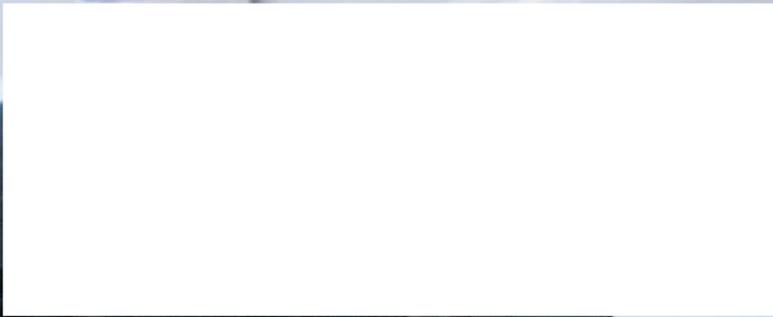


the Postal SUPERVISOR

April 2023

NAPS Is Committed to Efforts to Protect USPS Employees and the Mail

page 24



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Objective

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

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

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

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Always Working for Our EAS Employees

Hello, NAPS brothers and sisters. I write this column as I just finished attending the last of the six CRDO Supervisor Symposiums in support of the over 8,000 Customer Service supervisors. The Postal Service invested over \$20 million in the symposiums.

This was the USPS' investment in EAS employees under its "Delivering for America" 10-year plan. That cost equates to roughly \$2,500 per supervisor. Although I would have preferred this investment to be more money in the pockets of EAS employees, I will be interested to see what the USPS invests in the remaining, approximately 46,000, EAS employees.



Ivan D. Butts
President

I found the symposiums to be highly engaging and energetic. The context was very general in that it did not educate EAS employees on attendance or anything they already didn't know. This opportunity to "hear it from the top" was an attempt by USPS leadership to stop watering down the messages as they filter down. USPS leaders at the symposiums widely acknowledged this is an issue.

Most of the EAS employees in attendance found the event extraordinarily motivating; they look forward to putting the plays in motion. As always, the key to their success will be getting support from leadership—from the top down—in providing support and resources to make it happen.

In my previous column, I discussed the recent directive that the district manager—and only the district manager—has the authority to curtail or delay mail. This brings a

new challenge to the managers making the day-to-day decisions on delivering America's mail.

This will be especially challenging when completing an office's end-of-day operations and needing a defined process that goes far beyond the "get it cleared before you go home" directive currently in place. Leadership must provide a definitive process to the field if we truly are going to protect the brand.

I was honored to attend the six CRDO symposiums to support our EAS employees. I am grateful to all the new members who joined our association at these symposiums; welcome to the NAPS family!

I encourage you to be a part of your local NAPS branch. Stay engaged and informed of the continuing work being done on your behalf by the NAPS resident officers and Executive Board members. NAPS is the *only* Postal Service management association authorized by law to directly participate in planning and developing pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees.

Much work must be done to pursue more for EAS employees who ensure America's mail moves. I look forward to the challenges and opportunities of serving you, our National Association of Postal Supervisors members, and all EAS employees.

In solidarity ...

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The Postal Supervisor 2023 Production Schedule

| Issue | Copy Deadline* | Mails |
|--------------|---------------------------|--------------|
| MAY | 3-31 | 4-25 |
| JUN | 4-28 | 5-23 |
| JUL | 5-25 | 6-20 |
| AUG | 6-28 | 7-25 |
| SEP | 8-1 | 8-29 |
| OCT | 9-5 | 10-3 |
| NOV | 10-4 | 10-31 |
| DEC | 11-1 | 11-30 |
| JAN '24 | 12-1 | 1-2 |
| FEB | 1-4 | 1-31 |

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

A Historic Win for NAPS— Update on Our Lawsuit

On Feb. 22, 2022, the U.S. Court of Appeals for the District of Columbia issued its opinion in the case of NAPS v. the U.S. Postal Service. As I'm sure you know, it was a great win for NAPS members!

Not only did the court overturn the federal district court judge's dismissal of our lawsuit that was filed in 2019 over the pay consultation process for 2016-2019,

but the D.C. Court of Appeals also recognized rights for NAPS we have been claiming for over 40 years: specifically, that NAPS represents *all* EAS employees—supervisors, managers and postmasters, regardless whether they work in the field or for USPS Headquarters—for purposes of pay and benefit consultations.

As for the representation of postmasters in pay and benefit consultations, the court held on page 31 of its decision that: "It follows

that section 1004(b) requires the Postal Service to consult with the Association [NAPS] regarding compensation for these employees [postmasters]." This is significant because postmasters in NAPS now have the largest and strongest management organization representing them in pay and benefit consultations.

It was unfortunate that the organization that previously and exclusively represented postmasters sided with the Postal Service on this issue and, thus, was summarily defeated in its efforts to prevent NAPS from representing postmasters. The issue of postmaster representation now is settled law.

However, the Appeals Court did return to the federal district court (the trial court) the consideration of three, distinct issues:

- First, whether EAS compensation in the 2016-2019 pay package was comparable to private-sector compensation; if not, how much back pay should be awarded. If any back pay is due, the trial court will need to decide how retirees who retired since October 2016 are reimbursed for any covered back pay.

- Second, whether the supervisory differential adjustment in the 2016-2019 pay package was properly calculated; if not, how much back pay should be awarded.

- Third, whether any USPS Headquarters and Area employees are not entitled to NAPS' representation in pay because they are not supervisors or managerial employees.

After the Court of Appeals' opinion last February, NAPS and the Postal Service have engaged in meaningful negotiations to resolve the lawsuit before moving forward again in the U.S. District Court. The NAPS resident officers have made every good-faith effort possible to resolve the issues. Yet, as in any negotiation, there must be good-faith efforts on both sides to gain a resolution.

Unfortunately, that did not occur. NAPS has decided the only way to resolve the issues is to return to court. Thus, the District Court's consideration of these issues will begin with discovery between the parties. On Dec. 20, 2022, NAPS began this process by replying to the Postal Service's opposition to our motion to be allowed to proceed with discovery (document requests, interrogatories, depositions and experts) in support of our case.

This will be followed by motions, then trial—a process that could continue for another year or two. NAPS will continue its untiring efforts to resolve these key issues, whether through additional court proceedings or resolution with the Postal Service.

One of the most troubling aspects of this lawsuit is why did it have to happen? Why would the Postal Service deny NAPS something so clearly written in law? NAPS has argued for over four decades that it has the right to represent *all* EAS employees in pay and benefit consultations based on *Title 39* of the U.S. Code. Regardless, the Postal Service has denied this obvious fact.

Why did the Postal Service claim it had compared EAS positions to similar jobs in the private sector when it had not? We may never learn the answers to those questions, but now is not the time to look back; it's time to look ahead.

While a win in court was good for NAPS, there still is more work to be done. In fact, the work promoting the well-being of all EAS employees in the Postal Service never ends. It is why NAPS exists—and has existed for almost 115 years.

This lawsuit represents a seminal moment in NAPS' proud history; we all should celebrate our success and rejoice. But, the work continues.

naps.cm@naps.org



Chuck Mulidore
Executive Vice President

Positive Things Happening in NAPS

For years, we have been hearing the same concern: “I want to join NAPS, but I don’t want to put my Social Security number (SSN) on the application.” With so much identity theft occurring, it’s not secure to email applications or even use the mail. Although new members entered their full SSN on the membership application, it still was with apprehension.

Well, I have some great news! It longer is necessary to enter your full SSN on a NAPS membership application. All we will need are the last four digits. Now, when submitting an application, leave the first five boxes of your SSN empty. Once NAPS Headquarters exhausts its current supply of forms, the new forms will eliminate the first five boxes and ask only for the last four digits.

There’s still more good news. NAPS Headquarters established a QR code that will direct an applicant to an online *Form 1187*.

We recently tested the code and it has been successful. We plan to place the QR code on future membership packets, as well as on the back of business cards should one wish to have them readily available.

Once an applicant scans the code, they will be directed to a site that includes a sizzle reel on which NAPS President Ivan D. Butts and NAPS members speak on the benefits of being part of the NAPS family. Applicants then will tap on a link that brings up a blank *Form 1187* to complete. The sponsor section also can be completed at this time.

Once completed, the applicant will hit “submit” and the application will be sent to NAPS Headquarters. A copy also will be sent to the applicant at their personal email entered on the application—no postal emails!

Regarding associate members, January and February see the greatest number of members retiring. Many retirees would like to remain in NAPS as associate members, but don’t realize they need to complete and submit *Form 1187-A*. Converting to associate membership is not automatic.

I would like all branches to ask a member when they are about to retire or are retired if they want to continue

as an associate member of NAPS. If they want to remain a member, have them complete *Form 1187-A* and submit the form to the branch so a branch officer can sign off and submit the application to NAPS Headquarters.

Associate members submit their yearly dues to their respective branch—not NAPS Headquarters. NAPS Headquarters deducts the dues from the monthly DCO. It is important that NAPS Headquarters receives a copy of the *1187-A*.

We receive registrations for the national convention and LTS from members who are listed as nonmembers; some even are branch officers. Nonmembers cannot register. When checking with branches in these scenarios, we hear, “Oh yes, they are an associate member.” But NAPS Headquarters has no record of their *1187-A*; the branch never sent it.

