

1 65TH ANNUAL NATIONAL ASSOCIATION OF POSTAL
2 SUPERVISORS CONVENTION

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Day One

9:01 a.m. to 4:29 p.m.

Monday, August 15, 2016

Gaylord Resort and Convention Center,
National Harbor, MD

1 Michele Randall
2 Phoebe Jordan
3 Steve Shawn
4 Dessie Diamond
5 Prescott Butler
6 Obie Patterson
7 Quinton Jones
8 Salvatore Vacca
9 Linda Malone
10 Ron Stroman
11 Megan Brennan
12 Rosemary "Mary" Harmon
13 Dan Mooney
14 Beverly Marriott
15 Kent Buckley
16 Vicky Stewart
17 John Carson
18 Ann Konish
19 Jim Isom
20 Luther Manuel
21 Darryl Francesco
22 Ken Bunch
23 Lenida Fitch
24
25

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

2 MR. ATKINS: Take your seats. Please start
3 taking your seats. (Inaudible 00:02:54) particularly
4 her to be clear when you get ready to come in. All
5 right. It's intimidating up here seeing all of these
6 beautiful faces. Hey, I want the gold thin. I want
7 to be a member too. Yeah, ladies and gentlemen,
8 please start taking your seats. Thank you.

9 MS. RANDALL: Good morning.

10 ALL: Good morning.

11 MS. RANDALL: I would like to welcome you to
12 the National Convention, the 65th -- for the National
13 Association of Postal Supervisors.

14 (Applause)

15 We hope you've enjoyed yourself so far. We
16 have a tremendous week prepared for you. And we
17 thank you for coming.

18 (Applause)

19 We would now have the invocation by Reverend
20 Phoebe Jordan from Branch 248.

21 REVEREND JORDAN: Good morning.

22 ALL: Good morning.

23 REVEREND JORDAN: You know, last night I was
24 sitting in bed or lying in bed and I was thinking
25 God, I want to say the right things today so allow me

1 to write down what I need to say so I won't forget.
2 And unfortunately this morning I got up and I
3 couldn't find it until I got ready to leave the room.

4 So I'm saying that God is telling me it's not
5 what you prepare before you speak, but it's what you
6 say when I speak for you. So to God be the Glory.
7 So as we bow our heads in prayer thinking about 65
8 bi-annual years. The 65th Convention. Our dear
9 Heavenly Father, Lord, we just come thanking you and
10 giving you praise for who you are. You are so
11 awesome, God. You are awesome. We thank you, God,
12 for being holy and sovereign and righteous.

13 We thank you, God, for being God all by
14 yourself. And thank you, God, for using us in any
15 way that you see fit. So, Lord, we come thanking you
16 and giving you glory and thanking you, God, for on
17 this weekend giving everybody traveling mercies that
18 we arrived here safely. Thank you, God, for just
19 looking after us.

20 Heavenly Father, we ask that you just
21 protect, guide, and lead us through this Convention.
22 Thank you, God, for our National -- United States --
23 for the United States of America. God, and this 2016
24 election that is getting ready to go on, we ask, God,
25 that you intervene and do what you do best and just

1 bless.

2 We thank you, God, for this 2016 NAPS
3 organization and the election. We thank you, God,
4 for our organizations, our postal organization, our
5 leaders. We thank you, God, for everybody. Thank
6 you, God, for our president who is now getting ready
7 to retire and bless his family, Lord, as they leave
8 us, but, God, leaving us physically but not in spirit
9 and thinking of us each and every day that they wake
10 up.

11 Thank you, God, for our resident officers and
12 thank you, God, for our Headquarter staff. God, we
13 just thank you for everybody because you said in all
14 things to give thanks. But, sometimes we don't give
15 thanks to you enough for the little things that you
16 allow to happen in our lives. So, God, we just thank
17 you. And Lord, as we come to this Convention we just
18 ask, God, that you guide our mouths.

19 Touch us, Lord, where (inaudible 00:08:46)
20 that we say, whatever needs to be say we said it
21 kindly. We say it, Lord, understanding that nobody
22 is supposed to leave with hurt feelings and, God,
23 help us to understand that the truth will avail no
24 matter what. So, God, we just thank you. We give
25 you glory. We ask your blessings on Branch 531 and

1 God, we ask that you just give them and bless them
2 even the more for all of the unselfish acts that
3 they've done and performed to allow this Convention
4 to be the greatest Convention ever.

5 So, God, we just thank you. And we give you
6 Glory. Walk with us, Jesus. Talk with us. Have us
7 to do what you will have us to do. So that all that
8 is said and done is done to your honor and glory.
9 This we ask in your name, Jesus, and that everybody
10 say, amen.

11 (Applause)

12 MS. RANDALL: Please stand for the
13 Presentation of Colors. From the Washington Division
14 (inaudible 00:09:58), the United States Postal
15 Police.

16 We will now have the Pledge of Allegiance by
17 Mr. Steve Shawn, Branch 403. Followed by the
18 National Anthem by Dessie Diamond, Branch 135.

19 MR. SHAWN: Good morning.

20 ALL: "I pledge allegiance to the Flag of the
21 United States of America and to the Republic for
22 which it stands, one nation, indivisible, with
23 liberty and justice for all."

24 MS. DIAMOND: (Singing National Anthem).

25 (Applause)

1 MS. RANDALL: Thank you, you may be seated.
2 We will now have our memorial. Reverend Prescott
3 Butler from Branch 327.

4 MR. BUTLER: Good morning. This is the day
5 that the Lord has made and I've already made up my
6 mind that I will rejoice and be glad in it.

7 I found today is a good day to be alive and
8 if anybody disagrees with me, you ought to know what
9 the option is. And so right now we come together for
10 a memorial service which gives us a moment to honor
11 those who have passed away.

12 We all have stories of how they've touched
13 our lives. Not only our lives but the people who
14 they worked with. The people became friends along
15 the way. We didn't know how much we would miss them
16 until they were gone. We would no longer hear the
17 voice, see the smile or feel the touch.

18 Psalm 19:12 says, "Teach us to number our
19 days that we may gain a heart of wisdom." I found
20 out that it's not how long you've lived, but how well
21 you lived. It's not how much you gain while you were
22 here, but how much you gave. So we ask the Lord to
23 teach us to number our days that we may grow a heart
24 of wisdom.

25 I believe that if our loved ones were still

1 here they would write this poem and they would say to
2 all of us gathered here today although your heart may
3 be broken there is no need to weep for we're in a
4 wonderful place now where we are happy and we are
5 free. We have to go but we left behind good memories
6 to comfort you. So concentrate on the good times and
7 try not to feel so blue. For one day we'll be
8 together again and do what we all love to do.

9 So, my brothers and sisters, lift up your
10 heads and set your griefs aside because our loved
11 ones will be up there waiting to welcome us to the
12 other side. Please scroll the names.

13 (Music)

14 May their souls rest in peace. Let us pray.
15 Oh God, you are the Alpha and the Omega, the
16 Beginning and the End. You breathe into us the
17 breath of Life and you watched over us all of our
18 days. We thank you for your grace and for your
19 mercy. Most of all, we thank you for the lives of
20 our dearly beloved brothers and sisters. We thank
21 you that you've allowed our lives to be knitted
22 together even if it was only for a little while.

23 Lord, you see our tears. Look down on our
24 broken hearts. We ask that you bind up the wounds
25 and help us to find comfort in you, O Lord. Give us

1 the faith to believe that every love that seems to be
2 buried in death will rise again in eternal life
3 through Jesus Christ. Amen.

4 ALL: Amen.

5 MS. RANDALL: We have a gentleman here today
6 representing the Prince George's County Council. He
7 was truly a Godsend to us when he -- we approached
8 him about the National Harbor. He was instrumental
9 in getting the National Harbor here. He, at the time
10 I think, was in the Maryland State delegation and now
11 he is with Prince George's County because they won't
12 let him retire from public office. He's just that
13 good. Councilman Obie Patterson.

14 (Applause)

15 COUNCILMAN PATTERSON: Thank you, Michelle
16 for that intro and good morning. First of all, let
17 me welcome you to gorgeous Prince George's County and
18 to the great State of Maryland. Again, my name is
19 Obie Patterson and I do serve as a council member
20 representing this area on the Prince George's County
21 Council. I am so delighted that you have selected
22 this site, and I might sound a little biased which
23 happen to be my district, to host your 2016 National
24 Association of Postal Supervisors Convention right
25 here at Gaylord National Harbor.

1 Your theme, I was doing a little research
2 and, is one that I think is very fitting and very
3 appropriate given the time in which we live today.
4 However, keep in mind that none of us is as great as
5 all of us. I note with interest that the National
6 Association of Postal Supervisors was founded. Yes,
7 in the great State of Bolivia, Kentucky.

8 I found that to be a little amusing, if you
9 will, but thank God that you are here and we are here
10 today more than 15 years later with the same
11 organization still standing strong and committed to
12 the mission, goals, and principles for the betterment
13 of all. I do hope during this conference you will
14 take advantage of the opportunity to network, meet
15 friends, and take advantage of the many, many
16 attractions our great county has to offer.

17 And again, I might sound a little bias here,
18 but I already know that this is probably going to be
19 the best conference that you have ever hosted since
20 the inception of this very fine organization. So
21 again, thank you for your kind invitation to be here
22 and thank you for what you do day in and out helping
23 to maintain the quality of life for all the citizen
24 throughout this great nation. So I wish you a very
25 productive convention. Enjoy your stay. And please

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1 come back to see us again real soon. Thank you very
2 much.

3 (Applause)

4 And, I have a proclamation that the county
5 executive asked me to present to this organization,
6 county executive Rushern Baker. The proclamation
7 reads:

8 "Whereas the National Association of Postal
9 Supervisors is a self-Administered management
10 association composed of postmasters, managers, and
11 supervisors who work for the United States Postal
12 Service and whereas NABS was established in 1908 by
13 Postal Supervisors from 13 states who were dedicated
14 to the improvement of the United States Office. And
15 whereas NABS objective is to promote, through
16 appropriate and effective action, the welfare of its
17 members and to cooperate with the United States
18 Postal Service and other agencies of government
19 throughout the state. And whereas the 26th National
20 Association of Postal Supervisor National Convention
21 will be held this month at National Harbor in Prince
22 George's County uniting over 1,500 Postal Supervisors
23 and managers and their family.

24 "Now, therefore, I, Rushern Baker III, county
25 executive for Prince George's County, do hereby

1 proclaim the 15th of August as the -- 2016 as the
2 National Association of Postal Supervisors Day in
3 Prince George's County. I urge all citizens to
4 recognize the importance of their great work
5 throughout the nation." And it's signed by our very
6 own county executive Rushern Baker, III. Thank you
7 very much.

8 (Applause)

9 MS. RANDALL: And now we move to the
10 (inaudible 00:26:59). Mr. Quinton Jones, postmaster
11 for Washington which serves this area and also he's a
12 member of Branch 531. Is Quinton in the room? Okay.
13 Maybe he's following an LOV somewhere. We'll move
14 on. Mr. Salvatore Vecca. He is the district manager
15 of the Capital District. Mr. Vecca and he is
16 running.

17 (Applause)

18 MS. RANDALL: That's a sprint if ever I've
19 seen one.

20 MR. VECCA: Good morning, NAPS.

21 ALL: Morning.

22 MR. VECCA: And to our postal families, of
23 course. It's quite an honor for me to be here today
24 to speak in front of all of you. As the host
25 district manager, I welcome all of you here to this

1 beautiful venue. As the Capital district manager,
2 for me this is the power, the dedication, the
3 experience in this room is incredible and I need some
4 of that here in the Capital District. So I am here
5 heavily recruiting. So as I walk around please
6 introduce yourself. You know, I started in -- first
7 of all Cap Metro Group. Cap Metro in the House
8 today?

9 (Applause)

10 MR. VECCA: Right in the front. I know my
11 old friends from South Florida are here. South
12 Florida. And my good friends in Atlanta are here as
13 well. Where is Atlanta?

14 (Applause)

15 MR. VECCA: Atlanta spread thin. No
16 disrespect to anyone in the room, but I've worked in
17 those three areas and I truly appreciate all that you
18 have done for me and for the Postal Service, and the
19 communities that we served. So moving forward what
20 are my expectations as the district manager in
21 Capital? My expectations I speak of them every day.
22 They're very, very simple. We are to treat everyone,
23 everyone, with the utmost dignity and respect at all
24 time. We will not tolerate anything less than that.

25 (Applause)

1 MR. VECCA: You know I have a lot of passion.
2 You know, I think we all want to drive passion. We
3 all want to be good. We all want to be the best. We
4 want to make the customer experience great every day
5 and that's what you all do every day. You truly are
6 the face of this organization and I am so proud to
7 work with all of you.

8 I started my career back in 1984 as a letter
9 carrier. I was a supervisor manager postmaster
10 district manager in Atlanta and in Capital. I was a
11 manager of Operation Support at the area level and
12 all of my successes only came to me because of you,
13 period. Not one of us does it all. Not one person
14 can do it all. It's a team effort.

15 And again, I can't tell you how excited I am
16 to be here and how truly blessed I am to have an
17 opportunity to see all of you in this room, to see
18 1,200 or so NAPS members and families is incredible.
19 I credit you for coming out to this. You need to
20 have a great, great week. We have downtown D.C. all
21 the monuments, all the culture. This area is
22 beautiful. We have shops right up the streets to
23 spend your money. We have gambling around in these
24 venues. Be careful, please. But most of all, enjoy
25 the week. We all could be working right now, right?

1 network, network, network, have the conversation.
2 I'm going to be lingering in the hallways all day.
3 Come and see me, please and thank you.

4 (Applause)

5 MS. RANDALL: And now I present to you, Ms
6 Linda Malone, Vice President of the Capital Metro
7 area and Ms. Malone, I want you to know that we wore
8 black and gold just for you today.

9 Ms. MALONE: Good morning. Wow! What a great
10 turnout for our worthwhile cause and the things that
11 NABS stands for and does for the postal supervisors
12 and for the Postal Service each and every day. And I
13 want to thank each and every one of you for being
14 here.

15 My name is Linda Malone. I've been the area
16 -- Cap Metro Area Vice President since May 14th. So
17 I'm relatively new in this job, but I got to tell you
18 I have seen and met some amazing people in the
19 business reviews that I've done thus far and you guys
20 do an extraordinary job day in and day out. And how
21 appropriate to have this convention here in our
22 nation's capital. One of the things I just want to
23 touch on very quickly is that being in the nation's
24 capital and being a resident here, I have been
25 fortunate enough to sit in on some of the Smithsonian

1 speakers. And one of the speakers I got to listen to
2 was Colin Powell and I won't tell you his whole
3 story, but he has these 13 sayings and mottos that he
4 lives by, and some of them are very easy, like, it's
5 always better in the morning or get mad and get over
6 it or perpetual optimism is a force multiplier. But
7 the one I want to talk to you about today and the one
8 that I thought was most ironic in listening to Colin
9 Powell talk was, "Be kind and share the credit".

10 And you look at a military person who started
11 his career with ROTC at the age of 17, was the Joint
12 Chiefs of staff, was the Secretary of State, 4-star
13 General, spent his entire career in the military
14 until age 56 when he retired, to talk about being
15 kind. And he said far too many times especially in
16 organizations that are very laden with procedures,
17 that are very focused on numbers and performance, to
18 come to a point where you say that part of being an
19 extraordinary leader is a leader who shows kindness
20 and not kindness in the big celebrations that we
21 have, not kindness in the rewards that we give in the
22 forms of either promotions or performance bonuses.
23 But the kindness that we need to show each other each
24 and every day. Because we have an extraordinary
25 amount of people who each and every day go one step

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1 headquarters and I got to work with him and his staff
2 on a number of occasions and the professionalism --
3 and the professionalism and the raw gut he showed for
4 the NAPS and understanding the weightiness is of his
5 position each and every time he met with us. He was
6 an outstanding representative for the National Postal
7 Supervisors.

8 (Applause)

9 So with that, I hope that you have a
10 wonderful week. I know you have elections coming up
11 at the end of the week. Let's be kind and best of
12 luck to everybody. So thank you very much.

13 (Applause)

14 MS. RANDALL: One thing about the Postal
15 Service is that we like change, right? One thing I
16 tell new supervisors is that you must adapt to change
17 and no two days will ever be alike. So with that Mr.
18 Atkins. Yes, I am out of order. Oh Ms. Malone is a
19 NAPS member

20 MR. ATKINS: (Applause) Thank you, thank you.
21 And then thank you especially for those kind words.
22 It has been a pleasure in your dealings (inaudible
23 00:41:35). You truly are a lady of integrity and
24 fairness and that's what we all love. Thank you.

25 (Applause)

1 MR. ATKINS: Now I -- it's my pleasure and I
2 asked Michelle to actually have the honor of
3 introducing our Deputy Postmaster General because Ron
4 has been just more than a deputy postmaster general.
5 He's been my friend, NAPS friend. He is fair,
6 honest. He tells me like it is. Louis, he ain't
7 going give it. So that's okay with me. But, indeed
8 he's a pleasure and every time I've had the
9 experience he's been more than just a gentleman. Ron
10 is just a good person. That's what makes Ron Ron.
11 Ron Stroman was named the 20th Deputy Postmaster
12 General back in March of 2011. He serves on the
13 Postal Service Board of Governors and on the
14 Postmaster General Magen Brennan executive leadership
15 team.

16 Ron has more than 30 years of professional
17 experience in government, legislative affairs, and
18 leadership positions. His career has spanned working
19 with a number of federal agencies. He has also
20 worked in the U.S. Congress as council on the
21 Judiciary Committee of the House of Representatives
22 and the staff director for the Committee on Oversight
23 and Government Reform. Oh, I wish he was there now.
24 Ron earns his juris doctorate from the Rutgers
25 University Law Center. Please, please, give a warm

1 welcome to Mr. Ron Stroman, our Deputy Postmaster
2 General.

3 MR. STROMAN: Well, good morning. I see you
4 all haven't The Intruders as some entertainment.
5 I'll tell you a quick story. As a young man I used
6 to go to the Apollo Theatre. You all don't know
7 about that now. You all don't know about the Apollo.
8 And one of my favorite groups was The Intruders. The
9 Intruders would always put on a great show and you
10 know for the great shows like The Intruders, they
11 used to let you go (inaudible 00:44:27) you could go
12 in paying one fare and you can sit all day, and show
13 they had 3 and 4 different shows but for The
14 Intruders they only let you stay for one show. So we
15 figured out, you know, we were going to figure out
16 how to get back in. You know, only paying one fare.
17 So we snuck down into the bathroom, anybody who's
18 been to the Apollo knows the bathroom on that down in
19 the basement and we hid out in the basement. Of
20 course the ushers knew that people would snuck down
21 there. So the usher came down and he said look man
22 you'll got to go. We said why we got to go. He says
23 well if you pay me, he said you give me \$5 I'll let
24 you stay. So we said okay. \$5 that's not a bad
25 deal. So we gave him \$5 and he took us back upstairs

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1 and Lord knows that he put us on the front of the
2 line because there was a line waiting to get in. Now
3 in New York that's it you don't put people in the
4 front of the line and it was damn near riot that day
5 and I said O Lord! I started praying. People started
6 cursing. Thank God they opened the doors. People
7 rushed in and got their seat. So The Intruders have
8 a special place in my heart.

9 I also as you hear throughout the course of
10 the day I look around and I see, you know, all of the
11 campaign signs and someone said, you know, this is an
12 organization who is involved in change and the signs
13 I think speaks to that change. But, it also speaks
14 to the fact that the journey that you have taken to
15 get here. These people are standing on the backs of
16 those who have gone before and who have established a
17 foundation of excellence on which they hope to build
18 and there's no one who has established a better
19 foundation in my experience than Louis Atkins.

20 Louis, I mean, you all don't have the
21 opportunity to sit in the room with Louis as we're
22 going through very difficult and complicated issues
23 involving the future of the Postal Service. You all
24 don't have, unfortunately, the opportunity to see the
25 kind of advocacy that goes on. You don't have an

1 opportunity to see the give and take that goes back
2 and forth and it's easy to become -- to be a leader
3 in an organization when things are going well. It is
4 a challenge to be the leader of an organization when
5 you have challenges, when you have financial
6 challenges, when people are looking to you to
7 preserve their retirement, their health care reform.
8 You all don't have that opportunity and I will tell
9 you from where I sit there is no one who does a
10 better job at advocating, at providing vision and
11 supporting your positions, in any organization that I
12 have been a part of than Louis Atkins.

13 So I got to tell you that I miss him. I will
14 miss him. I know he is still going to be around
15 though and I appreciate that and you all should
16 appreciate that as well and I wish him and his
17 beautiful wife, Benita certainly the best and you
18 know, you can -- I always say to people, you know,
19 you can't get to these positions from -- if -- from a
20 man's point of view unless you've got a good woman
21 with you. And Benita is a good woman. And so, I
22 want to recognize her and the work that she has done.
23 I don't have a lot of time. I did want to just add
24 one thing to what both Sal and Linda spoke to. And
25 time does not permit longer discussions of this.

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1 But, as an organization, you know, we need to talk
2 about how we change the culture of the Postal
3 Service. I mean, we have to have a candid discussion
4 about treatment, how we work together in a
5 collaborative form, how we recognize that if we're
6 going to be the best organization we can be we've got
7 to be able to treat each other with understanding.
8 We've got to grow. Linda you said kindness. I would
9 say we have to be able to collaborate and do it in
10 ways that don't disparage other people, that we
11 recognize they are all on the same team and we have
12 to pull together. That you get more productivity
13 when we're working together and not at odds. And so
14 we have -- we're in transition. We have new people
15 coming in. We've got a generation of who's coming
16 in, who is growing up with technology not necessarily
17 growing up with an ability as many of us did where we
18 set out and communicated on a regular basis and
19 learnt that skills. So we have some, some work to
20 do, I think, on the culture change that needs to take
21 place within the organization. And I would just say
22 that we need to invite me back, and we will have that
23 discussion and I urge you to have it as you're
24 considering your leadership changes within the
25 organization. I came to the Postal Service in part.

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1 I was drawn to the Postal Service (a) because it is
2 such an iconic institution that does so much day in
3 and day out for the American people. But I also
4 came, in order to do what I could do to preserve this
5 great institution, to make sure that it was in a
6 position that was financially stable, that you could
7 go forward and do the work that you need to do
8 without having to worry about whether or not we were
9 going to be around in 5, 10, 15 years from now. And
10 you know, it has been both a great transition that I
11 have seen over the years that I have been here. Our
12 First Class Mail continues to decline and will
13 continue to decline. Packages are exploding. But,
14 it requires different -- it requires more work. It
15 is more difficult to process and deliver packages.
16 So we are making transitions with all kinds of
17 technology and our vehicles and again I won't get
18 into the details and know Megan's going to be here a
19 little bit later, but despite these transitions and
20 these changes the reality is that we have got to fix
21 the finances of the Postal Service and we all have a
22 stake in making sure that we do that. We haven't
23 been able to make our retiree health benefit payments
24 really for the last four years, and those retiree
25 health benefits payments while they will end at the

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1 So, we've got a difficult challenge here
2 starting in 2017 as we already have been challenged.
3 The best way that we stand to stabilize our finances
4 to make sure that we can continue to not only pay in
5 our health care payments but our pension payment is
6 with postal reform, and I know that for many of you
7 it continues to be a matter of some concern. And so
8 I have little bit of time that I have I want to speak
9 a little bit to that.

10 I will tell you that, you know, we are in the
11 best position politically that we have been in in the
12 time that I have been here at the Postal Service.
13 Because, anybody who knows anything about how
14 legislation moves through the Congress knows that you
15 have to have bipartisan support and the failures that
16 we've had on the Congressional front across the
17 board, not just in postal, have really been because
18 Democrats and Republicans have not been able to come
19 together and not been able to compromise.

20 One of the few areas in the House of
21 Representatives where we have been able to forge
22 compromise on the Democrats and Republicans side of
23 the house is with regard to postal reform, and the
24 most recent vote that came out of our House Oversight
25 Committee was a unanimous vote, Democrats and

1 Republicans, a voice vote. Meaning that there was
2 complete consensus on the part of the Democrats and
3 Republicans and that's unprecedented. That's
4 unprecedented in the House of the Senate during this
5 Congressional season.

6 It's unprecedented that you would have
7 unanimous support, and part of the fact that we were
8 able to get that support has been because we have
9 reached out to all sides - the mailing community and
10 we've reached out to our management associations, we
11 reached out to our unions and tried to forge
12 compromise, and while we're not completely there, the
13 fact is that you've got to be able, as I talked
14 earlier about sitting down at the table, and having
15 face to face negotiations, making difficult decisions
16 and dropping certain things out.

17 We dropped out going to 5-day. We dropped it
18 out because there was no political consensus in the
19 Congress about going to 5-day. We also recognize
20 that there was great angst on the part of our
21 employees about going to 5 days and so we took that
22 off the table in an effort to move the ball forward.

23 We pushed, you know, four essential
24 components. We pushed Medicare integration. We
25 pushed reinsertion of the exigent price increase that

1 unfortunately has now been lifted. We've forged
2 agreement on using postal specific demographics to
3 calculate our pension liabilities and some non-postal
4 products. And for the most part we got a significant
5 portion of that; not everything we wanted. The
6 exigent price increase was cut in half and that's
7 worth -- the half alone is worth a billion dollars.
8 That's a billion dollars that we took off the table
9 because we needed to forge consensus.

10 The fact of the matter is that without an
11 exigent price increase that's two billion dollars a
12 year that is coming out of the Postal Service's
13 pocket. But, we reached consensus at the political
14 level and I know that there are people who are
15 arguing that now it's nice, Ron, that this happened.
16 But it ain't always, and the Congress is coming back
17 and there's not much time and so we really ought to
18 look to next Congress.

19 And I have said and I reject that, and I want
20 to be very clear, who knows what's going to happen in
21 the next Congress. You don't know who's going to be
22 the President. You don't know who's going to be
23 running the Congress. You don't know who is going to
24 be where, and when you have an opportunity like we
25 have now even given the short window of opportunity

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1 we got to seize it. And in order for us to seize it
2 we need everybody to come to the table, make
3 difficult decisions and then press forward in the
4 brief time that we have available to us. That's the
5 reality. I mean, you could see President Obama
6 giving up on health care once the vote turned against
7 him and saying, you know, there's not enough time to
8 move forward on health care. We rejected that and
9 said no, I'm going to push forward even in the face
10 of the odds that we have and yes, we are facing the
11 odd of time.

12 But, we can't give up now. We've just come
13 too far to start all over again, if we don't have to,
14 but that requires us all to understand that
15 compromise is important and I understand, you know,
16 there are many people in this room today who say, you
17 know, Ron, I understand what you're trying to do, but
18 this Medicare integration thing I'm not quite with
19 you, right. I mean, I have my health care and I want
20 to go forward with the health care that I have now,
21 and what I have said to people and I've said this
22 before and I'll say it again.

23 Yes, I understand that, but, you, everybody,
24 all of us have a stake in making sure that the Postal
25 Service is financially stable. If we are not

1 financially stable at the end of the day, the
2 Congress is going to make dramatic decisions about
3 your future and your retirement and your health care
4 if we can't stabilize. So, we all have a stake in
5 making sure that we are financially stable because
6 I'm telling you you don't want that, right. You
7 don't want the Congress making decisions for you
8 about your health care.

9 Because, I can tell you Louis Atkins won't be
10 at the table when those decisions are made. Whoever
11 the future President is won't be at the table when
12 those decisions are made. So now we have an
13 opportunity to stabilize our finances, make certain
14 decisions and make sure that your health care is
15 secure and your pensions are secure for generations
16 going forward, if we can do this now.

17 And yes, Medicare integration and again, I
18 just want to want people to be clear about it. We're
19 still talking about being within the federal
20 employment health benefit program, FEHBP. You are
21 still an FEHBP. So, for example, if, you know, your
22 spouse if something were to happen to you and your
23 spouse needed healthcare, they are still going to be
24 covered just as they would now under FEHBP. The
25 difference is that Medicare is the insurer, the

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1 primary insurer, and your secondary insurer will be
2 whatever plan you happen to be in now if you want to
3 stay, and most of us are in Blue Cross Blue Shield.
4 Some are on Blue Cross Blue Shield but you know, you
5 can keep that plan too. That will be your secondary
6 payer. It's a matter of who's going to pay.

7 And so, we're paying in the Medicare and
8 there's no reason why we shouldn't get the benefit.
9 Now I've seen others who say, well, you should have
10 the option and I understand that argument. People
11 want to have the option, but people have the option
12 now and what's going on now is that is that despite
13 the option that people have to take advantage of
14 Medicare they're not taking the advantage of it, and
15 we all, to some extent, are suffering as a result of
16 each of us -- of those of us who don't use Medicare
17 and you can say you have the option, but if you are
18 exercising or failure to exercise that option means
19 that we are all disadvantaged then I think we've got
20 to step back and say, wait a minute, that's not --
21 maybe that's not the best thing for all of us.

22 I know people you know used to be able to
23 smoke in smoking rooms like this and people used to
24 want the options of smoke, but by smoking you are
25 jeopardizing the health of everyone else in here.

1 It's not just you. It's everybody else in here. And
2 so look at it that same way. Yes, you want the
3 option but if exercising that option means that we
4 all have an issue with the financial stability of the
5 Postal Service which is premised on your ability to
6 collect going forward pensions health care and then
7 we have an issue and that's what we're saying and I
8 understand the option issue.

9 I understand people want options. I want
10 options but most Americans don't have the option not
11 to use Medicare, virtually everybody in the country
12 is doing it. So, we are saying okay, you know, we're
13 going to fall in line with the rest of the country
14 and I understand people are nervous about it, and
15 change becomes concerning for most people because of
16 the issue of coordination of benefits. Most people
17 are going to see a reduction in their premiums, but,
18 I would be lying to you if I said everybody is going
19 to see a reduction in premiums. Some people are
20 going to have to pay more and I understand people
21 don't want to pay more if they don't have to.

22 All I can tell you is you have one
23 catastrophic illness, you go to the hospital and you
24 are going to be glad that's you had complete coverage
25 for both Medicare and FEHBP. It will completely

1 cover your catastrophic illnesses, and as I've
2 mentioned to you before, those of us who have seen
3 this firsthand, who've had relatives who are going
4 through a very difficult illnesses know just what
5 these bills look like. They come in, I mean, it's
6 amazing. You call bill 15,000, 20,000 and you see on
7 the sheet how much the procedure was for and then you
8 see 0 for you. \$20,000 0. You know, it is an
9 amazing thing when you can go through a catastrophic
10 illness and not have to worry, and have the peace of
11 mind that your loved one will be cared for in a
12 manner in which you expect them and want them to be
13 cared for.

14 So my hope is that NAPS takes a position that
15 with regard to the existing postal reform legislation
16 you will be supportive. That is my hope and
17 obviously it's your decision. You got to make
18 whatever decisions you want. But I am saying to you
19 that in order for us to move to get this done, when
20 they come back in September or in the lame-duck
21 session we need everybody at the table. We can't
22 have people peeling off, saying, well, I -- you know,
23 we're, kind of, not happy about it. This is a heavy
24 lift. There's absolutely no question this is a heavy
25 lift. I am telling you it's a heavy lift, but we've

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1 gone a long way. We've gone further than we ever
2 have.

3 So I am hoping that you all will be in a
4 position to be able to support it, because I believe
5 this is I'm just telling you I believe this. I
6 wouldn't stand up here and tell you this if I didn't
7 believe it. I believe we will all be better off.
8 It's not just you. It's me too. Right, my
9 expectation is retire from this organization and I
10 wouldn't push a solution that I did not feel
11 completely comfortable with as the right choice not
12 only for me and for my family and for you.

13 I mean, this is where we are. We've got to
14 talk honestly and candidly, and I get it. I know
15 there are concerns. I've heard the concerns, but
16 just from my perspective I think this is the best
17 solution that we can come up with.

18 Let me close if I could by just tempting you
19 that if we can get through this crisis I've got to
20 tell you that the future, the potential, of the
21 Postal Service is just enormously bright, and it
22 requires some difficult decisions and it's a fight.
23 It is a fight, because as successful as we are
24 becoming, particularly as it relates to packages, our
25 competitors are pulling out all of the stops to pull

1 the rug out from under our ability to compete with
2 them. We've taken market share from both FedEx and
3 UPS. They aren't happy, all right? They are not
4 happy.

5 And our ability to do is really tied up in
6 the people in this room. Because you have figured
7 out a way to move those packages, to work with our
8 new employees, to work with the existing employees
9 under circumstances that quite honestly put you at a
10 competitive disadvantage. I mean, we don't have the
11 package sorting equipment, let's be honest, that
12 FedEx and UPS have, right?

13 We don't have the vehicles right now that are
14 designed for the packages that FedEx and UPS or
15 Amazon has and is developing. We don't have the low-
16 wage employees that some of our new start-up delivery
17 companies have right now. So we are at a competitive
18 disadvantage and despite the disadvantages, despite
19 our network, our institutional or structural
20 disadvantages in terms of equipment, we've been able
21 to pull market share away, become the deliverer of
22 choice for Amazon and that's a whole another set of
23 discussions about Amazon and where they're going and
24 what they're doing, but we'll come back and we can
25 talk about that.

1 But we have become the deliverer of choice
2 for Amazon, and done it without the foundation that
3 our competitors have. The only way you can explain
4 that, right? The only way you can explain that is
5 because of the work that you all are doing and our
6 employees are doing. That's the only explanation.
7 It is not the equipment. It's sure not the money,
8 right? It's not the money. It's not the equipment.
9 What's the explanation? How is this -- how we're
10 able to do this is because we've been able to pull
11 together, to focus on that product, to focus on
12 packages and to say we're going to deliver these
13 packages at a rate that people find more acceptable,
14 and Amazon, you know, postal select. I mean we're,
15 you know, we're hitting, what's the number, Linda,
16 99.7 is our score on Postal Select.

17 (Applause)

18 Now again, I'm not -- Megan will talk about
19 this when she comes, but I am -- I'm just on going to
20 leave you with is the incredible power of the people
21 in this organization right here right now. The
22 people, you all sitting in this room, you've been
23 able to do what nobody else thought you could do.
24 Because we pulled together, we worked together as an
25 organization. That's the power that everybody else

1 here, that's the power of NAPS. That's on what
2 you're building, that's the foundation that people
3 like Louis Atkins has created. That's the foundation
4 that we're moving to as we look to this bright
5 future.

6 We get through this our future is bright.
7 NAPS, thank you very much. I appreciate you taking
8 the time to listen.

9 (Applause)

10 MS. RANDALL: Thank you, Mr. Stroman, for
11 that amazing message.

12 (Applause)

13 The sound of Philadelphia. Many of us, as
14 old as I, remember it as the theme song for the Soul
15 Train T.V. show with Don Cornelius who professed
16 peace, love and soul, but it wasn't just a record or
17 a song. The Sound of Philadelphia was The Three
18 Degrees singing *When will I see you again?* or was the
19 O'Jays wanting you to ride that *Love Train*. It was
20 how Melvin and the Bluenotes with *If you don't know*
21 *me by now*, and the Teddy Bear, and I'm not talking
22 about (inaudible 01:14:03).

23 Teddy Pendergrass swooning and grooving the
24 ladies asking them to "come and go with me, to turn
25 off the lights, or close that doors." However, the

1 Sound of Philadelphia, my brothers and sisters, are
2 representatives here today. They developed a sound
3 that was theirs uniquely and it was uniquely
4 Philadelphia.

5 Their hit songs include *When We Get Married*,
6 *I want to know your name*, and *I'll always love my*
7 *momma*. But their chartbuster and their only #1 song
8 on R&B charts was *Cowboys to Girls*. On a side note,
9 one member of the current Intruders is a former
10 supervisor of distribution operations at the
11 Washington in D.C and the former member of Branch
12 531. So ladies and gentlemen, I present to you The
13 Intruders!

14 THE INTRUDERS: First, we're going to keep
15 things nice and neat. That looks better, doesn't it?
16 Well, on behalf of The Intruders, we first like to
17 say that this show is actually dedicated to the
18 National Association of Postal Supervisors. Please.

19 (Applause)

20 So we're going to tell the sound man that now
21 it's show time. Please, hit the music.

22 (Music) (Applause)

23 MS. RANDALL: Did you enjoy the show?
24 Marilyn Walton, Brigit Evans and the San Diego group
25 we had to figure out what to do to try to top there.

1 So we worked hard trying to figure out what we could
2 do to try to top San Diego because we thought it was
3 going to be easy till we went to San Diego. So, we
4 had a figure how to bring it up a notch. So I hope
5 you've enjoyed so far. The best part of this is
6 giving the gavel over to Louis. It's not easy
7 standing up here.

8 But first and foremost, I want to thank some
9 folks. Starting with Kris Ciccel (ph) here at the
10 Gaylord National Harbor who did a tremendous job
11 working with us starting almost five years ago and
12 she was with us the entire week in Reno and she did a
13 great job. She couldn't be here this morning, but we
14 truly appreciate what she had done for us. I want to
15 thank my Capitol-Atlantic area family, because
16 without them this would not have happened. I want to
17 thank my Branch 531 because you guys are awesome. I
18 want to thank you all for coming because if you stand
19 up here and look out there, it's marvelous. That's a
20 great sight.

21 The last person I want to thank -- actually
22 the last two, one is Louis Atkins because everything
23 I asked for he never said no. (Applause) And the
24 other is Sheri Davies. Sheri Davies is a workaholic.
25 I was grateful when she went on vacation because I

1 too at the time would have been on vacation -- was on
2 vacation. But, Sheri Davies works. I'm working -- I
3 work 2 or 3 in plan and I sent e-mails at night when
4 I get home and everything and to have Sheri answer me
5 at 3 and 4 in the morning and I'm like she's up but
6 you know, I get 2, 3, 4 so whoever is here from
7 Connecticut, be careful because Sheri is going to
8 really work you, but Sheri is the best. She really
9 is. She has everything under control and she kept me
10 grounded.

11 And the last thing I want to say before I
12 turn this over to our wonderful President is that
13 SPAC is important to me. And this is a year that we
14 really need to be mindful of what we do when we vote.
15 In order for us as a group to do what we need to do,
16 we need to let our dollars speak for us. So as I do
17 in all of our area meetings, our local, our eastern
18 region, our state convention, I make a challenge and
19 I challenge all officers in this room to \$100 and I
20 challenge all others for \$25 donation. We need to
21 get what we need to get from our legislative people
22 and we need to put people in office and support those
23 who support us.

24 (Applause)

25 So on that note, is there anyone here from

1 the auxiliary?

2 (Applause)

3 And now the moment I've been waiting for five
4 years.

5 (Applause)

6 This is yours.

7 MR. ATKINS: Thank you. Wow! What can I say
8 but thank you, Michelle, Branch 531 and the Capitol-
9 Atlantic District. 531 and their co-host did a
10 terrific job putting together a terrific program just
11 as we knew they were, wow! What a result. You know,
12 I was backstage and after I did my little singing
13 there I was going to audition and become the fifth
14 Intruder. But, they looked at me and say, hey, you
15 better run for President again. It's just have been
16 fabulous.

17 Before going on any further, please permit me
18 to recognize two very special guests of NAPS this
19 morning. I first like to thank one of our close
20 friend and I think we are all know him, Antonius
21 Clovis (ph), just stand up please.

22 (Applause)

23 And then we have Bruce (inaudible 01:27:14)
24 in the Manager of Labor Relation and Policy
25 Administration. Where is he? I saw him earlier.

1 Well, he probably left with Ron Stroman to protect
2 him and his cohort and I know we know him. That's a
3 member of our Labor Relation Power Administration.
4 That was (**inaudible** 01:27:30) and I was with him so.
5 It reflected and amends we recognize them.

6 (Applause)

7 Now, you know, this is -- it was just
8 outstanding. The ceremony to start off with and the
9 work that Michelle has done, unbelievable. But I
10 just like to echo what she said about Sheri Davies.
11 She would e-mail or text Sheri in the morning 2, 3
12 o'clock and then Sheri text me 2 or 3 o'clock in the
13 morning saying hey, Michelle need this, this is my
14 advice we need to do that. And I say well, hey, you
15 are the meeting planner, you do what's best. But I'm
16 going to tell you she's done a fabulous job and I
17 want to thank her because it's just begun. We got a
18 whole lot more activities. And it all come from our
19 meeting planner, and she's been my backbone in this
20 convention. I'm going to take the credit for her
21 though. So we won't tell her when we see her though,
22 okay. But it's unbelievable the work that she does
23 throughout to make this a success and she do it not
24 for herself, she do it for NAPS members. She's fell
25 in love with us. So, thank you, Sheri, wherever you

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1 maybe.

2 Now I like to call up -- I even like to
3 recognize Ivan Butts, our Executive Vice President
4 and our Secretary Treasurer Mr. Brian Wagner to come
5 up. Ivan's back here. Oh! He is going to say --
6 yeah, you got to be my back-up. No, but again it's
7 such an honor and privilege, just saying believe me,
8 it's not about me. I have people that I surround
9 myself and you out there, the hard workers, the one
10 that has to go through every day everything. These
11 two guys remind me of that every morning. It's all
12 about you. That's what it's all about.

13 These guys make me look good. And believe
14 me, I take credit for all the work but we have two
15 workaholics here. Ivan's up there and you see some
16 of the results from SPAC. It tells in itself but
17 then you see Brian and he did a lot of the convention
18 stuff, seatings and all like that. I mean, it's just
19 tremendous. He works 10 to 12 hours a day. But
20 without these two guys I won't be any good. So, I'm
21 going to give a credit to them as they deserve. Hey,
22 let's give them a standing ovation. Thank you, thank
23 you.

24 (Applause)

25 Now the part that I've been looking for, I'm

1 giving -- turn a little bit to our present Executive
2 Vice President to introduce our former Executive
3 Board.

4 MR. BUTTS: Thank you, Louis and thank you,
5 my NAPS family, for that warm applause for the work
6 that we were trying to continue to do up here in NAPS
7 Headquarters. Good morning, everyone.

8 ALL: Good morning.

9 MR. BUTTS: I'm going to introduce our former
10 Board Members, so I just want to reiterate that we're
11 going to use the (**Honey Alexandra** 01:31:21) the one
12 clap system. So I'm going to announce a name and
13 we're going to do one clap. So let's give it a try.
14 Introducing, and I see that, we are going to work on
15 that. We are going to work on that. All right. So,
16 let's try it one time. So introducing Mike King.
17 All right. There you go, there you go. All right.

18 So it gives me pleasure to introduce our
19 former Board Members who are here sharing with us so
20 let me begin from Boston Massachusetts accompanied by
21 his wife Susan, past Executive Vice President Jay
22 Killackey. From East Peoria, Illinois accompanied
23 her husband and former Vice President of Field
24 Services, Susie Warren. From Atkinson, Illinois
25 former National Treasurer, Ray Elliot. From Chicago,

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1 Illinois former Central Region Vice President,
2 Charles May.

3 From St. Louis, Missouri former Central
4 Region Vice President Bob Washington. From
5 Essington, Maryland accompanied by her husband Mr.
6 (inaudible 01:32:40) former Eastern Region Vice
7 President (inaudible 01:32:47) and I have to
8 acknowledge her husband, Ron. From Houston, Texas
9 former Texas Area Vice President, Jaime Elizondo.
10 From El Sobrante, California former Western Region
11 Vice President (inaudible 01:33:06) R. Bradley. From
12 Sandy, Utah accompanied by his wife Melissa, former
13 Wacky Mountain Area Vice President Steven Garber.
14 From Riverdale, Illinois former Illini Area Vice
15 President Lorraine Harry.

16 From Detroit, Michigan former Michigan Area
17 Vice President, Delores Connor. From Rochester, New
18 York former New York Area Vice President Anne
19 (inaudible 01:33:37). From La Grange, Illinois
20 accompanied by her husband Chester former Illini Area
21 Vice President, Lynn Lacey. From Franklin, Wisconsin
22 accompanied by his wife, Cathy, former North Central
23 Area Vice President Joe Musolf. From Alto Pass,
24 Illinois accompanied by his wife, Linda, former
25 Illini area Vice President Dan Randleman. From

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1 Damascus, Oregon accompanied by his wife, Kathy,
2 former Northwest Area Vice President Ben Caleb. From
3 Chicago, Illinois former Illini Area Vice President
4 Dr. Nancy Wesley.

5 From Gastonia, North Carolina, accompanied by
6 his wife, Jo, former Capitol-Atlantic Vice President
7 John **Garrard (ph)**, II. From Florida, New York
8 accompanied by his wife, Terry, former New York Area
9 Vice President, Jim McCue. From Mendota Heights,
10 Minnesota accompanied by his wife, Lucy, former North
11 Central Area Vice President Neil Baker. From
12 Shreveport, Louisiana former Central North Area Vice
13 President Roy Du Brown (Ph).

14 I feel like Michael Buffer or somebody
15 (inaudible 01:35:12) it's kind of cool and last but
16 certainly not least, from Palm Harbor, Florida former
17 South East Area Vice President Jerry Sebastian. Oh!
18 I got slid a little note, didn't even notice. And
19 from -- and I'd like to introduce our former Pacific
20 Area Vice President, Mary Belton.

21 Now, so please join me in expressing our
22 appreciation to these former national officers for
23 their many years of service to NAPS members and this
24 great association.

25 (Applause)

1 Now it s a pleasure for me to introduce your
2 Secretary Treasurer Brian Wagner for the roll call of
3 your current NAPS Executive Board.

4 (Applause)

5 MR. WAGNER: Thank you, Louis. Thank you,
6 Ivan. Good morning, everyone. It's my pleasure to
7 introduce your current Executive Board members. I
8 will ask our Board Members to stand and remain
9 standing until everybody has been called and of
10 course, we will continue with the (inaudible
11 01:36:35) one-clap system as we recognize your
12 current NAPS Executive Board. So all the vice
13 presidents from the New England Area Vice President,
14 Cy Dumas. New York Area Vice President, Jimmy
15 Warden. Mideast Area Vice President, Hans Aglidian.
16 Capitol-Atlantic Area Vice President, Richard Green.
17 Pioneer Area Vice President, Tim Needham. Michiania
18 area Vice President, Kevin Trayer. Illini area Vice
19 President, Luz Moreno. North Central area Vice
20 President, Dan Mooney. MINK area Vice President and
21 Executive chairman of the Board, Larry Ewing.
22 Southeast area Vice President, Bob Quinlan. Central
23 Gulf area Vice President Cornel Rowel. Cotton Belt
24 area Vice President, Shri Green. Texas area Vice
25 President Texas, Bob Bradford. Northwest area Vice

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1 President Cindy McCracken. Rocky Mountain Area Vice
2 President, John Aceves. Pacific Area Vice President,
3 Hayes Cherry.

4 Now the regional vice presidents,
5 Northeastern Region Vice President, Tommy Roma.
6 Eastern Region Vice President, Chuck Mulidore.
7 Central Region Vice President, Craig Johnson.
8 Southern Region Vice President, Tim Fort and Western
9 Region Vice President, Marilyn Walton.

10 Your Regional National Officers President
11 Louis Atkins, Executive Vice President Ivan Butts and
12 myself, National Secretary Treasurer, Brian Wagner.
13 Ladies and gentlemen, I give you your NAPS Executive
14 Board. Back to Louis.

15 MR. ATKINS: Thank you, Brian. Now I like to
16 bring up Sharon Mathews, our National Auxiliary
17 President. Sharon. May I call (inaudible 01:39:29)?
18 Is she in the hallway? Somebody -- ladies and
19 gentlemen, NAPS members, I present our Auxiliary
20 President, Ms. Sharon Mathews.

21 MS. MATHEWS: Thank you. Thank you. on
22 behalf of the National Auxiliary, I want to welcome
23 everyone to National Harbor. The weather is hot and
24 humid, but it is always good to see everyone we
25 consider family. But this place is freezing because

1 the Auxiliary has the same goals as NAPS, I encourage
2 each NAPS member to ask their spouse, family member
3 or designated representative over the age of 16 to
4 become active with the Auxiliary and begin working
5 with NAPS in pursuing their goal.

6 Everyone is welcome to join our sessions
7 which will be held in the Potomac 5 and 6. Since the
8 last convention, the Auxiliary has lost two very
9 active past National Presidents, Nancy Bavier (ph
10 01:41:47) and Chris Michelson. Both were very active
11 in their local state and national auxiliaries and
12 remembered by many of you. We honor both by
13 remembering their advice and guidance for supporting
14 NAPS. We are honored to have the following four past
15 presidents with us at this convention. Please stand
16 when your name is called, but let's continue the one
17 clap. Sue Elliott, Mary Caruso who happens to be
18 outside selling tickets. Sonya Burnaber and Delores
19 Bradley. We also are joined by former National
20 Auxiliary Board Members. Please stand when your name
21 is called. (inaudible 01:42:50). Carolyn Berks, May
22 Macky, Thelma Montgomery, Cathy Muself and Linda
23 Rendleman.

24 I would now like to introduce the National
25 Auxiliary Board. Patricia Jackson-Kelly, Executive

1 VP. Rick Hall, Treasurer. Laurie Butts, Eastern
2 Region VP. Elly Soukey, Central Region VP. Bonita
3 Atkins, Southern Region VP. Lee Leopold, Western
4 Region VP. Elsie Vasquez, New York Area VP. Cathy
5 Towns, Mideast Area VP. Linda Rendleman, Illini Area
6 VP. Mary Caruso, MINK Area VP. Jane Finley,
7 Southeast Area VP. Willie Carter, Central Gulf Area
8 VP. Beverly Austin, Texas Area VP.

9 Now you may give all of them a hand.

10 (Applause)

11 These are the individuals that you see
12 working tirelessly on your behalf at state
13 conventions, regional seminars, the LTS. I wish you
14 a successful convention and have a great time. Thank
15 you.

16 (Applause)

17 MR. ATKINS: Thank you, Sharon. We certainly
18 appreciate all the hard work our Auxiliary does for
19 NABS members and their families. Your support of our
20 NAPS legislative agenda has been nothing short of
21 phenomenal. We wish you and our National Auxiliary a
22 very productive week. The National Auxiliary will
23 reconvene at 1:30 p.m. today in Potomac 5 and 6 for
24 the Auxiliary first business session. Just right
25 outside the door to your left and around the corner.

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1 The first NAPS convention session will
2 convene today at 1:30 this afternoon in this small
3 room. Please be prompt and be sure to sit in your
4 respective NAPS area. This will be indicated by tall
5 signs on top of big posts. We have a lot of work to
6 do this afternoon and must end the session by 4:30
7 today. I got to tell you I got to emphasize that we
8 have a lot of things planned that we know we can get
9 in but we got to make sure that we follow the time
10 schedule.

11 As a reminder, you're all invited to our big
12 delegates welcome reception tonight. It's going to
13 be phenomenal. There will be entertainment and food
14 and some of the beverages are complementary. Doors
15 will be open later at 6:30 this evening in Potomac B,
16 C and D. Phenomenal is the word. You know, we're
17 going to have some great things. Now, beer, wine and
18 complementary if you want hard liquor, if that's your
19 drinking choice, we will have a cash bar set up. So
20 I like to bring Brian back up or will take Ivan.
21 Okay.

22 MR. WAGNER: We're trying to move along here.
23 We got a busy schedule. So I'm going to bring a few
24 announcements. I just want to give you some
25 information. Tim Ford, the Southern Region V.P. is

1 in a hospital. He's coming along very well. He is
2 supposed to get out of the hospital. We ask for your
3 thoughts and prayers for Tim Ford and our past
4 President Ted Keating is not here.

5 Ted also has a medical condition and was
6 unable to be here for our convention, but he sends
7 his regrets and he wishes he could be here with
8 everybody because he knows how important is the NAPS
9 family. But when he called us to let us know he
10 would be unable to attend. He just wanted us to
11 express to you, the members, how much he really
12 enjoys being here. Him and Joyce and unfortunately,
13 the circumstances would not permit it. But we ask
14 that you keep Ted and Joyce and his whole family in
15 your prayers. He's doing good. He just can't be out
16 and about right now.

17 So with that, I'm going to continue with some
18 announcements. Those of you who, you know, must have
19 your delegate cards to be in the business session
20 later today and those of you have your delegate
21 badges for voting, make sure you have that. So when
22 you come into the delegate -- the ballroom here,
23 you'll be able to vote.

24 Some other important things is the ice cream
25 flavor of the day. Ben and Jerry's chocolate

1 macadamia. Let me tell you, I found Ben and Jerry's
2 so you know we're going to have a lot more of that
3 later on. Okay. All right. As things progress.
4 Later today, Clair Rendell needs to see me and later
5 today John (inaudible 01:48:51) needs to see me. We
6 want to make sure you have a seat at a banquet table
7 later today. And so come see me because I have some
8 tickets for you. So that's pretty good. These
9 announcements are going crazy right now.

10 We also have a change in the photos. At
11 12:15 today, it is scheduled that the Mideast will
12 meet for their photos and just pick 1, 2 and 3. It's
13 up the escalator, follow the signs. Currently
14 scheduled was the Pioneer area but we've made a
15 change on that. Pioneer area -- where are you
16 Pioneer? We are going to call you up there, okay.
17 Listen up. You're going to be, after the business
18 session today after we get done and whatever time we
19 get done with the business session, Pioneer area
20 pictures will be in Chesapeake 1, 2, and 3 after
21 business session today.

22 Capitol-Atlantic, I can see you are in gold,
23 right? Your pictures have been changed to 12:15
24 today. So after we get done today you will at the
25 end of this session at 12:15, the Capital Atlanta

1 will get their pictures taken at 12:15 in Chesapeake
2 1, 2, and 3. So with that point, that's all I have
3 on current announcements and it looks like I'm going
4 to be bringing in Mr. Ivan Butts, the big teddy bear.

5 MR. BUTTS: Excuse me. It's just as low as
6 Louis was. Sorry guys. I've been asked to inform
7 you that the entire Gaylord including this business
8 session hall, the common areas and all public
9 restrooms are designated non-smoking areas. That
10 means those new e-cigarettes are also prohibited. I
11 invite you all to stop by the (inaudible 01:51:01)
12 exhibitors. They're located in the foyer outside the
13 ballroom which I'm sure you have seen when you pass
14 through this afternoon and throughout this week. We
15 have more than a dozen exhibitors at this convention.
16 A couple of them are platinum sponsors being Dillard
17 Financial and Kevin Logan Enterprises. So, make sure
18 you go by and visit our vendors and look and see what
19 they have to offer.

20 We have our walkathon table in addition to
21 your SPAC table. We have NIBC. We have the NAPS
22 National Auxiliary tables. We have SCALA Associates.
23 We have Signature Financial Credit Union. The
24 Mohegan Son, National Active and Retired Federal
25 Employees, Dillard Financial Solutions which I

1 mentioned earlier, Atlantic Postal Credit Union, the
2 USPS Alagier in the house with us, Gaylord Texan is
3 here, Logan Financial Solutions is here, the Rosen
4 Central Hotel is here, Sprint. We have Destination
5 Cleveland, M3 Technologies and Taybron Sweaters
6 Unlimited, that's where you can go and get your
7 convention shirts in order to make your orders for
8 convention shirts or NAPS shirts, whatever, to your
9 pleasing.

10 We also have C.S.I. Washington D.C., if you
11 go -- come in through the archway you'll see a table
12 set up. They are running -- they are scheduling our
13 tours for Wednesday. If you're interested in
14 scheduling a tour they will be here all day today.
15 Just today, so we need -- you need to secure your
16 tour with them today.

17 Now I want to make some -- my SPAC comments.
18 May I ask Katie. Come on, Katie. You can have a
19 seat on the stage. What make you think I'll make you
20 stand all the time. This is Katie Maddox. You're
21 going to be hearing from her. Katie is our new PAC
22 Manager and Legislative Representative. She took the
23 place of Elliott Freeman who left us to go on to do
24 bigger and better things. Katie is doing the
25 outstanding job for you and helping me tremendously

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1 and maintaining this active legislative schedule we
2 have made for us this critical year with the
3 elections coming up. So, Katie, you'll hear from
4 Katie. Okay, at this convention we have
5 opportunities to win some pretty cool stuff in
6 support of SPAC. So I want you to please visit the
7 SPAC table right outside these doors.

8 If you notice out in the halls walking up and
9 down trying to sell you tickets. They need you to
10 come to them because of some of the (inaudible
11 01:53:48) rules governing raffles and such. So I
12 need you to go see them and we have some great
13 prizes. We have a Microsoft Surface Pro 4 that's
14 donated by a couple of members of the Board. We have
15 Apple iPad 2 from Jimmy Warden. The Surface Pro is
16 is Tommy Roma and there's a couple other donations we
17 got that we put towards that. We have a Kindle Fire
18 donated by Chuck Mulidore. We have a Galaxy Tablet
19 by Shri Green and Tim Needham. We have two necklaces
20 donated by Cornel Rowel. We have a 2-carat total
21 weight diamond bracelet by myself. A Pandora
22 bracelet from my great friend, Rosemary Harmon. We
23 gave a Fitbit HR donated by Marilyn Walton. We have
24 a couple of beautiful NAPS watches donated by Luz
25 Moreno. I mean, so it's tremendous stuff. We have

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1 things that have been brought to us from around the
2 country from all the people, the Western region
3 brought a few of their local favorite items from
4 Hawaii and California that you've bid on. So I just
5 ask you to go by and look and see what we have with
6 us SPAC raffle and support SPAC to your fullest.
7 Remember, the more you enter the better your chances
8 are to win.

9 I want to thank Sharon Mathews and the rest
10 of the Auxiliary members for all their help these
11 past two years. It is your -- it is their dedication
12 as well as your generosity that has helped us move
13 our legislature issues forward. I especially want to
14 thank the beautiful, (inaudible 01:55:32) Eastern
15 Region Vice President of the Auxiliary, of the
16 Auxiliary. I'm not talking about Chuck Mulidore. My
17 wife, Lauri, who is a tremendous help to me. Yeah,
18 you all can clap for her. That might save me a
19 couple of dollars. She has been a tremendous support
20 to me and she has asked -- actually her and her
21 Eastern Region crew are manning the SPAC table that I
22 talked to you about and ask you to go out and visit.
23 We set a goal of \$40,000 to raise through SPAC.
24 You'll see the thermometer out by the table. I know
25 it sounds lofty but it's not really. If every

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1 registered delegate we have gives \$35, we can surpass
2 that goal. \$35, that's feeling the burn plus 8. So,
3 you know, fell the burn plus 8 and go visit our SPAC
4 table.

5 Besides these gifts to be won, you heard
6 Michelle. She said the challenge to each president
7 in this room to give \$100 and each other member to
8 give \$20 for SPAC. I accept her challenge. I went
9 backstage and I had to count all my money and put it
10 all together. So I got my \$100 here. So I accept
11 Michelle's challenge and I hope you do too.

12 (Applause)

13 One thing we got to remember in our
14 grassroots network. Politics is not a spectator
15 sport. We have to be engaged. If we want our
16 legislative leaders to act on our behalf, we have to
17 be engaged with them. And SPAC is the way we do it.
18 So I appreciate you for all that you're doing in that
19 way. In the past two years, I mentioned, the
20 National Executive Board has stepped up in the
21 challenge of supporting SPAC in raffles. This is
22 their 3rd raffle they're sponsoring. They sponsored
23 two at our LTS and now this one at the national
24 convention. So I appreciate those of you who are
25 committing to being a leader in SPAC in your areas

1 and in your region. You're doing a tremendous job.
2 I think you.

3 I also want to thank those of you who have
4 helped us in this effort by adding with your in-kind
5 gifts such as (inaudible 01:57:53). And my dear
6 friend as I mentioned earlier Rosemary Harmon.

7 I want to acknowledge the members of your
8 legislative committee who work to rebrand our
9 initiative into the Drive For Five campaign. The
10 Committee is chaired by Marilyn Walton, Western
11 Region Vice President, and her members are James
12 Gordon, New York Area Vice President; Richard Green,
13 Capitol-Atlantic Area Vice president; Bob Bradford,
14 Texas Area Vice President; Kevin Trayer, Michiana
15 Area Vice President and myself.

16 I want to thank you guys for your hand and
17 your work and your dedication for helping us do
18 things in a different way, think outside the box. It
19 help our SPAC (inaudible 01:58:41). Thank you.

20 (Applause)

21 So if you want to join the Drive For Five
22 campaign and help us to have sustainable funds to
23 protect our budget, we have a SPAC café set up
24 outside. Katie Maddox, who I introduced to you
25 earlier, would be manning the SPAC café and I'm going

1 to ask Katie to come up and just give you some
2 highlights on what the activity that the SPAC café
3 will be.

4 (Applause)

5 MS. MADDOX: Hi, everyone. How are we all
6 doing? Good! Like Ivan said, I will be manning the
7 SPAC café. So internet cafe so if you have any
8 questions about how much money you have given here
9 today I'll be happy to look it up for you. Also if
10 you would like to increase your contributions through
11 our Drive for Five campaign, I can look up how much
12 you give and you know, we can sit down and figure out
13 how much more you want to give, and we'll figure out,
14 you know, how we can increase your contributions.

15 I'd also like to mention that we have a
16 separate raffle for the Drive for Five campaign. If
17 you sign up for Drive for Five for every dollar you
18 contribute you'll get one ticket to win for a chance
19 to win a Fitbit and then if you increase your
20 contributions for every dollar again you also get a
21 chance to win the Fitbit. So just another way to get
22 you involved in politics. Like Ivan said politics is
23 not a spectator sport and I think especially with
24 this year, we need to make sure that candidates
25 understand what NAPS means and what we're looking

1 for. So it's really important that we all get
2 involved. So thank you. Thank you, thank you, thank
3 you.

4 (Applause)

5 MR. BUTTS: Thank you, Katie. And with SPAC
6 in 2010 we wanted the region officers at that time
7 wanted a way of honoring those who are distinguishing
8 themselves and contributing to SPAC at these national
9 conventions and they instituted the SPAC Hall of
10 Fame. So, right now I want to present to you our
11 SPAC Hall of Fame recipients for this 2016 National
12 convention. So if you're in the hall I would ask
13 that you come up to the stage when your name is
14 called. From the Western Region, Rich Wilson Branch
15 61. From the Central Region, Brian Winners Branch
16 225. From the Eastern Region, Darrel Williams Branch
17 554. From the Southern Region, Texas Bob Bradford
18 Branch 203. And from the Northeast Region, Joe
19 (inaudible 02:01:59) Branch 83.

20 Oh, I'm sorry, I had wrong name. I had Brian
21 Winters as Mike Winters Branch 225, 255. I had
22 everything wrong. 255 Mike Winters, and I've been
23 invited up to that branch and I had the pleasure to
24 speak a couple of times (inaudible 02:02:32). I had
25 adopted them as my second branch. I hope you all

1 don't kick me out now.

2 So, if you are in the hall those names that I
3 call, please come on stage and receive your plaque
4 and hopefully we can get you all together and get a
5 picture. Thank you. Let's give them a round of
6 applause.

7 Rich Wilson is working, actually working the
8 registration table for us. So we'll give him his
9 plaque in a few moments. I like to thank again thank
10 you gentlemen for what you've done for SPAC and
11 leading the way for all of us as members. Thank you.
12 All right. So, now, so we don't have -- we have --
13 remember, we have no official convention activities
14 planned for Wednesday. So I'm going to call Brian
15 back up and he has some further analysis and
16 clarifications and then we'll continue on.

17 MR. WAGNER: All right. We're trying to get
18 quite a bit done because I can see there's a lot on
19 our agenda. I had earlier stated that Chesapeake 1,
20 2, and 3 was up the escalator. No, it's around the
21 escalator. Chesapeake 1, 2, and 3 for the pictures
22 is on this floor. Look for the sign. Chesapeake 1,
23 2 and 3 and again today, the Mideast is at 12:15
24 along with the Capitol-Atlantic 12:15; Pioneers moved
25 after the business session. We also have the banquet

1 tickets. We have a limited number of banquet tickets
2 left. They are \$100 and we are selling them at the
3 NAPS office at Potomac 1. We are only taking credit
4 card. So you can go in and see Latoria or Pat or any
5 of the other staff members if you're interested in an
6 additional banquet ticket. We will try to
7 accommodate seating close to the person you want to
8 sit with, but we will be selling banquet tickets till
9 the end of today at 5:00 p.m. We have to give a
10 count to the hotel. So tickets, banquet tickets,
11 will only be sold till 5:00 p.m. today and we have a
12 limited number of -- probably less than 25 left
13 because we'll have a full house.

14 As for announcements. I mean I'm giving them
15 as they're coming in. If you have announcements
16 write them down and give them to the Sergeant-at-Arms
17 so they can bring over to the stage. If you have
18 announcements that you need to read, take them to one
19 of the Sergeant-at-Arms, give it to them and they
20 will bring them to me. So that's all the
21 announcements on the announcements. I'm going to
22 turn it back over to Louis. Okay, Roy just told me
23 he is a Sergeant-at-Arms, gave me an announcement.
24 526, Branch 526 will meet right up here after this
25 meeting. I didn't write it down but I remembered you

1 just told me. All right. I'm good. 526 front of
2 this stage right after the business session.

3 MR. ATKINS: Thank you, Brian and Ivan.
4 We're going to get ready. We're going to break for
5 lunch, but please be back in the same hallway at
6 1:30. Megan will start addressing at 1:30. So, if
7 you want to hear what the beginning speech because,
8 again I can't emphasize you need to finish by 4:30
9 today.

10 Be at 1:20 and we'll be seated and in place
11 because she's leaving going Nashville and she
12 graciously honored us by changing the earlier
13 schedule to come here. So, please we need to get her
14 out of here by 2:30 at the latest. She has to catch
15 a plane going to Nashville. So thank you all, and if
16 you notice I didn't stand next to Ivan when we took
17 pictures because Bonita said don't you dare, you look
18 like a little child against the man. So, take care.
19 I love you all. See you back at 1:20. Thank you
20 very much.

21 (BREAK)

22 MR. ATKINS: Delegates, please take your
23 seats. Delegates, please take your seats.
24 Delegates, please take your seats.

25 The first business session of the National

1 Association's 65th National Convention is now in
2 session.

3 (Applause)

4 Megan's been delayed a little bit but she is
5 going to walk through those doors at 2 o'clock, the
6 Postal Inspector just announced. But, because we are
7 confined with time restraints today we must be out of
8 here by 4:30, I'm going to bring on Rosemary Harmon
9 to provide you the conventions and registration
10 credentials report.

11 (Applause)

12 MS. HARMON: Good evening, good afternoon.
13 All right. Louis told me I can do whatever I want to
14 do. I've got the time so I will. Brothers and
15 sisters in NAPS, good afternoon. Thank you. So,
16 with registration, we changed up a bit, right. So,
17 did you like the new way?

18 Well, we like to and we watch a lot of smiles
19 and a lot of people being able to meet and greet,
20 getting hugs, doing all those things we always do.
21 So I'll just say this now from all the committee, we
22 thoroughly and are very proud to register each and
23 every one of you and do whatever we need to make your
24 week as wonderful as it's going to be. So, I guess
25 maybe I'll get started with the report. If you will

1 turn to page 14 in your book 1. For those of you who
2 would like to keep track, I will try very hard to
3 read slowly. Executive Board 23, Executive Board 23.
4 We are missing 1, Tim Ford. Please keep Tim in your
5 prayers for him and family. Possible votes 23,
6 branches, local and states, 829. Number of branches
7 represented 219. Possible vote branch 2330. Total
8 possible votes branches and executive board 2353.
9 Total registered in attendance as of this morning
10 928. Thank you.

11 (Applause)

12 MR. ATKINS: At this time I would like to
13 bring up our Executive Vice President Ivan Butts. Is
14 Anne KONISH: in the house? Ann.

15 MR. BUTTS: Good afternoon, delegates.
16 Before, we bring up the Rules Committee chair I'd
17 like to make a couple of introductions but prior to
18 that I'd like to make an announcement. In our SPAC
19 table in addition to just the wonderful gifts we have
20 for the raffle and a chance for you to upgrade your
21 payroll deductions, OPM deductions and just things to
22 give if you are little hungry for something sweet the
23 Auxiliary has Joe Jeter's homemade fudge here's world
24 class, you know, by the time I finish this bag in the
25 next couple hours, you can get a bag out there at the

1 SPAC table for \$10. So if you need something to
2 snack on, give you a little energy boost, sugar
3 boost, go out and see Joe Jeter and the Auxiliary
4 members for that.

5 I'd like to introduce (inaudible 02:19:01) on
6 dais. To my immediate right which is your left I'm
7 going to introduce our secretaries. We have Nancy
8 McVicker from Branch 66 Portland, Oregon. We have
9 Angela Gavin-Mitchell Branch 159 California and we
10 have Marcia Jones Branch 42 Baltimore, Maryland.

11 And now to my immediate left which is your
12 right, we have our President and our Convention Chair
13 Louis Atkins; to his left we have our National
14 Secretary Treasurer Brian Wagner, and to my immediate
15 left we have our Parliamentarian Bruce Bishop.

16 Down here on the floor to my right, we have
17 Karen Young, Karen. Karen is our new editor and
18 publisher of The Postal Supervisor who produces the
19 daily newsletter that we're good going to get through
20 on this week. The first issue of which you receive
21 during conference registration. There will be three
22 more newsletter issues Tuesday and Thursday and
23 Friday mornings, and if we're not in session too long
24 on Friday we'll try to get one out at the banquet, a
25 banquet edition that will feature the election

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1 results and the host city selection.

2 All newsletters will we posted on the NAPS
3 website as soon as possible after they come out. If
4 you have an item for the newsletter, please bring it
5 up to Karen. All memorial notices that may have been
6 missed on our memorial service, please give it to
7 Karen and she will have it published in the next
8 newsletter. We ask your cooperation and not making
9 memorial announcements at the microphone. We will be
10 photocopying enough daily newsletters at this
11 convention for each of you to be handed one when you
12 come into the business session beginning tomorrow
13 morning. Please accept only one there will be no
14 both copies available.

15 The convention newspapers, as I said, will be
16 made available on the NAPS website. Now an important
17 procedural matter. Down on the floor we also have a
18 stenographer from Olender Reporting. They will be
19 taking the transcripts of our entire business
20 session. We ask that when you get to the mic that
21 you speak clearly and into the microphone, so that
22 the stenographer can get an accurate account of your
23 comments.

24 Now, every time you come to one of the floor
25 mic there are three on each side of the aisle. Three

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1 on each side of the aisle. You must be recognized by
2 the chair before you may speak. When using the new
3 system this year to help you be more readily noticed
4 that the microphone our Sergeant-of-Arms will be
5 assisting you in being recognized at each mic. That
6 way, we'll know you would like to speak. That said
7 you must still be recognized by the chair to speak.

8 When you are recognized, clearly state your
9 name, your branch and your branch location. I'm
10 counting on all of you to help us monitor this
11 requirement. If someone does not state their name
12 and I have all the comments here, this body will let
13 you know. So, new first timers don't be alarmed,
14 don't get dismayed. It is just the way that we
15 remind you to always state who you are and what
16 branch you represent before you speak.

17 Somewhere out here on the floor is Dave
18 Scavone, our official convention photographer. Many
19 of you recognize Dave who has covered our legislative
20 training seminars and national conventions for
21 several years now. His assistance, Bob Stevens, is
22 also with us again this year. Information on when
23 and where to view the convention photos online and
24 how to order electronic and print copies will be
25 printed in the newsletter. Don't hesitate to ask one

1 of the photographers to take a picture of you and
2 your friends along the way. I guess that's it. So
3 okay, Louis, it's back over to you.

4 MR. ATKINS: It is my honor and privilege to
5 introduce Megan J. Brennan, our 74th Postmaster
6 General of the United States and Chief Executive
7 Officer of the world's largest postal organization.
8 Appointed by the Governors of the Postal Service,
9 Brennan began her tenure as Postmaster General in
10 February 2015. In the prior four years Brennan
11 served as Chief Operating Officer and Executive Vice
12 President of the Postal Service and held prior roles
13 as Vice President of both the Eastern Area and the
14 Northeast Area operations. Brannan again have 29
15 Postal Service career as a letter carrier in
16 Lancaster, Pennsylvania.

17 I feel sorry for you in the Eagles and all
18 those Philadelphia. Oh, yeah, I forgot my Executive
19 Vice President, too. So I take it back. I take it
20 back.

21 Ms. Brennan's core focus is to advance
22 transformative strategies to invest in the future of
23 the Postal Service and shape growth opportunities for
24 the organization and the industries it serves. These
25 strategies encompass better use of (inaudible

1 02:25:23) and technology, speed the pace of products
2 and service innovations, continue process improvement
3 throughout the organization and a full engagement and
4 leverage the talent of the organization's 600,000
5 employee workforce.

6 As Postmaster General, Brennan strives to
7 significantly improve the quality and ranges of
8 deliver services the Postal Service provides to its
9 customers. Under her leadership, the Postal Service
10 aims to become far more technology and customer
11 incentive and to continuously change and improve to
12 the better needs of the American public. Brennan
13 earned a Master of Business Administration degree as
14 a Sloan Fellow at the Massachusetts Institute of
15 Technology. She is also an alumna of the Immaculata
16 College in Pennsylvania. Please give a NAPS warm
17 welcome to a friend of ours, Ms. Megan Brennan.

18 MS. BRENNAN: Thank you, my pleasure. Thank
19 you. Thank you very much. Thank you. Good
20 afternoon, everyone.

21 ALL: Good afternoon.

22 MS. BRENNAN: I'm sitting there thinking is
23 this how we start. He is insulting me before I even
24 get to the microphone. So, where are my Eastern
25 Pennsylvania veterans and Eagles fans? Thank you for

1 that. Also I should acknowledge though, Louis
2 deserves the right after 26 years on your Executive
3 Board, 16 as a Resident officer and 6 as your
4 President and I want to thank him and certainly his
5 wife, Bonita. Thank you very much. All the best.
6 Thank you.

7 What also occurred to me, I know the dress is
8 business casual today and I landed late this morning.
9 I was going to change into a business suit and then I
10 felt the weather when I disembarked and thought you
11 won't mind, I trust and then I thought well, I can
12 hide behind the podium and then I come in and I note
13 that it's plexiglass podium. So, if you would,
14 photographer, here up please.

15 Thank you very much for the opportunity to be
16 here and I will move with pace through some of the
17 slides. Again, I put some slides together just
18 because I recognize the size of the hall and I think
19 it's always good to have some backdrop rather than a
20 talking head, but I'll certainly allow, providing the
21 protocol permits, for a Q & A. And also, I just want
22 to start by thanking you and thanking you for your
23 leadership. I'm here out of respect for the NAPS
24 Organization, for your resident officers and for you
25 our supervisors who lead this organization.

1 Postal Service, size and scale equal who we
2 are. If you consider our platform unrivaled and our
3 most important asset our employees. Let me ask you
4 if I may, show of hands for our retirees that are
5 with us today and this week. Thank you very much for
6 your service. Thank you.

7 (Applause)

8 I know a few of any organizations that have
9 such an active retiree community that's involved
10 whether it's with the association or helping to
11 promote the brand and supporting the organization.
12 So thank you. Also if I may, show hands for our
13 veterans in the room. Thank you for your service.
14 Thank you very much for your service and I was
15 traveling last week in North Dakota and I was with
16 the Senator Heitkamp who some of you may know.
17 Senator Heitkamp is on our Authorizing Committee.
18 She's a staunch advocate for the Postal Service and
19 it was very encouraging to see her acknowledge the
20 veterans in our organization and as you well know
21 being the largest civilian employer of veterans is
22 something that we're very proud of.

23 Postal Proud, an initiative that we unveiled
24 over the past year or so, and frankly it's to engage
25 every brain in the game. When you consider the

1 talented and dedicated workforce that we have and I'd
2 ask you to support this initiative as we move forward
3 and at its foundation it's leveraging the knowledge
4 base and also committing to training and as I'm
5 traveling around the country talking with employee
6 groups I do hear this. We need more training and
7 we've been responsive. We're not certainly where we
8 need to be yet and we're responsive to input from
9 NAPS, (inaudible 02:30:19) the league and other
10 associations.

11 So I would ask for input as we roll this
12 initiative out and as you know the Postal Service is
13 the platform that the mailing industry relies on. So
14 we're part of this much larger supply chain and
15 ecosystem that matters to the American economy in an
16 increasingly digitized world. So when you look at
17 our partners that makeup this ecosystem, it runs the
18 gamut from letter shops to transportation providers
19 and the like.

20 I want to talk a little bit about the
21 strengths and the challenges. And they are one and
22 the same to some degree. When you consider our
23 network, an unrivaled network, a physical footprint
24 that we're going to continue to leverage to grow the
25 business. We also need to recognize though, that

1 fixed network requirement continues to grow. We've
2 added again roughly a million new possible deliveries
3 this year.

4 When you think of people as mentioned it's a
5 human organization. People move the mail. We are a
6 labor-intensive organization. When you consider the
7 products and services, we are constrained by what was
8 defined as a postal product back in 2006 and as you
9 think of some of the innovations that we're bringing
10 to bear we know that there are other products and
11 services that we can provide.

12 From a pricing standpoint as you well know,
13 products that generate roughly 76 percent of our
14 revenue are capped at inflation and I would submit
15 that in a fixed infrastructure environment a price
16 cap is fundamentally unsuited. I will have an
17 opportunity to address that in short order and
18 lastly, innovation. We have a history of innovating.
19 We need to speed the pace of innovation to remain
20 competitive.

21 So let's talk a little bit about the numbers,
22 a lot of numbers up there. Let me draw your eyes to
23 the controllable income line and above. These next
24 few slides will compare current data to same period
25 last year. So this is June year to date, if you look

1 at our revenue, you can see that total revenue and we
2 have a separate line item for the exigent surcharge
3 which as you know was rolled back in April, but when
4 you look at the revenue less expenses equals
5 controllable income, what you and I can control.
6 Sitting at \$1.3 billion controllable income. Sounds
7 pretty good and you can see that performance compared
8 to the prior year.

9 The below the line the RHP, the workers' comp
10 and other liabilities totaling our net loss of \$3.3
11 billion and if you look at volume, volume is
12 relatively flat. That difference is about 373
13 million pieces of mail. When you look at the expense
14 by line item, you can see the largest cost in
15 increase over same period last year is comp and
16 benes.

17 The transportation cost, this is increases in
18 both air and surface transportation. Now it's not
19 fuel, correct? This is additional transportation
20 nodes or legs that we added to drive service
21 performance. Right business decision. So this is
22 about frequency of transportation. Supplies and
23 service is pretty even. And I want to thank the
24 field to continue to do a great job managing
25 discretionary spending and then you look at

1 controllable expenses in total.

2 Work hours, significant overrun in work
3 hours. Now much of this is earned based on workload
4 content. When we look at the volume, so I'll give
5 you a moment to orient to the slide. Now this is
6 looking at volume compared to the same period last
7 year. No surprises, and if you look at what you
8 process and deliver in your office or if you look at
9 what's in your own mailbox, pretty consistent trends.
10 The single piece First Class Mail down 3.8 percent.
11 Again, most susceptible to diversion. The pre-sort
12 volume relatively flat and we're continuing to work
13 with commercial mailers to try to keep them in the
14 mail and I'll talk about a number of those
15 initiatives. One in particular is the second ounce
16 free which we unveiled a few years back. We're going
17 before the regulator in January for a third ounce
18 rights free. Because our equipment can handle that
19 same mail piece and if we can help turn what is
20 typically a cost center into a marketing center,
21 we'll increase the likelihood of commercial mailers
22 staying in the mail. If you take a look at any of
23 your utility bills of late. What happens, you open
24 it up. It's not just your bill in there, correct?
25 There are some advertisement. But that's good for

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1 us. That's keeping them in the mail and when you get
2 those utility bills and up on the corner or the back
3 of the envelope it says something like Go Green, Save
4 a Stamp, write back, hell no. Don't save the stamp.

5 So opportunity to slow the diversion of First
6 Class Mail and you can see the standard performance
7 again relatively stable. Now average -- standard or
8 advertising mail. That is making up a larger portion
9 of our pie, if you will. It's now roughly 52 percent
10 of our total mail base. So that's important for us
11 and I'll talk more about what we're doing to keep the
12 advertising mail moving and you can see the rest and
13 I'll go in detail with the package growth. Positive
14 to see that 13 percent growth in volume. When you
15 look at it by type and this is compared to same
16 period last year, you can see the decline in Priority
17 Mail Express.

18 Now, part of this is because ground
19 performance is strong. Also because there is more
20 reliance on business to consumer rather than B2B,
21 business to business. You can see the priority
22 growth. Now this in a year when we took roughly a 10
23 percent increase in price. The partial select growth
24 is what jumps out. That 26 percent growth and you
25 see that in your offices. The growth is primarily

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1 that last mile DDU. There is some growth in the NDC
2 and the plants at the SCF level, but it's largely the
3 DDU. So that's FedEx, that's UPS, I will talk about
4 that in more detail, that's Amazon particularly
5 that's drive that and Newgistics.

6 The challenge though for us, I'll back up one
7 moment, is when you look at where the growth is it's
8 in products that generate lower contribution per
9 piece. It's why we're being very strategic about
10 where we take price and understanding what the market
11 will bear. Now I'd be remiss if I didn't show this
12 slide for all the accountants in the room. Let me
13 just say that a couple comments here. When you talk
14 about our financial position you have to go beyond
15 controllable income. You must look at the total
16 liabilities. So rough math, we have about 33 cents
17 in assets for every dollar of liability. The good
18 news is when you look at how we're positioned in
19 terms of our pensions compared to the rest of the
20 federal government, compared to other states and
21 municipalities, our CSRS is roughly 90 percent
22 funded, first 97 percent funded. RHB about 50
23 percent funded.

24 But ultimately you have to pay the piper,
25 right? I know Ron was here this morning. So I won't

1 talk in detail about the legislative proposal. But
2 suffice to say, you know, over the past year and a
3 half we've been working with various stakeholders to
4 include the management associations to include the
5 union presidents.

6 We don't agree on every provision, but what
7 we try to do, also with the industry, was land on a
8 couple key provisions high value that is capable of
9 gaining broad support and to say you're going to gain
10 broad support on anything inside the beltway, right,
11 and during an election year is optimistic of us. But
12 we did and these key provisions Medicare integration
13 being the cornerstone for our retiree 65 years and
14 older, utilizing postal specific demographics which
15 by the way can be used today. They have that
16 information. We are different from the federal
17 government. The expanded product offerings and of
18 course, what I'll say, pricing flexibility.

19 Now as you know and I'm sure Ron discussed
20 this morning, our ability to get a bill out of
21 committee with bipartisan support. Now they have the
22 exigent that was a compromise that left \$1 billion in
23 opportunity on the table for us, but these provisions
24 if enacted as is would give us about \$32 billion in
25 new revenue and cost savings over five years by

1 marketplace, what's happening in the marketplace.
2 Again, if I ask for a show of hands how many of you
3 have your smartphones, your iPads? I think all hands
4 would go up. Some of you are carrying multiple
5 devices, right? I read an article over the weekend.
6 Anybody shop at Macy's? What's Macy's doing right
7 now? They are going to close 100 stores. It's
8 roughly 15 percent of their physical footprint and
9 what struck me was a quote I read from, I believe, it
10 was their CFO who said that they're overstored, and
11 these stores are making money. They said they're
12 overstored because of the change in the consumer
13 behavior. Again, like a show of hands how many of us
14 shop online these days. The convenience of shopping
15 online and having that personalized experience. If
16 you think about what's happening in the hospitality
17 industry. Anybody ever using AirBnB when you travel?
18 You know, that's revolutionizing the hospitality
19 industry, the same as Uber is doing to the taxi
20 industry.

21 Now this may be your kids, your grandkids,
22 your nieces or nephew (inaudible 02:42:10) all right
23 with the phones. But, again it's like surround sound
24 and this data point that I reference here. I hope I
25 don't do that 150 times a day, but I suspect some

1 people do. When you think of how reliant people are
2 on their mobile phone and it's about this ubiquity of
3 mobile, and this untethered where you don't have to
4 be seated at a desktop. The other data point here
5 about, any of you do this when you're shopping? You
6 know you're on your phone. You already have some
7 sense of best value or best price for a product and
8 you're in a store and you're looking and consulting
9 your phone or your consulting Amazon to see if you
10 get it cheaper. This has implications.

11 The last point any of you out traveling, you
12 may have done it when you first arrived in D.C. You
13 go online and on your mobile and say give me the
14 nearest restaurants to my current location. Think of
15 that feature. So this has implications. The sharing
16 economy and I'll use Uber as example. I live in
17 Southwestern Pennsylvania in a rural county. I just
18 read this weekend, Uber has extended from Pittsburgh
19 and its immediate surrounds out to the county. When
20 Uber first started it was primarily in major
21 metropolitan areas. Uber is expanding. Autonomous
22 vehicles. A couple years ago people would laugh
23 about that, right? Some think-tanks, some
24 academicians, maybe the big three automakers looking
25 at it. Now you have states including the

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1 Commonwealth of Pennsylvania that are looking to draw
2 up laws and policies around autonomous vehicles.
3 It's getting closer and closer to becoming a reality.
4 It's obviously being tested but in terms of seeing
5 autonomous on the road and some would debate how
6 quickly that will come to past.

7 Drones. Here is the new acronym for them.
8 Let me think if I get this correct. UAV, unmanned
9 aerial vehicles. Sounds a little softer than drones,
10 right? What's happening? Anybody read about Google
11 X, which is like the sister company, I believe, it's
12 called alphabet, has permission to test under four
13 hundred feet in these select sites, drones or U.A.V.
14 Amazon's looking or has started in the United Kingdom
15 in remote areas looking to deliver utilizing drones.
16 The federal government just allotted about \$35
17 million over the next five years on research. Now
18 we're going to keep a seat at the table for obvious
19 reasons.

20 You have to understand where the technology
21 is going and how it impacts your business, how you
22 can leverage that and how do you play. Now that's
23 not to say I'm sitting here saying we're going to be
24 delivering packages using drones, but as you know
25 there are a number of broader applications for the

1 use of these unmanned aerial vehicles in our society.
2 So these are all disrupters that are occurring and
3 will be occurring over the course of the next few
4 years.

5 Augmented reality. I don't know, not casting
6 aspersions. I don't get it. This Pokémon Go, right?
7 We had some issues in our post offices with this.
8 But what this is doing is it's combining gaming, the
9 mobile app with, you know, real world environment.
10 That will continue to grow. But this whole consumer
11 being constantly connected has implications for how
12 we position our organization going forward that we
13 need to talk through. So this on-demand, this
14 convenience and this connectivity that we all
15 require. I'll age myself by saying when I needed to
16 look up information it wasn't Wikipedia or Google, it
17 was the Encyclopedia Britannica, right? Where are
18 you going? My mom would say, get to the library.

19 Now you don't even have to google. If you
20 have a Alexa or Siri you just shout out. Hey, tell
21 me what the weather is in Washington D.C.? Then of
22 course the subscription economy. Some of you may
23 subscribe to this, but in terms of the frequency of
24 delivery of certain products and lastly where we fit
25 in certainly is the customized delivery and making it

1 easier to do business with us. And us being the
2 shipper of choice for these new products and
3 services. We talk about competition in the last
4 mile. I showed that 26 percent increase in volume.
5 A good portion of that growth was Amazon direct
6 induct us. We've earned that business and that's a
7 result of all your efforts and I know our Chief
8 Operating Officer Dave Williams will be here
9 tomorrow. He's going to cover in detail more of the
10 tactical, the service performance, the visibility.
11 But you've done a tremendous job in earning that
12 business. Thank you for that.

13 But we also have to recognize and we know
14 Amazon's a world class organization. Any Amazon
15 Prime members in here? A few. If we don't deliver
16 that service and visibility they'll turn off that
17 five-digit zip code and we won't get that volume
18 back. They're also as you know experimenting in
19 major metropolitan areas with their own delivery, and
20 I think I spoke to this body two years back and may
21 have said the same thing, but we knew from day one
22 that if they could do it more efficiently they would
23 do so. So we have to continue to provide the value
24 proposition which I would describe as competitive
25 pricing service which is transit time and its

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1 visibility.

2 But when you think about the competition and
3 in the last mile our friends in brown, UPS, the
4 volume is flat. We're growing that product 26 plus
5 percent. U.P.S. volume is flat, why? Right, they're
6 redirecting volume back into their own ground
7 network. They are trying to build densities, right?
8 It's all about density economics for them. They also
9 stood out 1,000 plus, I think, last time I looked
10 they cited over 8,000 access points they call them.
11 Basically what it is it's a local business that
12 enables them to drop off packages.

13 Frankly, many of which we used to have and
14 rather than go into the neighborhood they're dropping
15 it at that local business and the consumers are
16 picking it up. So they save on costs but they grow
17 density for their own package business. The revenue
18 is flat, their volumes up because -- excuse me. The
19 volume is flat, the revenue is up because we took
20 price. UPS is still growing smart post. UPS, as you
21 know, also collapsed their Smart Post business unit
22 into their ground network also looking to do the
23 same. So, that volume is at risk for us.

24 And then lastly as you know, you have the
25 crowd sourcing or the uberization of package

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1 delivery, the so-called sharing economy. These are
2 all risks for us that we need to continue to fend
3 off. So when you think about where we are in the
4 package business the opportunity there and the fact
5 that we've got 52 percent of our volume is standard
6 or advertising mail. We need to look at how we
7 continue to grow that product line. Many of you know
8 if you look at in your own mailboxes now, marketers
9 are becoming far more sophisticated based on this
10 granular information they have about us, more and
11 more of the mail pieces are personalized to your
12 like. They're more relevant to your like or to
13 members of your household.

14 One of the things that the marketing and
15 sales team has been doing has been working with the
16 industry around using these different printing
17 technologies to improve that the, I will say,
18 attractiveness of the mail piece so they can get eyes
19 on that mail piece and also looking at what's called
20 either multi-layered campaigns or OMNI channel
21 marketing or integrated or coordinated marketing.
22 Recognizing that most will try to get in front of
23 their consumer through various mediums, whether it's
24 digital ads on your Facebook page, whether it's the
25 mail piece in the mail.

1 The challenge for us is these digital ads
2 that we all see on whether it's your social media
3 sites or if you're reading articles you see how they
4 now insert them in the middle. If you're reading an
5 article all of a sudden you're like, what, here's an
6 advertisement from, you know, hallmark I'll say.
7 That's called an impression now. Even though many of
8 us blow right by that, or some of you have ads
9 blocking technology on your -- or ad blocking
10 software on your smart phones.

11 Marketers are trying to get around that to
12 make sure that our eyes get on that and obviously
13 it's much cheaper or more less costly for a digital
14 ad than it is for a television ad or radio spot.
15 That's what we compete with. So, we're trying to
16 ensure that marketers know how they can utilize mail
17 as what I would say the focal point of any integrated
18 campaign.

19 We're in an election year. Now there's only
20 so many television spots, right, and radio ads you
21 can buy. What's the best way to get in front of your
22 constituent? Mail. People tend to slow down with
23 mail. So we've been out there with a marketing and
24 sales team and with your help promoting mail. There
25 are estimates that the total spend in this election

1 cycle whether that's the National, the state, the
2 local races, \$12 billion. So, we have an aggressive
3 goal of a billion dollars and that's over the course
4 of two years. This fiscal year to date we've
5 generated roughly \$300 million in political election
6 mail. Now the way we laid this plan out recognizing
7 that there's always this rush toward the end of an
8 election cycle we're anticipating very heavy, very
9 heavy political mail and election mail in the August,
10 September, October which leads obviously into the
11 next fiscal year, and even those first few days of
12 November.

13 So the ask of course to the leadership team
14 here is, we need to make sure particularly in our
15 plans and our delivery units, we identify those mail
16 pieces upon arrival whether it's the political or the
17 election mail, very important. We play a very
18 important part in the Democratic cycle and we want to
19 get attention for the right reasons during this
20 election cycle. But as you know here when you look
21 at how you can target whether some candidates have
22 used EDDM, others using more creative technology that
23 they can utilize to get that consumers' attention.
24 So for us as an organization, the four pillars that
25 we've got to continue to focus on is becoming more

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1 customer centric.

2 Now when you say customer experience it goes
3 well beyond transit time. It's that customer
4 experience at every touch point. It's making it
5 easier to do business with us at our bulk mail entry
6 units where nearly 80 percent of our revenue comes in
7 those back doors. So we're working with the industry
8 on how to simplify that process, how to make it a far
9 more intuitive process and the same in our retail
10 units. When you consider our physical footprint,
11 working with business mailers to what we call having
12 a premier experience. This goes from everything from
13 induction to payment methods that we're working with
14 the industry on and demonstrating that the Postal
15 Service is far more mobile and agile, faster, quicker
16 than many would believe in terms of how we leverage
17 technology and how we serve our customers where they
18 want to be served.

19 And lastly the value proposition that I just
20 commented on, but it goes beyond those three tenets.
21 It also includes problem resolution and I think as
22 you all know every one of us in this room has no
23 doubt been on the receiving end of a customer
24 inquiry. But it is still no more complex than
25 acknowledging the issue, taking ownership for the

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1 issue and working it to the customer's satisfaction.
2 We still have far too many calls to our care center
3 and we've got technology solutions we're employing
4 there to improve the speed to answer because that's
5 also a major customer pain point for us, but for all
6 of us I think throughout our years in the
7 organization we know that this still remains an
8 opportunity for us. And my commitment is to continue
9 to properly resource our employees whether that's you
10 and I as part of the management team or employees who
11 are working on the workroom floor interacting with
12 our customers and providing them the tools they need
13 to do their job.

14 The Postal Proud initiative as mentioned also
15 it's a form of recognition but it's more about
16 recognizing that those of you who are doing the work
17 know best and how do we leverage those best
18 practices, whether it's through a formal lean process
19 or not. The other tools in terms of recognizing the
20 importance of mobility. You know, looking at how do
21 we continue to address our largest cost center which
22 is delivery. How do we deploy devices that we can
23 utilize to improve street efficiency, route
24 structuring, route optimization and the like, and
25 lastly the training components and again as I

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1 mentioned it's a work in progress and we need to
2 continue to input from the management associations
3 here, but it's training for every level of employee.
4 I don't need to tell you about the attrition rates
5 that we continue to experience with the flexible
6 workforce. They're tomorrow's career employee and in
7 fact roughly 1.8 years and these employees are being
8 converted. We need to make sure we train them when
9 we on-board them so we're not playing catch up later
10 on.

11 I mentioned about innovation and it's really
12 speed the value. How quickly can we continue to
13 innovate? Informed Visibility is a platform. It's
14 going to enable customers and the Postal Service to
15 have visibility on every mail piece from when it
16 enters a system through the network until it is
17 delivered. This creates business value and customer
18 value. Think about if you work in a plant, having
19 better appreciation for what's coming your way rather
20 than wait until you open the back of a truck and see
21 the load. This is very important for us. The
22 customized delivery solutions we've talked about in
23 the past. This is really leveraging the network
24 whether it's for same-day in some select major
25 metropolitan areas, whether it's expanding the next-

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1 day and/or the Sunday delivery.

2 The challenge for us still is Sunday is still
3 only Amazon. We're still looking to try to on-board
4 more customers again to build density and build mass
5 for the organization. The last point there about
6 ship from store and I appreciate some of you
7 certainly are involved in ensuring that we have the
8 pickup scheduled with ship from store. We're now in
9 over 15,000 locations, I believe, the number is.
10 This is a growing opportunity for us as more and more
11 e-tailers are trying to get their inventory closer to
12 their customer. So that eliminates that upstream
13 processing, but for us much of this volume that we
14 pick up is entered into the plant and delivered next
15 day typically within a 100-mile radius. So, this is
16 a good opportunity for us as we continue to on-board
17 customers.

18 The digital platform that we're still
19 fleshing out is recognizing that again looking at our
20 physical footprint the opportunity for us to do some
21 in-person proofing, to look at enrollment services.
22 Just use one example maybe and it's maybe not the
23 best one, but the first thing that came to mind
24 having traveled this morning but TSA pre-approval.
25 If you think about our physical infrastructure

1 whether it's retail footprint or the fact that a
2 letter carrier is on the doorstep of 153 million or
3 133 million addresses six days a week, there's
4 opportunity there.

5 Lastly, I'll talk a bit about Informed
6 Delivery. Anybody familiar we've been trying to
7 message about Informed Delivery. It's still in its
8 pilot test, but we're going to expand that pilot to
9 the Capital Metro area. Currently, we're in Northern
10 Virginia only and New York and parts of Southern
11 Connecticut but when I say the capital region it's
12 really at least, I won't say tri-state area, but it's
13 Virginia, Maryland and D.C. So what Informed
14 Delivery does and I apologize this slide actually is
15 looking at Direct Mail again utilizing these various
16 technologies. This quote is from a leader in the
17 marketing industry. What he's referencing here is
18 how people slow down for mail, but how you can make
19 mail come to life by utilizing these other
20 technologies.

21 Let me back into an Informed Delivery. So
22 Informed Delivery gives you a preview of what's
23 coming in your mailbox today. Now we have work to do
24 to include all mail types, packages, flat volume.
25 Right now it's just letter mail. So I've been part

1 of this test as you would imagine. I get every day
2 on my smartphone images of the letter volume that
3 will be in my mailbox today. So if you think of the
4 value for those of us who travel that's helpful. If
5 you come from a household with multiple people and
6 maybe you're not the CEO of the mail, you may not
7 see. Maybe your spouse doesn't want you to see
8 necessarily. However, you can have multiple members
9 of the family get that same preview of what's in the
10 mailbox for the day.

11 So what we're saying is it extends that
12 experience and it makes mail party your daily digital
13 experience. Most of us when we -- I shouldn't say
14 most of us, if you're like me you get up in the
15 morning one of the first things you do, right, you
16 look at your smartphone, you're checking whether it's
17 your email, your text messages and the like, or your
18 social media site. But this really redefines the
19 mail experience and it also again puts mail at the
20 center of an integrated marketing campaign.

21 So if you think of the power of this, it's
22 like print and pixels, right, new phrase for us,
23 print and pixels come together. So think of the
24 value. Now it goes beyond just the convenience for
25 the consumer because while it's nice to have, we need

1 to monetize this, correct? We've got to figure out a
2 way to make money off this. So we're talking with
3 the industry and if you can imagine if one of my
4 field pieces is my L.L. Bean catalog and having that
5 image on my phone if it enables me to speed the
6 purchase by linking on the website for L.L. Bean and
7 making a purchase from my smartphone that's a win-
8 win.

9 So think of it as a potential opportunity for
10 what's called the click-through rate. More to follow
11 on this. We're doing what I call -- the marketers
12 would call the soft launch on this until we flesh out
13 all the various processes and also until we get all
14 of the various products in the system, but we think
15 there's a tremendous opportunity for us. So that's an
16 innovation.

17 Lastly, here when we talk about investments.
18 You know, for years given our financial constraints,
19 we had very limited capital investments. Safety and
20 health rather than repair and alteration, right? So
21 when we were in a little bit better situation where
22 we're making infrastructure repairs. We've deployed
23 additional technology. How many are familiar with
24 our SPSS machines or what's affectionately called the
25 SMALLS machine? It's not really a small physical

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1 footprint. It was initially purchased to address the
2 exponential growth in this (inaudible 03:02:56)
3 volume. The first class per volume as an example,
4 but it handles up to 20 lbs.

5 We now will have by peak period 31 and I'll
6 check my number. I believe it's 31 SPSS machines out
7 in the field. The mobile tools, the M.B.D. as you
8 know will continue to make enhancements there. I
9 think for the safety of our letter carriers having
10 the alerts out there; very responsible. We've
11 leveraged this technology. Unfortunately, given some
12 incidents that have occurred in the community, but
13 constantly looking at how do we improve these tools,
14 right? These tools that we're providing to the
15 field.

16 The digital integration of mail I'd commented
17 on print and pixel. Just really looking at how do
18 you combine the two. And if you've seen some of the
19 irresistible catalogs that we've generated, I think
20 that's a good demonstration to the industry on how
21 we're leveraging those tools. Lastly, on vehicles
22 and I know this is important to many of you in the
23 room. The Bridge Strategy is the ProMasters which
24 we're deploying over 12,000 of those over the course
25 of the fiscal year and in a matter of weeks we'll

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1 come out with the contract award for the prototype
2 vehicles.

3 Now the prototype vehicles, there would be a
4 number of different types of vehicles that we'll test
5 over roughly an 18-month period. These will be
6 primarily going to be a mix of two four-wheel drive,
7 different sizes, particularly the cargo capacity, and
8 if you look at these ProMasters right now the cargo
9 capacity is more than double what we currently have
10 in the long life.

11 So we're trying to look at the efficiency for
12 the carrier to load the vehicle, to extract packages
13 and volume from the back of the vehicle. So more to
14 follow on that. We want to leverage the new
15 technologies that are evolving and also ensure we
16 have industry standard in terms of the safety
17 features with that. So let me wrap up. Just try to
18 cover a couple, more macro level issues that we're
19 looking at as an organization.

20 We need to collectively leverage the trust,
21 the sanctity of the mail, the relationship that are
22 our employees have in the community with our
23 customers. We have to tout and recognize that we've
24 had a history of innovating and will continue to do
25 so in this organization to position us in a 21st

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1 century marketplace.

2 But it all comes down to delivering service,
3 right? Service is in our name. It is foundational
4 to our success and it is the key to growth. And I
5 need to thank you for the service improvements.
6 You'll see tomorrow when Dave goes through, I
7 believe, he'll have the quarter three or the quarter
8 three-year date, but record service performance and
9 when I say record, not improved over prior year, best
10 ever, highest achievement in a quarter in quarter
11 three for priority, growth product, standard mail and
12 these are the composites. So it's air and surface
13 standard. It's letters, it's flats, scanning
14 performance and Parcel Select, growth products.

15 So thank you for that. Tremendous job in
16 driving service. I thank you for what you do and an
17 appreciator your time here today.

18 (Applause)

19 MR. ATKINS: Okay, Ms. Brennan is going to
20 take some questions at this time, for about 15, 20
21 minutes and then she has to catch another flight. So
22 we'll going to start over mic one, two, three, four,
23 five and six and going on. So mic one, identify
24 yourself?

25 MR. ATKINS: Mike one.

1 MR. TEDD: Jason Tedd (ph), Branch 65, Denver
2 Colorado.

3 MS. BRENNAN: Thank you.

4 MR. TEDD: Hi, Megan. Thank you for taking
5 the time to speak with us today.

6 MS. BRENNAN: Certainly.

7 MR. TEDD: We appreciate it. Something that
8 I wanted to bring up. I understand 38 percent of EAS
9 I think erased last year. So if we look at this room
10 and this represents all the EAS in the Postal Service
11 I think everyone in the middle right here didn't get
12 a raise. What is concerning is we value what the
13 craft do, they get a union contract, they get their
14 raises, we spend millions and millions of dollars on
15 sending PCs, executives and EAS all over the country
16 for LSS training, Kaizen training.

17 MS. BRENNAN: Yes, let me if I may, because I
18 get the gist of your question.

19 MR. TEDD: Okay.

20 MS. BRENNAN: And unless there's something
21 else, and here's one thing. Obviously, it was
22 disappointing last year but also let's be clear. We
23 had a discussion with the NAPS organization about
24 protecting the downside. We didn't do that. So it's
25 pay for performance. And this year, I would like to

1 see every EAS, every employee have a positive payout
2 for performance.

3 And if you look at where we are and I think
4 Dave's going to cover this. We're currently at 6.05
5 in NPA performance. We went multiple years without
6 NPA. We then had a year where we had 1 percent,
7 correct? Last year was the first time we went back
8 to what I'll call a standard NPA process. Do we have
9 work to do at the outset? Absolutely, in terms of
10 making sure every accountable manager has a
11 discussion with employees. We have work to do with
12 your resident officers in terms of goal
13 establishment, but then we move forward.

14 And honestly, yes, it's disappointing but I -
15 - we need to focus on the windshield. Is there any -
16 - anything else that I didn't address with that on
17 your comment? I recognize it's a very contentious
18 issue, but we need to move beyond it and we need to
19 make sure we deliver the performance results that we
20 need in the organization.

21 MR. TEDD: All right, thank you.

22 MS. BRENNAN: Thank you. Yes.

23 MR. MOONEY: Good afternoon, Megan and thanks
24 for coming. I'M Dan Mooney. I'm Branch 16,
25 Minneapolis and a member of the Executive Board. Can

1 you explain the recent change in the position of the
2 post office relative to MSPB that they've come out
3 with recently?

4 MS. BRENNAN: Dan, you're referring to the
5 language that's in the proposed bill?

6 MR. MOONEY: Yes.

7 MS. BRENNAN: Yeah. And let me also clarify
8 this. And I -- here's our position. The way the
9 language was written, it would revoke rights from
10 some who currently have it. It would give rights to
11 officers which frankly I don't believe our officers
12 who serve at the pleasure of should have or need MSPB
13 rights. We don't have an issue with extending those
14 rights to the 7,500 that NAPS is recommending. Our
15 issue was with the language. So we're clear on that
16 because I know there were articles written in your
17 magazine. That maybe did not clearly outline what
18 our position is on this. I don't have any issue with
19 that provision expanding it to those 7,500 employees.

20 MR. MOONEY: Okay. I think that was
21 important to hear.

22 MS. BRENNAN: Yeah. Thank you.

23 (Applause)

24 MS. BRENNAN: And also, let me comment
25 (inaudible 03:10:51) here's what happened. When this

1 draft bill came out and Louis can tell you this and
2 other stakeholders. You're not going to advance a
3 bill if you come out and disagree with every point
4 that's in that provision. So you prioritize. So we
5 had to prioritize some of what we felt was higher
6 value and then we offered some language that we
7 thought could clarify on some other provisions and
8 that was one of them. Well, we're not trying to hurt
9 any of our employees.

10 But we thought that the language would
11 clarify and I think meet the end result that both
12 parties were interested in. Yes.

13 MR. ATKIS: Mic 3.

14 MR. DWIGHT: Dwight (inaudible 03:11:35)
15 Birmingham, Alabama, Branch 45. My question also
16 concerns the amount of money and time we spend into
17 this Lean Six Sigma and Kaizen. Are we getting our
18 money worth out of this? Our guys spend hours every
19 week doing these A3s which is nothing but an action
20 plan and we got to be graded on it and sent back to
21 re-do, is that really worth all the time and effort
22 we put into it?

23 MS. BRENNAN: Yeah, short answer is yes. One
24 thing I would ask Dave Williams as our Chief
25 Operating Officer is running point on those

1 initiatives. When you see the service improvements,
2 it's process improvement and it's in large part a
3 number of these initiatives under lean. Lean is all
4 about eliminating waste and looking at opportunity to
5 improve process, but it shouldn't be embedded into
6 the way we do business and it shouldn't be a special
7 project. So I understand your comment and I'm
8 concerned if it's viewed as anything other than
9 understanding current process and looking to improve
10 process. We shouldn't make it bureaucratic. So I
11 would ask you to bring -- if you would, re-introduce
12 that for Dave tomorrow?

13 MR. DWIGHT: Will do. Thank you.

14 MS. BRENNAN: Thank you.

15 MR. ATKINS: Mic 4

16 MR. BUCK: Bobby Buck, Branch 321. I work at
17 the VMF and the VMF is your friend. I want to thank
18 you for this Veterans Day last year with the lanyards
19 and the letters and I appreciate that. I just got
20 back to work. I was out sick for five months having
21 surgery and the process, and I've talked to you this
22 about a few years ago, the IT Helpdesk is a nightmare
23 with the waiting time, waiting for them to help you.
24 Perhaps, we can revisit that. I don't have the same
25 problem when called the tax helpline. Each only get

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1 through pretty quickly but the IT, it's still -- it
2 got better, (inaudible 03:13:32) came a nightmare,
3 maybe they come up with a system say will call you
4 back at this number, when it's your time (inaudible
5 03:13:38) to save the waiting time online for DAS and
6 the support people in the field.

7 MS. BRENNAN: But thank you for that
8 suggestion. In fact, it's something that we
9 introduced with the care centers and that has
10 improved the customer satisfaction by saying, you
11 know, all agents are busy right, we can call you back
12 within 20 minutes. That's gone a long way. We'll
13 take that back. I'll talk to Jeff Johnson, our IT
14 Department on that.

15 MR. BUCK: Thank you very much.

16 MS. BRENNAN: Thank you.

17 MR. ATKINS: Mic 5.

18 MS. MARRIOTT: Thank you. Beverly Marriott,
19 Branch 177. Ms. Brennan, thank you so much for
20 coming and talk to us. My question is more
21 operational. Can you expound a little bit on
22 leveling the load of mail? What's happening now is
23 we were told in January that mail was going to be --
24 the load was going to be labeled and we wouldn't have
25 Mondays with 13 hours and then Tuesday with six and

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1 going on. And now what's happening, supervisors are
2 working 10 and 12 hours on Monday. The carriers stay
3 out till 8 o'clock and then on Tuesday they come in,
4 they finish up early and then when -- it's just a
5 seesaw, so --

6 MS. BRENNAN: Let me address the intent
7 behind load leveling. It is obviously to push more
8 mail into the Saturday mail stream where one, you
9 typically have lower volume. You have discretionary
10 effort and take some pressure off of Monday. Also
11 recognizing that Tuesday is the lowest delivered
12 volume day of the week. So I can't remember what
13 facility you're from. I'm not sure which plant --

14 MS. MARRIOTT: We're from Greensborough.

15 MS. BRENNAN: Okay. All right, so we've got
16 work to do on that. I'll talk with Dave because the
17 whole intent is that you do not have that spike and
18 admittedly, it hasn't been flawless, the
19 implementation. We have some areas where it's
20 working very well because ultimately one of the key
21 metrics for customer -- customer experience is
22 consistent time a day of delivery. And that's partly
23 what we're trying to do one with load leveling and
24 also with the operating window changes. So that
25 sounds like that the execution isn't as intended

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1 there.

2 MS. MARRIOTT: So you're saying the program
3 it still exists?

4 MS. BRENNAN: Yes.

5 MS. MARRIOTT: Okay.

6 MS. BRENNAN: And if I may. If I may, not
7 that I'm dodging you. But the Chief Operating
8 Officer is much closer to some of this than I am. So
9 when I give you a response it may not be as
10 substantive. So don't -- don't hesitate if you think
11 my response was lacking to have him address it. And
12 anything that -- that you -- you offer here today
13 I'll make sure he knows this came up and I'll ask him
14 to speak and address it during his remarks tomorrow,
15 if that's fair, Louis?

16 MS. ATKINS: Mic 6.

17 MR. RUSSELL: John Russell, Branch 43,
18 Boston. Sorry about that, Louis. It's all well. My
19 question is on Amazon. Boston, Massachusetts we are
20 seeing a large number of Amazon delivery trucks now
21 in the city. They are moving in on that. Second
22 part of that question is Amazon now is starting an
23 air network. I understand they just leased their
24 first of 26 airplanes. They say when these airplanes
25 are running they'll have excess capacity and they are

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1 going to go to Federal Express and try to get us,
2 part of Federal Express and with Amazon. Could you
3 comment on that?

4 MS. BRENNAN: No one's taking notes, right?
5 We're not filming anything in here? Nothing.
6 Nothing for attribution?

7 MR. RUSSELL: No, ma'am.

8 MS. BRENNAN: No. Here's the first comment
9 as -- as mentioned. And I was out meeting with
10 Amazon senior leadership probably a month or so ago.
11 There are number of what I'd call initiatives, multi-
12 year initiatives that we're working with Amazon on as
13 a business partner. We demonstrated our capability
14 to Amazon. Now, that's not to say when they look and
15 they view the world and they look at this growth in
16 e-commerce and then they look at the capacity of
17 their business partners, they see a gap which is why
18 in some of these areas they're expanding their --
19 their delivery footprint. So it's not unknown to us.
20 We're acutely aware. We track it. We monitor it.

21 Because frankly, we want to ensure that we're
22 not just delivering and this is not -- that we're not
23 losing the densely populated areas and are left with,
24 you know, the rural or the more complex delivery. We
25 want to maintain, you know, a relationship and volume

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1 in each of those geographic areas.

2 In terms of their lease of aircraft. I
3 remember when I showed that what I call the ecosystem
4 early on, the supply chain. If you're Amazon you
5 want to own that entire supply chain, right? One key
6 component which we're relying on obviously FedEx,
7 UPS, commercial carriers to deliver our product.
8 Amazon's looking at how they can fulfill orders as
9 late as possible, meet that customer requirement
10 whether it's next day, same day.

11 There may be opportunities for us. We
12 constantly look at how to get best value on -- on the
13 left as we say. Whether it's -- you've got
14 commercial carriers that have lower unit cost but
15 then you may not have the service that we receive
16 from FedEx at a higher unit cost. So that's a
17 constant balancing act. So we'll continue to look at
18 opportunities with suppliers to move our product.

19 MR. RUSSELL: Thank you.

20 MS. BRENNAN: And, John, sorry that Tom
21 Brady's going to be out those first four games. It's
22 a shame. Sorry.

23 MR. ATKINS: Mr. Roma is not in the room, but
24 go jets.

25 MR. BUCKLEY: Hello there, Megan. Once

1 again, congratulation for being the first female
2 Postmaster General.

3 MS. BRENNAN: Thank you, thank you, thank
4 you.

5 MR. BUCKLEY: My name is Kent Buckley. I'm
6 the president of Branch 39, Los Angeles and you
7 brought very good information with you as to what's
8 going on and that you're very much in tune. But I
9 want to give you some information to take so that you
10 could pass it on to the people that help you figure
11 out what we need to do. And what I mean by that is
12 we are still balancing the budget of the US Postal
13 Service on the back of the EAS and what I'm saying
14 with that is, a lot of people in the EAS **craft** get
15 promoted. They're getting anywhere from 3 to 5
16 percent. 3 to 5 percent. So you may have a level
17 person to get promoted from the Level 17 to a Level
18 22.

19 And that person might have been making, say,
20 \$59,000 in the **craft** and they jumped up to, say,
21 \$64,000. Now, they don't get in overtime. They're
22 working long hours. They're getting beat down. They
23 are frustrated. I'm getting the call. They can't
24 hit the clock. They are upset. They want to jump
25 off the window.

1 This is the information I want you to carry
2 back and tell these folks about this stuff, because
3 you say we are on the team, we love each other, we
4 are big family, but it ain't honky-dory out here.
5 What's happening is we got a situation where people
6 when they travel the people they promote them make
7 deals and say, okay, you come here we give you this
8 title. The person is happy because they get that
9 title. No money with the title.

10 They steal. We use our own cell phones most
11 of the time. That's -- that's -- that's a savings to
12 the Postal Service. When we use our own personal
13 cellphones to try and make this thing work, that's a
14 savings to the Postal Service. We use our own
15 vehicles a lot of time because you don't have
16 vehicles, we got to get the mail. We're trying to
17 connect.

18 Megan, I think, and I say this in other
19 meetings before you were promoted to Postmaster
20 General. When we know better, we do better. I want
21 you to know more so you take the facts to your staff.

22 MS. BRENNAN: Yeah, let -- let -- let me say
23 this. It's not lost on me, that it's not utopia,
24 that we have issues we need to address, right?

25 MR. BUCKLEY: That's right.

1 MS. BRENNAN: But it's two of us. The thing
2 I'm -- one of my asks would be we need to work better
3 together. Frankly, we have enough detractors. I
4 don't want to read about the negativity in the NAPS
5 monthly. It's frankly inflames me that we don't have
6 a better relationship at all levels with our
7 management team. So when I'm out talking whether
8 it's with AVP's, District Managers, that's my
9 message. We need to meet on a regular basis in the
10 field. We -- one, we need -- we need to be aware of
11 the issues. We need to staff you. We still have too
12 many EAS vacancies that we need to fill. That we
13 need to do. We need to address.

14 It's interesting you bring up about phones.
15 When I was traveling last week it came up. That's an
16 investment we're going to make and there's no reason
17 why our Postmaster's and our leadership team doesn't
18 have access to communication tools. There's a cost
19 associated, so that will probably be a multi-year
20 effort, given our financial situation, but we're
21 going to do that.

22 I think the other point I would -- I would
23 offer is, when you look at what we've done in the
24 last year or so in terms of giving more latitude for
25 pay increases in terms of when you're promoted,

1 trying to address that issue where if you recall for
2 years we had a very -- it was a flat 4 percent, I
3 think, we had with that. We're addressing that. I
4 understand the pay compression issue.

5 So, look, what I would just ask is make sure
6 you elevate these situations that it's -- don't
7 assume it's known whether it's by the POM, the Plant
8 Manager or the District Manager in this case, but I
9 recognize we've got -- we've got these issues we have
10 to address. And I think it will help with your
11 resident officers that we -- we improve that
12 communication and -- but preferably, we're resolving
13 it at the local level.

14 MR. BUCKLEY: Okay, Megan, there's another
15 quick thing I want to share with you. You know,
16 sometimes our own areas, so our districts have little
17 celebrations and they want us to meet somewhere, talk
18 about the direction we're headed in or how we're
19 trending. But the thing that kills me, and I know it
20 kills a lot of people in the room. They take us or
21 have us go and meet them somewhere and they say,
22 look, before you guys get to your stuff, get you some
23 because we don't have no money to feed.

24 MS. BRENNAN: Yeah. All right, yeah, look,
25 okay. That -- where are you from again?

1 MR. BUCKLEY: Los Angeles.

2 MS. BRENNAN: All right, thank you.

3 MR. ATKINS: Where from Los Angeles?

4 MS. BRENNAN: No, no.

5 MR. BUCKLEY: And a lot of people are scared
6 to tell you what I just told you.

7 MS. BRENNAN: No, no, no. No, they're not.
8 Look --

9 MR. BUCKLEY: Yes, they are.

10 MS. BRENNAN: Here's what I would ask though.
11 You have to tell Al Santos that. You have to tell
12 Mike Alan that. You have to tell Dean Granholm that.
13 You know, these are the guys that you work with on a
14 -- on a regular basis, but that's what I would ask.
15 That's my only ask, guys, right? Is it that we look
16 to try to resolve issues at the lowest possible
17 level, then you elevate, right. And I think your
18 resident officers would say the same thing.

19 MR. ATKINS: Mic #2.

20 MS. STREWER: Vicky Strewer, Branch 72,
21 Wisconsin. Can I have a raise? Some employees get
22 cost of living every year. Their contract come up.
23 They get a raise. Some are making more than I'm
24 making and I do a lot of hours.

25 MS. BRENNAN: Yeah. No and I appreciate

1 that. You're going -- you should -- how are you
2 positioned for MPA this year? You're in the Lakeland
3 District?

4 MS. STREWER: Yes, ma'am. We're doing pretty
5 good.

6 MS. BRENNAN: Very good. That would help.

7 MS. STREWER: I mean, it doesn't help because
8 by the end of this year, it'll go down. It always
9 does.

10 MS. BRENNAN: Why? You and I are responsible
11 for that. Delivering performance results.

12 MS. STREWER: It's like you add something to
13 the package and make it that much, much harder to
14 reach.

15 MS. BRENNAN: Yeah, yeah. Let me say this.
16 It's pay for performance. We signed up for this
17 years back, right? Pre-20 -- 2011 we didn't hear of
18 these types of issues, correct? Then we had a couple
19 years where given the finances of the organization,
20 as I said, we did not have pay for performance. Then
21 we had a 1 percent.

22 Last year was the first time we've paid for
23 performance. This year we're sitting at a 6.05 with
24 an opportunity to move that by the end of the year.
25 We'll continue to address -- we have a mitigation

1 process. It'll be more transparent but in terms of
2 pay for performance and let's be honest with each
3 other. We did not have these criticisms about the
4 process or the system to the degree we did last year
5 and I suspect we won't have it this year.

6 So my commitment to you is that with your
7 resident officers as we look forward, some of these
8 are a matter for pay consultation and I've got an
9 outstanding issues to Louis, his successor and Greg
10 and Tony here, about the pay consultations and when
11 we -- we begin that process.

12 So, look, as a -- as a supervisor, as a
13 manager you have the ability to influence this
14 organization. You're in it because you want to make
15 a difference. Pay matters. I know that. So the
16 degree that we can make adjustments in pay. There
17 are matters for pay consultation that we'll address.

18 MS. STREWER: Thank you.

19 MS. BRENNAN: My time frame.

20 MR. ATKINS: Yeah, this is the last question,
21 but please feed a question up to us and we would turn
22 them over to our labor relations and they will get
23 our answers. Mic #3.

24 MS. BRENNAN: Yeah, do you want to know --
25 wasn't our Chief Human Resource Officer invited to

1 the convention?

2 MR. ATKINS: No.

3 MS. BRENNAN: No, he wasn't? Okay.

4 MR. ATKINS: No, he's --

5 MS. BRENNAN: All right.

6 MR. CARSON: John Carson, Branch 901, the
7 Alabama State President. Good afternoon, Ms.
8 Brennan. My question is about Amazon Sunday. As the
9 process has been standardized, which management
10 personnel is responsible for Sunday process when
11 Amazon open or close. (inaudible 03:29:05) signed a
12 differential pay for those people that work at
13 Sunday. Transportation to and from postal facility
14 compensation from home and to the facility and back
15 because it's not a normal workday. Postal product
16 for this -- for this postal product, is there a
17 written literature in a postal manual or handbook
18 which streamlines or lays out the Amazon process as
19 to how it's supposed to work.

20 I have asked this on a local level over the
21 last two years and I still have not got no answer on
22 it.

23 MS. BRENNAN: Yeah. I'm sorry what was your
24 last comment there? Is there a manual that lays this
25 out?

1 MR. CARSON: That lays out the process of how
2 the system is supposed to work. Who's responsible
3 for what, how it's compensated, how the employees
4 that are working on compensation?

5 MS. BRENNAN: So your issue is really, are we
6 utilizing supervisors there? Is it a regular
7 workday, should their schedule be adjusted
8 accordingly, should they be compensated, is that --
9 that's the question?

10 MR. CARSON: That's the basic premise of it
11 because things that they have said in the past like
12 we're going to give you an off day if you're working
13 six, seven days a week, you can't get an off day. If
14 you're working 20 or 14 hours a day, it's just not --
15 it's just not happening.

16 MS. BRENNAN: Yeah, yeah. Well, clearly I
17 don't want anyone working those number of hours.

18 MR. CARSON: We are working those number of
19 hours.

20 MS. BRENNAN: Listen to what I said. I'll
21 work those hours, but I am -- we're not advocating
22 that. I'm not saying it's not happening. What did I
23 say a few minutes ago? Fill the vacancies. Help us
24 get these positions posted. Help us recruit and get
25 people trained. That one -- two issues there. You

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1 fill the vacancies, you stop then putting employees
2 on higher level and further exasperating your
3 staffing levels, right, in your office so we've got
4 to address this. We'll make the right business
5 decision.

6 In terms of Amazon Sunday, it's a local
7 decision based on -- on the environment. If you need
8 a supervisor rather than a lead clerk if you don't
9 have one then -- then you have a supervisor or you
10 have a self-managed work group. But what I will say
11 this is if we have a supervisor there, I don't want
12 it where you're working six days a week and no -- and
13 no layoff days or are not having two layoff days and
14 I don't want you to not be compensated for it.

15 We've had this discussion before. If there's
16 an issue in Alabama and we're specifically if it's in
17 the cities we'll address that, with the AVP, but this
18 has to be resolved. This should not come to a
19 national convention. This is an issue that should be
20 addressed at the District level.

21 MR. CARSON: Thank you.

22 MS. BRENNAN: If I may, and let me -- well,
23 if I sound frustrated, it's not -- it's not at the
24 questioner by any -- by any means. So please know
25 that. And where is your -- the first question let's

1 give him round of applause for being the one to stand
2 up and mention NPA. I don't want to -- I recognize
3 the emotion attached to this.

4 Our commitment as a leadership team is to
5 ensure we're never in that situation where we finish
6 a year at a 3.65. And we're not going to this year
7 and we're not going to next year, but the reality is
8 when the comment was made about, well, you move the
9 goalposts in essence. No, it's continuous
10 improvement. You have to show that. If you don't
11 show that then it smacks the gamesmanship. We have
12 enough people looking at everything we do. You know,
13 in my comments to the room would be know this. I
14 started, I was a frontline supervisor. It is still
15 the most challenging job in this organization. I
16 recognize that.

17 (Applause)

18 MS. BRENNAN: You know, we're squeezing you
19 from all ends and you know, the commitment is we've
20 made some strides. Do we have -- do we have
21 opportunity to improve? Yes. We'll continue to have
22 those -- to have those discussions and make those --
23 make those improvements. My ask of you is don't make
24 this an us versus, you know, it's -- the term is us,
25 not you or they. You know, too often I hear this

1 they. They is us. And I'm not being Pollyannaish
2 when I tell you this. There is a slow drip inside
3 this Beltway. There are those who want to see the
4 Postal Service fail. There are those who want to
5 keep the Postal Service in a box and frankly, we need
6 to band together every brain in the game. I don't
7 want to have to be fighting with Louis or your
8 resident officers. That's not productive.

9 We have to be focused on those larger issues
10 that I tried to outline about what's happening in the
11 marketplace. Keep reading. Know what's happening
12 because the future isn't guaranteed. You know, we
13 have to earn that business. We've got to maintain
14 the current customer base and expand that customer
15 base. So with that let me thank you. I'm a little
16 impassion. It might be the heat, also. And I don't
17 mean -- that I don't mean -- I mean that the actual
18 heat, not to -- not the Q&A.

19 So -- but know this. The leadership team is
20 committed and you're part of the leadership team.
21 You know and I will ask Dave to cover some of these
22 other topics and if you would, if you give your
23 resident officers some other -- the tactical
24 questions that you want him address and I'll make
25 sure that he includes that in his talk tomorrow. But

1 thank you for your leadership. Thank you for what
2 you do and have a great convention. Take care.

3 (Applause)

4 MR. ATKINS: I apologize. But we just had to
5 cut her off at that stage. She has to get to
6 Nashville, Tennessee. I'll ask Ann Konish to come on
7 up with the ROSE committee. Ann Konish with the ROSE
8 committee report. Hey, here she is. Jim Isom, Co-
9 Chair of the Committee, please come up. Jim Isom.
10 Okay, good.

11 (OFF MIC CONVERSATION)

12 MS. KONISH: Hi, everyone. It's good to be
13 here again. The operation of the Convention, and
14 it's on page 146.

15 Number one, the Convention shall be called to
16 order in joint session with the Auxiliary at 9 a.m.
17 on Monday and remain in session until noon. Delegates
18 shall reconvene at 1:30 p.m. The Convention shall be
19 called to order on Tuesday, Thursday and Friday at
20 8:30 a.m. and remain in session until noon,
21 reconvening at 1:30 p.m., except Friday afternoon if
22 a session should be determined needed by the
23 convention chair. In addition to the morning and
24 afternoon sessions, an evening session shall be held
25 on Thursday, if necessary, observing such hours for

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1 business as may be directed upon by the delegates and
2 officers of the convention.

3 Number two, admission to the business
4 sessions of the convention shall be on presentation
5 of credential cards held by delegates. Associate
6 members with credential cards shall be seated in the
7 same area with other delegates. Only registered
8 delegates certified by their branches may speak.
9 Future credential cards must be in a different color
10 from the name badge. A resolution submitted any time
11 after the deadline established for printing the
12 Convention Resolutions shall bear the name and number
13 of the Branch and the signature of the officer of the
14 Branch or the delegate submitting same.

15 All signatures must be clear and easy to
16 read. All such resolutions must be filed with the
17 Executive Vice President by 4:30 p.m. on Monday,
18 together with that number of copies determined by the
19 Executive Vice President necessary to provide a copy
20 for each registered delegate.

21 Resolutions pertaining to "late-breaking"
22 items can be approved for submission by the President
23 by the close of business on Tuesday. A resolution or
24 other original main motions not submitted by such
25 time shall be considered only upon unanimous consent

1 of the convention and then only as an entity without
2 division or amendment.

3 Now I turn over my co-chair, Jim Isom.

4 MR. ISOM: Thank you. My name is Jim Isom.
5 I'm the President of Branch 373. Number four, the
6 preliminary report of the Constitution & Bylaws
7 Committee will be made on Monday afternoon. No
8 consideration will be given to any resolution or
9 changes in the Constitution & Bylaws having to do
10 with the restructuring of NAPS introduced after the
11 preliminary report of the Constitution & Bylaws
12 Committee on Monday.

13 Number five, in the preliminary reports of
14 committees, a delegate who objects to a resolution
15 will so state and, without debate, the resolution
16 will be carried over to the final report, at which
17 time full discussion will take place.

18 Number six, any delegate who does not have
19 the opportunity to object to a resolution during the
20 preliminary report of a committee due to absence
21 caused by attendance at another committee meeting
22 shall be entitled to have such resolution
23 reconsidered in the final report of the committee,
24 provided such request is filed with the
25 Secretary/Treasurer before the close of the Tuesday-

1 afternoon session, report of Constitution & Bylaws
2 Committee excepted.

3 MS. KONISH: The Chair shall be given
4 authority to suspend the regular order of business at
5 his or her discretion for the purpose of presenting
6 distinguished guests and to provide for a Memorial
7 Service.

8 Smoking, including the use of e-cigarettes,
9 shall be banned in the convention facility.

10 All pagers, cell phones and other electronic
11 devices are to be set on vibrate or mute while
12 delegates are attending the business sessions of the
13 convention. Anyone receiving calls must exit the
14 convention floor.

15 Announcements made from the podium shall be
16 at the discretion of the Chair.

17 An amendment made on the floor shall be
18 submitted in writing to the appropriate committee
19 chair or designee immediately upon being presented to
20 the convention. The amendment shall include the name
21 and number of the branch and the signature of the
22 delegate proposing the amendment.

23 At the Chair's discretion, a delegate
24 occasionally may give instructions to the body at
25 large. However, it is within the Chair's discretion

1 to rule the delegate out of order should it be of the
2 chair's opinion that such directions are obstructing
3 the conduct of business on the convention floor.

4 Okay. Number 13.

5 MR. ISOM: The registration of convention
6 delegates will close at noon on Thursday.

7 Number 14, we had it out the flyer on that
8 one. Number 14, when a division is called for no one
9 can leave or enter the convention floor until the
10 count is completed.

11 Number two, procedure for legislation.

12 Number one. Delegates who are recognized by the
13 Chair must identify themselves by name, branch and
14 national office (where appropriate) before speaking.

15 Number two. The reports of committees shall
16 be subject to amendments and substitutions from the
17 floor of the convention, the same as other motions
18 and resolutions.

19 Number three. A motion shall not be open for
20 discussion until it has been seconded and stated from
21 the Chair.

22 Number four. Speeches in debate shall be
23 limited to five minutes, unless extended by unanimous
24 consent. Consideration of any resolution will be
25 limited to 30 minutes, unless extended by a majority

1 vote of the delegates present at that session. The
2 time in debate shall be equally divided, as much as
3 possible, between proponents and opponents of the
4 resolution.

5 MS. KONISH: A delegate shall not speak more
6 than twice on the same question until all who wish to
7 speak have been -- had an opportunity to do so.

8 Number six. No delegate shall interrupt
9 another, except to raise a point of order.

10 Number seven. Should two or more delegates
11 rise at the same time to speak, the Chair shall
12 decide who is entitled to the floor.

13 Number eight. No debatable motion or
14 resolution shall be voted on until the mover has had
15 a chance to speak on it, if he or she so desires.

16 Number nine. If a delegate, while speaking,
17 is called to order, he or she shall, at the request
18 of the Chair, refrain from speaking until the point
19 of order is decided.

20 Number ten. When a question is pending
21 before the convention, no motion shall be in order,
22 except to adjourn, lay on the table, previous
23 question, postpone to a certain time, commit or
24 refer, divide or amend or postpone indefinitely,
25 which motions shall have precedence in the order

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1 named. Okay, you can start.

2 MR. ISOM: Number 11. Any delegate or
3 delegates wishing to call for the question or make
4 any other motion must be in line at a microphone and
5 await his or her turn to be recognized by the Chair.
6 A call for the question will be ruled out of order if
7 at least one delegate at a microphone wishes to
8 address the heretofore-unaddressed side of the
9 motion.

10 Number 12. A motion to lay on the table
11 shall not be debatable.

12 Number 13. A motion to recover -- to
13 reconsider shall not be authorized, unless made by a
14 delegate who voted with the prevailing side and shall
15 receive a majority vote.

16 Number 14. A roll call on any motion shall
17 be at the request of 40 percent of the registered
18 delegates present at that session or at the request
19 of the Chair.

20 Number 15. When a roll call has been
21 ordered, no adjournment shall take place until the
22 result has been announced.

23 Number 16. When a roll call has been taken
24 and all delegates present have had an opportunity to
25 record their votes, the balloting shall be declared

1 closed.

2 MS. KONISH: Election and Balloting. Number
3 one. Nominations for nationally elected office shall
4 be limited to four minutes each, with no seconds.
5 Nominations for all other offices shall be limited to
6 two minutes each, with no seconds.

7 Number two. Nomination -- nominated
8 convention cities may not exceed 15 minutes for their
9 presentations, with the order of presentation decided
10 by lot.

11 Number three. At the close of nominations,
12 only nominees for nationally elected offices may
13 address the delegates from the dais for two minutes,
14 if they so desire.

15 Number four. At first -- as the first order
16 of business at the Friday morning session, the
17 chairman of the Ballot and Election Committee will
18 declare unopposed candidates duly elected by casting
19 one ballot for the convention, region or area.

20 After having performed the functions of the
21 Rule number 4, the election of contested offices will
22 take place and the balloting shall close 15 minutes
23 after the roll call is completed for the distribution
24 of ballots. All ballots may be picked up at the
25 beginning of the roll call, so all delegates will

1 have the same amount of time to vote. At that point
2 it's a period and now we have number 16 resolution.
3 And that starts at line 48. And it's, in the event a
4 runoff election is necessary for any office or
5 convention city, it shall be scheduled as the first
6 order of business at the Friday afternoon session,
7 with balloting closing 15 minutes after the roll call
8 is completed for the distribution of ballots. All
9 doors will be secured.

10 MR. ISOM: Parliamentary Authority and Order
11 of Business. Number one, "Robert's Rules of Order,
12 Newly Revised," shall be the guide for all matters
13 that are not herein provided. Number two. The
14 following order of business is followed: Order of
15 Business. Number one. Opening Ceremony and
16 Introductions. Two, Roll call to Order. Number
17 three, first Report of Credentials and Registration
18 Committee and Declaration of a Quorum. Number four,
19 roll call of Officers and Executive Board. Number
20 five, report of Rules Committee. Number six,
21 appointment of Convention Committees. Number seven,
22 preliminary reports of Convention Committees. Number
23 eight, final reports of Convention Committees.
24 Number nine, nominations of Officers and Convention
25 Cities. Number 10, elections of Officers and

1 Selection of Convention City. Number 11, unfinished
2 business. Number 12, new business. Number 13,
3 installation of officers, Friday, and number 14 is
4 adjournment.

5 MS. KONISH: Any questions from anyone? I'd
6 like to thank my committee. Jim Isom is my co-chair.
7 Kelly McCartney -- oh, I'm sorry.

8 MR. MANUEL: Good afternoon. Luther Manuel,
9 I am from the great state of New Jersey. Look, I
10 haven't recognized that mic yet. Mic 6, Luther
11 Manuel from the great State of New Jersey. Proud to
12 be at a convention. One -- Branch 548, I'm sorry.
13 I'm starting to get tired now. I'm going to sit down
14 and I'm not saying nothing else to the rest of this
15 convention.

16 MS. KONISH: Is that a promise?

17 MR. MANUEL: On the rule to hand out. Number
18 three, it says, it shall be the first order of
19 business in the afternoon. Sometimes we don't have
20 an afternoon session.

21 MS. KONISH: We don't have an afternoon
22 session and wouldn't have to worry about it.

23 MR. ATKINS: Luther, as you fully know, as
24 being the expert in parliamentary procedure we need a
25 motion and a seconded first before we start

1 discussing. A motion to accept is on the floor now,
2 a motion to accept. You have a motion to accept.
3 The rules as printed and I remember that was handed
4 out. Mic 1.

5 MR. FRANCISCO: Darryl Francisco, Branch 159,
6 Santiago, California. I need clarification on
7 Section 1, number 14. So it's not written on the
8 book.

9 MR. ATKINS: We need a motion first. A
10 motion to accept first. Mic 1. Mic 3, from Mic 4.

11 MR. BUCK: Bobby Buck, Branch 321. I make a
12 motion to accept the convention committee rules as
13 written in the book and as passed out.

14 MR. ATKINS: Thank you, Bobby. Is there a
15 second?

16 MR. RODRIGUEZ: Mic 6.

17 MR. ATKINS: Mic 6.

18 MR. RODRIGUEZ: William Rodriguez, Branch
19 146, seconds that motion.

20 MR. ATKINS: Thank you. Now, is there any
21 discussion on that motion?

22 MR. FRANCESCO: Darryl Francisco, Branch 159,
23 Santiago, California. All I need is clarification on
24 the Section 1, Article 14. It's not written in the
25 book.

1 MS. KONISH: You're talking about the
2 handout?

3 MR. FRANCESCO: I never received a handout.

4 MS. KONISH: Oh, goodness, gracious here.
5 It's here. We made 1,400 of them.

6 MR. ATKINS: They are on the table.

7 MS. KONISH: They are on the table.

8 MR. ATKINS: Is there any other discussion?
9 Is there any other discussion? Is there any other
10 discussion? All in favor of the motion to accept the
11 rules committee report? Where? Mic 4. Microphone
12 number two. There you go.

13 MR. (INAUDIBLE 03:53:46): (Inaudible
14 03:53:46), Branch 289. I like to question number
15 four. Dealing with the preliminary report of the
16 Constitution & Bylaws. What if they do not finish
17 before the time limit which is 4:30 today?

18 MS. KONISH: I think they will, but probably
19 stay until completed. We will finish. And this one
20 has been in for as long as I can remember. It's not
21 a new resolution.

22 MR. (inaudible 03:54:21): But I mean, we
23 talk -- this year we're talking shorter time period
24 because we can't go past 4:30.

25 MS. KONISH: No.

1 MR. ATKINS: Excuse me. Very good question
2 but if we can make it appears we will about 4:30
3 we're going to finish. At 4:30, we have -- we'll
4 decide it that time, but we'll need to stay until we
5 finish the rules. And as committed to finish the
6 bylaws first report by the end of the close of
7 business. Okay. The parliamentary just told me at
8 that time we could actually suspend the rules and
9 begin tomorrow, but we're going to finish by 4:30,
10 right? Okay. Thank you.

11 MS. KONISH: Okay, thank you.

12 MR. SPOHOLSKI: Hello.

13 MR. ATKINS: What mic is that? Mic 6. Hey,
14 my Sergeant-of-Arms is supposed to be waving there so
15 I can identify these people. Okay, Mic 6, you're
16 recognized.

17 MR. SPOHOLSKI: John Spoholski, Branch 327
18 from the State of New Jersey. Mid-east area, at
19 least a majority of them in the corner over there did
20 not receive a copy of the changes.

21 MS. KONISH: We made 1,400 of them. You
22 could have got them.

23 MR. ATKINS: They were passed out by the
24 Sergeant-of-Arms. Sergeant-of-Arms make sure that
25 the area that had just been identified receive

1 copies. We have 1,400 of them and we only have 1,300
2 -- well, close to 1,300 delegates.

3 MS. KONISH: And they could be (inaudible
4 03:56:01).

5 MR. ATKINS: Yeah, they could be on the table
6 with a bunch of the handouts. Okay. Are you ready
7 to vote?

8 ALL: Yes.

9 MR. ATKINS: All in favor of motion, to
10 accept the rules of committee please say yes.

11 ALL: Yes.

12 MR. ATKINS: All those in favor say no. The
13 rules committee report has been accepted. Thank you.

14 (Applause)

15 MR. ATKINS: All right. Is the bylaws and
16 constitutions committee ready to report? Mr. Ken
17 Bunch and who was the co-chair here? Ric Caruso.
18 Yeah, Caruso. Please report to the podium. We want
19 to keep that commitment to (inaudible 03:57:23) we're
20 going to finish by 4:30. Is Ric approaching the
21 podium?

22 MALE: Yes. Yes, he is.

23 MR. ATKINS: Oh, okay.

24 MR. BUNCH: Good afternoon, NAPS.

25 ALL: Good afternoon.

1 MR. BUNCH: I'm Ken Bunch, Detroit, Branch
2 23. We're going to try to get through these
3 constitution and bylaws resolutions as expeditiously
4 as possible. 4:30 is coming. If you turn your books
5 to page 73 we can get started. By the way, my co-
6 chair is Mr. Richard Caruso from the Nebraska, I
7 believe.

8 Okay. So the way we do this is this. We
9 read the resolve. And then the committee will make
10 its recom -- at least will let you know what its
11 recommendation is after our initial deliberation
12 which we have completed. So I began by reading the
13 first resolve.

14 On resolution number 1. Resolved that any
15 member of NAPS who is in good standing at the time of
16 their promotion and/or transfer to any federal
17 government agency shall be eligible to become an
18 associate member. The committee's recommendation was
19 for non-concurrence based on the fact that this
20 resolution written the way it is would really allow,
21 let's say, a person that work for the IRS to become
22 president of NAPS. So the committee's recommendation
23 was for non-concurrence.

24 MR. ATKINS: The Committee's recommendations
25 for non-concurrence. Do I hear any objection?

1 MS. SMITH: Mic 5.

2 MR. ATKINS: You're recognized, Mic 5.

3 MS. SMITH: Marie Smith, Atlanta, Georgia,
4 Branch 82, (inaudible 04:00:11) but I'm not quite
5 sure which one I'm here right now. Okay. This --

6 MR. ATKINS: It's only object. It's not any
7 discussion at this time.

8 MS. SMITH: All right. I object.

9 MR. ATKINS: Thank you. Noted objection.

10 MR. BUNCH: Resolution number 2. Resolved
11 that Article VIII, Executive Board, Section 2 of the
12 NAPS Constitution be amended by inserting, after the
13 fourth sentence, the following: Elements of the NAPS
14 legislative agenda shall be contingent on adoption by
15 the Executive Board. The committee's recommendation
16 was again for non-concurrence.

17 MR. ATKINS: The committee recommendation is
18 for non-concurrence. Do I hear any objections? Mic
19 number 6.

20 MR. FERREL: John Ferrel (ph), Branch 53, I
21 object.

22 MR. ATKINS: Objection noted.

23 MR. BUNCH: Resolution Number 3. Resolved
24 that the annual per capita amount for an associate
25 member be raised to \$3 per pay period or \$78

1 annually. And be it further resolved. That Article
2 III, Section 3(c) of the NAPS Constitution be changed
3 to read. (c) Effective October 1, 2016, associate
4 members shall pay an annual per capita tax at the
5 national or branch level no less than \$3 per pay
6 period or \$78 annually, which includes a subscription
7 to *The Postal Supervisor*. The committee's
8 recommendation was again for non-concurrence.

9 MR. ATKINS: The committee recommendation is
10 for non-concurrence, Mic 5.

11 MR. HARRIS: John Harris, Branch 567,
12 Atlanta, Georgia. I have a question.

13 MR. ATKINS: Object or not?

14 MR. HARRIS: I --

15 MR. ATKINS: You need to object, John.

16 MR. HARRIS: Okay. Well, I'll wait until
17 somebody objects. I do need to ask a question.

18 MR. ATKINS: Okay. Mic number 2.

19 MR. MONY: Dan Mony, Branch 16, Minneapolis.
20 I object.

21 MR. ATKINS: Out of order.

22 MR. MANUEL: Mic 6.

23 MR. ATKINS: Mic 6.

24 MR. MANUAL: Luther Manuel, State of New
25 Jersey. Mr. Chairman, Branch 548. Mr. Chairman, the

1 previous speaker asked for an explanation. They can
2 request an explanation of what is intended by this
3 resolution. They have a right to do that. You don't
4 have to right now just refuse right off the bat.

5 MR. ATKINS: At this time it's only
6 consideration and he needed to object.

7 MR. MANUEL: That's not correct. Is that --
8 is that the decision of the chair, that you can't ask
9 a question right now?

10 MR. ATKINS: That's the decision of the
11 chair.

12 MR. MANUEL: Then I challenge the decision of
13 the chair.

14 MALE SPEAKER: The chair has asked me to
15 explain the position of the chair. This body has
16 customarily used this time to expedite the
17 consideration of these resolutions from the
18 committee. And the way we expedite that
19 traditionally is by simply allowing people to say
20 whether or not they would like to have this
21 resolution -- each individual resolution considered.

22 So the only discussion is that either to
23 object or not object and that's part of the
24 expedition process. So traditionally, we do not
25 allow for points of clarification, points of

1 information or any other points. And that's why the
2 chair ruled that the individual would not have the
3 opportunity to ask a question.

4 Certainly, there will be opportunities to ask
5 all the questions clarifications and discussions when
6 each motion is considered formally, but this is not
7 the time for the formal consideration of the motions
8 and that's why the chair ruled the question out of
9 order.

10 And so now (applause), thank you. So I would
11 certainly -- certainly, members have a right to
12 challenge the chair. That's called an appeal to the
13 decision of the chair. That appeal was offered by
14 the delegate. It has been seconded then discussion
15 takes place on the appeal and now the chair will ask
16 for a vote. If you want to sustain the position of
17 the chair, you will vote yes, aye. If you want to
18 overrule the chair, then you will vote no. And it's
19 a simple majority. Either way will either sustain
20 the chair or overrule the chair. