city meets NAPS' convention criteria.

18 The convention criteria require that the
19 assembly hall where the general convention session
20 will be hosted, along with committee rooms, and
21 accommodations for delegates, must be within
22 walking distance and no more than one-quarter mile

1 from the front door of each designated convention
2 hotel to the front door of the main facility
3 hosting the general convention session. A
4 sufficiently large block of rooms must available
5 from the Friday before the convention through the
6 Saturday following the convention. When the
7 Executive Board is satisfied that a convention is
8 feasible based on the results of the RFP, it shall
9 report its findings to the convention.

10 Nomination of cities desiring the
11 convention shall follow the nomination of
12 officers. Any city that has not fulfilled the
13 requirements outlined in the preceding paragraph
14 concerning the written proposals shall not be
15 eligible for nomination. In the event no
16 proposals are acceptable, the Executive Board
17 shall be empowered to select a city. Balloting on
18 the convention city shall be conducted as provided
19 in Section 2.

20 Should new construction or renovations
21 prevent the necessary rooms from being available,
22 the Executive Board shall attempt to relocate the

1 convention to the city chosen as runner-up for
2 that convention."

3 Our Committee, on line 40, the first
4 resolved, we're striking the words "for all NAPS
5 national conventions beginning after 2022" at
6 Article VII Elections. We're just striking the --
7 the words on 40 and 42, "for all NAPS national
8 conventions beginning after 2022."

9 And then, we put in a final resolve, and
10 be it finally resolved this amendment becomes
11 effective at close of the 2018 National
12 Convention. The Committee concurred as amended.

13 MR. BRIAN WAGNER: Resolution 9, the
14 Committee's recommendation is concurrence as
15 amended. Are there any objections? Hearing none,
16 the Committee's recommendation for concurrence as
17 -- okay.

18 [Speaking off mic.]

19 MS. SHARON GISHI: Hi. Sorry, Brian.
20 Sharon Gishi, Branch 94. I'm not objecting. I
21 just -- could I -- could we have that information
22 again? I didn't get to write everything down --

1 the changes. Not the first one, the second one.

2 MR. RICH CARUSO: Okay. The final
3 resolve, I will re-read again. The
4 parliamentarian has corrected me. The final
5 resolve that the Committee proposed where I read,
6 be it finally resolved, this amendment becomes
7 effective at the close of the 2018 National
8 Convention, the parliamentarian advised us that as
9 long as it becomes -- as long as it's passed --
10 the resolution is passed, it becomes effective
11 automatically. So, it's just redundant wording.
12 So, the only correction to the resolution would be
13 the corrections I made on line 40 that says, "For
14 all NAPS National Conventions beginning after 2022
15 be struck out," and the final resolve will not be
16 necessary.

17 MR. BRIAN WAGNER: Okay, again, the
18 Committee's recommendation for Resolution 9 is for
19 concurrence as amended. Just raise your hand if
20 you object, and get to the microphone, and we'll
21 hear you, if there are any objections. Hearing
22 none, the Committee's recommendation -- okay.

1 MS. TERESA ROBINSON: Teresa Robinson,
2 Branch 299, Fayetteville. I object.

3 MR. BRIAN WAGNER: The Committee's --
4 the resolution has been objected to and will be
5 held over for a second reading.

6 MR. RICH CARUSO: Okay. Resolution
7 Number 10. Resolved, that Article VII, Section 4,
8 paragraph 2, be amended to read:

9 "Nomination of cities desiring the
10 convention shall follow the nomination of
11 officers. Any city that has not fulfilled the
12 requirements outlined in the preceding paragraph
13 concerning the written proposals shall not be
14 eligible for nomination. In the event that no
15 proposals are acceptable, the Executive Board
16 shall be empowered to select a city. If there are
17 multiple host cities in the same NAPS region, the
18 Executive Board shall review all host city
19 nominations and select no more than one host city
20 per NAPS region. Balloting of the convention city
21 shall be conducted as provided in Section 2."

22 The Committee voted nonconcurrence, and

1 our reasoning was it's up to the region or whoever
2 wants to vie for the host city. So, the Committee
3 voted nonconcurrency.

4 MR. BRIAN WAGNER: Resolution 10, the
5 Committee's recommendation is for nonconcurrency.

6 UNIDENTIFIED MALE SPEAKER: Mic 5.

7 MR. BRIAN WAGNER: Okay. Mic 5.

8 MR. ARIC SKJELSTAD: Aric Skjelstad,
9 Branch 66, Portland, Oregon. I object.

10 MR. BRIAN WAGNER: Okay The resolution
11 will be held over for a second reading.

12 MR. KEN BUNCH: Resolution Number 11.
13 Resolved, that Article IX, Section 3 be amended by
14 adding the sentence, "With this obligation, the
15 entire Executive Board shall authorize a contract
16 with a reputable law firm."

17 The Committee's recommendation was for
18 nonconcurrency. The reason -- in fact, there was
19 a lot of discussion on this particular resolution,
20 and the reason for it was -- is that a lot of the
21 Committee felt that what we presently have is
22 basically a mixture of not just lawyers, but we do

1 have lawyers that represent NAPS members now, but
2 also other people who are very versed and very
3 thorough in postal regulations, that is what's
4 needed periodically, more so than necessarily a
5 lawyer. But, what we have now basically
6 encompasses a lot of that. It has both lawyers as
7 well as retired labor relations specialists or
8 people who are very well versed in postal rules,
9 regulations, procedures, and guidelines. So, the
10 Committee's recommendation was for nonconcurrence.

11 MR. BRIAN WAGNER: As for Resolution 11,
12 the Committee's recommendation is for
13 nonconcurrence. Are there any objections?
14 Delegate at mic 7.

15 MR. JERRY VAN NORMAN: Yes, sir. Jerry
16 Van Norman, Branch 130, Grand Rapids. I object.

17 MR. BRIAN WAGNER: Okay. The resolution
18 will be held over for a second reading.

19 MR. KEN BUNCH: Okay, Resolution Number
20 12. Resolved, that Article XI be changed to add a
21 new Section 7 that reads:

22 "The Secretary/Treasurer shall maintain

1 an accurate list of the local branches of this
2 association and their assigned USPS Finance
3 numbers. The Area Vice President shall assist the
4 Secretary/Treasurer with validation of Branch
5 Finance number arrangements [sic] as needed and as
6 required. The branch Finance number assignments
7 shall be permanent, except as provided in Article
8 IV. The absence of NAPS members in a USPS Finance
9 number and the subsequent assignment of a NAPS
10 member from another branch shall not cause a
11 change in the previous branch Finance number
12 assignment. If a Finance number is not assigned
13 to a local branch or if a Finance number is
14 incorrectly assigned, the branch may submit a
15 request to the Area Vice President for
16 investigation, who shall forward said findings to
17 the Secretary/Treasurer for processing."

18 The Committee's recommendation was for
19 nonconcurrence. The reason behind our
20 recommendation for nonconcurrence is because
21 basically, this is an administrative issue. We
22 didn't feel like we need our Constitution to

1 really tell the Secretary/Treasurer how to
2 basically manage the Finance numbers in the
3 office. We believe that that's inherent in the
4 job. So, we don't need it outlined in the
5 Constitution, a specific process to do that. It
6 comes with the position itself. So, we didn't
7 feel like putting an administrative process in our
8 Constitution -- not this one, anyway.

9 MR. BRIAN WAGNER: Resolution 12. The
10 Committee's recommendation is for nonconcurrency.
11 Are there any objections? Hearing none, the
12 Committee's recommendation for nonconcurrency is
13 concurred with. Motion fails.

14 MR. KEN BUNCH: Resolution Number 13.
15 That in Article XIII, Section 1, the words in the
16 second sentence, "state or local branches" be
17 changed to read, "local and state branches,
18 respectively," and be it further resolved that in
19 Article XIII, Section 4, the words in the second
20 sentence, "local or state branches" be changed to
21 read, "local and state branches," respectively.

22 The Committee's recommendation was for

1 nonconcurrence. The reason for the nonconcurrence
2 is I think I've talked about this before at
3 previous conventions. We don't change our
4 Constitution just that doesn't do anything. This
5 really doesn't do anything. It's cosmetic. It
6 just switches some words around and changes from
7 or to and. It really does not effectuate
8 anything. So, we felt that there was no reason to
9 make that change.

10 MR. BRIAN WAGNER: Resolution 13. The
11 Committee's recommendation is for nonconcurrence.
12 Are there any objections? Hearing none, the
13 Committee's recommendation for nonconcurrence is
14 concurred with. The resolution fails.

15 MR. KEN BUNCH: Resolution Number 14.
16 Resolved, that in Article XIII, Dues and
17 Assessments, a new Section 9 be added that reads:

18 "NAPS Headquarters, upon receiving notice
19 from a state branch of the date and amount a
20 member branch is delinquent in its dues remittance
21 to said state branch, NAPS Headquarters will raise
22 said member branch's withholding to cover the

1 delinquent dues. NAPS Headquarters will remit
2 said recovered dues to the aforementioned state
3 branch, along with the normal monthly deposit."

4 The Committee's recommendation was for
5 nonconcurrence. Our reason for nonconcurrence is
6 that we're not trying to turn NAPS Headquarters
7 into a collection agency.

8 MR. BRIAN WAGNER: Resolution 14. The
9 Committee's recommendation is for nonconcurrence.
10 Are there any objections? Delegate at mic 8.

11 MR. KYLE LAURENDINE: Kyle Laurendine,
12 Branch 73. I object.

13 MR. BRIAN WAGNER: Okay. The resolution
14 will be held over for a second reading.

15 MR. KEN BUNCH: Resolution Number 15.
16 That a new Section 4 be added to Article XIV to
17 read:

18 "Section 4. Each local and state branch
19 must hold elections of officers at least once
20 every two years to elect two or more officers,
21 with one officer being the president. Elected
22 officers of a local branch must be members of that

1 respective branch. Elected officers of a state
2 branch (i.e. state, bi-state, or tri-state) must
3 be members of the respective state branch or a
4 member affiliated with a local branch within that
5 state (i.e. state, bi-state, or tri-state.)
6 Branches should report a change in branch officers
7 to NAPS Headquarters within 30 days of any said
8 change."

9 The Committee amended this resolution to
10 add some additional wording. We added a sentence
11 that reads -- a sentence on line 18 after -- 118,
12 I'm sorry -- 118 after the word change, "with
13 submission of all of the required meeting
14 minutes."

15 At the end on line 118, that reads
16 presently, "30 days of any said change," rather
17 than having a period there, change it to a comma
18 and add the words, "with the submission of all
19 required meeting minutes." Or, we've just been
20 advised to change required to relevant.

21 The Committee's recommendation was for
22 concurrence as amended.

1 MR. BRIAN WAGNER: The Committee's
2 recommendation is for concurrence as amended. Are
3 there any objections? Hearing none, the
4 Committee's recommendation for concurrence as
5 amended is concurred with. The motion or the
6 resolution passes as amended.

7 Is Bernie McCarthy in the -- okay.

8 MR. RICH CARUSO: I have Resolution
9 Number 16. Resolved, that if a branch or member
10 in good standing contacts NAPS Headquarters with a
11 complaint about a national officer, the President
12 will appoint a committee to investigate the
13 complaint, and be it further resolved that this
14 committee will include one Regional Vice
15 President, two Area Vice Presidents, and four
16 Branch Presidents or their designees. None of the
17 committee members can be from the region or area
18 where the complaint originated, and be it further
19 resolved that if the complaint is found to be
20 accurate, the national officer shall be placed on
21 probation for two months, and be it further
22 resolved that if the problem continues, the

1 national officer will be removed from their
2 office, and be it finally resolved that a Section
3 3 be added to Article IX, President:

4 "Section 3. When a branch or member in
5 good standing contacts NAPS Headquarters with a
6 complaint regarding a national officer, the
7 President shall appoint a committee to investigate
8 the complaint. The committee will consist of one
9 Regional Vice President, two Area Vice Presidents,
10 and four Branch Presidents or their designees.
11 The committee will meet within 30 days of the
12 complaint. None of the committee members can be
13 from the region or area where the complaint
14 originated.

15 If the complaint is found to be true, the
16 national officer shall be placed on probation for
17 two months. If the problem continues, the
18 national officer shall be removed from their
19 office. A copy of the committee's report shall be
20 sent to the president of the branch from where the
21 complaint originated. A copy of the final report
22 will also be sent to the Branch President after

1 the probation period has ended. A national
2 officer who has been removed cannot serve on the
3 National Executive Board for a minimum of six
4 years."

5 The Committee voted for nonconcurrency.
6 Robert's Rules of Order has some area pertaining
7 to this and covers this issue. So, the Committee
8 recommendation was nonconcurrency.

9 MR. BRIAN WAGNER: Okay. Resolution 16.
10 The Committee's recommendation is for
11 nonconcurrency. Are there any objections? Are
12 there any objections?

13 UNIDENTIFIED FEMALE SPEAKER: Mic 7.

14 MR. BRIAN WAGNER: Delegate at mic 7.

15 MS. TONI COLEMAN-SCRUGGS: Toni Coleman-
16 Scruggs, Branch 493. I object.

17 MR. BRIAN WAGNER: Okay. The resolution
18 will be held over for a second reading.

19 MR. KEN BUNCH: Committee members for the
20 Constitution and Bylaws, please let's depart
21 immediately to our meeting room, which is
22 Shinnecock 2.

1 Now, those of you who objected, please
2 give us at least 15 minutes before you come to see
3 us, and then we will entertain you. Thank you.

4 [Applause.]

5 MR. BRIAN WAGNER: All right. We're
6 moving along here. That was fun. All right.
7 Here's what we're --

8 UNIDENTIFIED MALE SPEAKER: Mic 7.

9 MR. BRIAN WAGNER: Mic 7. Delegate at
10 mic 7.

11 MR. AL BONENBERGER: Point of personal
12 privilege. Al Bonenberger, Branch 103. First-
13 timers in the house, come see me. First-timers,
14 I've got a pin for you.

15 MR. BRIAN WAGNER: Thank you. Okay.
16 Here's what we're going to do for the rest of the
17 day. I'm going to bring up the Resolutions
18 Committee until about 4:45 for resolutions, and
19 then we'll do announcements, the 50/50, so we can
20 get everybody out of here to get ready for up on
21 the rooftop song and deal -- dancing.

22 Megan Brennan will be here tomorrow at

1 8:45 to speak for an hour, and then we have Dave
2 Williams right after. We have a lull. So, that's
3 taking up most of tomorrow morning. That's why we
4 need to get through these resolutions. So, again,
5 not rushing it, but we need to find out time to do
6 this.

7 So, Bernie McCarthy, Branch 23, Michigan,
8 is the Chair of the Resolutions Committee, and his
9 co-Chair is Junemarie Brandt, Branch 526, of
10 Virginia with the preliminary report for the
11 committee -- for the Resolutions Committee.

12 UNIDENTIFIED MALE SPEAKER: Mic 7.

13 MR. BRIAN WAGNER: Mic 7.

14 MR. BOBBY BOCK: Bobby Bock, Branch 406.
15 Is it possible tomorrow that we get some -- they
16 put water bottles on the tables -- is it possible
17 to get some water stations so after we drink our
18 water bottle, we'll be able to get some more
19 water?

20 MR. BRIAN WAGNER: The hotel does not do
21 water stations, they only do water bottles.
22 That's their policy. We'll look to get more water

1 bottles there.

2 MR. BOBBY BOCK: Thank you.

3 MR. BRIAN WAGNER: Thank you. All right.
4 I'm going not turn it over to Bernie.

5 MR. BERNIE MCCARTHY: Good afternoon,
6 everyone. Resolutions begin on page 84. Oh, by
7 the way, in case you don't know me, I'm Bernie
8 McCarthy from Branch 23, Detroit, Michigan.