Another issue is to make sure you verify your DCO for February, which will be sent at the end of March. Many retirees (associate members) temporarily work during peak season for the Postal Service. As a result, they were placed on the USPS payroll. You might have seen names of retirees on your nonmember DCO for October, November, December and, possibly, January.

Because they were not associate members during these months, they are listed as nonmembers. But when they are removed from the USPS payroll, they are dropped off the DCO. It’s critical that each branch verifies its associate members are on their February DCO. If not, please notify Emily Christophersen and me.

Since March 2022, we have gained 763 active members. This is great! We lose an average of 150 to 200 members a month due to retirement, so not only have you signed members who replaced those who retired, you have exceeded the number of active members by 763.

Great work! Please continue your membership efforts as they are paying off. Increasing membership demonstrates leadership.

I’m looking forward to seeing many of you at LTS. We need to inform our elected officials of legislation important to NAPS: H.R. 594, the Managers and Supervisors Fairness Act, and H.R. 595, the Postal Employee Appeal Rights Amendment Act.

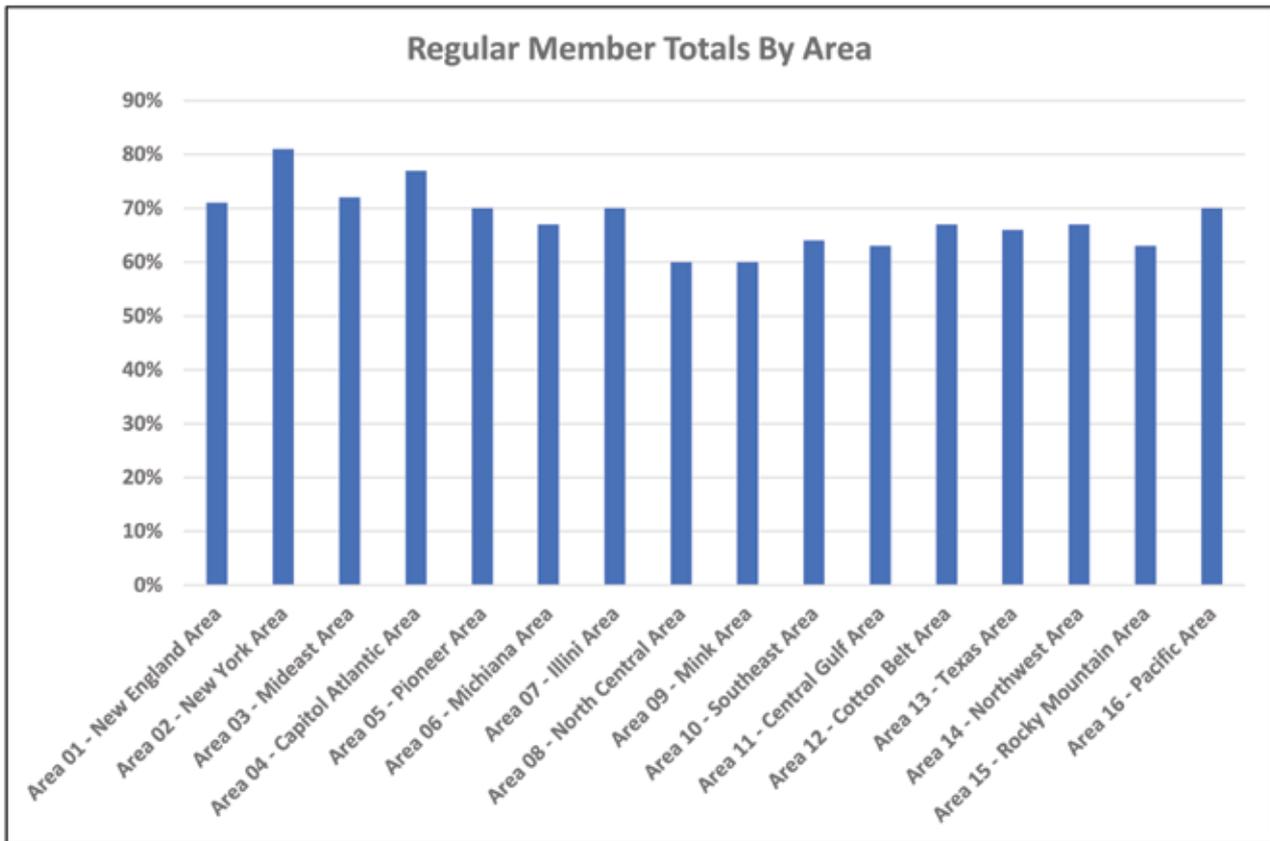
Stay safe!

naps.jw@naps.org



Jimmy Warden
Secretary/Treasurer

National Association of Postal Supervisors Membership Report January 2023



| Regular Member Totals By Area | |
|---------------------------------|---------------|
| Area 01 - New England Area | 71% |
| Area 02 - New York Area | 81% |
| Area 03 - Mideast Area | 72% |
| Area 04 - Capitol Atlantic Area | 77% |
| Area 05 - Pioneer Area | 70% |
| Area 06 - Michiana Area | 67% |
| Area 07 - Illini Area | 70% |
| Area 08 - North Central Area | 60% |
| Area 09 - Mink Area | 60% |
| Area 10 - Southeast Area | 64% |
| Area 11 - Central Gulf Area | 63% |
| Area 12 - Cotton Belt Area | 67% |
| Area 13 - Texas Area | 66% |
| Area 14 - Northwest Area | 67% |
| Area 15 - Rocky Mountain Area | 63% |
| Area 16 - Pacific Area | 70% |
| Total Regular Member % | 69% |
| Total Regular Members | 24,492 |
| NonMember Totals | |
| Total NonMembers | 10,687 |
| Total NonMember % | 31% |



Become a
 member by
 submitting a
 scanned copy of
Form 1187 to:
Join@naps.org

Resident Officers Focus on Membership

NAPS President Ivan D. Butts and Secretary/Treasurer Jimmy Warden attended symposiums in National Harbor, MD, and Nashville, TN, for Customer Service supervisors conducted by the USPS Chief Retail and Delivery Office.

The events brought together supervisors from across the country for training, networking and to hear from senior postal leadership.

National Harbor, MD

Ferris wheel at National Harbor



NAPS President Ivan D. Butts and Telyna Jenkins, South Jersey Branch 74

Supervisors competed in a basketball free throw "CRDO Scoring for Success" competition.



Resident Officers Focus on Membership



Damion Sampath, Boston Branch 43 officer and CRDO Management Team member



NAPS President Ivan D. Butts, Vice Palladino Branch 110 Frank Vazquez and Secretary/Treasurer Jimmy Warden

PMG Louis Dejoy addressed symposium attendees.





This group of supervisors said they had the happiest table at the symposium.



Jossette Williams and Pennsylvania Supervisor Alan Foo—
“Beasts of the East” representing the Atlantic Area



Members of the CRDO Team energized the supervisors.



Southern Area Vice President Tim Costello met and spoke with many supervisors from his area, as well as the rest of the country.

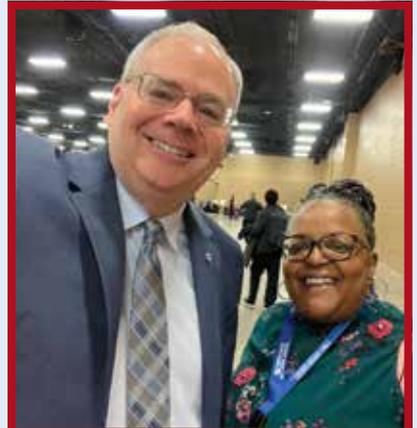


USPS Vice President of Retail and Delivery Operations Elvin Mercado (center) and his CRDO team

Nashville, TN



NAPS President Ivan D. Butts, Orlando, FL, Supervisor Peter Piteira and NAPS Secretary/Treasurer Jimmy Warden



NAPS Secretary/Treasurer Jimmy Warden and Virginia Beach, VA, Supervisor Theata Fonville



NAPS Secretary/Treasurer Jimmy Warden and Orlando, FL, Supervisor Willie Montalvo



You can't have an event in Nashville without some NASCAR competition.



NAPS Secretary/Treasurer Jimmy Warden and Virginia Beach, VA, NAPS member Justin Shoemaker



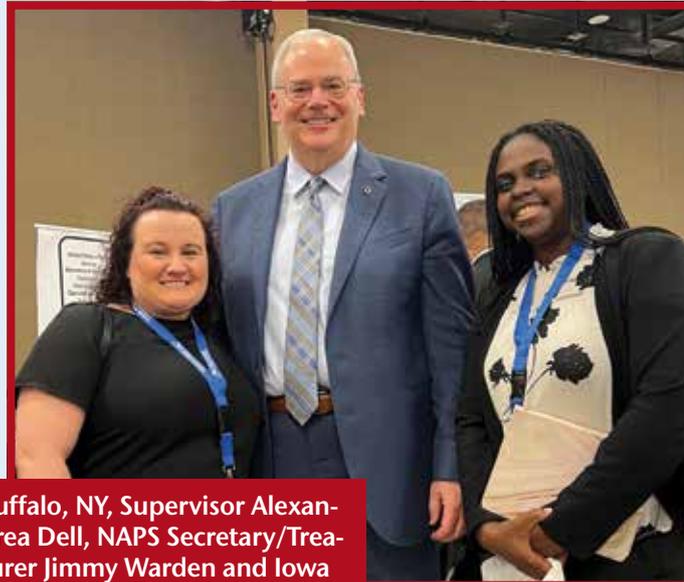
NAPS member Damien Sampath (left), CRDO team member representing Fleet Management, oversaw the simulator.



Buffalo, NY, supervisors Gino Pari (left) and Youssef Mikhael with NAPS Secretary/Treasurer Jimmy Warden



NAPS Secretary/Treasurer Jimmy Warden met with NAPS members from Puerto Rico.



Buffalo, NY, Supervisor Alexandra Dell, NAPS Secretary/Treasurer Jimmy Warden and Iowa Supervisor Seidina Massengarb



NAPS members from New York 1 District and NAPS Secretary/Treasurer Jimmy Warden



Arizona NAPS member Derek Burton and NAPS Secretary/Treasurer Jimmy Warden

Ground Advantage Replaces First-Class Package Service

The Postal Service continues its strategy of streamlining shipping services. The focus has been to improve package offerings by improving service reliability, lowering prices and simplifying product offers. USPS Ground Advantage will replace First-Class Package service this summer. The new service will feature two- to five-day service standards for packages up to 70 pounds.

Latest Data Reported from the ‘EAS Carry Survey’

Following is the Feb. 27 update regarding EAS workhours being reported on the “EAS Carry Survey.” Complement and hiring issues continue to be the reason most cited for EAS employees delivering mail. NAPS continues to get weekly updates on this data.

| Atlantic | | Southern Retail & Delivery | |
|---------------------------|-----------------|----------------------------|-----------------|
| District | Hours | District | Hours |
| ME-NH-VT | 1,194.63 | AR-OK | 73.42 |
| New York 3 | 670.25 | Tennessee | 71.83 |
| MA-RI | 286.42 | South Carolina | 55.67 |
| Pennsylvania 1 | 248.20 | AL-MS | 54.25 |
| North Carolina | 162.17 | Georgia | 40.37 |
| DE-PA 2 | 88.25 | Florida 1 | 31.83 |
| Virginia | 60.67 | Texas 1 | 31.17 |
| Connecticut | 17.25 | Louisiana | 23.00 |
| Maryland | 15.00 | Texas 3 | 22.00 |
| Total | 2,742.83 | Florida 3 | 17.00 |
| | | Texas 2 | 8.00 |
| | | Total | 428.53 |
| Central Retail & Delivery | | WestPac | |
| District | Hours | District | Hours |
| MN-ND | 383.83 | ID-MT-OR | 509.65 |
| Wisconsin | 312.83 | Washington | 377.00 |
| IA-NE-SD | 299.50 | CO-WY | 274.75 |
| Illinois 2 | 241.83 | California 1 | 258.92 |
| Ohio 1 | 121.30 | California 2 | 60.42 |
| KS-MO | 77.17 | California 3 | 32.00 |
| Michigan 2 | 76.50 | AZ-NM | 30.75 |
| KY-WV | 61.63 | NV-UT | 23.33 |
| Indiana | 60.00 | California 6 | 18.50 |
| Illinois 1 | 32.50 | California 5 | 4.00 |
| Michigan 1 | 6.50 | Hawaii | 3.00 |
| Ohio 2 | 2.00 | Total | 1,592.32 |
| Total | 1,675.60 | | |

New York Area Members Attend S&DC Open House

An engaged group of seven New York Area members visited the open house for the new S&DC in Utica. NAPS members were told the delivery operations from surrounding offices will be relocated to the facility on a gradual basis from February through June 2023. New York 3 District Manager Marcellina Del Pizzo was very cordial and took time to answer questions from the group and respond to concerns.

NAPS attendees appreciated Del Pizzo’s openness regarding details of the S&DC. She provided folders showing how the facility was being laid out to house all 13 ZIP codes. Cookies, cupcakes and other snacks, as well as bottled water, were offered during the tour.

The tour was very informative. There still are many unknowns that won’t become apparent until the center is fully implemented and all 13 ZIP codes moved in. Del Pizzo invited NAPS back in June when the center should be fully implemented.

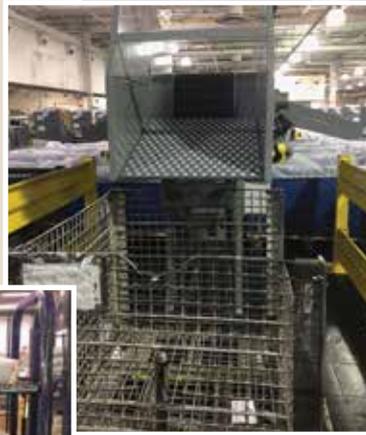


The hampers have a bungee insert that rises as the load decreases so employees do not have to bend over into a hamper to retrieve mail from the bottom. The center will have Small Parcel Bundle Sorters (SPBS) that will enhance sorting parcels and bundles.



Each route will have a new case.

From left: Mark Velez, Flushing Branch 164 executive vice president; Paul Ross, Syracuse Branch 7 executive vice president; Dee Perez, New York Area Vice President; Marcellina Del Pizzo, New York Area 3 District manager; Frank Barton, Mid-Hudson Branch 330 president; Kathleen Cusyk, Branch 7 treasurer; Jeff Goldman, Branch 164 president; and Joe Zegarelli, Branch 7 president.



NAPS Southeast Area Vice President Bobby Bock (left) and Florida State District Vice President Bruce Kurland attended the open house at the Gainesville, FL, S&DC.

NAPS Central Region Vice President Dwight Studdard swore in officers in Mississippi and Alabama:



Studdard and Jackson, MS, Branch 199 officers Mildred Hill and Linda Turner.



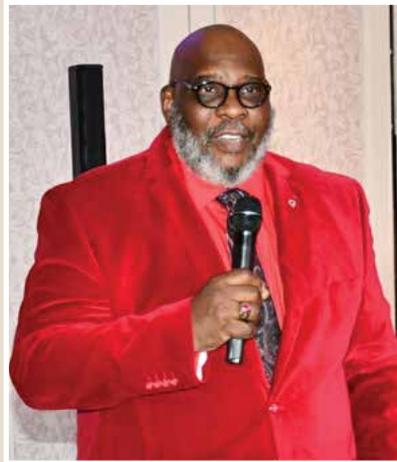
From left: Huntsville, AL, Branch 299 officers Latisha Hughes, Nanette Frasier, Eddie Massey, Rickey Frasier and Studdard.

New York City Branch 100 celebrated its 105th Annual Dinner Dance in late February; over 290 people attended. Special thanks to Postal Police Supervisors Branch 51 President Butch Maynard who served as photographer.



USPS Vice President of Retail and Post Office Operations Elvin Mercado congratulated Branch 100 on its longstanding dinner dance and thanked members for the work they do.

Scholarships were awarded to two children of branch members and sponsored by M3 Technology. From left: Robert Piscatelli, M3 Technology; John Piscatelli, CEO, M3 Technology; Khandokar Ali, USPS Headquarters Operations Integration specialist assigned to New York City, and his daughter, Sabeeha Malikah; Athena Esposito and her mother and father, Dominick Esposito, USPS Headquarters Delivery Support specialist assigned to New York City; and Lijia Dyer, Branch 100 president.



NAPS President Ivan D. Butts addressed attendees.



Branch 100 President Lijia Dyer facilitated the event.



Branch 100 officers, from left: Vincent Hall, sergeant-at-arms; Tu Tu, secretary; Jeff Wilensky, director of Communications; James Puccio, advocate; Juan Pastor, vice president, Plant Operations; Dave Conover, vice president, Station Operations; Tom Hughes, executive vice president; and Lijia Dyer, president.



Special thanks to those who supported the event, among them NAPS President Ivan D. Butts and National Auxiliary President Laurie D. Butts, Secretary/Treasurer Jimmy Warden and his wife Ivonne, former President Louis Atkins and National Auxiliary Secretary/Treasurer Bonita Atkins and Immediate Past President Brian Wagner and his wife Carol.

Postal Service Headquarters guests included Vice President of Retail and Post Office Operations Elvin Mercado, Manager of Labor Relations Policy Administration Bruce Nicholson and Sean Accord.

New York 1 District guests included Postmaster Wanda Diaz, Bronx Postmaster Adela Livingston and HR Manager Paul Stremel.



Former managers from Gracie Station included Vincent Hall (third from right), Jimmy Warden (fourth from right) and Tom Hughes (sixth from right). Also, current Manager Mariel Felix (in front of Hughes) and Supervisor Tu Tu (seventh from right).



Anthony LaGrecia Mid-Hudson, NY, Branch 330 held its annual retiree luncheon in Kingston, NY; 36 members attended. Kingston was the state's first capital. The city was burned down on Oct. 3, 1777, after the Battle of Saratoga. NAPS New York Area Vice President Dee Perez and Secretary/Treasurer Jimmy Warden (center) attended. Branch 330 Treasurer Jean Breyer and Branch President Frank Barton are 5th and 6th from the left, respectively.



NAPS President Ivan D. Butts and Secretary/Treasurer Jimmy Warden attended Nashville Branch 32's meeting in late February. Branch President Robert Wakefield (standing, second from left) offers 10-15 minutes on training at each branch meeting; he discussed what a NAPS advocate needs to do and the steps to follow when approached by a member who just received corrective action.



Branch 32 President Robert Wakefield presented new retiree Geneva London with a certificate congratulating her on her retirement.

Long Island, NY, Branch 202 held a branch meeting on Feb. 9; 68 members attended.



From left: Branch 202 Vice President Vinny Nicolosi, Executive Vice President Frank Baselice, guest speaker and New York 2 District Business Lead Development Specialist Allen Habert, NAPS New York Area Vice President Dee Perez, Branch 202 President Tom Barone, guest speaker and New York 2 District MPOO Elizabeth Roselli and Branch 202 Vice President Rocky Sing. Not pictured are Branch 202 Vice Presidents Ann Pedro and Vinny Violante.



New York Area Vice President Dee Perez addressed members.



From left: New York Area Vice President Dee Perez, New York 2 District MPOO Elizabeth Roselli, New York 2 District Business Lead Development Specialist Allen Habert and Branch 202 President Tom Barone.

NAPS Executive Board Directory

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Recognizing the Importance of Front-Line Supervisors

Bobby Bock

Southeast Area Vice President

The Postal Service recently conducted a series of supervisor symposiums for all Customer Service supervisors. This was a significant investment considering the cost of travel and salaries of the thousands of supervisors involved. The feedback I received from members throughout the Southeast Area was the training was excellent.

I have received feedback from supervisors in other functional areas wondering if the training will be ex-

panded to supervisors in plant and support positions. I will raise this issue at our upcoming NAPS Executive Board meeting.

There is no substitute for in-person training. While technology allows us to meet on computer screens, it cannot replace the benefits of classroom training and the opportunity for supervisors to interact with each other, inside and outside the meeting. I hope the Postal Service will expand in-person training at all levels of the organization.



On any given day, our members get into pitfalls dealing with the craft unions. It is important that your

dealings with union stewards are managed correctly. You should have a log book to record your discussions. When an information request is filed, you should log the date you received the request and track it to ensure you

meet your deadlines for responding.

If you are in a situation where you are not sure what to do, don't just push the decision aside. You have five days to respond to a grievance. While this timeframe can be extended by mutual agreement, you still should act promptly in response to all grievances and information requests presented by the unions.

You can and should involve your manager or contact your Labor Relations specialist for guidance. Not properly handling interactions with a union can become costly, both in the time it takes to deal with the grievance and the monetary penalties you can incur.

There is no good reason for being deficient in dealing with contractual issues. If you don't know the answer, get your manager's input.

While you have the authority to settle grievances that involve monetary payments, be careful when you resolve such a grievance. Remember that you have resources to help you correctly settle a grievance so you don't incur additional penalties. When the union gives you a settlement proposal, read the settlement



We All Can Help **Build Membership**



February High-Five Club Members

Darius Evans, Branch 85

Marilyn Jones, Branch 39

Derek Lothridge, Branch 96

Raymond Maytin, Branch 146

Charles Patterson, Branch 127

Renee Rafuse, Branch 102

carefully and make sure you understand the ramifications if you settle the grievance and implement the remedy.

While many of our members have good working relationships with their employees, remember they really are not your “friends” and can turn on you at any time. You need to do your job by the book and expect your subordinate employees to do their jobs in the same manner.

When you start making deals with your employees, you are opening yourself up to future problems.

Don't hesitate to use NAPS resources when you have a situation about which you aren't sure. Contact information for your branch is on the NAPS website at naps.org. The NAPS area vice presidents are here to help you and keep you out of trouble. Their information also can be found on the website.

The Postal Service is going through some dramatic changes. I applaud its efforts to reach out to our line supervisors to give them better tools to do their jobs. I hope they expand their efforts and offer training to all the other line supervisors

We only can succeed through teamwork and collaboration with postal leadership. I believe we are heading in the right direction.

bocknapsseavp@aol.com

It's Time for Everyone in Management to Begin Working Together

Dee Perez

New York Area Vice President

If the Postal Service is to be successful, EAS employees must adapt and manage a decreasing workload correctly. Supervisors currently have an abundance of analytics and statistical reports to digest daily. I understand how mind-blowing it has become to absorb all the statistical data while managing your employees.

You are on roller skates while leadership sits comfortably in their offices, oblivious to what you deal with daily. Meanwhile, they think you are giving away the shop and second-guess you every day.

The adjustment needed is how management treats management. This starts and ends with area managers, MPOOs, postmasters and MDOs who are currently issuing excessive corrective action—not to craft, but to their own EAS employees. Yet Labor and HR allow it.

Those two departments are supposed to be the ethical guardrails monitoring excessive discipline. They are supposed to be the police officers on watch, informing leaders of exces-

sive corrective action being issued. But they don't! It's a huge problem.

In each district, there are a lot of petty adverse actions being issued to EAS employees with no consideration for “just cause” or adherence to progressive discipline. The action goes from previously no action on file to a 14-day letter of warning or removal.



How is this corrective in nature and not punitive? All that is gained are resentment and intense dislike toward the issuing manager for their actions. Leaders: You need to cultivate loyalty and engagement the right way, not by threatening corrective action, embarrassing someone in a Zoom meeting or approving an excessive action.

Unfortunately, the leaders who issue excessive corrective actions don't understand the consequences the Postal Service incurs from this type of leadership style. Management by fear and intimidation and acting as if they are the “Great and Powerful Wizard of Oz” no longer cuts it. Little do these leaders realize that EAS employees do know who's behind the curtain and what they have done to

achieve their leadership levels.

These types of leaders are no longer welcome in the new generational makeup of today's EAS employees. These leaders are not mentoring and providing guidance. All they are doing is reading data and issuing corrective, harmful actions to a person whom they are supposed to mentor and develop.

Instead, how about local management tries something different this year? Make November and December noncorrective action months against any EAS employees, short of a violent act or stealing postal funds? This would foster working together and getting along with each other during peak season.

It's only a crazy idea if you don't try it. If you try it and it works, you are perceived as a bridge builder, not a wrecking ball.

Recently, the Postal Service held symposiums in Atlanta and National Harbor, MD, for Customer Service supervisors from around the country. The objective was to hear the Postal Service Headquarters message and make everyone aware what is expected of them.

I have received positive feedback from supervisors who attended. They

heard directly from USPS area vice presidents and the Headquarters leadership chain of command, including Postmaster General Louis DeJoy. By all accounts, the PMG was

his usual, entertaining self.

He informed attendees of the business side of the agency and the reality we face as a service in the market in which we compete. He was

very positive and confident regarding his vision for the Postal Service and how it can survive.

Always with dignity and respect!
nyavpdee@aol.com

Feedback From the Field

Marilyn Walton

Western Region Vice President

I had the opportunity to speak with supervisors who attended the recent Postal Service Chief Retail and Delivery Office (CRDO) symposiums. At this writing, there have been four sessions, two in Atlanta and two in National Harbor, MD.

Attendees shared that it was a great opportunity to travel and meet peers from other areas of the country. It also was an excellent opportunity to hear the postal message from top Headquarters officials, including the Postmaster General.

The two-day symposiums consisted of back-to-back presentations. I heard comments that some presentations were impressive, some were interesting and some were just okay. One concern was so much information provided in one seating; it was welcomed, but overwhelming, as well.

Attendees were informed there was no time in the agenda for questions. Information booths were set up, but when attendees asked follow-up questions at the booths, they were directed to various websites. Attendees said they wanted to directly ask the subject expert presenting the information regarding their questions.

Additional feedback from attendees was the information was great, but they questioned what tools and assistance would be available once they returned to the workplace.



Many offices are waiting for additional staffing. The symposiums identified a significant lack of resources in the districts to assist supervisors with the technology related to tracking data and preparing daily and weekly reports.

Regarding supervisors' travel to the symposiums, what actual expenses are covered? Several supervisors' travel expense were denied for travel to and from the airport. Supervisors have been informed there is no pay for travel time.

There are ongoing local disputes as to what time is paid for each day away from home. NAPS' position is what is paid should be the same, whether flying or driving, and the time spent to accomplish the required travel and attendance time at the symposium.

USPS Headquarters should be commended for their efforts to bring the message from the top directly down to line supervisors. In many cases, this was supervisors' first opportunity to see USPS Headquarters officials in person and understand what the goals are regarding introducing so many programs and processes to the field.

These symposiums could help supervisors glimpse the vision of a future Postal Service and implementation of the "Delivering for America" plan. However, one topic not addressed was the tone of messages directed to supervisors in the field dur-

ing telecons and Zoom meetings. NAPS feedback from members in the field is the messaging is angrily curt, perceived as a threat and "just get it done by any means necessary."

The USPS is investing a lot of money in these symposiums. It is suggested that the same professional manner in which information is presented at the USPS Headquarters level be mandated for all postal officers and managers in the field.

Margarete A. Grant Branch 127 Celebrates Its Retirees.

Branch 127, led by President Charles Patterson, hosted over 100 attendees at its annual retiree brunch at Smith's Landing on the Marina in Antioch, CA. It was a beautiful Sunday overlooking the East Bay. The branch had 17 members retire in 2022.

Specially invited postal guests were Ernesto Avila, Antioch Postmaster, and Ramon Martinez, senior MDO, Bay Valley P&DC. Both managers offered congratulations to the retirees and words of encouragement to attendees still working.

NAPS California State President Marilyn Jones spoke and reminded everyone the California State Convention will be in Oakland in May. She brought several state board members to the event.

NAPS Pacific Area Vice President Chuck Lum congratulated the retirees and encouraged them to continue their membership in NAPS. He urged all members to reach out and encourage nonmembers to join.

