

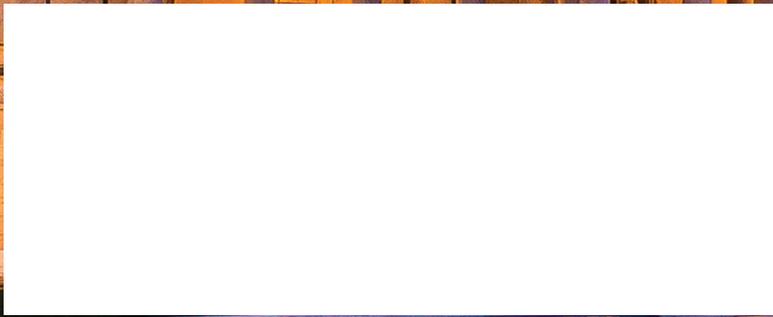
the Postal Supervisor

February 2024

Make a Difference!

**Join Your Fellow
NAPS Activists
at the 2024 LTS**

page 11



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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 Jimmy Warden at naps.jw@naps.org.

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Fiscal Year 2024 PFP/NPA— A Step Behind

Hello, my NAPS brothers and sisters. As we start this new year, we again are faced with a Pay-for-Performance (PFP) program that leaves us well into the fiscal year's second quarter without knowing the goals, targets and indicators needed for us to achieve success in the FY24 National Performance Assessment (NPA).



Ivan D. Butts
President

As in years past, we at NAPS Headquarters again are frustrated at the USPS' hurried process of attempting to lessen the delay in getting this vital information to you in the field. There are some realities that both the USPS and NAPS must acknowledge.

The PFP program is not designed to provide EAS employees with clear objectives before the start of the fiscal year. To recap, the resident officers began meeting with the USPS about FY24 PFP this past June. NAPS received the first documented proposal on Aug. 3, on depths of indicators.

The next document received, the scaling proposal,

was on Oct. 24; six targets with a 25% weight factor still needed to be completed. The complete proposal and associated documents needed for NAPS Headquarters to do its due diligence in reviewing the FY24 PFP proposal were received on Dec. 26.

The first opportunity NAPS had to meet with the USPS regarding our questions and concerns for

proposed FY24 NPA goals, targets and indicators was Jan. 9 (we now are in the fourth month of the fiscal year). We first asked when the field would get its first scorecards. The USPS responded it could take months to develop scorecards for the field.

This leads us to the points made during our fact-finding hearing concerning the 2016-2019 pay agreement. The USPS PFP program is too voluminous to be effectively administered.

The other issue and disservice with the PFP program is it has replaced a vital key employment benefit that virtually every other employee in the industrialized world enjoys—acknowledgment of service. The 5.2% pay raise authorized by President Biden for federal employees recognized their service. Employees in industries similar to the USPS recognize their employees with pay raises for their service, as well as bonuses for performance improvements.

Craft employees get step increases in recognition of their service. Postal executives give themselves retention bonuses in recognition of the value of their service. But the EAS employees who serve America day in and day out by ensuring the mail continues to move receive nothing in recognition of their service.

What we have is the PFP/NPA process. Postmaster General Louis DeJoy talked about goals before the congressional committee with supposed oversight over the USPS saying, "Our goals have been unattainable for years." I am in 100% agreement with our PMG.

I have not been a fan of the PFP/NPA process since 2009 when USPS leadership at the highest levels stole PFP payouts from EAS employees. Subsequently, we have had years of no NPA payouts.

NPA payout has been better the past two years, but this affirms my belief and position that the system can be rigged for or against. What is needed is what every other employee in industry, other federal agencies and the USPS (other than EAS employees) receive—increases in pay in recognition of the service being rendered.

In solidarity ...

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The Postal Supervisor 2024 Production Schedule

Issue	Copy Deadline*	Mails
MAR	1/25	2/22
APR	2/15	3/13
MAY	3/25	4/24
JUNE	4/26	5/23
JULY	6/3	7/8
AUG	6/25	7/24
SEPT/OCT	8/30	10/1
NOV	10/4	11/1
DEC	11/1	12/3
JAN '25	12/5	1/4
FEB	1/6	2/4

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

Securing Our Future Through Political Action!

One of my duties as executive vice president is to manage the NAPS legislative portfolio on behalf of our members. Thus, the title of this column reflects the legislative and political message of NAPS for the coming year. This means communicating NAPS' legislative priorities to members of Congress and seeking to pass legislation that benefits not only working postal managers, supervisors and

postmasters, but also protects all postal and federal retirees who continually face legislation in Congress that could reduce or, in some cases, eliminate benefits and rights they were promised during their working careers.

Accomplishing this mission requires that NAPS has a political action committee to support those candidates and incumbent legislators who support our legislative agenda. Thus, in 1978, the NAPS

Executive Board established the Supervisors' Political Action Committee (SPAC) as the organization's legislative fundraising arm. Since then, SPAC has raised millions of dollars to aid political candidates who support NAPS' legislative priorities.

One of our key legislative priorities this year will be passage of H.R. 3005, the Postal Police Reform Act, as well as the Senate companion bill, S. 3356. Members of the House and Senate committees with jurisdiction over postal matters have introduced this bipartisan legislation with the goal of bringing greater security to Postal Service employees. NAPS continues to lobby members of the House and Senate to pass these bipartisan legislative proposals.

NAPS also lobbies both chambers of Congress to pass bills such as H.R. 594, which would bring clarity and common sense to the pay consultation process for NAPS members. Also H.R. 595, which would grant MSPB rights to those EAS employees who currently do not have access to that process in the event of an adverse action.

The keystone of our legislative agenda each year is the Legislative Training Seminar (LTS) that brings NAPS members from across the country to our nation's capi-

tal to personally lobby members of Congress on behalf of postal and NAPS issues. This in-depth, multi-day training event educates NAPS members on current legislative and political issues confronting them and the Postal Service.

The comprehensive legislative instruction provided at LTS results in effective meetings between NAPS members and lawmakers and their staffs on Capitol Hill, as well as back in their home states and districts. In addition, key senators, representatives and USPS leaders address LTS delegates. This year's LTS will be held March 3-6 at the Crystal Gateway Marriott in Arlington, VA.

As you can see, NAPS has a strong, targeted legislative program and message on behalf of our members. How do we make all this happen? Well, it's you! Your contributions fund SPAC; without those dollars, NAPS' legislative work could not happen.

As we move closer to the 2024 elections, funding SPAC becomes even more critical. Jesse Unruh, California Assembly speaker from 1961 to 1968, is credited with coining the phrase, "Money is the mother's milk of politics." For better or worse, that most often is the case.

In order to have our legislative priorities heard and supported, NAPS must have a healthy political action committee. And thanks to the generous support of many NAPS members, we have just that. NAPS regular, associate and auxiliary members are eligible to contribute to SPAC. You can contribute online or by sending a check or money order to NAPS Headquarters.

If you are a working EAS NAPS member, we encourage you to sign up for easy payroll deductions through our "Drive for 5" program. We make it easy and your dollars help improve your working conditions and secure your retirement into the future.

Go to the NAPS website, www.naps.org, and click on the "Legislative Center" for additional valuable information. Help us secure our future through political action!

naps.cm@naps.org



Chuck Mulidore
Executive Vice President

It's Tax Time!

With the holiday season behind us, tax season is fast approaching. It's almost time for branches to file their yearly tax returns. The IRS requires nonprofit organizations to file by the 15th day of the 5th month at the end of a branch's fiscal year.

For example, most branch fiscal years end on Dec. 31. If so, the branch must file between Jan. 1, with a

deadline of May 15. The gross income for the branch's fiscal year will determine which tax form needs to be filed:

- *Form 990*—Gross receipts over \$200,000
- *Form 990-EZ*—Gross receipts over \$50,000 up to \$200,000
- *Electronic Form 990-N*—Gross receipts less than \$50,000

Gross receipts are determined by all income the branch received for that specific fiscal year (month-

ly DCO, interest on investments, etc.) These three forms can be filed electronically; NAPS branches fall under tax-exempt law 501(C)(5).

Before 2007, tax filings were not mandated for nonprofits. The law changed in 2007; every nonprofit now must file a tax return for three consecutive years. A nonprofit organization that fails to file a required *990-N* (or *forms 990* or *990-EZ*) for three consecutive years will lose its tax-exempt status. Revocation of an organization's tax-exempt status would not take place until the filing due date of the third year. If you do not file on time, the IRS may assess your branch a late fee.

Each state has different tax laws. Most do not allow 501(c)(5) tax-exempt organizations to avoid paying state sales tax. I recommend you contact your state Department of Revenue to determine the applicable income tax filing requirements.

Every NAPS branch should have a federal employer identification number (EIN). If your branch does not have a federal EIN, you need to apply using IRS *Form SS-4* before filing for nonprofit status. When filing for nonprofit status, complete IRS *forms 1024* and *8718*; this now is

performed electronically only. Supporting documentation also must be submitted.

Forms SS-4, 1024 and *8718* can be found on the NAPS website under the "Members" tab; click "Forms & Documents." Then scroll down to "Training." The forms also can be found on the IRS website at IRS.gov.

I recommend filing for tax-exempt status using the IRS website because the request must be submitted electronically. A branch would file a *990* after it has been approved for nonprofit status by the IRS.

All tax returns, general ledgers and financial reports should be kept for three years, plus the current year. I strongly recommend you keep all these records for seven years should the IRS request and audit the branch's tax return from three years prior. The IRS can, should deficiencies be found, request another three years prior to the year it is auditing. Therefore, records should be kept for at least seven years from the date of filing the applicable return. The IRS requires that an organization's past three filed *Form 990s* be maintained at its principal office.

Key issues of which most branches are unaware:

- A *Form 1099* must be issued to any branch officer or member who is compensated over \$600 per calendar year; this includes stipends, gratuities, reimbursement of dues and more.
- A *W-2* must be issued to any branch officer or member who is compensated as an employee of the tax-exempt branch where taxes are withheld and transmitted to the IRS.
- Reimbursement for expenses is exempt from this requirement, but documentation must be kept substantiating the amount of the reimbursement.

Some branches hire a tax consultant/preparer to prepare and file their taxes yearly. This is something your branch may want to consider to get you started if your branch has not filed for tax-exempt status or does not have an EIN. Filing yearly tax returns is every branch's responsibility!

And don't forget: Increasing membership demonstrates leadership. Stay safe!

naps.jw@naps.org



Jimmy Warden
Secretary/Treasurer



On the Move?

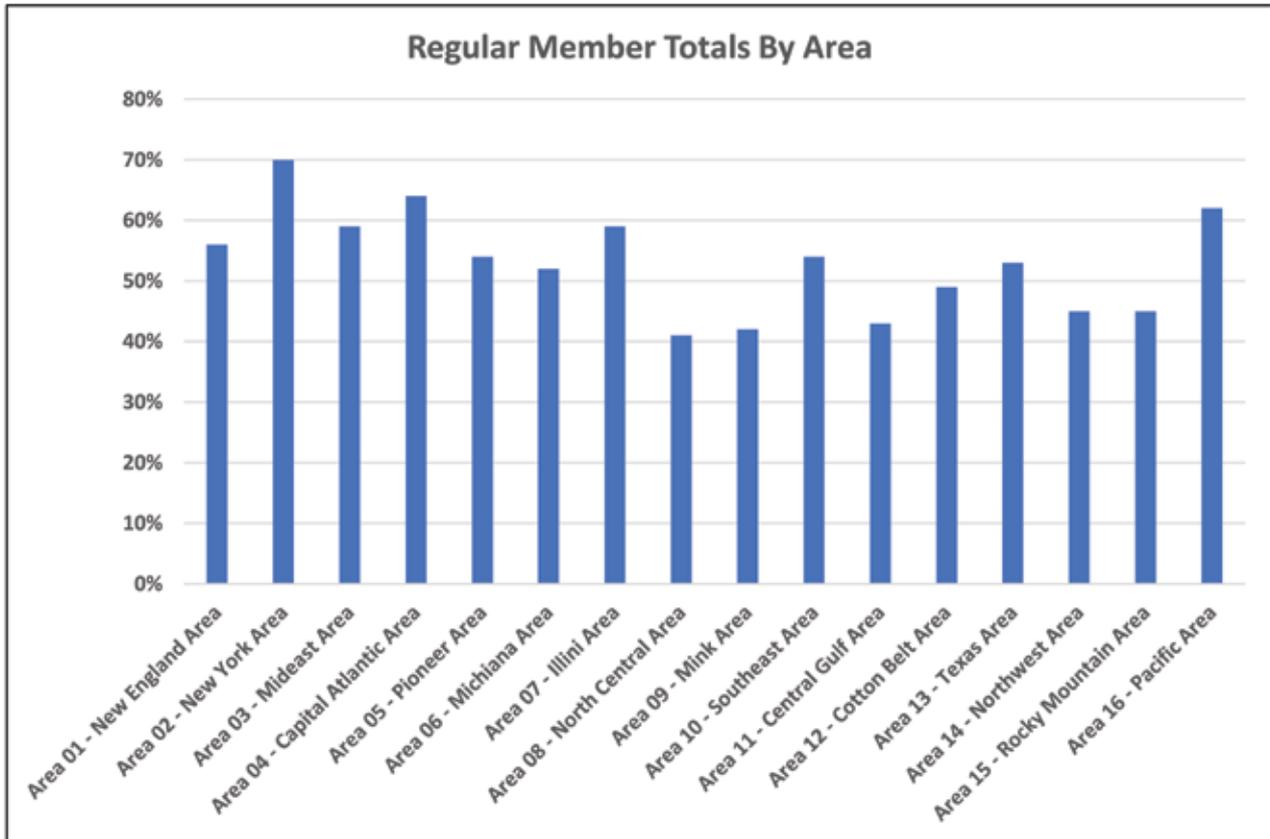
Have you moved or are planning a move? *Let NAPS know, too!*

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

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

National Association of Postal Supervisors Membership Report

November 2023



Regular Member Totals By Area	
Area 01 - New England Area	56%
Area 02 - New York Area	70%
Area 03 - Mideast Area	59%
Area 04 - Capitol Atlantic Area	64%
Area 05 - Pioneer Area	54%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	59%
Area 08 - North Central Area	41%
Area 09 - Mink Area	42%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	43%
Area 12 - Cotton Belt Area	49%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	45%
Area 15 - Rocky Mountain Area	45%
Area 16 - Pacific Area	62%
Total Regular Member %	55%
Total Regular Members	25,905
NonMember Totals	
Total NonMembers	21,019
Total NonMember %	45%



Good News!
Postmasters
have been
added to
Nonmember-
Eligible reports

Securing the Future in '24 SPAC Raffle

Early this year, we are going to need your help to secure the future for all USPS supervisors, managers and postmasters. Your generous support of the Supervisors' Political Action Committee (SPAC) through participation in the Securing the Future in '24 SPAC gift raffle is the first step in this year's multi-pronged strategy to ensure the future of EAS-level postal employees. The raffle runs Feb. 1-29.

After investing SPAC funds in support of our allies in the 2022 midterm election, we need to restore and grow our coffers. SPAC funds help promote NAPS' legislative priorities. It's crucial to sow the seeds for SPAC engagement in the 2024 election season.

The caustic political land-

scape, the NAPS-advanced legislative program and expected attacks on postal employees and retiree benefits will make our SPAC efforts essential for the health and welfare of every current and future NAPS member. The raffle is an exciting and rewarding opportunity for all NAPS members to participate—not just those attending a branch, state or national meeting.

In order to win, you must play. **The raffle is online only!** We call on all NAPS members to participate and support NAPS' important legislative efforts.

Winners will be announced and posted online during the early-March 2024 Legislative Training Seminar.



Go to the naps.org homepage starting Feb. 1 to enter the Securing the Future in '24 SPAC Raffle

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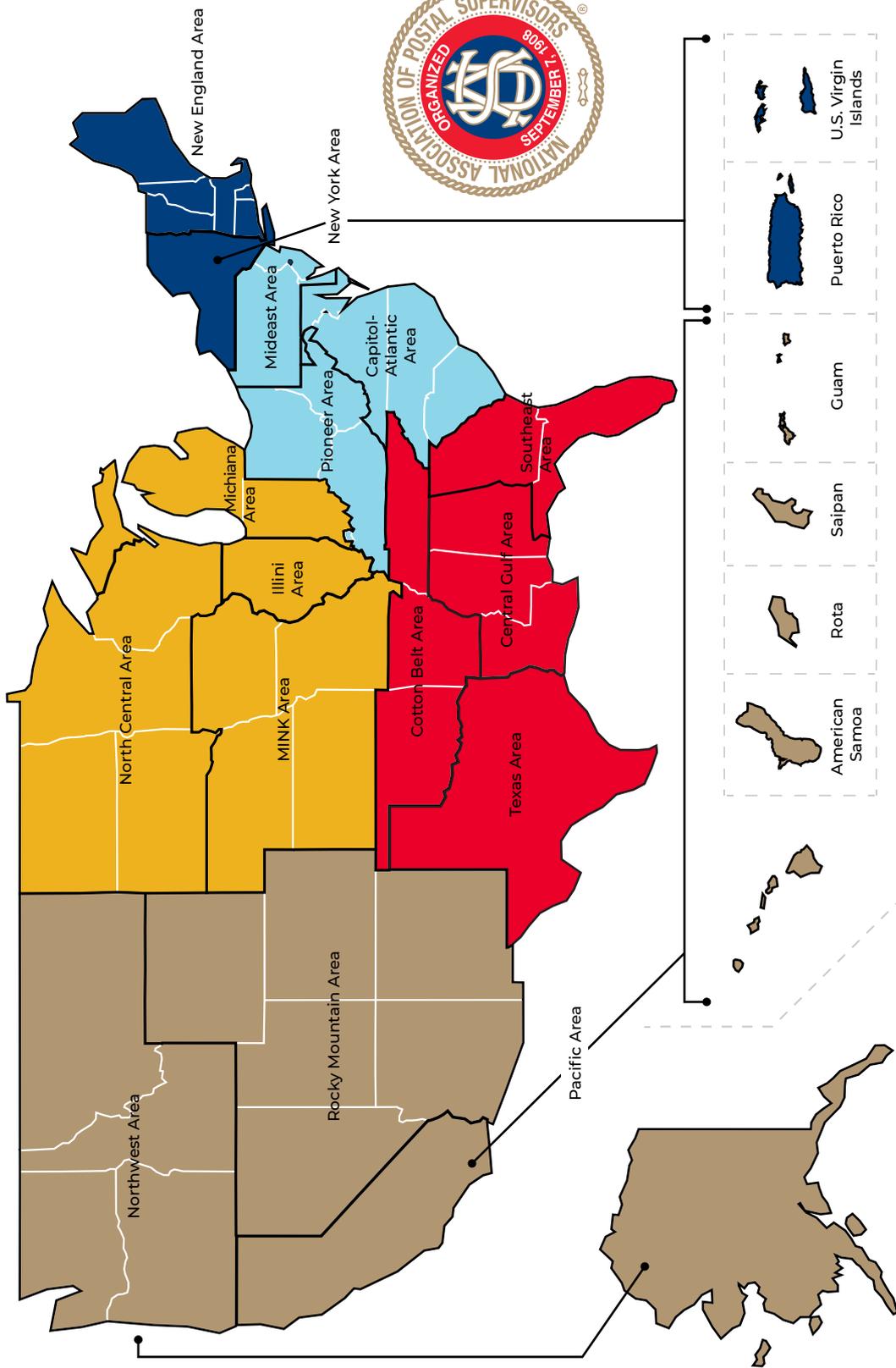
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- Western Region
- Central Region
- Southern Region
- Eastern Region
- Northeast Region