9 MR. BRUCE BISHOP: Just a procedural
10 comment that might help you out, because the
11 microphones are so scattered, after the
12 resolutions are read by the Committee, if you are
13 going to object, or if you have -- if you want to
14 ask a point -- raise a point of order or a point
15 of information, as soon as the President comes to
16 the microphone and asks if there's any objections,
17 yell out from wherever you're sitting, and then
18 make yourself to the microphone. If you just yell
19 out objection or yell out question or yell out
20 point of order, whatever it might be, and then
21 make your way to the microphone. We don't want to
22 rush anybody, but from up here, we're looking,

1 looking, looking, and if the President doesn't see
2 anybody, he's going to say no objection, and
3 you're going to yell at us, "Hey, wait!" So,
4 before you -- just as you rise to go to the
5 microphone, give us a head's up that you are
6 heading to the mic, and we'll wait for you to make
7 your way there. Thank you.

8 MR. BERNIE MCCARTHY: [missing audio]
9 ...This is in line with private sector business and
10 investment practices.

11 Number 3, H.R.942, "Postal Employee
12 Appeal Rights Amendments Act." The bill would
13 confer to approximately 7,500 non-supervisory
14 managerial postal employees the right to appeal
15 significant personnel actions to the Merit Service
16 [sic] Protection Board. Non-supervisory postal
17 personnel currently may only appeal such actions
18 through an internal USPS process that lacks
19 impartial third-party review. Postal supervisory
20 personnel and nearly all federal civil service
21 employees already enjoy MSPB appeal rights."

22 Number 4, H.R. 3617, "Providing

1 Opportunities for Savings, Transactions, and
2 Lending Act of 2017 or the Postal Act of 2017.”
3 The bill seeks to expand the specific powers of
4 the Postal Service to include the provision of
5 basic financial services, including: (1) small-
6 dollar loans; (2) checking accounts, interest-
7 bearing savings accounts, and services relating to
8 international money transfers, each of which may
9 be provided by the USPS alone or in partnership
10 with depository institutions and credit unions;
11 (3) other basic financial services as appropriate
12 in the public interest; and (4) the creation of a
13 postal card that would allow users to engage in
14 such financial services.”

15 Number 6, H.R. 4024, “United States
16 Postal Service Shipping Equity Act.” The bill
17 would end the Prohibition-Era ban that prevents
18 the Postal Service from shipping alcohol beverages
19 to consumers. It would allow the USPS to ship
20 alcoholic beverages directly from licensed
21 producers and retailers to consumers over the age
22 of 21, in accordance with state shipping

1 regulations. Consumers and manufacturers
2 currently are prohibited from using the Postal
3 Service to ship or deliver alcoholic beverages.
4 These needless restrictions hurt Postal Service
5 market share and revenues; private shippers, such
6 as UPS and FedEx, are exempt from such rules."

7 The Committee amended Resolution Number
8 25, and the amendment is as follows: Paragraph 1,
9 H.R. 756, between lines 29 and 41 have been
10 stricken, and the remainder of the numbered bills
11 are numbered accordingly. H.R. 760 would then
12 become Number 1; 942 would be Number 2, and the
13 Committee's recommendation was for concurrence as
14 amended.

15 MR. BRIAN WAGNER: Resolution 25. The
16 Committee's recommendation is for concurrence as
17 amended. Are there any objections? Are there any
18 objections? Okay. Delegate at mic 3.

19 MR. CHUCK MULIDORE: Chuck Mulidore,
20 Branch 225. I object.

21 MR. BRIAN WAGNER: All right. The
22 resolution will be held over for a second reading.

1 MR. BERNIE MCCARTHY: Okay. Number 26.
2 Resolved, that NAPS places this unfair law on its
3 legislative agenda with the purpose of amending
4 the law to allow postal employees to hold city,
5 state, and federal bipartisan offices.

6 The Committee's recommendation was for
7 nonconcurrency.

8 MR. BRIAN WAGNER: Resolution 26. The
9 Committee's recommendation is for nonconcurrency.
10 Are there any objections? Committee's
11 recommendation is for nonconcurrency. Are there
12 any objections? Hearing none, the Committee's
13 recommendation is concurred with without
14 objection. Fails.

15 MR. BERNIE MCCARTHY: Okay. Resolution
16 Number 27. Resolved, that the USPS must give
17 newly promoted EAS employees information about the
18 management organizations when their Form 50 is
19 cut, and be it further resolved that Forms 1188
20 and 1187 be given to newly promoted EAS employees
21 at the time of their promotion.

22 The Committee amended the first resolve,

1 and the amendment is as follows: The word -- on
2 line 8, the word "the" has been stricken and
3 replaced with the word "all." On line 8, from the
4 word "when their Form 50 is cut" on line 10 is
5 stricken, and it is replaced with, "immediately
6 upon promotion." So, the resolve would now read,
7 "Resolved, that the USPS must give newly promoted
8 EAS employees information about all management
9 organizations immediately upon promotion, and be
10 it further resolved that Forms 1188 and 1187 be
11 given to newly promoted EAS employees at the time
12 of their promotion."

13 The Committee's recommendation was for
14 concurrence as amended.

15 MR. BRIAN WAGNER: The Committee's
16 recommendation is for concurrence as amended. Are
17 there any objections?

18 MS. ANGELA GARLAND: I object.

19 MR. BRIAN WAGNER: Delegate at mic 3.

20 MS. ANGELA GARLAND: Angela Garland,
21 State of Delaware, Branch President, 909. I
22 object.

1 MR. BRIAN WAGNER: Okay. Resolution will
2 be held over for second reading. Next resolution.

3 MR. BERNIE MCCARTHY: Okay. Resolution
4 Number 28. Resolved, that each time a new program
5 or task is assigned to Customer Service
6 Operations, the USPS will provide NAPS with an
7 outline of how much time is required to effectively
8 perform each new program or task added, and be it
9 further resolved that each time a new program or
10 task is assigned to Customer Service Operations,
11 the USPS will provide NAPS with an outline of how
12 each new program or task is to be integrated into
13 the existing workload and prioritized with current
14 duties."

15 The Committee's recommendation was for
16 concurrence.

17 MR. BRIAN WAGNER: Resolution 28. The
18 Committee's recommendation is for concurrence.
19 Any objections? Delegate at mic 3.

20 MR. JOE RUGGIERO: Joe Ruggiero, Branch
21 932. I object.

22 MR. BRIAN WAGNER: The resolution will be

1 held over for a second reading. Thanks for
2 objecting early.

3 MR. BERNIE MCCARTHY: Resolution Number
4 29. Resolved, that NAPS consults with the USPS to
5 institute a policy where no EAS employee would be
6 required to extend their lunch period to more than
7 a maximum of two hours encompassing both the
8 scheduled lunch and the extended lunch.

9 The Committee's recommendation was for
10 nonconcurrence.

11 MR. DAN O'DONNELL: I object. Dan
12 O'Donnell from Branch 66 in Oregon.

13 MR. BRIAN WAGNER: The Committee's
14 recommendation is for nonconcurrence. Are there
15 any objections?

16 MR. DAN O'DONNELL: I object. Dan
17 O'Donnell, Branch 66, Portland, Oregon.

18 MR. BRIAN WAGNER: Okay. Delegate at mic
19 -- you have to be recognized -- Delegate at mic 5.
20 I hear your objection. Okay.

21 MS. JUNEMARIE BRANDT: Resolution 30.
22 Resolved, that NAPS Headquarters uses an online

1 survey service to create online surveys to be used
2 to quickly identify workplace issues in the field
3 and respond appropriately once the results have
4 been reviewed, and be it further resolved that
5 once a NAPS Area Vice President determines that a
6 significant workplace issue may exist in an area
7 they represent, NAPS Headquarters will have 14
8 days to implement an online survey in the
9 identified "hot spot."

10 The Committee's recommendation was for
11 concurrence.

12 MR. BRIAN WAGNER: Resolution 30. The
13 Committee's recommendation is for concurrence.
14 Are there any objections? Hearing and seeing
15 none, the Committee's recommendation is for
16 concurrence without objections. It is concurred
17 with and passes.

18 MS. JUNEMARIE BRANDT: Resolution 31.
19 Resolved, that the investigation not be punitive
20 in nature and include assurance that all EAS
21 employees will be given due process before
22 disciplinary action is issued.

1 The Committee's recommendation was for
2 concurrence.

3 MR. BRIAN WAGNER: All right. Resolution
4 31. The Committee's recommendation is for
5 concurrence. Are there any objections?

6 UNIDENTIFIED MALE SPEAKER: Mic 6.

7 MR. DONALD MURRAY: Donald Murray, Branch
8 93, point of clarification, please. Whenever you
9 say due process before disciplinary action is
10 issued, what do you mean by disciplinary action is
11 issued or given due process, especially due
12 process?

13 MS. JUNEMARIE BRANDT: Well, we cannot --
14 we cannot really determine. We're just agreeing
15 with what -- concurring with what is stated. You
16 know, based on reading of the whereas, then we
17 consider the resolved. Based on what is stated to
18 us, we are concurring with what is stated. It may
19 not explain everything, but we are concurring with
20 what has been stated.

21 MR. DONALD MURRAY: Then, I object.

22 MR. BRIAN WAGNER: Resolution 31 is

1 objected to. It will be held over for a second
2 reading.

3 MS. JUNEMARIE BRANDT: Resolution 33.

4 That EAS employees be allowed training time to go
5 to a training -- oh, I'm sorry. I thought -- okay,
6 I'm sorry. I'm sorry, I'm on the wrong one.

7 Resolved, that EAS employees be treated
8 as human beings with skills and knowledge that
9 give of themselves on a daily basis to ensure the
10 success of their units, and be it further resolved
11 that EAS employees be treated with dignity and
12 respect and be positively engaged for the good of
13 the service.

14 The Committee's recommendation was for
15 concurrence.

16 MR. BRIAN WAGNER: Resolution is --
17 Committee's recommendation for resolution is for
18 concurrence. Are there any objections? Hearing
19 none, the Committee's recommendation is concurred
20 with. It passes.

21 MS. JUNEMARIE BRANDT: Now, Resolution
22 33. Resolved, that EAS employees be allowed

1 training time to go to a training room equipped
2 with computers so they may be afforded
3 uninterrupted time to complete all required
4 training.

5 The Committee's recommendation was for
6 concurrence.

7 MR. BRIAN WAGNER: Resolution 33. The
8 Committee's recommendation is for concurrence.
9 Are there any objections? Hearing none, the
10 Committee's recommendation for concurrence is
11 concurred with without objection. It passes.

12 MS. JUNEMARIE BRANDT: Resolution 34.
13 That NAPS becomes fully engaged in these proposed
14 closures and relocations by actively asking where
15 the profits of the sales are going, and be it
16 further resolved that NAPS follows up with the
17 current OIG investigation and supports the people
18 of the United States in their fight to save
19 historic, brick-and-mortar buildings for the good
20 of the service and the people.

21 The Committee's recommendation was for
22 concurrence.

1 MR. BRIAN WAGNER: Resolution 34. The
2 Committee's recommendation is for concurrence.
3 Are there any objections? Hearing none, the
4 Committee's recommendation for concurrence is
5 concurred with and passes.

6 MS. JUNEMARIE BRANDT: Resolution 35.
7 Resolved, that a trot claim coordinator position
8 be created as a Level EAS-18 or higher due to the
9 heightened responsibility and coordination of
10 claims required by the position, as well as
11 adhering to all deadlines required by each
12 district, for the good of the service.

13 The Committee's recommendation was for
14 concurrence.

15 MR. BRIAN WAGNER: Resolution 35. The
16 Committee's recommendation is for concurrence.
17 Are there any objections? Hearing none, the
18 Committee's recommendation for concurrence is
19 concurred with without objections. It passes.

20 MR. BERNIE MCCARTHY: Resolution Number
21 36. Resolved, that the USPS consults with local
22 NAPS representatives prior to vacant EAS positions

1 being held for longer than 75 days.

2 The Committee's recommendation was for
3 concurrence.

4 MR. BRIAN WAGNER: Resolution 36. The
5 Committee's recommendation is for concurrence.
6 Are there any objections? Hearing none, the
7 Committee's recommendation for concurrence is
8 concurred with. It passes without objection.

9 MR. BERNIE MCCARTHY: Resolution Number
10 37. Resolved, that NAPS consults with the Postal
11 Service to implement a policy where no NTE details
12 will be granted to craft employees before EAS
13 employees are made aware of and given the
14 opportunity and availability to apply.

15 The Committee amended line 99 in the
16 resolve where the word "were" is and replaced it
17 with "where." So, the resolve now reads, "That
18 NAPS consults with the Postal Service to implement
19 a policy where no NTE details will be granted to
20 craft employees before EAS employees are made
21 aware of and given the opportunity and
22 availability to apply."

1 The Committee's recommendation is now
2 concurrence.

3 MR. BRIAN WAGNER: Resolution 37. The
4 Committee's recommendation is --

5 MR. BERNIE MCCARTHY: I'm sorry, I was
6 just advised by the parliamentarian that it wasn't
7 necessary to amend to make the typographical
8 correction that we did. So, since it wasn't
9 amended, it's a concurrence, not a concurrence as
10 amended.

11 MR. BRIAN WAGNER: All right. Resolution
12 37. The Committee's recommendation is
13 concurrence. Are there any objections? Hearing
14 none, the Committee's recommendation for
15 concurrence is concurred with without objection.
16 It passes.

17 MR. BERNIE MCCARTHY: Resolution Number
18 38. Resolution Number 38 will serve as a vehicle
19 for Resolution Number 40, and it reads as follows.
20 Resolved, that the USPS ceases using craft
21 employees to oversee Sunday delivery operations
22 and rightfully assign these duties to EAS

1 supervisors, and be it further resolved that the
2 NAPS National SWCs Committee be directed to
3 formulate a SWCs model that takes into
4 consideration the following elements: hours of
5 operation, days of operation, complexity of
6 operations, all evaluated workload, authorized
7 earned complement where all employees are counted,
8 the inclusion of the workload associated with any
9 test delivery program that exceeds one year in a
10 staffing model, the inclusion of relief
11 supervisors in a staffing model, and be it finally
12 resolved that NAPS enters into consultation with
13 the USPS to immediately update the SWCs process.

14 The Committee's recommendation was for
15 concurrence.

16 MR. BRIAN WAGNER: The Committee's
17 recommendation is for concurrence. Are there any
18 objections? Hearing none, the Committee's
19 recommendation for concurrence without objections
20 is concurred with. It passes.

21 MR. BERNIE MCCARTHY: Resolution Number
22 39. Resolved, that NAPS enters into consultations

1 with the USPS to develop and implement a
2 supervisor staffing workload model for mail
3 processing facilities, and be it further resolved
4 that the supervisor staffing workload evaluation
5 process encompasses all duties, employees,
6 machinery, and responsibilities of SDO positions.

7 The Committee's recommendation was for
8 concurrence.

9 MR. BRIAN WAGNER: Resolution 39. The
10 Committee's recommendation is for concurrence.
11 Are there any objections? Hearing none, the
12 Committee's recommendation for concurrence is
13 concurred with and passes without objection.

14 One quick thing -- a quick message -- we
15 will have specific directions to the rooftop. So,
16 no one get overly excited. We will have specific
17 directions to the rooftop, okay? It's up on the
18 top of a roof, we know that. Thank you, Dr.
19 Bishop. Okay. So, we're moving along. I
20 appreciate your patience.

21 MR. BERNIE MCCARTHY: Resolution Number
22 40 was vehicle by Resolution Number 38.

1 So, I'll read Resolution Number 41.
2 Resolved, that the Postal Service be required to
3 ensure the workload for every EAS employee is no
4 more than eight hours of work in an eight-hour day
5 to ensure harmony, stress reduction, success, and
6 a sense of accomplishment at the end of the day
7 for every EAS employee, for the good of the
8 service.

9 The Committee's recommendation was for
10 concurrence.

11 [Applause.]

12 MR. BRIAN WAGNER: Resolution 41. The
13 Committee's recommendation is for concurrence.
14 Any objections? Hearing none, the Committee's
15 recommendation for concurrence is concurred with
16 and passes without objection.

17 MS. JUNEMARIE BRANDT: Resolution Number
18 42. Resolved, that NAPS consults with the USPS to
19 reimburse the full cash value to the postal
20 employee who controls the unused benefit (lost
21 benefit.)

22 The Committee's recommendation was for

1 concurrence.

2 MR. BRIAN WAGNER: Resolution 42. The
3 Committee's recommendation is for concurrence.
4 Are there any objections? Hearing none, the
5 Committee's recommendation for concurrence is
6 concurred with without objection. It passes.

7 MS. JUNEMARIE BRANDT: Resolution 43.
8 Resolved, that NAPS consults with the USPS to
9 implement a COLA adjustment process for the EAS
10 pay package.

11 The Committee made one amendment that is
12 on line 57, striking the word "adjustment" so that
13 it will read: "Resolved, that NAPS consults with
14 the USPS to implement a COLA process for the EAS
15 pay package."

16 The Committee's recommendation was for
17 concurrence as amended.

18 MR. BRIAN WAGNER: Resolution 43. The
19 Committee's recommendation is for concurrence as
20 amended. Are there any objections? Hearing none,
21 the Committee's recommendation for concurrence as
22 amended without objections is concurred with and

1 passes.

2 MS. JUNEMARIE BRANDT: Resolution Number
3 44. That NAPS consults with the Postal Service to
4 change the language in the ELM 519.733 to read,
5 "When an exempt employee is directed to work a
6 full day on a holiday or other full day in
7 addition to normal workdays, the supervisor will
8 grant a full day of personal absence without
9 charging it to official leave of the employee's
10 choosing."

11 The Committee's recommendation was for
12 concurrence.

13 MR. BRIAN WAGNER: Resolution 44. The
14 Committee's recommendation is for concurrence.
15 Are there any objections? Hearing none, the
16 Committee's recommendation for concurrence without
17 objection is concurred with and passes.

18 MS. JUNEMARIE BRANDT: Resolution Number
19 5 [sic] will serve as the vehicle for Resolution
20 48.

21 Resolution 45 reads: "Resolved, that the
22 Postal Service compensates all special- exempt and

1 non-exempt EAS employees who work a sixth day in a
2 service week at a rate of 150 percent of their
3 calculated base hourly rate for all hours worked
4 on a sixth day, and be it further resolved that
5 the Postal Service compensates all special-exempt
6 and non-exempt EAS employees who work a seventh
7 day in a service week at a rate of 200 percent of
8 their calculated base hourly rate for all hours
9 worked on a seventh day."

10 The Committee's recommendation was for
11 concurrence. Oh, I'm sorry, I'm sorry. My
12 mistake.

13 There is an amendment, and the amendment
14 is -- that was my fault. The amendment is, as I
15 said, Resolution 45 is the vehicle for 48. But,
16 what the Committee did was take the resolved of
17 Resolution 48 and move it as the third resolve of
18 Resolution 45.

19 So, Resolution 45's resolved now reads:
20 "Resolved, that the Postal Service compensates all
21 special-exempt and non-exempt EAS employees who
22 work a sixth day in a service week at a rate of

1 150 percent of their calculated base hourly rate
2 for all hours worked on a sixth day, and be it
3 further resolved that the Postal Service
4 compensates all special-exempt and non-exempt EAS
5 employees who work a seventh day in a service week
6 at a rate of 200 percent of their calculated base
7 hourly rate for all hours worked on a seventh day,
8 and be it further resolved that the Postal Service
9 be required to pay either straight time or
10 overtime in Sunday differential to every EAS
11 Postmaster and manager who is requested or
12 required to work above and beyond their normal
13 five days a week schedule, for the good of the
14 service."

15 And the second amendment to that was to
16 strike what is in the book as line 100 of
17 Resolution 48, to strike the words "either
18 straight time or." So, the third resolve to
19 Resolution 35 [sic] will read -- I'm sorry, 45 --
20 "That the Postal Service be required to pay
21 overtime and Sunday differential to every EAS
22 Postmaster and manager who is requested or

1 required to work above and beyond their normal
2 five days a week schedule, for the good of the
3 service."

4 And the Committee's recommendation on
5 Resolution 45 was concurrence as amended.

6 MR. BRIAN WAGNER: Okay, Resolution 45.
7 The Committee's recommendation is for concurrence
8 as amended. Are there any objections?

9 MR. CY DUMAS: Question.

10 MR. BRIAN WAGNER: That's not an
11 objection.

12 MR. CY DUMAS: I'm not objecting. You
13 said we could do a question.

14 MR. BRIAN WAGNER: Okay. I thought you
15 said objection, sorry.

16 MR. CY DUMAS: Cy Dumas, Providence,
17 Rhode Island.

18 MR. BRIAN WAGNER: Could you come a
19 little closer to the mic?

20 [Laughter.]

21 MR. CY DUMAS: Sorry, Brian. When I
22 first came up, they shut it off. Historically,

1 when we had that big restructure in 1990, Vinny
2 Paladino was the President, and the whole business
3 about supervisor -- regular supervisory overtime
4 came up. Vinny, I guess, dealt with Marvin Runya
5 [phonetic] on that issue, and I thought there was
6 some talk that in the past, it was illegal, and we
7 never should have been getting overtime, and Vinny
8 somehow negotiated with him for the T-time for the
9 special-exempt, and I'm wondering if, you know, if
10 this has been considered in how that's going to
11 work out in this particular -- in these particular
12 resolutions.

13 MS. JUNEMARIE BRANDT: The Committee
14 cannot determine whether or not something is
15 doable, legal, permitted. We can only consider
16 the resolution as it is written and either concur
17 or nonconcur with what is written.

18 MR. CY DUMAS: Very good answer.

19 [Laughter.]

20 MR. BRUCE BISHOP: So, the Committee's
21 hands are fairly tied. They review each of the
22 resolutions that are submitted to them as per

1 their charge, then they completely research it,
2 question it, deliberate over it, decide whether
3 they can support the idea or not support the idea.
4 It's not their role to determine whether it's
5 doable or whether there are legal or other kinds
6 of hurdles to implementing it. Simply, is this a
7 good idea? Do they recommend it to you to support
8 the idea, the concept, or do they recommend that
9 you not support the idea and the concept? So,
10 that's what you're asking here.

11 MR. BRIAN WAGNER: Resolution 45. The
12 Committee's recommendation was for concurrence as
13 amended. Were there any objections? Hearing
14 none, the Committee's recommendation for
15 concurrence as amended is concurred with and
16 passes.

17 MR. BERNIE MCCARTHY: Okay. Resolution
18 Number 46. Resolution Number 46 will serve as the
19 vehicle for Resolution Number 49.

20 Resolution Number 46. Resolved, that no
21 EAS supervisor shall earn less than 5 percent more
22 than the top of the pay scale of any craft

1 employee they supervise, and be it further
2 resolved that no manager or Postmaster shall earn
3 less than 5 percent more than the top of the pay
4 scale of any employee they supervise, including
5 subordinate EAS employees.

6 The Committee's recommendation was for
7 concurrence.

8 MR. BRIAN WAGNER: Resolution 46. The
9 Committee's recommendation is for concurrence.
10 Are there any objections? Hearing none, the
11 Committee's recommendation for concurrence without
12 objection is concurred with and passes.

13 MR. BERNIE MCCARTHY: Resolution Number
14 47 will serve as a vehicle for Resolution Number
15 52. Resolved, that the current waiting period for
16 higher-level compensation for EAS employees be
17 abolished, and be it further resolved that a new,
18 higher-level compensation procedure be created
19 that will acknowledge and compensate EAS employees
20 immediately when they are required to perform
21 higher-level duties in shift durations.

22 The Committee's recommendation was for

1 concurrence.

2 MR. BRIAN WAGNER: Resolution 47. The
3 Committee's recommendation is for concurrence.
4 Are there any objections? Hearing none, the
5 Committee's recommendation for concurrence without
6 objection is concurred with and passes.

7 MR. BERNIE MCCARTHY: Resolution Number
8 48. You will recall it was vehicle by Number 45.
9 Resolution Number 49 was vehicle by
10 Resolution Number 46.

11 So, that takes us to Resolution Number
12 50. Resolved, that the Postal Service allow EAS
13 employees to work the hours required to get their
14 jobs done without fear of reprisal or,
15 alternatively, EAS staffing be added as necessary
16 to ensure the success of their units and for the
17 good of the service.

18 The Committee's recommendation was for
19 concurrence.

20 MR. BRIAN WAGNER: Resolution Number 50.
21 The Committee's recommendation is for concurrence.
22 Are there any objections? Hearing none, the

1 Committee's recommendation for concurrence without
2 objection is concurred with and passes.

3 We are going to stop at 4:45, but we're
4 on a roll. We'd like if we could get these done.
5 We have about 12 left, and we're going pretty
6 good. I would indulge the Convention floor that
7 we continue so we can get done and then move for
8 tomorrow as a clean slate. Okay. Let's keep
9 going.

10 MR. BERNIE MCCARTHY: Resolution Number
11 51. Resolved, that instructions from Postal
12 Headquarters be sent to all Area and District
13 Managers that stipulate EAS non-exempt employees
14 must be issued timecards.

15 The Committee's recommendation was for
16 concurrence.

17 MR. BRIAN WAGNER: Resolution 51. The
18 Committee's recommendation is for concurrence.
19 Are there any objections?

20 MS. ANGELA GARLAND: I object.

21 MR. BRIAN WAGNER: Delegate at mic 3.

22 MS. ANGELA GARLAND: Angela Garland,

1 State of Delaware, Branch 909. I object.

2 MR. BRIAN WAGNER: Okay. Objection is
3 heard. The reading will be held over for -- the
4 resolution will be held over for a second reading.

5 MS. JUNEMARIE BRANDT: Resolution 52 was
6 vehicled by Resolution 47.

7 Resolution 53. Resolved, that proper
8 credit be given to APOs for the workload involved
9 in managing RMPOs, and be it further resolved that
10 APOs receive additional credit to reflect the
11 workload.

12 The Committee's recommendation was for
13 concurrence.

14 MR. BRIAN WAGNER: Resolution 53. The
15 Committee's recommendation was for concurrence.
16 Are there any objections? Hearing none, the
17 Committee's recommendation for concurrence is
18 concurred with and passes.

19 MS. JUNEMARIE BRANDT: Resolution 54.
20 Resolved, that Level 18 post offices be assigned a
21 staff car to be used by Postmasters to complete
22 all the duties assigned to them regarding RMPOs,

1 for the good of the service.

2 The Committee's recommendation was for
3 nonconcurrence.

4 MR. BRIAN WAGNER: Resolution 54. The
5 Committee's recommendation is for nonconcurrence.
6 Are there any objections? Delegate at mic 2.

7 MS. KARYN RAHMING: Karyn Rahming, Branch
8 77. I object.

9 MR. BRIAN WAGNER: The resolution will be
10 held over for a second reading.

11 MS. JUNEMARIE BRANDT: Resolution Number
12 55. Resolved, that Level 18 post offices earned
13 hours be reduced only by the actual hours worked
14 by the Postmaster, for the good of the service.

15 The Committee's recommendation was for
16 concurrence.

17 MR. BRIAN WAGNER: Resolution 55. The
18 Committee's recommendation is for concurrence.
19 Are there any objections? Hearing none, the
20 Committee's recommendation -- oh, sorry.
21 Delegate, mic 7.

22 MR. JAIME ELIZONDO: Jaime Elizondo,

1 Branch 589, Texas Area VP. I object.

2 MR. BRIAN WAGNER: Resolution will be
3 held over for a second reading.

4 MS. JUNEMARIE BRANDT: Resolution 56.
5 Resolved, that all hotel and airline rewards
6 earned by NAPS national officers on or for
7 official NAPS business shall be used for official
8 NAPS business, and be it further resolved that
9 hotel and airline rewards earned by NAPS national
10 officers on or for official NAPS business may be
11 used to allow one personal guest to travel with
12 the officer when they are attending official NAPS
13 business.

14 The Committee amended the resolution. On
15 line 3, insert between the words "by" and "NAPS,"
16 the word "all." Strike the words "national
17 officers" and replace them with "Executive Board
18 members." On line 11, between the words "by" and
19 "NAPS," insert the word "all." Strike the words
20 "national officers" and replace them with
21 "Executive Board members."

22 The resolve will now read, "That all

1 hotel and airline rewards earned by all NAPS
2 Executive Board members on or for official NAPS
3 business shall be used for official NAPS business,
4 and be it further resolved that hotel and airline
5 rewards earned by all NAPS Executive Board members
6 on or for official NAPS business may be used to
7 allow one personal guest to travel with the
8 officer when they are attending official NAPS
9 business."

10 The Committee's recommendation was for
11 concurrence as amended.

12 MR. BRIAN WAGNER: Resolution 56. The
13 Committee's recommendation is for concurrence as
14 amended. Are there any objections? Delegate, mic
15 3.

16 MR. PRESCOTT BUTLER: Prescott Butler,
17 Branch 327. I object.

18 MR. BRIAN WAGNER: Okay. The resolution
19 will be held over for a second reading.

20 Ivan, do we want to look at getting the
21 Auxiliary in here for their 50/50? Okay, thank
22 you very much.

1 [Discussion off mic.]

2 MR. BERNIE MCCARTHY: Resolution Number
3 57. Resolved, that the resident officers appoint,
4 with approval of the National Executive Board, a
5 task force to work with the USPS in getting our
6 mailing list up to date.

7 The Committee amended this resolution as
8 follows. On line 53, we struck the word "work
9 with the" and replaced them with "create a." On
10 line 55, we struck "USPS in getting our" and then
11 struck "up to date" and inserted the words
12 "process to routinely update the NAPS membership
13 mailing list."

14 It will now read as follows: "Resolved,
15 that the resident officers appoint, with the
16 approval of the National Executive Board, a task
17 force to create a process to routinely update the
18 NAPS membership mailing list."

19 The Committee's recommendation was for
20 concurrence as amended.

21 MR. BRIAN WAGNER: Resolution 57. The
22 Committee's recommendation is for concurrence as

1 amended. Are there any objections? Hearing none,
2 the Committee's recommendation for concurrence as
3 amended is concurred with and passes without
4 objection.

5 MS. JUNEMARIE BRANDT: Resolution 58.
6 Resolved, that NAPS ends its contract with Labor
7 Relations Admin Group, LLC, and accept proposals
8 from attorneys to represent NAPS members.

9 The Committee's recommendation was for
10 nonconcurrence.

11 MR. BRIAN WAGNER: Resolution 58. The
12 Committee's recommendation is for nonconcurrence.
13 Are there any objections? Hearing none, the
14 Committee's recommendation for nonconcurrence is
15 concurred with, and the resolution fails.

16 MS. JUNEMARIE BRANDT: Resolution 59.
17 Resolved, that NAPS members oppose this exclusive
18 contract, and be it further resolved that NAPS
19 members ask the contract to be terminated as soon
20 as legally possible.

21 The Committee's recommendation was for
22 concurrence.

1 MR. BRIAN WAGNER: Resolution 59. The
2 Committee's recommendation is for concurrence.
3 Are there any objections? Delegate coming up to
4 mic 8.

5 MR. MIKE FIELDS: Mike Fields, Branch
6 936. I object.

7 MR. BRIAN WAGNER: Okay. The resolution
8 will be held over for a second reading.

9 MS. JUNEMARIE BRANDT: Resolved, that the
10 hours NAPS representatives from their home
11 offices, including driving time, be charged to the
12 office requesting the II/FF.

13 The Committee's recommendation was for
14 concurrence. Number 60.

15 MR. BRIAN WAGNER: Resolution 60. The
16 Committee's recommendation is for concurrence.
17 Are there any objections? Okay, I hear you.
18 Delegate coming up to mic 6.

19 MS. LANEDA PITTS: LaNeda Pitts, Branch
20 14, Chicago, home of the Special Olympics and
21 celebrating their 50th anniversary this year. I
22 have a point of clarification in that a lot of

1 times, and I don't know, it might be for the
2 first-timers too, we use acronyms to, you know,
3 shorten what we're trying to say, but I just think
4 that that should be clarified, that's all, what
5 that means.

6 MR. BRIAN WAGNER: It's -- it's in the
7 resolves or in the whereas, I'm sorry. It's in
8 the whereas.

9 MS. LANEDA PITTS: Okay.

10 MR. BRIAN WAGNER: So, do you object?

11 MS. LANEDA PITTS: No, I don't object. I
12 see it there, but they combined them, so I was
13 wondering why it was combined as opposed to having
14 it separate like they had.

15 MR. BRIAN WAGNER: Okay, okay. Thank
16 you. Thank you, LaNeda.

17 So, again, the Committee's recommendation
18 was for -- for Resolution 60 -- was for
19 concurrence. Any objections? Delegate at mic 2.

20 MS. MARY BURKHART: Mary Burkhardt, Branch
21 244. I object.

22 MR. BRIAN WAGNER: Okay. The resolution

1 will be held over for a second reading.

2 MS. JUNEMARIE BRANDT: Resolution 61.

3 Resolved, that the NAPS national officers request
4 the Postal Service to define timelines/deadlines
5 that afford NAPS members due process in a more
6 capsulated timeframe, and be it further resolved
7 that those same actions be progressive in
8 corrective and disciplinary proceedings (that is,
9 discussions, letters of warning, suspensions,
10 last-chance agreements, and terminations), and be
11 it further resolved that these timelines be no
12 more than 30 days from the first Investigative
13 Interview or no more than 60 days from the date of
14 incident, whichever comes first.

15 The Committee's recommendation was for
16 concurrence.

17 MR. BRIAN WAGNER: Resolution 61. The
18 Committee's recommendation is for concurrence.
19 Are there any objections? The Committee's
20 recommendation is for concurrence. Without
21 objection, it passes.

22 MS. JUNEMARIE BRANDT: Resolution 62.

1 Resolved, that the ELM 650 time limit to request
2 an appeal, records, or mediation be changed to 30
3 days, and be it further resolved that ELM 650 be
4 revised to reflect the new time limit.

5 The Committee amended the resolution. On
6 line 36, we struck "650" and replaced it with
7 "652.231." On line 42, we struck the number "650"
8 and replaced it with "652.231."

9 The resolution now reads, "Resolved, that
10 the ELM 652.231 time limit to request an appeal,
11 records, or mediation be changed to 30 days, and
12 be it further resolved that ELM 652.231 be revised
13 to reflect the new time limit."

14 The Committee's recommendation for
15 concurrence as amended.

16 MR. BRIAN WAGNER: Resolution 62. The
17 Committee's recommendation is for concurrence as
18 amended. Are there any objections? Are there any
19 objections on this last resolution? Oh, I'm
20 sorry. Hearing none, the Committee's
21 recommendation for concurrence as amended is
22 concurred with without objections and passes.

1 MR. BERNIE MCCARTHY: Okay, before I get
2 started, the resolutions I'm going to read to you
3 have all been handed out to you, or at least I was
4 told they were. Don't shoot the messenger, I
5 didn't do it. Okay, that being said, if you don't
6 have copies, we can't deal with them. So, let me
7 ask the Resolutions Committee to report back to
8 our Committee Room, and those individuals who
9 objected, if you'll give us 10 minutes to get set
10 up, we'll meet with the objectors immediately
11 following this session. Thank you.

12 [Applause.]

13 MR. BRIAN WAGNER: Thank you, Bernie.
14 Thank you, Junemarie. I appreciate everybody's
15 patience in getting through these resolutions so
16 far. We're going to bring up the Auxiliary.
17 Delegate at mic 7.

18 MR. BOBBY BOCK: Bobby Bock, Branch 406.
19 We discussed earlier about the water stations, but
20 when I went up to the Caucus Room, they have water
21 stations up there from the hotel. Is it possible
22 -- I got the cup here -- is it possible to get

1 water stations here for tomorrow? Since they have
2 it up in the Caucus Room, why couldn't they have
3 it down here?

4 MR. BRIAN WAGNER: Bobby, I'd have to
5 check with the hotel on their policy.

6 MR. BOBBY BOCK: Okay.

7 MR. BRIAN WAGNER: But, I will check on
8 that with our convention planner. Thank you.

9 MR. BOBBY BOCK: Thank you.

10 MR. BRIAN WAGNER: All right. We're
11 going to bring up the Auxiliary to do the 50/50.
12 Get your tickets out, and who's in charge of the
13 50/50, but Skip. Out of order. No, okay. There
14 you go. Skip Corley.

15 MR. SKIP CORLEY: Okay. Everybody get
16 your tickets out. You did real good today. We
17 raised a total of \$6,000.

18 [Applause.]

19 MR. SKIP CORLEY: So, that means that the
20 winner's gonna get \$3 -- I mean \$3,000.

21 [Laughter.]

22 MR. SKIP CORLEY: Can we have a first-

1 timer come up here to pull the ticket? First-
2 timer? Want to come up and pull the winning
3 ticket? Come running.

4 [Drum roll.]

5 MS. LIZ MILES: Hello, y'all. My name is
6 Liz Miles. I'm from Branch 698.

7 [Applause.]

8 MR. SKIP CORLEY: And, by the way, if the
9 person is not here, we will hold the ticket over
10 until tomorrow morning.

11 MS. LIZ MILES: Well, it's not me. So,
12 it's 8362637. \$3,000, woo!

13 [Music playing and applause.]

14 MR. BRIAN WAGNER: All right. See the
15 Auxiliary for your grand winnings. Come on down!
16 We've got refrigerators and microwaves. Oh, wrong
17 game.

18 MR. SKIP CORLEY: She's a winner.

19 [Applause and music playing.]

20 MR. BRIAN WAGNER: Hey, we're doing --
21 yeah, you guys are doing great. We're going to
22 start selling tickets tomorrow about 7:00. All

1 right.

2 You guys, we started like at 9:01 this
3 morning. You guys are doing a great job. I
4 wanted to thank again the host Branch 5 and Lisa
5 Douglas and her team for doing a great opening
6 ceremony. You guys have done a fantastic job of
7 getting through business today. But, we're not
8 done because we have Chuck Mulidore, your national
9 Secretary/Treasurer for very important
10 announcements, and where the rooftop party is
11 going to be. So, with that, I'm going to turn it
12 over to Chuck.

13 MR. CHUCK MULIDORE: Okay. Good
14 afternoon, everybody. I do have a lot of
15 announcements, so bear with me for a second, and
16 we'll get the party here shortly. Okay, real
17 quick. If anybody lost a Coach watch, it works,
18 and if no one claims it, I'll take it to the
19 casino later and see what I can get for it. But,
20 the Coach watch, if it's not claimed here shortly,
21 I'll take it to Lost and Found. So, Coach watch -
22 - it looks like a lady's watch.

1 Okay, we have a lost cell phone here. It
2 is a Samsung Galaxy S6 Edge. I made some calls on
3 it earlier today. It does work. No, I didn't do
4 that. Okay, cell phone. It was found at the
5 Signature Credit Union table. So, it's a Galaxy
6 6S up here. If not, I'll take it --. Well, come
7 up or down; however you want to do it.

8 Okay. I guess this is Shirley Lee from
9 Branch 39 lost her glasses -- Coach glasses,
10 right? We can't hold onto Coach things for some
11 reason. They have a black cord attached. They
12 were lost yesterday in the Caucus Room for the
13 Western Region. So, if you find those or you have
14 those, please see Shirley Lee, Branch 39, Los
15 Angeles. Coach glasses, black cord attached.

16 Correction -- the officer's report for
17 Mideast Area Vice President Hans Aglidian was
18 mistakenly omitted from the one book. Hans'
19 report will be printed in an upcoming Convention
20 newsletter. So, we apologize for that --
21 apologize to Hans. It was mistakenly left out,
22 and we'll get that fixed and corrected so you can

1 see it.

2 We also had a request to not flip your
3 chairs up when you're holding seats. We
4 understand from the hotel that's considered a
5 safety hazard. So, don't flip your seats up,
6 please.

7 Kathy Gill in the Mideast Section is
8 selling previous convention pins to support SPAC
9 Walkathon. So, Kathy, where are you? Are you
10 here? Raise your hand. Mideast Area. Oh, she's
11 over there. Okay, Kathy Gill, waving her hand
12 over there. See her. She's selling convention
13 pins raising money for the SPAC Walkathon.

14 MS. GAIL VAN HORN: Gail Van Horn,
15 personal privilege. I also am selling SPAC pins,
16 and the proceedings go to SPAC.

17 MR. CHUCK MULIDORE: Okay, thank you.

18 Detroit, Branch 23, on Tuesday night is
19 having their regular party. It's at the VFW Hall,
20 91 Raymond Hill Road, here in Uncasville, 3-1/2
21 miles from Mohegan Sun. So, Detroit, Branch 23,
22 Tuesday night party. I see you June. I'll be

1 there. VFW Hall, 91 Raymond Hill Road, here in
2 Uncasville. I'll hang -- if you need directions,
3 Google, will have it here for you. A bus? No.
4 We might need a bus to bring us home.

5 [Laughter.]

6 I don't understand this one. Cell phone
7 lost, see Mideast Secretary. I don't know what
8 that one -- this is your phone? I'm going to
9 trust you on that. I tried to erase everything.
10 Don't hold me to that.

11 Okay, before we get to the party tonight,
12 a couple Caucus announcements. New England Area
13 Caucus immediately after Tuesday afternoon
14 session. So, New England Caucus after the Tuesday
15 afternoon session in the Penobscot Room. Okay?
16 New England, tomorrow afternoon after the session,
17 Penobscot.

18 Northern New Jersey -- is that Northern
19 New Jersey? Thank you. Northern New Jersey and
20 New York will caucus in the Penobscot room at the
21 close of today's session. Caucus, Northern New
22 Jersey and New York, today, Penobscot Room when

1 we're done.

2 MINK Area Caucus meeting in Oneida after
3 the convention today, I assume. Candidates for
4 offices should, could, or can come and speak. So,
5 MINK Area, meeting in Oneida after the convention
6 today. Candidates for office are welcome.

7 Capitol Atlantic Area will meet in the
8 Nahanta Passamaquoddy [phonetic] -- all right,
9 Troy, you're going to have to help me with your
10 handwriting on this one. I think it's the
11 Passamaquoddy Room for 10 minutes after this
12 session. So, see Troy, Capitol Atlantic Area, and
13 he can explain what this means. I can't. It's
14 not written in Indian, I don't know what that's
15 written in.

16 A reminder, there's no official
17 convention activities for Wednesday. Just put
18 that in your mind. If you want a vegetarian meal
19 at the Grand Banquet, provide your name and branch
20 number to our assistant secretary, Nancy McVicker.
21 Nancy, wave your hand. Let Nancy know that you
22 need a vegetarian meal, and she'll inform our

1 convention planner.

2 Upon adjournment in a few minutes, the
3 following NAPS area photos will be taken in
4 Brothertown Passamaquoddy area. So, as soon as
5 we're done, Northwest, Rocky Mountain, and Pacific
6 Areas. As soon as we're done, photos in the
7 Brothertown Passamaquoddy area. Northwest, Rocky
8 Mountain, and Pacific.

9 MR. BRIAN WAGNER: Delegate at mic 8.

10 MR. TROY GRIFFIN: Good afternoon. Troy
11 Griffin, Capitol Atlantic Area Vice President.
12 Just for clarification, Chuck, for the note that I
13 gave you. I first want to thank the Western
14 Region for letting us use their Caucus Room,
15 because our group, as you can see, our area has
16 the largest amount of delegates here, but our
17 Caucus Room for our size is unable to fit us. So,
18 the writing -- my handwriting may be illegible,
19 but for all of our delegates, 167 of us, we will
20 be using the Western Region Caucus Room. So,
21 thanks again, Marilyn, for letting us use your
22 room. So, in your book, it will say the Western

1 Region Caucus Room. Thanks, Chuck. And also, we
2 noticed that there were 8 mics before on that
3 side. Is there any way we can get 2 mics on this
4 side of the room?

5 MR. BRIAN WAGNER: We're working on the
6 mics.

7 MR. TROY GRIFFIN: All right. Thank you.
8 [Applause.]

9 MR. CHUCK MULIDORE: Final thing before
10 the rooftop, anyone who paid a full convention
11 registration fee for their spouse or their family
12 members and guests invited to attend the Delegates
13 Welcome Reception from 6:15 to 9:15 or 9:30
14 tonight. It is on the rooftop. You have to have
15 your badge. Bring this with you, okay?

16 Okay. Many people are asking, how do we
17 get there. I have multiple sources of information
18 on how to get there. But, essentially -- oh, just
19 a reminder. There's going to be hot dogs,
20 hamburgers, and chicken there. There will be a
21 band there. It's going to be outside. It's very
22 hot today, so dress very comfortably, very casual,

1 shorts, whatever is comfortable for you. But,
2 it's very hot, very warm outside today. So, just
3 keep that in mind. The party will be on top of
4 the Riverview Garage. It's the fifth floor, the
5 top floor of the garage, okay? There are clings
6 outside on the floor that can help you get there.
7 But, essentially, when you walk out of the
8 Convention Center, you head to the lobby area by
9 Bobby Flay. So, if you get down to the casino
10 level, you're on the right spot. So, if you're up
11 on here, you want to go down the escalator to the
12 casino level. You want to go past the blue and
13 white sculpture as a point of reference for you in
14 the main lobby. You want to turn right, and
15 you'll follow the clings that say NAPS. There's
16 the NAPS logo there, they're on the clings. Find
17 the Riverview Garage. Go through the casino.
18 You'll pass the Krispy Kreme, don't stop there.
19 Stop there on your way back, you can stop by
20 Krispy Kreme, but you don't want to get all filled
21 up on Krispy Kreme prior to the -- or they'll have
22 a lot of extra hot dogs.

1 So, you go there, you go to the Riverview
2 Garage, to the fifth floor, take the elevator to
3 the fifth floor. On the fifth floor, you'll be on
4 the roof of the garage, and that's where the party
5 will be at. It's on the roof. I'm not singing
6 that. I've had numerous requests to never sing
7 again, and I understand why. I have to sing the
8 next verse. They'll have chicken, salads,
9 hamburgers, hot dogs, dessert. 6:15 to 9:15,
10 there's a band, very casual, games, and that's, I
11 think -- Brian, I think that's it. Back to you.

12 MR. BRIAN WAGNER: Mic 6. Delegate at mic
13 6.

14 MR. DONALD MURRAY: Donald Murray, Branch
15 93. Point of clarification. For -- is this
16 supposed to be just delegates or delegates and
17 their spouses? You have to pay for your spouses
18 to go to the delegate dinner?

19 MR. BRIAN WAGNER: NAPS is very family
20 oriented. We have allowed you to bring your
21 family. No, they're not a registered guest, but
22 you need your badge to bring your family with you.

1 The casino doesn't want people from the casino
2 coming up and finding our rooftop party and
3 hanging out. So, you bring -- you have to wear
4 your badge. You bring your family with you, and
5 they get in with your badge. All right?

6 MR. DONALD MURRY: Okay.

7 MR. BRIAN WAGNER: We know families are
8 here. Thank you. With that, thank you Chuck,
9 thank you, Ivan, thank you Dr. Bishop, thank you
10 assistant secretaries, thank you to delegates.
11 Hey, please enjoy the night, its fun and
12 festivities and fellowship. We are in recess
13 until 8:30 sharp Tuesday. Megan Brennan will be
14 our first speaker.

15 [Meeting adjourned.]

16 [Off the record at 5:14 p.m.]

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