I asked that EAS employees get



From left: California State Legislative rep Felicia Pennington, California State President Marilyn Jones, Branch 127 retirees Valerie Loera, Mariel Murillo and Marques Ceaser and California State Treasurer Sally Simpao.



From left: Branch 127 Vice President Glen Gray, NAPS Pacific Area Vice President Chuck Lum, newly retired Branch 127 Trustee and Branch Organizer Valerie Loera, NAPS Western Region Vice President Marilyn Walton and Branch 127 President Charles Patterson.

legislatively smart. We all need to step up and contact our lawmakers and push for positive postal legislation. Retirees should focus on H.R. 82, legislation to repeal the WEP and GPO, which would help many annuitants receive their fully earned Social Security benefits.

I was happy to hear the branch collected \$320 for SPAC! Branch 127 Trustee Valerie Loera—a new retiree—

was recognized for her 35 years in the Postal Service by Martinez.

Valerie and her committee organized the outstanding brunch. The food, venue and fellowship were outstanding. Seven local California branches sent representatives. A special thanks to Patterson and his officers for a wonderful, relaxing event in the scenic East Bay!

marilynwalton@comcast.net

2022 Scholarship Winners

Following are the winners of the 2022 Louis M. Atkins Presidential Scholarships:

Eleanor Dauernheim, granddaughter of Margaret Ratkowski, Southeastern Michigan Branch 268. Eleanor is studying historic preservation at the University of Mary Washington, Fredericksburg, VA.

Tocarra Hogue, daughter of Rae'Monda Adams-Hogue, Dayton, OH, Branch 2. Tocarra is studying political science at the University of Dayton.

Jonathan Malafrente, son of Michael Malafrente, Anthony LaGreca Mid-Hudson, NY, Branch 330. Jonathan is studying psychology at the State University of New York at New Paltz.

Hallie Quinn, daughter of William Quinn, Tampa, FL, Branch 81. Hallie is majoring in education at the State College of Florida, Manatee-Sarasota.

Jayshawn Anderson, son of Lovey Wilson, San Francisco Branch 88. Jayshawn is majoring in business administration at the University of California, Berkeley.

2023 NAPS State Conventions

| Dates | State(s) | Location |
|-------------|-----------------------|---|
| April 21-22 | Tennessee | Marriott Courtyard, Gatlinburg |
| April 27-30 | New York | San Juan Marriott Resort & Stellaris Casino, PR |
| April 28-29 | Illinois | Fairfield Inn & Suites, Schaumburg |
| May 3-7 | California | Sonesta Emeryville |
| May 5-7 | North/South Dakota | The Lodge at Deadwood, SD |
| May 11-12 | Minnesota | The Suites Hotel at Waterfront Plaza, Duluth |
| May 18-20 | Wisconsin | The Chula Vista Resort, Wisconsin Dells |
| May 18-21 | New England Area | Red Jacket Beach Resort, South Yarmouth, MA |
| May 25-28 | Capitol-Atlantic Area | Arundel Mills, MD |
| June 2-3 | FL/GA Bi-State | Lake Lanie Island, Buford, GA |
| June 9-10 | Pennsylvania | TBD |
| June 9-11 | Michigan | The Island Resort Casino, Harris |
| June 22-24 | Texas | Crowne Plaza Shenandoah |
| June 25-27 | New Jersey | Tropicana Hotel and Casino, Atlantic City |
| July 20-22 | Central Gulf Area | TBD |
| Aug. 10-11 | Western Region | Ala Moana Hotel, Honolulu |
| Oct. 5-7 | MINK Area | Kansas City, MO |

Please report state convention dates to NAPS Headquarters.

Constitution & Bylaws Checkup

Brian J. Wagner

The NAPS Constitution & Bylaws (C&BLs) is our association's primary governing document. Traditionally, changes to the constitution occur every two years during the national convention after C&BLs resolutions are submitted for floor discussion and vote.

After NAPS' constitution, the primary document governing local and state NAPS branches is their respective C&BLs. How often is your local or state branch C&BLs given a checkup for potential changes? Is a checkup overdue? If yes, do you know where to start? Here's the scoop:

First, the NAPS president appoints a NAPS Executive Board Constitution & Bylaws committee to review the Constitution to determine if any changes are necessary. If yes, the committee submits an Executive Board resolution to the national convention for final vote by the delegation.

The president of a local or state branch also should appoint a Constitution & Bylaws Committee to review the branch's document and provide any potential changes. Local and state NAPS branch committees may submit proposed C&BLs changes to their respective members or state convention delegates for a final vote. April starts the NAPS state convention season; now would be a good time for state presidents to have a C&BLs Committee do a respective constitution checkup.

Second, a local or state NAPS branch C&BLs Committee should compare its respective constitution

against the NAPS Constitution. Why? Per Article XIV, Branches, Section 2, of the NAPS Constitution, a local and state branch may not enact a constitution and bylaws in conflict with the association's Constitution & Bylaws.



If any such conflict(s) exist, the respective branch must modify its C&BLs accordingly. Of course, any formal changes to a branch's Constitution & Bylaws should be done in accordance with

"Robert's Rules of Order" and voted on by the membership.

Third, local and state branches usually follow the NAPS Constitution and use Article 1 to state the branch's name. Article 1 of NAPS' constitution also states the date NAPS was organized: Sept. 7, 1908.

It is important that a branch's C&BLs list the date the branch was officially chartered or organized. Why? If a branch is conducting business with a financial institution (for example, opening a bank or credit union account or investing extra funds with an investment company), such institutions may or will require a copy of the branch's organizing document (C&BLs) that stipulates the date the branch was chartered/organized.

In addition, if a local or state branch is filing for nonprofit/tax-exempt status, the IRS requires an organizing document to specifically state the name of the organization *and* the date it was chartered/organized. See my column in the February 2023 issue of *The Postal Supervisor* related to filing for nonprofit/tax-exempt status.

If your branch's constitution and bylaws is missing a respective charter or organization date, it's easy to add. Again, follow "Robert's Rules of Order" and ensure any respective C&BLs change is approved by a vote of the membership.

Following is a written example of how to include a branch's organization date in the same C&BLs article that references the branch's name:

"Article 1, Name: The Association shall be known as the National Association of Postal Supervisors (NAPS) Big City Branch 999, organized on June 1, 1986."

Fourth, according to Section 501 of the *IRS Code*, if an organization is dissolved, it is against the law to divvy up the treasury or branch funds among the remaining members. Whether a NAPS branch is nonprofit/tax-exempt or not, the branch's C&BLs should have an article to address handling the branch treasury at dissolution.

If this dissolution article is missing from a branch's C&BLs, it should be added immediately. If unsure how to handle this treasury issue, NAPS has you covered.

As past NAPS secretary/treasurer, I worked with our NAPS accountant to develop language to be incorporated in local and state constitutions and bylaws to conform to IRS rules related to the dissolution of a branch and its treasury. Following is an example of a C&BLs article branches may use to meet this IRS requirement.

"Article #, Dissolution of Branch: Upon dissolution of the organization, assets shall be distributed for one or

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National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2023

The Vince Palladino Memorial Student Scholarships are awarded in memory of the late NAPS president and honor his dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.

Applicants for this scholarship must be the children or grandchildren of a living NAPS member, active or associate, at the time of drawing. Furthermore, the children or grandchildren must be attending or have been accepted by an accredited two- or four-year college or university.

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (Northeast, Eastern, Central, Southern and Western).



Applications must be received no later than June 30, 2023. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the October 2023 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2023. Scholarships may be used to pay expenses in the student’s current or following semester.

Online applications only: <https://naps.org/Members-Scholarship-2>

Bob Levi

Director of Legislative & Political Affairs



Postal Employee Appeal Rights Amendment Act.

Moreover, we will communicate the need to repeal the discriminatory treatment suffered by so many

Civil Service Retirement System annuitants by passing H.R. 82, the Social Security Fairness Act. And we will encourage Congress to exercise its over-

In 1792, President George Washington signed into law the Post Office Act that established the U.S. Post Office Department. The legislators of our youthful country valued

Protecting Postal Personnel and Securing the Mail

mail so much that the Post Office Act listed capital punishment as the penalty for stealing mail.

It's also noteworthy that "postal surveyors" were the first federal law enforcement officials hired by the United States. These early law enforcement agents were tasked with protecting U.S. mail, property of the nascent national mail system and the individuals who transported the mail. These lawmen (there were no women agents at that time) were the forerunners of today's Postal Inspection Service.

NAPS strongly believes the Postal Service's mission to protect the mail is just as important today as it was for early America. This is the reason NAPS has included mail security and postal personnel protection among its key legislative priorities for 2023. NAPS' legislative activists will take this message to Capitol Hill during our March Legislative Training Seminar.

Yes, we also will convey the necessity to improve the consultative process for all EAS-level postal personnel through passage of H.R. 594, the Postal Supervisors and Managers Fairness Act. We also will impress on our elected leaders the importance of granting all EAS employees due process rights through enactment of H.R. 595, the

sight responsibility to ensure implementation of the Postal Service's 10-year plan and Postal Reform Act of 2022 to improve mail service to the American public.

However, current circumstances demand we add this new priority. For the past two-plus years, NAPS has been monitoring the impact of the Postal Service's 2020 decision to restrict the law enforcement authority of the Postal Inspection Service's uniformed members (aka U.S. Postal Police). Prior to fall 2020, uniformed members of America's oldest federal law enforcement agency were authorized to protect mail and postal property and personnel beyond the perimeters of postal facilities.

But in 2020, the agency decided to restrict the activities of its uniformed law enforcement agents to protecting postal facilities. In effect, the USPS was attempting to erroneously recast officers of the Inspection Service's uniformed division as security guards.

At the same time this redeployment and reimagining were being implemented, crimes against postal personnel and the mail were accelerating at breakneck speed. Almost every day, the American public is alarmed over the magnitude of attacks

on USPS letter carriers. In November, *Linn's Stamp News*, quoting data secured through a Freedom of Information Act request, reported that armed robbery of letter carriers had increased 144% since 2020.

In effect, contracting the uniformed agents' authority virtually eliminated "letter carrier protection patrols." NAPS members are extremely concerned about the protection of the employees they supervise. This exposure to crime compromises employee morale, safety and recruitment.

Notably, employee vulnerability was identified at the outset of NALC's collective-bargaining process last month when National President Brian Renfroe declared that "letter carriers [must be] safe from the moment they arrive at their stations until the moment they park their vehicles after delivery. We cannot allow postal crimes to persist." Clearly, taking postal police off the street undermines letter carrier safety.

Concurrent with the rapid rise of attacks against letter carriers was a dramatic increase in mail theft. In fact, on Feb. 27, 2023, the Department of the Treasury's Financial Crime Enforcement Network sent a "FinCEN Alert" to America's financial institutions entitled, "Nationwide Surge in Mail Theft-Related Check Fraud Schemes Targeting the U.S. Mail."

Specifically, the Treasury Department reported an astonishing 161% increase in mail theft complaints over one year, from 2021 to 2022. Reducing uniformed agent patrols and performing law enforcement activities with an understaffed uniformed presence—at the same time COVID-19 increased the use of the Postal Service for commerce—emerged as a sweet target for postal criminals.

NAPS members are most concerned for the employees under their

supervision, but also for confidence in the security of our national mail system. For these reasons, NAPS has been working with representatives of the uniformed division of the Postal Inspection Service and members of Congress to restore the division's broad law-enforcement authority.

Last year, Reps. Andrew Garbarino (R-NY) and William Pascrell (D-NJ), and Rep. Eleanor Holmes Norton (D-DC) introduced two different bills to help clarify the postal police force's authority. The division currently employs only about 350 of-ficers who are supervised by about 85 EAS-level agents. However, smart deployment and growth in the police force complement would help suppress crime against personnel and the mail.

In early March, NAPS New York Area Vice President Dee Perez, with



NAPS New York Area Vice President Dee Perez (upper right) and Postal Police Supervisors Branch 51 President Butch Maynard (upper left) met with Rep. Andrew Garbarino (R-NY) (bottom left) and staff member Niko Keddy to thank Garbarino for his early sponsorship of H.R. 594 and 595. They discussed Garbarino's bill that would clarify the postal police force's authority in order to protect postal personnel and the mail.

NAPS Postal Police Supervisors Branch 51 President Butch Maynard and member Joe Dispensa, met with Garbarino to discuss the anticipated

reintroduction of his legislation, and, of course, thank him for co-sponsoring H.R. 594 and H.R. 595.

naps.ri@naps.org

Constitution & Bylaws Checkup

Continued from page 22

more exempt purposes within the meaning of *Internal Revenue Service Code* section 501. The assets will be audited and the members from the organization will be transferred to a local or state branch of the National Association of Postal Supervisors within the same geographic area. In addition, the assets will be transferred to the branch receiving the membership of the dissolved organization.

“Upon dissolution, no part of the net earnings of the branch shall inure to the benefit of or be distributable to its members, trustees, officers or other private persons, except that the branch shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose in Article #.” (Insert the branch constitution article number that references

the object/purpose of the branch, which usually is Article II.)

Fifth, some branch C&BLs may provide a stipend or gratuity to elected officers for serving as an officer. If the branch's constitution isn't clear on the reason for the stipend/gratuity, the branch officer may find themselves with a personal income-tax liability.

Therefore, if a branch provides reimbursement to an elected officer for using their personal resources (for example, cell phone, internet, a room at home, personal computer, printer ink and paper, etc.) in a stipend or gratuity to perform association work, it should be listed in the branch's constitution and bylaws as a “reimbursement of incidental association business expenses”—not as officer compensation. A branch would need to review this section of their respective C&BLs or possibly add a new article to change the reference of branch officer compensation to one

of reimbursement for incidental branch expenses.

Finally, because the NAPS' and branch constitutions and bylaws are critical governing documents of our association, it's important that members take a vested interest in doing at least an annual checkup of NAPS' Constitution and Bylaws, as well as their respective branch C&BLs. By doing this regular checkup, we ensure our association at the local, state and national levels remains active, strong, transparent and relevant to all members—now and well into the future.

It's time to check up on my ice-cream-flavor-of-the-month recommendation: chocolate silk pie.

brian4naps@aol.com

Address Unscheduled Absences as They Occur

Peggie Bednar

I don't know about you, but I work for the Postal Service in exchange for a paycheck. I do not work for free, volunteer or provide charity to my employer when my talent and training are an asset to the company that employs me.

What does it mean to be an employer? "Employer, noun: A person, firm or other entity which pays for or hires the services of another person." It might be said it is ideal for the employer to have production without employees and ideal for the employee to have income without work; however, we all know this is not reality for most.

As EAS employees, we perform a particularly important job. Most of us ensure craft employees are working to expectations and provide administrative duties set by our employer. Knowledge of your job duties and responsibilities keeps you informed of the expectations for which the organization pays you.

EAS employees should not be working the window, carrying mail, sorting mail, loading vehicles of mail or any other duties specific to craft employees. I am sure you all agree, but what can we do when craft staffing falls short in meeting daily expectations?

We should be planning our craft employees' schedules a week in advance so we are aware of craft shortages, then adjust the schedule to fill in the gaps. As a Level-22 postmaster, I'm well aware of the daily challenges of employee attendance. But, first, I

must ask you: What have you done to increase employees' awareness to be regular in attendance?

Are you setting yourself up for failure or unnecessary stress by ignoring or, worse yet, saying to yourself, "I just don't have time to address their attendance." Really?! Too many postmasters, managers and supervisors are saying we just don't have the time. It's more important now than ever to make time to hold your employees accountable for being regular in attendance.

If you need assistance holding your employees accountable, contact your local Labor Relations specialist to help. They have a plethora of knowledge and can provide you the tools necessary to ensure you are successful in holding your employees accountable for their actions.

For unscheduled absences, an employee *must notify the supervisor or proper official as soon as they realize they will be unable to report for duty.* Immediately on returning to duty, the employee must submit a *PS Form 3971, Request for or Notification of Absence*, and explain the reason for the unscheduled leave.

Every time an employee reports off work, you should be conducting an attendance review. It literally takes a few minutes to have the employee sign a *Form 3971* and advise them where they stand with regard to their attendance. Then, document, document, document.

Keep a small notebook or something to jot down your discussions with employees. Your documentation will be vital down the road

when it may become necessary for corrective action. Your notes are your notes and not to be shared with anyone.

The *Employee and Labor Relations Manual (ELM)*, Section 511.42, Management Responsibilities, reads:

"To control unscheduled absences, postal officials:

- a. Inform employees of leave regulations.
- b. Discuss attendance records with individual employees when warranted.
- c. Maintain and review PS Form 3972, Absence Analysis, and PS Form 3971."

Also, keep in mind an important section of the *ELM*— Section 513.361, Three Days or Less, which reads in pertinent part:

"For periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required when the employee is on restricted sick leave (see 513.39) or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service. Substantiation of the family relationship must be provided if requested."

The key words are "may accept," which means you are not required to accept. Other important key words in the language are "or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service." If you believe one of your employees is try-

NAPS Training Calendar

Cotton Belt Area Training April 21-22, 2023

In conjunction with the Tennessee State Convention

Conducted by: Cotton Belt Area VP Shri Green

Location: Courtyard by Marriott Gatlinburg Downtown, 315 Historic Nature Trail, Gatlinburg, 37738; 865-426-2008

Hotel Rate: \$169/\$179, plus taxes; code: NAP.

Registration Fee: \$75, if received by March 31; \$95 after March 31

Training: TBD

Illini Area Training April 27, 2023

In conjunction with the Illinois State Convention

Conducted by: Illini Area VP Luz Moreno

Location: Fairfield by Marriott Chicago Schaumburg, 700 National Parkway, Schaumburg, IL 60173.

Hotel Rate: \$119/king or double

Registration Fee: TBD

Northeast Region Training Seminar April 28-29, 2023

SOLD OUT

Conducted by: Northeast Region VP Tommy Roma, New England Area VP Bill Austin, New York Area VP Dee Perez and Mideast Area VP Tony Dallojacono.

Location: Marriott San Juan Resort & Stellaris Casino. For reservations, call Marriott reservations at 888-817-2033 or the hotel directly at 787-722-7000, ext. 44.

Hotel Rate: \$343/single and double (includes taxes and resort fees). Mention "NAPS" for the

special rate available April 26-May 1, based on availability; registration cut-off is March 27. Maid service is \$2/day; portage gratuities are \$6/round trip.

Registration Fee: \$290. Make check payable to NAPS and mail to Tommy Roma, 385 Colon Ave., Staten Island, NY 10308. Fee includes giveaways, coffee breaks, Friday luncheon and a SPAC raffle for a free weekend at the Marriott San Juan.

Trainers: Doug Tulino, Dane Coleman, Elvin Mercado, Bruce Nicholson, Marina Nicholson, Tracy Powers, Tony Dallojacono, Dee Perez and Bill Austin.

North Central Area Training Seminar May 11-18, 2023

In conjunction with the Minnesota State Convention

Conducted by: North Central Area Vice President Dan Mooney, 612-242-3133, dan_9999@msn.com

Location: The Suites Hotel at Waterfront Plaza, 1325 Lake Ave., Duluth, MN 55802; 218-727-4663, ask for the NAPS rate.

Hotel Rate: \$127, Thursday; \$167, Friday

Registration Fee: TBD

Training Topics: ELM 650, Branch Tax Filing, Membership DCO Reports

Guest Speaker: NAPS Immediate Past President Brian J. Wagner

North Central Area Training May 18-20, 2023

In conjunction with the Wisconsin State Convention

Conducted by: North Central Area VP Dan Mooney, (612) 242-3133; dan_9999@msn.com

Location: Chula Vista Resort, 1000 Chula Vista Parkway, Wisconsin Dells, WI; call (608) 678-3119 for reservations

Hotel Rate: TBD

Registration Fee: TBD

Training Topics: ELM 650, Branch Tax Filing, Membership DCO Reports

Guest Speaker: NAPS Immediate Past President Brian J. Wagner

New England Area Training May 18-21, 2023

In conjunction with the New England Area Convention

Conducted by: New England Area Vice President Bill Austin

Location: Red Jacket Beach Resort, 1 S. Shore Dr., South Yarmouth, MA 02664; 800-237-8887

Hotel Rate: \$255, average

Registration Fee: \$100

Western Region Training Seminar Aug. 10-11, 2023

Conducted by: Western Region VP Marilyn Walton, Northwest Area VP John Valuet, Rocky Mountain Area VP Myrna Pashinski and Pacific Area VP Chuck Lum

Location: Ala Moana Honolulu by Mantra, 410 Atkinson Dr., Honolulu, HI 96814

Hotel Rate: \$177; more information to follow

ing to pull a fast one, you have the right to request documentation for protecting the interests of the Postal Service.

If the absence is over three days, the employee is required to submit medical documentation or other acceptable evidence of incapacity for work. Don't wait until your employees call off to advise them of these requirements. Service talks are the easi-

est way to inform employees of your expectations and USPS requirements.

We are at the beginning of a new quarter, with half of the current fiscal year behind us. I challenge each of you to set aside 10 to 15 minutes each day to devote to addressing employee attendance. Once you address employee attendance on a daily basis, I promise you will see a change with reducing unscheduled absences.

Employee attendance can be a problem and major cause of stress that greatly reduces your time and energy. Instead, address unscheduled absences as they occur. Do not wait until it's out of control.

msbednar@comcast.net

Peggie Bednar is president of Palmetto, SC, Branch 631 and postmaster of Rock Hill.

2023 SPAC Contributors



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

| | | |
|----------------|----|------------|
| Wileman, Dotty | MD | Branch 923 |
| Barone, Thomas | NY | Branch 202 |
| Butts, Ivan | PA | Branch 355 |

February Contributors

VP Elite (\$750)

| | | |
|----------------|----|-----------|
| Laster, Edward | OH | Branch 46 |
|----------------|----|-----------|

Secretary's Roundtable (\$500)

| | | |
|---------------------------|----|------------|
| Moreau, Steven | MA | Branch 102 |
| Lothridge, Derek | ME | Branch 96 |
| Scales-Bradley, Constance | NJ | Branch 53 |
| Green Jr., Richard | VA | Branch 98 |

Chairman's Club (\$250)

| | | |
|------------------|----|------------|
| Burton, Dawn | AZ | Branch 246 |
| Salmon, James | AZ | Branch 246 |
| Benjamin, Evelyn | CA | Branch 266 |

| | | |
|---------------------|----|------------|
| Walton, Marilyn | CA | Branch 77 |
| Ruckart, Kenneth | FL | Branch 386 |
| Moreno, Luz | IL | Branch 489 |
| Griffin, Troy | MD | Branch 42 |
| Amergian, Raymond | ME | Branch 96 |
| Rosario Jr., Arnold | ME | Branch 96 |
| Rosario, Tamara | ME | Branch 96 |
| Busciglio, Michael | NJ | Branch 287 |
| Kofsky, Jonathan | NJ | Branch 568 |
| McKiernan, Michael | NJ | Branch 74 |
| Mulidore, Chuck | OH | Branch 133 |
| Bednar, Margaret | SC | Branch 631 |
| Cooper, Karen | TX | Branch 124 |
| Jackson, Alice | VA | Branch 526 |

Supporter (\$100)

| | | |
|--------------------|----|------------|
| Melchert, Pamela | AK | Branch 435 |
| Brathwaite, Rafael | AL | Branch 45 |
| Campbell, Stephnia | CA | Branch 159 |
| Derden, Margaret | CA | Branch 39 |

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

Federal regulations prohibit SPAC contributions by branch check or branch credit card.

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



Enclosed is my voluntary contribution to SPAC by one of the following methods:

Check or money order made payable to SPAC; do not send cash

Credit card (circle one): Visa American Express MasterCard Discover

Card number _____

Security code (three- or four-digit number on back of card) _____

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

In-Kind Donation (e.g., gift card, baseball tickets):

Describe gift _____ Value _____

All contributions to the Supervisors' Political Action Committee (SPAC) are voluntary, have no bearing on NAPS membership status and are unrelated to NAPS membership dues. There is no obligation to contribute to SPAC and no penalty for choosing not to contribute. Only NAPS members and family members living in their households may contribute to SPAC. Contributions to SPAC are limited to \$5,000 per individual in a calendar year. Contributions to SPAC are not tax-deductible.

| | | |
|----------------------|----|------------|
| Gibson, Lelton | CA | Branch 88 |
| Nguyen, Nicole | CA | Branch 373 |
| Trevena, April | CA | Branch 94 |
| Pashinski, Myrna | CO | Branch 65 |
| Gucmeris, Algimantas | FL | Branch 420 |
| Hoerner, Thomas | FL | Branch 420 |
| Van Horn, Gail | FL | Branch 154 |
| Vorreyer, Leslie | FL | Branch 353 |
| Williams, Carolyn | FL | Branch 146 |
| Finley, Roger | GA | Branch 595 |
| Moore, Kevin | GA | Branch 595 |
| Lum, Laurie | HI | Branch 214 |
| Coy, Daniel | IA | Branch 172 |
| Valuet, John | ID | Branch 915 |
| Cook, Carol | IL | Branch 14 |
| McCartney, Kelly | KS | Branch 919 |
| Foley, Paul | MA | Branch 120 |
| Moreno, Richard | MA | Branch 498 |
| Murphy, Gregory | MA | Branch 102 |
| Whyte, Tammy | ME | Branch 96 |
| Elyea, Chad | MI | Branch 142 |
| Ice, Marilyn | MI | Branch 23 |
| Krzycki Jr., Kenneth | MI | Branch 508 |
| Trayer, Kevin | MI | Branch 142 |
| Johnson, Craig | MO | Branch 36 |
| Belger, Michael | NC | Branch 183 |
| Barton, Frank | NY | Branch 330 |
| Englerth, Scott | NY | Branch 11 |
| Evans, Darius | NY | Branch 85 |
| Forde, Nicholas | NY | Branch 202 |
| Allen, Peggy | OH | Branch 46 |
| Mayes, Sean | OH | Branch 29 |
| Sudberry, Norris | OH | Branch 46 |
| Bartko, Susan | PA | Branch 20 |
| Timothy, Pat | PA | Branch 941 |
| Cabrera, Antonio | PR | Branch 216 |
| Barbee, Johnny | TN | Branch 41 |
| Brooks, Lamaricus | TN | Branch 41 |
| Green, Shri | TN | Branch 41 |
| Shoemaker, Justin | TN | Branch 165 |
| Carmona, Richard | TX | Branch 122 |
| Johnson, Melvin | TX | Branch 203 |
| Peters, Diana | TX | Branch 122 |
| Trevino, Barbara | TX | Branch 124 |
| Trevino, Manuel | TX | Branch 124 |
| Butler, Phillip | VA | Branch 98 |
| Cox, Lloyd | VA | Branch 526 |
| Aragon, Ramon | WA | Branch 61 |
| Gibbs, Luti | WA | Branch 60 |
| Gruetzmacher, Bjoern | WA | Branch 61 |
| Taylor, Georgia | WA | Branch 31 |

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Feb. 28, 2023)

National Aggregate:

\$43,214.66

National Per Capita:

\$1.65

Region Aggregate:

| | |
|-------------------|-------------|
| 1. Eastern | \$16,439.00 |
| 2. Northeast..... | \$ 9,160.44 |
| 3. Western | \$ 6,637.84 |
| 4. Southern..... | \$ 6,460.66 |
| 5. Central..... | \$ 4,516.72 |

Region per Capita:

| | |
|-------------------|--------|
| 1. Eastern | \$2.73 |
| 2. Northeast..... | \$1.89 |
| 3. Western | \$1.26 |
| 4. Central..... | \$1.18 |
| 5. Southern..... | \$1.05 |

Area Aggregate:

| | |
|--------------------------|-------------|
| 1. Capitol-Atlantic | \$10,344.20 |
| 2. Mideast | \$ 5,234.00 |
| 3. New York | \$ 3,516.44 |
| 4. Pacific..... | \$ 3,483.00 |
| 5. New England | \$ 3,354.00 |
| 6. Pioneer | \$ 3,150.80 |
| 7. Texas | \$ 2,802.00 |
| 8. Southeast | \$ 2,082.66 |
| 9. Illini | \$ 1,944.00 |
| 10. Northwest..... | \$ 1,672.84 |
| 11. Rocky Mountain. | \$ 1,482.00 |
| 12. Cotton Belt..... | \$ 1,075.00 |
| 13. Michiana..... | \$ 1,069.00 |
| 14. North Central | \$ 900.72 |
| 15. MINK | \$ 603.00 |
| 16. Central Gulf | \$ 501.00 |

Area Per Capita:

| | |
|---------------------------|--------|
| 1. Capitol-Atlantic | \$3.11 |
| 2. Mideast | \$2.35 |
| 3. Pioneer | \$2.33 |
| 4. New England | \$2.16 |
| 5. Texas | \$1.68 |
| 6. Illini | \$1.64 |
| 7. Northwest..... | \$1.61 |
| 8. New York | \$1.45 |
| 9. Pacific..... | \$1.19 |
| 10. Rocky Mountain..... | \$1.15 |
| 11. Cotton Belt..... | \$1.08 |
| 12. North Central | \$1.03 |
| 13. Southeast | \$1.01 |
| 14. Michiana..... | \$0.89 |
| 15. Central Gulf | \$0.68 |
| 16. MINK | \$0.57 |

State Aggregate:

| | |
|--------------------|------------|
| 1. Maryland | \$4,077.00 |
| 2. Virginia | \$3,538.00 |
| 3. New York | \$3,356.44 |
| 4. Texas | \$2,802.00 |
| 5. New Jersey..... | \$2,800.00 |

State Per Capita:

| | |
|----------------------|---------|
| 1. Maine | \$11.43 |
| 2. Maryland | \$ 6.64 |
| 3. South Dakota..... | \$ 5.35 |
| 4. Virginia | \$ 4.55 |
| 5. Hawaii | \$ 4.25 |

Drive for 5

Members by Region:

| | |
|-------------------|----|
| 1. Southern..... | 47 |
| 2. Western | 41 |
| 3. Eastern | 40 |
| 4. Northeast..... | 36 |
| 5. Central..... | 35 |

Aggregate by Region:

| | |
|-------------------|------------|
| 1. Western | \$3,266.34 |
| 2. Eastern | \$2,681.00 |
| 3. Southern..... | \$2,547.58 |
| 4. Northeast..... | \$2,115.88 |
| 5. Central..... | \$1,465.00 |

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with “772255555” and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



Notes

from the National Auxiliary

Ready to Contribute!

Sherry Mattfield

North Central Area Vice President

My name is Sherry Mattfield and I'm one of the newest members of the National Auxiliary Executive Board. I'm the North Central Area vice president and a member of Minneapolis Branch 16's Auxiliary.

As a new board member, I'm anxious to contribute. My priority is to have new ideas on how to recruit supervisors and managers as NAPS members. With these new members, next we need to work on getting their significant others, family members and friends to join the Auxiliary.

I love the processes instituted by



the Auxiliary board in their meetings, as well as the accompanying fun and fellowship. I fully support NAPS' mission to attain better pay and benefits for its members. NAPS also supports its members with representation, which is so important.

I attended my second NAPS National Convention in New Orleans this past August; it was a wonderful experience. I will be attending my first LTS this month. I'm anxious to see the processes NAPS legislative advocates use to get

support from Congress.

I look forward to being a contributing member of the National Auxiliary for a long time!

smatt1956@outlook.com

Help the Auxiliary Support SPAC

Jerry Eckert

Pacific Area Vice President

I'm so excited we are starting to meet in person and continue with regular activities. It was great to see our friends in New Orleans this past August. Our Auxiliary luncheon was larger and showed how much NAPS supports the Auxiliary. Thanks, NAPS!

Attending LTS is my favorite time of year, but I won't be able to attend this year. Regardless, I'm sure progress will be made with members of Al Navarro Branch 373 visiting Capitol Hill. I'm sorry to report the death

of Cathy Sutton, a longtime member; she will be missed.

I had the pleasure of recently attending the California Postal Legislative Coalition's annual meeting in Sacramento. NAPS Western Region Vice President Marilyn Walton helped get us to the meeting.

One of the Auxiliary's main purposes is to help raise money for SPAC. Be ready to contribute at this year's LTS! It's for your benefit.

jerrylee48@outlook.com

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Bonita R. Atkins

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Felecia Hill

Southern Region

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Western Region and Immediate

Past President

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Illini Area

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Sherry Mattfield

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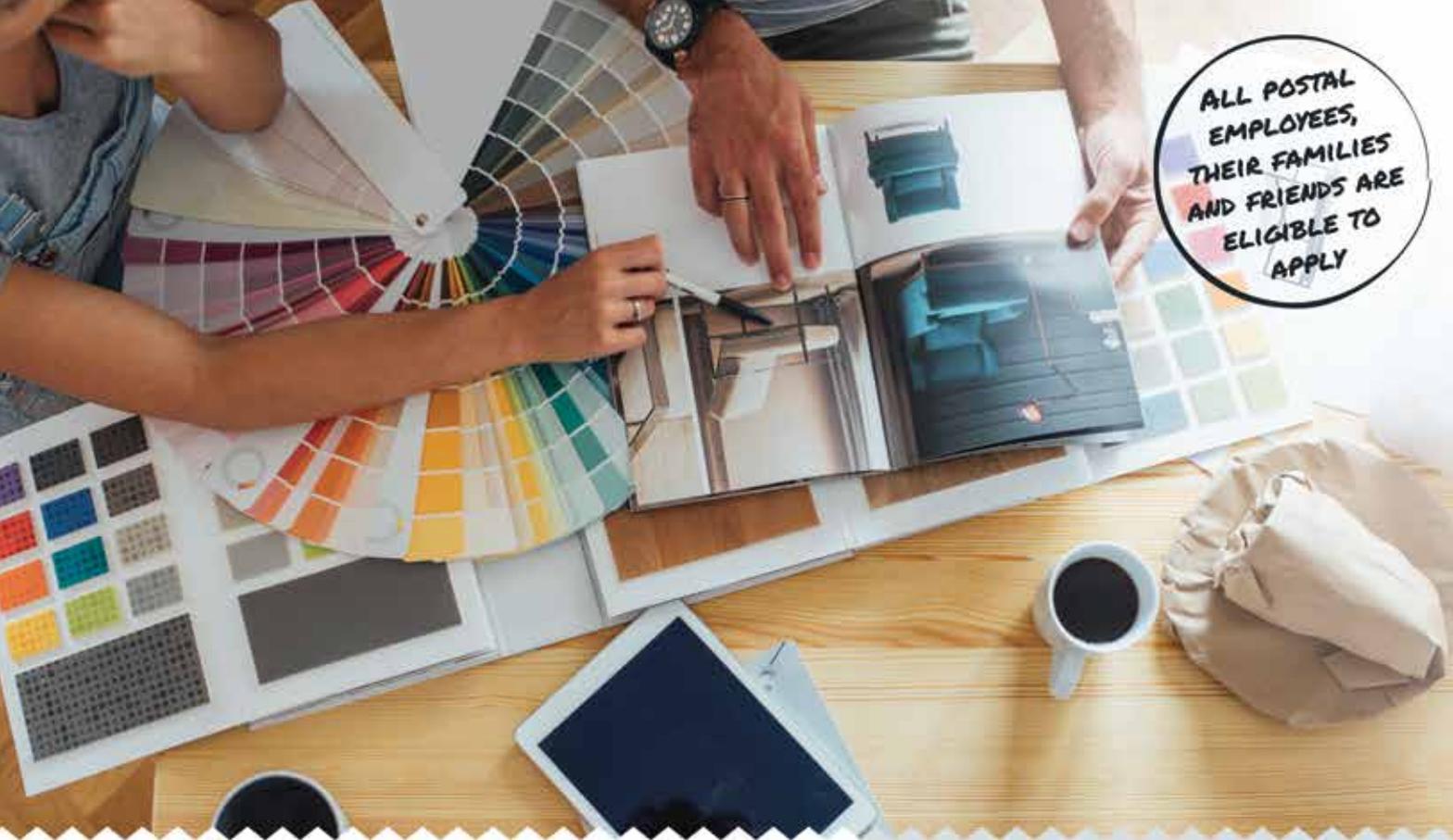
Jerry Eckert

Pacific Area

(714) 656-6139; jerrylee48@outlook.com

Region vacant: Northeast

Areas vacant: New England, New York, Capitol-Atlantic, Pioneer, Northwest, Rocky Mountain.



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*LTV = Loan-to-Value. Home equity lines of credit are available for properties nationwide, except Alaska, Hawaii, Texas, Puerto Rico, and Guam. In the state of Texas, only fixed-rate home equity loans are available and the LTV is capped at 80%. All loans are subject to credit approval.

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