SECURING OUR **FUTURE** THROUGH POLITICAL ACTION

The Fight to Secure NAPS' Legislative Priorities

The 2024 Legislative Training Seminar (LTS) will promote NAPS' central legislative priorities through aggressive legislative advocacy and equipping NAPS members with critical tools to help elect members of Congress who support those priorities. NAPS' prime legislative priorities include enacting legislation:

- that protects postal employees who deliver mail, defends postal property and safeguards the U.S. mail, whether inside or outside a postal facility.
 - to achieve a fair consultative process over EAS pay and benefits.
 - to attain due process rights for all EAS employees by allowing those facing an adverse personnel decision to appeal the decision to the Merit Systems Protection Board.
 - to repeal the Social Security Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).
- NAPS also wants:
- to ensure Congress fully exercises its legitimate and appropriate oversight responsibilities regarding postal operations, finances and services.
 - to defend the earned retirement and health benefits of current and future NAPS retirees.

NAPS anticipates a volatile legislative session, with the consequential 2024 presidential and congressional elections quickly approaching. Therefore, NAPS activists will travel to the U.S. Capitol to enlighten members of the Senate and House of Representatives of the importance of passing NAPS-promoted legislation, resisting efforts to move bills harmful to EAS-level postal employees and advancing issues that will enhance the Postal Service and its employees.

LTS provides the most effective vehicle for supervisors, managers and postmasters to deliver their message directly to their elected members of Congress, including an overwhelming majority who seek NAPS' support for their reelection. To hold our elected representatives accountable, we must reinforce our priorities with them.

NAPS will arm LTS delegates with the essential tools, vital information and robust confidence to be exemplary lobbyists on behalf of the 48,000 EAS-level postal person-

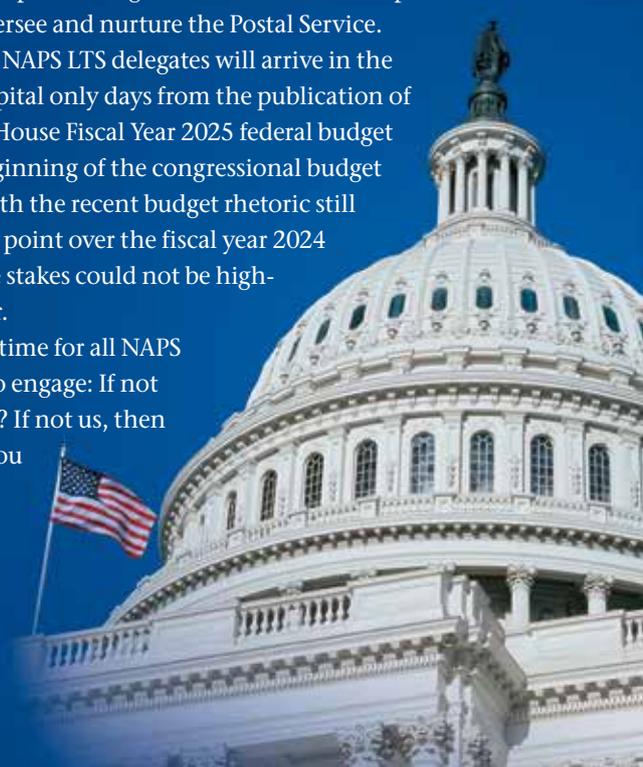
nel represented by NAPS. No matter whether an LTS delegate is a first-timer or an LTS veteran, all delegates will benefit from participating in exciting legislative and political seminars, engaging with key legislators and policymakers who make presentations to the assembled delegates and—most importantly—delivering our message to Capitol Hill on legislation and issues that impact NAPS members and the U.S. Postal Service.

A prime element of LTS is to optimize the political power wielded by NAPS members in promoting our legislative agenda on Capitol Hill. This strategy will be valuable in an election year, where all 435 House members are up for a contract renewal with their constituents; 34 Senate seats will be contested. We also will learn how to employ online and digital communications with our elected representatives to complement our work at LTS 2024.

The unambiguous message LTS delegates will deliver is that EAS-level postal employees and the Postal Service are fundamental to the success of our nation as vital cogs of our country's essential infrastructure. Internal congressional politics and dysfunction cannot distract our elected leaders from performing their constitutional responsibility to oversee and nurture the Postal Service.

Finally, NAPS LTS delegates will arrive in the nation's capital only days from the publication of the White House Fiscal Year 2025 federal budget and the beginning of the congressional budget process. With the recent budget rhetoric still at a boiling point over the fiscal year 2024 budget, the stakes could not be higher next year.

So, it is time for all NAPS members to engage: If not now, when? If not us, then who? See you there.





MARCH 3-6, 2024

CRYSTAL GATEWAY, MARRIOTT HOTEL
ARLINGTON, VIRGINIA

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
2024 LEGISLATIVE TRAINING SEMINAR



2024 Legislative Training Seminar Registration Information

Hotel room block expires Feb. 15, 2024 • LTS registration closes Feb. 16, 2024

Online registration for LTS will be available on Nov. 30. More information will be available on the NAPS website at naps.org.

LTS Registration Fee—\$275

The 2024 LTS online registration fee is \$275 if registration is submitted on or before Feb. 9. After Feb. 9, the fee is \$325. **No LTS registrations or payments will be accepted after Feb. 16.**

No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, contact NAPS Headquarters immediately.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before Feb. 22. All approved refunds will be paid on approval.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than Feb. 22. No substitutions will be honored after Feb. 22. On-site LTS substitutions will not be allowed.



Marriott Crystal Gateway
1700 Richmond Hwy
Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2024 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, call the Marriott at 800-393-3680; group code: NAPS. You also can book your reservation online: go to <https://book.passkey.com/e/50705270>.

The LTS single/double room rate is \$319, including state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 15, 2024. Reservations made after that date may be at a higher room rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by major credit card at the time of the reservation.

Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.

USPS Modifies Pay Schedules and Annual Leave Carryover and Exchange

In response to NAPS consultations with the Postal Service, the agency agreed to modify EAS and Part-Time Postmaster schedules as follows:

- increase the salary range maximums by 4.7%
- increase the salary range minimums by the dollar increase of the respective range maximums.

Increases were applied on Jan. 13, immediately before applying the fiscal year 2023 Pay-for-Performance award (*see below*).

The Postal Service also proposed to allow career, non-bargaining employees to carry over an additional 80 hours each leave year by increasing the carryover maximum to 640 hours permanently.

Additionally, the agency proposed to allow career, non-bargaining employees to exchange an additional 40 hours of annual leave against their advanced leave accruals, to a maximum of 168 hours permanently.

Retirement Eligibility

The USPS HRSSC provided information regarding retirement eligibility under the Federal Employees Retirement System (FERS). Eligibility is determined by your age and number of years of creditable service. In some cases, you must have reached the minimum retirement age (MRA) to receive retirement benefits. Use the following chart to figure your MRA:

If you were born	Your MRA is
Before 1948	55
In 1948	55 and 2 months
In 1949	55 and 4 months
In 1950	55 and 6 months
In 1951	55 and 8 months
In 1952	55 and 10 months
In 1953-1964	56
In 1965	56 and 2 months
In 1966	56 and 4 months
In 1967	56 and 6 months
In 1968	56 and 8 months
In 1969	56 and 10 months
In 1970 and after	57

Executive Administrative Schedule (EAS) Annual Salary Effective January 13, 2024 (Day 1, Week 1, PP 03-2024)		
RSC E		
Grade	Minimum	Maximum
15	\$58,390	\$81,590
16	\$61,870	\$91,270
17	\$65,510	\$95,310
18	\$67,380	\$99,480
43 (18B)	\$72,860	\$101,260
19	\$73,890	\$104,190
20	\$85,250	\$109,880
21	\$86,420	\$115,170
22	\$89,990	\$124,840
23	\$94,940	\$131,640
24	\$100,470	\$138,170
25	\$112,440	\$145,040
26	\$120,240	\$152,240

Immediate Retirement

An immediate retirement benefit is one that starts within 30 days from the date you stop working. If you meet one of the following sets of age and service requirements, you are entitled to an immediate retirement benefit:

Age	Years of Creditable Service
62	5 (excluding military)*
60	20
MRA	30
MRA	10**

*You must have at least five years of creditable civilian service and be age 62.

**If you retire at the MRA with at least 10, but less than 30, years of service, your benefit will be reduced by 5% a year for each year you are under 62, unless you have 20 years of service, and your benefit starts when you reach age 60 or later. That reduction is permanent.

Part-Time Postmasters Hourly and Annual Equivalent Basic Rates Effective January 13, 2024 (Day 1, Week 1, PP 03-2024)					
RSC F (Des-Act 38-0)					
PM - Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056				
RMPO-56	2301-0057	\$22.85	\$47,534	\$33.90	\$70,510



At the Eastern Region Cabinet Meeting over the Martin Luther King Jr. holiday weekend, NAPS Executive Vice President Chuck Mulidore (right) presented James E. Parks Jr. NOVA District Branch 526 President Lloyd Cox and Editor Junemarie Brandt certificates in recognition of them reaching the President's Ultimate (\$1,000+ SPAC level).

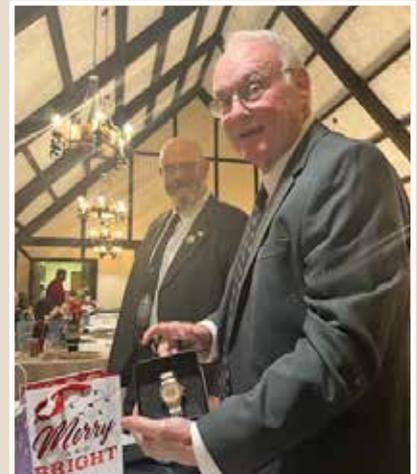
Michiana Area Vice President Kevin Trayer attended an event for former Rep. Fred Upton (R-MI) in honor of his political service to the state of Michigan. Trayer's relationship with Upton goes back 25 years. As a result of Upton's leadership, Michigan government officials have joined Upton in opposition to USPS S&DC consolidations in the state. From left: Dale Sugars, former Kalamazoo constituent director; Trayer; Upton; and Jeff Sorenson, past president, Michigan Township Association.



NAPS President Ivan D. Butts, with Executive Vice President Chuck Mulidore and Southeast Area Vice President Bobby Bock swore in the officers of Tampa, FL, Branch 81 and Clearwater Branch 368. From left: Bock, Mulidore, Branch 81 Treasurer Laurie McKinsey, Branch 386 Vice President and former New York Area Vice President Jim McHugh, Vice President Jessica Eason, President Robert Gary and Butts.



Trenton, NJ, Branch 75 celebrated the holidays. From left: Branch 75 Sergeant-at-Arms Carmella McDonough, Treasurer Khadijah Wade, Secretary Yvette Jackson, Vice President Russell Harris, President Keesha Harris, former Branch 75 and State President Roger Danbury and NAPS President Ivan D. Butts.



Branch 75 Vice President Russell Harris presented former Branch 75 and State President Roger Danbury with a NAPS watch in recognition of his years of service to the branch and New Jersey.



Lexington, KY, Branch 322 members enjoyed their annual Christmas dinner.

Southwest Florida Branch 420 celebrated the holidays. From left: Al Gucleris, Dave King, Southeast Area Vice President Bobby Bock, Nancy Rose, Catherine Brady and Tom Hoerner.



Atlanta Branch 82 celebrated the holidays. From left: Lilliam Gould, Branch 82 President Jose Smyly, Secretary Michelle Daniels, Southeast Area Vice President Bobby Bock and Vice President Elvina Cox.

Los Angeles Branch 39 members and Southern California Bay District Branch 266 member Debbie Washington celebrated Los Angeles Customer Care Operations Manager Veretta Denson's retirement after 41 years of USPS employment.



Bottom row, from left: Felise White, Veretta Denson and Sam Booth Jr.
 Second row: Patrice Polley and Debbie Washington.
 Third row: Eva Freeman, Beverly Balbarino and Nerissa Valdez.
 Fourth row: Pat White, Lynn Kohl and Lisa Triplett
 Fifth row: Michele Evans, Yolanda Sardin and Chrishawn Tyler.
 Sixth row: Bella Stephanian and Marcia Jackson.
 Top row: Velma McClinton.

Branch 39 President Marilyn Jones celebrated her branch and Executive Board members, thanking them for their dedicated representation throughout the year in Los Angeles. From left: Michanda Derbigny, Robin Walker, Shirley Lee, California State Secretary Stephnia Campbell, Marilyn Jones, Carol Randle-Smith, Youvet Profit, Kriski Mitchell (LA Auxiliary) and Felicia Pennington.

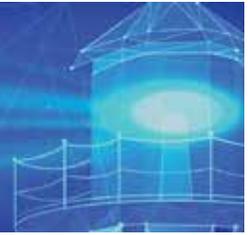




POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO
350 TROLLEY LINE BLVD
LEDYARD, CT 06328



69th NAPS National Convention Delegates Credential Process

**Convention registration closes July 9
Hotel room block expires July 17**

National convention registration and credentials open jointly on **March 1**. NAPS will continue the delegate credentials process introduced at the previous national convention. The process will be completely electronic.

The credentials process is kicked off when a member registers as a delegate for the national convention. **This means a member must first register in order to have a credential form generated.**

So, how exactly will registration work? When Jane Doe registers as a delegate, a new electronic credential form will be created for her in our system. Using information provided during registration, the system automatically will populate the fields on her credential form: her name, address, EIN (if applicable), first-timer status, branch number and date.

The respective branch president then will receive an email stating NAPS Headquarters is requesting their signature on Jane Doe's delegate credential form. Finally, the delegate, branch president and NAPS Headquarters will receive an emailed copy of the final, completed and signed credential form.

Important to note: **Under this process, a member must first register so a delegate credential can be automatically created for them.** This guarantees every delegate registered for the national convention has a completed credential form ahead of their arrival in August. With this process, delegates no longer have to complete a two-part process (registration and their credential) as the second phase now is automated.

Branch presidents: Keep an eye on your inbox for requests for electronic signatures as NAPS Headquarters begins receiving registrations after March 1. If you have any questions, please reach out to us at napshq@naps.org. We are here to help our members!

Important Convention Dates

- June 3** Deadline for all resolutions from states with conventions before the end of May to be emailed to Executive Vice President Chuck Mulidore
- July 3** Deadline for entries for the Best Website and Newsletter contests to be emailed to kbalentyoung@gmail.com
- July 9** Deadline to register for the 69th NAPS National Convention (opens March 1)
- July 14** Deadline to submit refund and substitution requests to NAPS Headquarters

Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 19** Deadline for emailing deceased members' names to Executive Assistant Sheena Williams

Foxwoods Resort Casino

350 Trolley Line Blvd., Mashantucket, CT 06338

- \$175/night (\$201.25 inclusive)
- \$25 resort fee waived
- Room cutoff date: July 17
- Complimentary valet and self-parking
- Complimentary internet in sleeping rooms
- No COVID-19 regulations or restrictions at this time

To make reservations, call 800-369-9663—code: NAPS—or go to <https://book.passkey.com/go/NAPSConference2024>

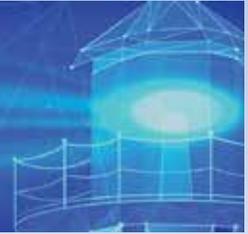




POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION
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69th NAPS National Convention Committees

Preparations continue for the 69th NAPS National Convention in Ledyard, CT, Aug. 11-16, at the Foxwoods Resort Casino. One of the major requirements for a smooth-running convention is the selection of delegates to serve on various national convention committees. All members should be mindful of several important rules concerning committee assignments:

- NAPS members no longer need to get their branch president's recommendation for a national convention committee assignment.

- Members may self-nominate for their national convention committee selections. Self-nominations may be made **online only** through NAPS' committee registration process at www.naps.org. No mail-in, fax or email requests will be accepted.

- All committee members must be registered for the national convention and be certified delegates prior to the NAPS president's committees' selections.

- All national convention committee members must be registered guests of the Foxwood Resort Casino from the date of their first committee assignment until the conclusion of the convention on Friday, Aug. 16. Committee chairs will verify hotel registrations of their respective committee members.



- Delegates serving on committees will receive lodging and per diem as follows: Credentials & Registration—two nights' lodging and two days' per diem; Audit, Constitution & Bylaws, Postmaster, Resolutions and Rules—one night's lodging and one day per diem; Assistant Secretaries and Sergeants-at-Arms—\$100 per day, no lodging.

- A national convention committee may have only one branch member appointed per committee, unless granted an exception by the NAPS president. Furthermore, committees

may have up to 25% of members who never have served on a national convention committee.

When expressing an interest in serving, members must consider the fact that one committee will meet on **Saturday, Aug. 10**, and the others on **Sunday, Aug. 11**, in advance of the convention's opening day. Some committees will meet throughout the national convention.

Moreover, members serving on these "advance" committees *must attend all meetings* of their respective committees, which generally begin at

9 a.m., although some could begin earlier. *No exceptions will be made to this attendance rule.*

Members should make their hotel reservations early enough so they will not have a problem getting a room for an extra day or two in advance of the convention. If members are not selected for advance committee assignments, they simply may cancel their room reservations for the extra days as soon as possible. Do not cancel your entire hotel stay—only the extra days. Otherwise, reserve your hotel room after you have been confirmed to serve on a national convention committee.

If traveling to the national convention via airline and you purchase your ticket before being selected for a committee, NAPS Headquarters *will not* reimburse you for any airline change fees. It is suggested that you purchase an airline ticket after you receive confirmation that you have been selected for a national convention committee.

For the 69th National Convention, self-nominations may be made only through NAPS' online committee registration process at www.naps.org. No mail-in, fax or email requests will be accepted. **The deadline to request consideration for a committee is midnight, March 31, 2024.** No request will be accepted after the deadline.

Listed here are the national convention committees, including the tentative dates of their first meetings, the minimum number of members on each committee and a brief description of their responsibilities:

Assistant Secretaries (no advance meeting, four members)—Sit at the dais during all business sessions and keep a record of the actions taken on all resolutions, including amendments; help conduct vote counts; and assist the national parliamentarian and resident officers, as needed.

Audit (Sunday, Aug. 11; 10 members)—Audits four months of NAPS financial records chosen by the chair and assistant chair from the previous two fiscal years. Discrepancies or errors, if any, are noted and a written report (to the secretary/treasurer) and verbal report (to the entire convention) are made.

Ballot and Election (no advance meeting; up to 18 members, if needed, includes chair and assistant chair, one member from each of the 16 NAPS areas)—Conducts the balloting and election for national officers and site selection for the national convention that will take place four years hence.

Only the Ballot and Election Committee chair and assistant chair are notified of their selection before the convention. Members of this committee do not know they have been selected until their names are read by the NAPS president on Tuesday of the convention week.

Ballot and Election Committee members will be sequestered from the time they leave the convention floor with the sealed ballot boxes until the committee chair, alone, later announces the election results before the convention body.

Constitution & Bylaws (Sunday, Aug. 11; 16 members)—Reviews all resolutions having to do with the *NAPS Constitution & Bylaws*, as well as those directing NAPS to act on other matters.

Credentials & Registration (very early Saturday, Aug. 10; 12 members—volunteers welcomed)—Processes the registrations of all NAPS and Auxiliary delegates and guests. Committee members verify credentials and hand out name badges, *One Books*, delegate cards, souvenirs bags and more.

Postmaster (Sunday, Aug. 11; 12 members)—Reviews matters of particular interest to postmaster members. Will meet with members of the NAPS Executive Board Postmaster Committee.

Resolutions (Sunday, Aug. 11; 14 members)—Reviews all resolutions (except those related to the *NAPS Constitution & Bylaws*) having to do with pay, working conditions and postal policy.

Rules (Sunday, Aug. 11; six members)—Reviews and edits the convention rules and ultimately provides each delegate with a copy of the rules.

Sergeants-at-Arms (meeting day and time TBD; up to 22 members)—

Maintain order during the convention, escort guests to the dais, assist in the vote count and distribute materials, including the convention *Daily Newsletter* and amended resolutions, to delegates. Members of this committee must attend all business sessions.

Again, the Self-Nomination National Convention Committee Request is available online at www.naps.org. When nominating yourself for a national convention committee, indicate your first, second and third choice (if applicable) committee assignment. **All committee requests must be received by midnight, March 31, 2024.**

Please note: No committee recommendation will be considered unless the delegate has registered and submitted their credential prior to the NAPS president's selection of committees on April 20. All those requesting national convention committee consideration will be subsequently notified whether they have been selected for a committee assignment



A Legendary District Manager Has Retired

Dee Perez

New York Area Vice President

This is not a column in which I decided to glorify an extraordinary man. He is a living, breathing, ordinary human being who happened to be an exceptional and extraordinary district manager.

He was a leader to us all in the New York Area and highly respected by all his peers, craft leaders and NAPS—not for one year, but throughout his entire career. A man and leader like this who gave 42 years of dedicated service in many different leadership roles for the USPS and was highly re-



spected is extremely rare to come across.

In June, I will have worked for the USPS going on 35 years. I have yet to seriously contemplate another leader who might have been

able to walk a mile in this man's shoes while making the transition from yesterday's old-school USPS into today's new-school USPS world.

He wasn't an Evel Knievel type of guy. However, making the transi-

tion from the old to the new USPS world was akin to jumping the Snake River in the Grand Canyon without being in a rocket to propel you across. But he made the jump and transition successfully!

This man is former District Manager Frank Calabrese, New York 2. USPS Headquarters, in my opinion, should bring him back on contract so he can mentor USPS Headquarters leadership, as well as his former peers. Heaven knows every state and district could use a leader such as Frank.

He was a highly respected and very engaging individual who told you how it was, with no nonsense or filter. You clearly understood his message and position, but, more importantly, he explained why. Not only was he naturally humorous—I'm sure he could do stand-up comedy and talk for hours if given the opportunity—he was (as we New Yorkers like to say) a stand-up guy.

What set Frank aside from everyone else was not just his accumulated knowledge of the entire agency because that was the easy part after 42



years of service. What made him different was he truly cared for those who worked for him. He wanted to see everyone be successful and gainfully employed.

Frank wasn't a leader who enjoyed hurting people. When corrective action had to be issued, he worked with NAPS and was miffed about why an individual brought this on themselves. He was a service-oriented guy—it was all about the customer all the time. He understood he had a boss and orders had to be followed, but, ultimately, he understood we all had to answer to the customer.

The one thing that stood out to me about Frank, besides his frankness and humor, which I loved, was his dedication to the USPS 24/7, which is rare. We all understand the agency requires this from its leaders. In my opinion, USPS Headquarters acts as if your family is second to the service.

However, Frank took care of his family and was able to walk that fine line between family and service 24/7. It's a balancing act few can do, but he was able to keep both his family and the Postal Service as number one.

Frank was a walking, talking, quoting encyclopedia; I can't list them all because this would be the basis of another column itself. But, in future columns, I will slide a quote in, if appropriate, and start it off with FC's initials, then the quote itself, in honor of Frank.

He always was able to see the other side of the issue and honestly rationalize it, with what needed to be accomplished. At times, Frank would become hyped up over new processes

NAPS Training Calendar

New York Area Training Seminar

April 28, 2024

Conducted by: New York Area VP Dee Perez

Location: Westchester Marriott, 670 White Plains Rd., Tarrytown, NY 10591; 914-333-1207 (group code TBD)

Hotel Rate: \$172.71 (includes tax)

Registration Fee: TBD

Training Topics: Branch president, executive vice president and secretary/training duties; triangulation reports; NDI; Retail gamba; and health and benefits.

Trainers: past NAPS President Brian Wagner, Mideast Area VP Tony Dallojacono, New York 2 MPOO B Frank Monteleone, Postal Service Health Benefits Executive Manager Karla Kirby and others.

from junior USPS Headquarters leaders because they disrespected senior district managers.

However, when this occurred, his

message, which filtered down to my level, was this: "Treat your employees respectfully while holding them accountable, for God's sake!" As well as:

"I get more support from a used, 10-year-old pair of underwear."

New York will miss you, boss!
nyavpdee@aol.com

News Around New England

Bill Austin

New England Area Vice President

In two good-news stories, two New England Area branches renamed their branches in order to honor members who have distinguished themselves in their NAPS careers. Boston Branch 43 recently named its branch the Jay Killackey-John Russell Branch 43 after longtime members Jay Killackey and John Russell.

Many of you know Jay Killackey as former NAPS executive vice president, 2010 to 2014. Jay also served as NAPS secretary/treasurer, 2006 to 2010. Before serving as a resident officer, Jay served as the New England Area vice president from 1998 to 2006 and Branch 43 president from 1990 to 1998.

Jay has been a member of Branch 43 since 1979 and is one of our advocates for the NAPS Disciplinary Defense Fund. He continues to mentor



another generation of Branch 43 board members.

John Russell served as Branch 43's sergeant-at-arms from 1992 through 2015 and is a tireless advocate who still represents members in disciplinary actions in Boston. He has made

a mark in his role in urging passive members to get more involved in the organization.

John always was at New Supervisor Training classes, professing the benefits of NAPS and signing hundreds of new

members, no matter where they worked. He has mentored a whole new generation of NAPS members; several members have stepped up and taken leadership positions in Branch 43 due to John's tutelage.

Southeastern Massachusetts Branch 120 renamed its branch in recognition and memory of Linda Wagner's service. She served Branch 120 on its executive board in many posi-

tions, including vice president since 2004 until her death this year from ALS. Linda also served four terms as Massachusetts state president.

She was a tireless advocate representing our members throughout the area south of Boston and through all of Cape Cod. Linda also was instrumental in the success of the New England Area Convention every year. She retired as a postmaster after working many years as the opening supervisor at the Dedham Post Office.

It has been my honor and pleasure to work with the New England Area branch leaders. Branches 43 and 120 now will carry the names of individuals who have made their mark and a difference in the lives of NAPS members. When the roll call of branches is made at the national convention this year, these names will be called out proudly to recognize their efforts in supporting NAPS.

nea.vp.naps@gmail.com

Stop the Profanity

Bobby Bock

Southeast Area Vice President

In the August 2022 issue of *The Postal Supervisor*, I wrote a column about the use of profanity in our interactions with each other. This is one of the most reported issues I receive.

Our members are reporting they are subjected to profanity-laced tirades from their managers in one-on-

one meetings, telecons and even Zoom meetings. Profanity never has increased performance or productivity. I know this firsthand.

I was copied on an email from a postal executive (PCES). I reached out to a manager in a support function who was obnoxious and out of control.

The tone and tenor were so unprofes-



sional I had to hold the phone away from my ear. It was evident this was

the way this leader communicated to his subordinates. It's no wonder profane language is so prevalent at all levels of the Postal Service.

As much as part of me wanted to get into the gutter with this manager, I stayed on the high road. When he

stopped screaming with his vile language, I asked if he was done. When he said he was done, I said goodbye.

Shortly after, I called his manager. The manager was more sympathetic to what I reported and said he would speak with this manager about his “poor vocabulary.”

Are you subjected to foul, rude and vulgar language in the workplace? If this is happening with subordinate employees, you have tools to remedy its occurrence through the use of corrective action. If the foul, rude or vulgar language is coming from someone to whom you report or a senior manager, report them to your local NAPS branch president so the behavior can be brought to the appropriate level of management to identify the individual responsible and stop it.

NAPS is very concerned about how we interact with each other. When vulgarity is used in heated situations, it can cause a bad situation to only get worse. I wonder at times if their language is as foul and derogatory at home as it is at work.

There’s no place—either at home or work—for rude, foul and abusive language.

bocknapsseavp@aol.com

NAPS Store Offers Online Orders

NAPS members now can shop online at the NAPS Store. Instead of using the former hard-copy form, members can browse and pay online. Among the items available are NAPS lapel pins, jewelry, window decals, retirement certificates, watches, business cards, the NAPS retractable membership recruitment banner and more. Go to naps.org and click on “NAPS Store” under the “Members” tab.

We All Can Help Build Membership



December High-Five Club Members

Edili Acosta, Branch 216, PR
Joseph Alberti, Branch 295, NM
Kanani Alos, Branch 214, HI
Thomas Barone, Branch 202, NY
Darrious Berry, Branch 199, MS
Rafael Brathwaite, Branch 45, AL
John Bu, Branch 68, NY
Bartolomeo Coppolella, Branch 373, CA
Kathleen Cusyk,* Branch 7, NY
Gerisha Daniel, Branch 548, NJ
Daryel Francisco, Branch 159, CA
Nina Garlington, Branch 541, IL
Vilma Jimenez-Bruno, Branch 100, NY
Deborah Johnson, Branch 88, CA
Karen Johnson, Branch 36, MO
Jacshica Laster, Branch 46, OH
Erica Lomax, Branch 42, MD
Derek Lothridge, Branch 96, ME
Cassandra May, Branch 61, WA
Curt O'Donnell, Branch 16, MN
Rose Orloski, Branch 508, MI
Edward Palacio, Branch 295, NM
Juan Pastor, Branch 100, NY
Sherry Patterson, Branch 463, NV
Jack Rickey, Branch 159, CA
Steve Shawn, Branch 403, MD
Eduardo Villanueva, Branch 562, PA
Brian Wagner,* Branch 255, IL

*Denotes 10+ members signed in the past 90 days.

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2024

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, 2024. 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 September/October 2024 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 2024. 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



dynamic postal workforce. These qualities result in a high-quality, prompt and effective postal operation that serves the American public and business community. Postal supervisors,

managers and postmasters are at the forefront of this effort.

NAPS Headquarters staff is planning a highly informative and effective

experience, enhance its legislative efforts and provide a robust tool for measuring advocacy outcomes. In 2024, the stakes are too high to rely on outmoded advocacy strategies. Indeed, the composition of Congress demands an innovative approach.

Despite the past emphasis on hard-copy communications, electronic legislative and political interaction now are primetime. In fact, even emails and phone calls are aging out, being replaced by texting, Instagram and social media. Demographics play a prominent role.

The average age of the 118th Congress is 57.9 years old for representatives, 64 years old for senators—a bit more youthful than previous congresses. However, when we peek under the hood to look at the average age of those who first took office last year, the ages drop to 47.8 and 50.4 respectively.

This 2022 freshmen class is meaningfully younger than the 2020 class. Moreover, congressional staff trend significantly younger than the members of Congress who hired them, particularly among staff members whose legislative portfolios include postal issues. Also, we have discovered that only 44 current senators have prior House service.

This data tells us NAPS legislative activists should continue to focus on educating members about the continued importance of the Postal Service as the key bond that ties America's citizens to their government and each other. These skills are equally effective in evaluating candidates for Congress.

This being an election year, the NAPS Legislative & Political Affairs Team is keeping track of the number of congressional departures that will further impact House and Senate de-

In 1894, President Grover Cleveland thundered: "If it takes the entire Army and Navy to deliver a postcard in Chicago, that card will be delivered." About 80 years later, in

NAPS Activists Play Key Role in Sending Our Message to Congress

mid-March, President Richard Nixon tried to do just that. During the 1970 wildcat postal strike, Nixon ordered the U.S. National Guard to process and deliver mail. The guard units were not successful; it takes more than barking orders—it takes a dedicated workforce.

History and current events aptly demonstrate the necessity of a skilled, professional, dedicated and

tive Legislative Training Seminar (LTS), March 3-5. This annual event enables about 450 of NAPS' legislative activists to sharpen our legislative and political message to Congress. Additionally, our presence and enhanced visibility greatly impact Washington-based postal policy-makers and influencers.

NAPS will be using vendor-provided technology to enrich the LTS

Thrift Savings Plan

Fund	G	F	C	S	I
December 2023	0.39%	3.72%	4.54%	10.45%	5.39%
12-month	4.22%	5.58%	26.25%	25.30%	18.38%

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

Fund	L Income	L 2025	L 2030	L 2035	L 2040
December 2023	1.87%	2.39%	3.71%	4.05%	4.37%
12-month	8.99%	11.25%	15.76%	16.91%	18.04%

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
December 2023	4.66%	4.93%	5.61%	5.61%	5.62%
12-month	19.03%	20.00%	23.31%	23.30%	23.31%

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.

Visit the TSP website at www.tsp.gov

mographics and composition. As this column went to press, 38 House members have decided not to seek another term.

This number does not include the recent exit of former House Speaker Kevin McCarthy (R-CA), the departure of Reps. Bill Johnson (R-OH) and Brian Higgins (D-NY) and the expulsion of former Rep. George Santos (R-NY). Congressional filing deadlines for a majority of the 50 states have yet to expire, so it's likely more announcements will be forthcoming.

In addition, we are monitoring House and Senate seats that will be competitive in the November election. We presently are watchful of the 50 House seats, which, thus far, are deemed to fit this category. In addition, we also are monitoring seven Senate seats considered competitive or toss-ups. It's still too early to handicap who will command the House and Senate majorities.

Nevertheless, we already have finalized the NAPS 2024 Congressional Candidates Questionnaire. This survey will help us evaluate individuals seeking open House and Senate seats, as well as assessing candidates seeking to challenge incumbent members. The questions seek to gauge a candidate's electoral viability, as well as their views of NAPS' 2024 legislative priorities.

As this column went to press, NAPS Executive Vice President Chuck Mulidore and I were fine-tuning the contours of these priorities. One of our key goals is to get legislation enacted to better protect Postal Service employees from the epidemic of postal-related crimes.

More than a few members of Congress have asked me what's in this bill for supervisors, managers and postmasters. They ask, "Why is NAPS promoting legislation to put

Continued on page 28

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

Statement of Financial Position (Balance Sheet)—Nov. 30, 2023

Assets:

Cash and Investments	\$ 7,217,446.82
Dues Withholding Receivable	294,615.47
Prepaid Expenses and Other Assets	192,696.16
Total Current Assets	7,704,758.45
Building and Equipment, Net of Accumulated Depreciation	2,067,257.40
Total Assets	\$ 9,772,015.85

Liabilities and Fund Balances:

Accounts Payable	\$ 31,709.05
Deferred Revenues	\$ 5,284.15
Accrued Expenses	171,658.22
Dues to be Remitted to Branches	490,020.65
Total Liabilities	698,672.07
Unrestricted and Designated Net Assets	9,073,343.78
Total Liabilities and Net Assets	\$ 9,772,015.85

Statement of Activities (Revenues and Expenses)

(For the period Sept. 1, 2023 through Nov. 30, 2023)

Revenues:

Dues and Assessments	\$ 2,041,688.83
Less: Dues Remitted to Branches	1,051,016.45
Net Dues and Assessment Revenue	990,672.38
Education & Training Revenue	29,206.00
The Postal Supervisor, Advertising 2134	11,749.15
Royalties	4,848.29
Other Revenues	1,880.85
Total Revenues	1,038,356.67

Expenses:

National Headquarters	372,078.84
Executive Board	180,426.64
The Postal Supervisor	115,668.08
Legal/Fact Finding/Pay Consultation	30,908.08
Legislative Expenses	6,459.07
Membership	42,064.56
Education and Training	23,359.38
Disciplinary Defense	55,047.92
Total Expenses	826,012.57

Net Revenues in Excess of Expenses From Operations	212,344.10
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (90,710.68)
Less Depreciation & Amortization	(33,614.73)
NAPS Property, Inc. (Net Loss)	(124,325.41)
Investments Net Income	24,948.52
Total Expenses in Excess of Revenues	\$ 112,967.21

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows.

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

No assurance is provided on these financial statements.

Order Your NAPS Banner Now!

A great addition to your membership recruitment efforts is the new NAPS retractable banner. Available to order on the NAPS Store, the banner measures 33 by 81 inches and comes with a carrying case; the banner is \$150, which includes shipping by Priority Mail.

The banner is portable and highlights some of the organization's more notable accomplishments. Order yours today and get out and recruit members to join NAPS—the largest and most effective postal management association that represents *all* EAS employees.

Go to the NAPS store at www.naps.org and download the order form. The form either can be mailed with payment to NAPS Headquarters or emailed to napshq@naps.org, with a phone call to NAPS Headquarters to pay by credit card. Information, including contact information, is on the order form.

The National Association of Postal Supervisors (NAPS) is the **LARGEST MANAGEMENT ASSOCIATION** within the USPS.

Our Association represents over 47,000 Supervisors, Managers and Postmasters and other Managerial employees working in over 500 EAS job titles.

Scan to Join NAPS

Scan to Join NAPS

1908
On September 7, 1908, 50 postal supervisors from post offices in 13 states met in Louisville, KY to establish an association that comprised members dedicated to the welfare of supervisors within the then-United States Post Office Department. More than 100 years later, the National Association of Postal Supervisors (NAPS) continues to work toward this same goal.

NAPS Disciplinary Defense Fund
1986
NAPS created the Disciplinary Defense Fund (DDF) that provided representation at no cost to the EAS members for assistance in supervisors in appeals to the Merit Systems Protection Board (MSPB) in cases of proposal for reduction in grade or removal.

1993
NAPS, under the leadership of President Vince Palladino, purchased a new four-story building in Alexandria, VA, in compliance with a 1990 National Convention resolution. Because Virginia state law requires nonprofit organizations owning property to incorporate, the board established NAPS Property, Inc.

2022
NAPS wins a historic decision in the fight for EAS pay against the United States Postal Service and United Postmaster and Managers of America over the pay disparities of the 2016-2019 Pay Agreement. The Appeals Court ruling paved the way for NAPS to legally pursue pay compensation. The decision affirmed NAPS' exclusive right to the representation of ALL Supervisor, Managers and Postmasters through direct participation in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.

MEMBERSHIP
Your NAPS membership gives you networking access as part of your membership and participation in the life of our Association.

Sharing Is Caring

Beverly Torain

As a longtime advocate and NAPS member, the issues we encounter on a daily basis still amaze me. As we communicate with our fellow advocates and peers, the sentiment is the same: “You can’t make this stuff up!” Postmasters, you are the team leader and the foundation of your unit; without a strong foundation, the structure crumbles.

In the current Postal Service environment, the stresses of the job are all too prevalent. There are more and more reports, with Zoom meetings and teleconferences to go



over these reports and dissecting them to the bare bones. What happens when the supervisors or managers are just going through the motions of completing those reports, never truly understanding what a report means,

from where the information is generated or even how it impacts the daily operation of the unit?

It saddens me to know our current EAS workforce doesn’t even understand the basics—things such as DCV, which is nothing

more than CSDRS with a new name, how to interpret or determine how long a carrier should take to pull down and get out of the office or how

many pieces of letter mail are in a foot. Flats? Or even better, where to go to determine how to split a route for delivery.

Last year, every Customer Service supervisor throughout the country attended training seminars to help them better understand their job and how to perform it more efficiently. How many have maintained that information?

Postmasters, it is up to you as the foundation of your unit to ensure your structure is sound. You, as the leader, are charged with training, mentoring and coaching. But do *you* have the knowledge, skills and abilities to stand up to the challenge? Or

Continued on page 30

SALSBURY INDUSTRIES

MAILBOXES

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Buy Mailboxes Factory Direct!
Volume Discounts • Large Inventory • Fast Shipping

2023 SPAC Contributors



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

Studdard, Dwight	AL	Branch 45
Salmon, James	AZ	Branch 246
Burton, Dawn	AZ	Branch 246
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Gibson, Lelton	CA	Branch 88
Jones, Marilyn	CA	Branch 39
Loera, Valerie	CA	Branch 127
Meana, Frances	CA	Branch 159
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141

Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Lynn, Patti	FL	Branch 296
Ruckart, Kenneth	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489

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.

Winters, Michael	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Moreno, Richard	MA	Branch 498
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Whyte, Tammy	ME	Branch 96
Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Bu, John	NY	Branch 68
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Geter, John	NC	Branch 183
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225
Croswell, Darnel	SC	Branch 225
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Allen, Rose	VA	Branch 526
Brandt, Junemarie	VA	Branch 526
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Shoemaker, Justin	VA	Branch 132
Thomas, Carlos	VA	Branch 98
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61

Continued on next page

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Dec. 31, 2023

National Aggregate:

\$275,536.65

National Per Capita:

\$10.55

Region Aggregate:

1. Western	\$67,270.46
2. Southern	\$60,473.51
3. Eastern	\$56,276.36
4. Northeast	\$53,138.60
5. Central	\$38,376.72

Region per Capita:

1. Western	\$12.77
2. Southern	\$11.08
3. Northeast	\$10.95
4. Eastern	\$ 9.34
5. Central	\$ 8.89

Area Aggregate:

1. Pacific	\$43,257.00
2. Capitol-Atlantic	\$38,076.66
3. Southeast	\$29,941.01
4. New York	\$24,477.60
5. New England	\$21,521.00
6. Texas	\$16,971.50
7. Mideast	\$14,898.00
8. Rocky Mountain	\$12,514.50
9. Illini	\$11,956.00
10. Northwest	\$11,498.96
11. North Central	\$10,801.72
12. Pioneer	\$10,441.70
13. Michiana	\$10,256.00
14. Central Gulf	\$ 7,331.00
15. Cotton Belt	\$ 6,230.00
16. MINK	\$ 5,363.00

Area Per Capita:

1. Pacific	\$15.58
2. Southeast	\$14.41
3. New England	\$13.82
4. North Central	\$12.36
5. Capitol-Atlantic	\$11.51
6. Northwest	\$11.10
7. New York	\$10.97
8. Illini	\$10.12
9. Central Gulf	\$10.11
10. Texas	\$ 9.91
11. Rocky Mountain	\$ 8.78
12. Michiana	\$ 8.57
13. Pioneer	\$ 7.89
14. Mideast	\$ 6.75
15. Cotton Belt	\$ 6.61
16. MINK	\$ 5.05

State Aggregate:

1. California	\$40,467.00
2. New York	\$23,497.60
3. Florida	\$21,654.01
4. Texas	\$16,971.50
5. Virginia	\$12,867.00

State Per Capita:

1. Maine	\$50.02
2. Idaho	\$22.93
3. Maryland	\$19.80
4. North Dakota	\$18.55
5. Virginia	\$16.54

Drive for 5

Members by Region:

1. Eastern	45
2. Southern	43
3. Western	40
4. Central	36
5. Northeast	34

Aggregate:

1. Western	\$22,272.46
2. Southern	\$16,940.38
3. Eastern	\$16,305.00
4. Northeast	\$13,787.22
5. Central	\$10,923.00

2023 SPAC Contributors

Continued from previous page

December Contributors

President's Ultimate (1,000+)

Gibson, Lelton	CA	Branch 88
Lum, Laurie	HI	Branch 214
Moreno, Richard	MA	Branch 498
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Brandt, Junemarie	VA	Branch 526
Cox, Lloyd	VA	Branch 526
Aragon, Ramon	WA	Branch 61

VP Elite (\$750)

Brathwaite, Rafael	AL	Branch 45
Profit, Youvet	CA	Branch 39
Donegan, Margie	CT	Branch 5
Hoerner, Thomas	FL	Branch 420
Long, Pamela	FL	Branch 577
Moore, Kevin	GA	Branch 595
Moreau, Steven	MA	Branch 102
Murphy, Gregory	MA	Branch 102
Stephens, Patricia	NC	Branch 936
Scales-Bradley, Constance	NJ	Branch 53
Bartko, Susan	PA	Branch 20
Timothy, Pat	PA	Branch 941
Bednar, Margaret	SC	Branch 631
Peters, Diana	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Joers, Julie	WI	Branch 72

Secretary's Roundtable (\$500)

March, Wendell	AZ	Branch 246
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Billups, Juanita	IL	Branch 17
O'Donnell, Curt	MN	Branch 16
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Krempa, Keith	NY	Branch 11
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Mitchell, Annie	TX	Branch 124

Chairman's Club (\$250)

Mannings, Judy	AL	Branch 45
Kiszcza, Sharon	AZ	Branch 246
Gavin, Angela	CA	Branch 159
Swygert, Vontina	CA	Branch 127
Moore, Olin	CO	Branch 65
Wright, Marcellus	DC	Branch 135
Duplessis, Tomica	LA	Branch 73
Handy, Truman	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Hardin, Donald	MI	Branch 130
Brown, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Pixley, George	NV	Branch 249
Needham, Timothy	OH	Branch 186
Lehman, Jason	PA	Branch 554
Mitchell, Denise	TN	Branch 41
Nettles, Mark	TX	Branch 9
White Jr., William	VA	Branch 526
Howe, Steven	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72

Supporter (\$100)

Toney, James	FL	Branch 296
Sequeira, Jean	ME	Branch 96
Jones, Rebecca	NV	Branch 463
Davis, Sharon	NY	Branch 336
Barnes, Marilyn	TX	Branch 86
Knepfel, Kim	WI	Branch 549
Lewis, Timothy	WI	Branch 442

Legislative Update

Continued from page 23

postal police officers back on the street?" Our response has been quite simple: Postal employees, by the nature of their jobs, put themselves in harm's way every time they venture outside their postal facility to do their job—"delivering for America."

Why shouldn't NAPS support an effective means to deter assaults on employees delivering the mail? Why shouldn't NAPS members be firm advocates for a proven strategy to arrest individuals who perpetuate these criminal acts? Why shouldn't NAPS members further tactics to punish individuals who vandalize postal assets?

In sum, it must be a priority to reverse the ill-advised postal policy of making postal personnel, postal property and the U.S. Mail vulnerable to crime. Visible deterrence, combined with criminal prosecution and effective penalties, will secure the mail and protect postal employees.

naps.rl@naps.org

2024 SPAC Pins

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



President's Ultimate

*\$1,000 level includes LTS SPAC reception
for donor plus one guest*



VP Elite

*\$750 level includes LTS
SPAC reception for
donor plus one guest*



Drive for 5

*Contribute to SPAC
by payroll deduction
or direct payment.*



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level

In 2024, SPAC contributors will be sent the pin recognizing their total 2024 contribution at the end of the year; all pins will indicate "2024." The 2024 "Drive for 5" pins will continue to be mailed at the end of the month in which the contributor made their first withholding contribution, either through PostalEASE or OPM Retirement Allotment. There will be no change in The Postal Supervisor's listing of SPAC contributors who progress through the pin categories over the course of the year.

Leap Into Membership

Brian J. Wagner

Past NAPS President

Leaping lizards, Batman, 2024 is a leap year—zowie!” Do you know what that means? On Feb. 29, we get an extra day—24 hours. What should one do with all those extra hours that come around only once every four years? Here’s the scoop!

You could binge-watch “Batman” franchise movies or the 1966-1968 “Batman” television series starring Adam West. Who? No, not Doctor Who. If you don’t know Adam West, ask a baby boomer! That was a bad idea; let’s leap to another suggestion.

You could catch up on all the sleep you lost during last year’s peak season. After further thought, I don’t believe using your extra 24 leap-day hours to catch up on sleep will happen. Especially if you still haven’t put away your holiday decorations or need to get to the gym to honor a New Year’s resolution.

Besides, you probably need about four leap-year days to recoup all the sleep you lost. Yeah, catching up on sleep was another bad idea. Well, let’s leap to a third suggestion.

This idea will avoid any nostalgic references that only baby boomers will get or suggestions that millennials or Gen Zers must explain to us boomers. How about spending your extra 24-hour leap day, Feb. 29, to “Leap into Membership” by signing a nonmember to join NAPS?

Get your branch’s current nonmember list and find a nonmember in your office or at a nearby postal unit. Personally visit this potential new

NAPS member with a “Why Join NAPS?” brochure and a NAPS 1187 membership form in hand.

Talk to them about joining NAPS, then have the nonmember complete the 1187 during your visit. Scan and email the 1187 to NAPS Headquarters at join@naps.org for final membership submission. If you don’t have access to a scanner, your other option is to immediately mail the newly completed 1187 to NAPS Headquarters.



If a personal visit isn’t possible, give the potential

new NAPS member a call at the office. Explain to them the benefits of NAPS membership. Offer to mail them a “Why Join NAPS?” brochure and an 1187. Include a preaddressed envelope to mail back to you or NAPS Headquarters. However, don’t forget to complete the sponsor section on the NAPS 1187 so you can earn a \$25 sponsor check.

Holy moly, it’s not a “leap of faith” to ask a potential member to join NAPS. Rather, it’s a leap in the right direction to strengthen NAPS, not only in membership, but financially, as well.

Making one visit or call to a nonmember on Feb. 29 definitely will not take up your entire 24 extra hours on leap day. That should leave you with plenty of time to binge watch some “Batman” episodes, put away those December holiday decorations, go to the gym, catch a short nap and possibly have spare time to do some volunteer work at a local charity or nonprofit. That’s what I call a productive 24 extra hours in 2024.

I am definitely not leaping to conclusions, but for those who have to

work on Feb. 29, save those 24 extra hours on leap day until your non-scheduled day to “Leap into Membership” and contact a nonmember. But why stop on Feb. 29? Just continue to leapfrog to the 29th of each month or whatever day you want to ask and encourage potential members to join NAPS.

Enjoy your leap day and my ice-cream-flavor-of-the-month recommendation: mint cow tracks. Be safe and eat more ice cream!

brian4naps@aol.com

The NAPS Postmaster

Continued from page 25

is your foundation lacking, as well?

Every day, we represent EAS employees who have failed to perform their duties as assigned. Is it because they don’t or can’t due to a lack of support and knowledge? How many times has it been revealed that even the foundation is lacking in knowledge, but tries to hold its structure accountable?

There is no shame in admitting you don’t know. Not knowing and not admitting can result in anger, frustration, hurt feelings and a very toxic environment. Everyone should set aside their pride and ask for what they need.

Postmasters: It’s up to you to make certain your structure, as well as you, are equipped with all the tools necessary to have a successful unit. Share what you know with your employees—empower them to be the best they can be. Knowledge is power; sharing is caring!

pmbbev071302@frontier.net

Beverly Torain, retired postmaster of Apex, NC, is president of Joseph B. Winters Jr., Raleigh, Branch 177.

Notes

from the National Auxiliary

Let's Stay the Course

Laurie D. Butts
President

I hope everyone had a wonderful and blessed holiday. As we embark on this new year, let us all “stay the course” for the good of our organization. Per the Oxford dictionary, stay the course is defined as “needing to keep going strongly to the end of a race or contest.” Or, to put it in simpler terms, hold on or persevere to the end.

We must continue to make a conscious effort to support our Supervisors' Political Action Committee (SPAC) that enables us to have valuable input on Congress. SPAC makes NAPS' presence known.

In order to do this, we need funds to support our allies. These funds are available to any NAPS member who is rallying to support our allies. SPAC monies also are given as contributions to our allies.

As we move into this election year, NAPS' presence is essential to the Postal Service for many reasons, including our postal police. We have to “stay the course.”

While we rebounded in 2022 in SPAC donations, in 2023 we fell under. However, we must keep in mind it was not a national convention year.

In this election year, please continue with your generous support of SPAC; consider increasing your contributions. The Auxiliary is at most func-

tions and will continue fundraising for SPAC, including raffles, 50-50s and other activities.

As I am more than confident you will increase your financial support, I am asking you to also help increase our Auxiliary membership by spreading the word about the Auxiliary and its usefulness.



Auxiliary member numbers have increased significantly over the past year, which is beneficial to NAPS. We always are here for NAPS to help and

support you in any way possible. We will stay the course!

Let this election year be beneficial to all postal employees.

laurie.d.butts@comcast.net

In Memoriam

The National Auxiliary is saddened to report the death of Sharon Mathews, former National Auxiliary president, 2012-2016, on Dec. 7. A celebration of life will be held in the spring in Anderson, IN.



Also, former National Auxiliary President Helen Reganti, 1978-1980, who died Jan. 3. She turned 101 on Nov. 6, 2023.



National Auxiliary Executive Board

National Officers

Laurie D. Butts
President
(484) 988-0933; laurie.d.butts@comcast.net

Beverly Austin
Executive Vice President
(832) 326-1330; braustin50@gmail.com

Bonita R. Atkins
Secretary/Treasurer
(225) 933-9190; latkins326@aol.com

Regional Vice Presidents

Hazel Green
Eastern Region
(804) 248-9916; mureen6021@aol.com

Elly Soukey
Central Region
(612) 715-3559; elly@charter.net

Felecia Hill
Southern Region
(281) 686-3999; fah91@sbcglobal.net

Patricia Jackson-Kelley
Western Region and Immediate Past President
(818) 472-0409; geekell@aol.com

Area Vice Presidents

Cathy Towns
Mideast Area
(732) 991-1404; ctowns4@icloud.com

Shearly Shawn
Capitol-Atlantic Area
(301) 613-9485; sshawn58@gmail.com

Heather Hommerson
Michiana Area
(231) 343-4192; daveh.heatherh@yahoo.com

Linda Rendleman
Illini Area
(618) 697-3695; danrendleman@gmail.com

Sherry Mattfield
North Central Area
(763) 486-6310; smatt1956@outlook.com

Mary Caruso
MINK Area
(402) 891-1310; carusorj@aol.com

Jane Finley
Southeast Area
(404) 403-3969; mjfarms100@aol.com

Willie Carter
Central Gulf Area
(205) 919-5645; wccwolf65@yahoo.com

Ruth Cushenberry
Cotton Belt Area
(615) 812-1635; john.cushenberry08@comcast.net

Melva Seals
Texas Area
(713) 772-8769; melvaseals@sbcglobal.net

Jerry Eckert
Pacific Area
(714) 656-6139; jerrylee48@outlook.com

Region vacant: Northeast
Areas vacant: New England, New York, Pioneer, Northwest, Rocky Mountain.



Support the
**Postal
Employees'
Relief
Fund**

PERF



On Aug. 8, a wildfire sparked in Lahaina on Maui, HI, fed by hurricane winds following months of drought. Once the capital of the Kingdom of Hawaii, significant portions of the historic town have been destroyed. Residents are cut off from the rest of the island. They have no power or communications and are dealing with devastating losses.

The Lahaina Main Post Office survived, but the Downtown Lahaina Finance Station is a total loss. Seven Postal Service employees lost their homes.

When disaster strikes, the Postal Employees' Relief Fund provides tax-free relief grants to postal employees and retirees to help them reestablish their homes and replace necessities. PERF is your charity. Please make a donation to help members of the Postal family in their desperate times of need.



DONATIONS CAN BE MADE:

- Online at postalrelief.com
- By sending a check made payable to "Postal Employees' Relief Fund" to:
**Postal Employees' Relief Fund
PO Box 41220
Fredericksburg, VA 22404-1220**
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.

For more information, go to www.postalrelief.com; 202-408-1869; perf10268@aol.com.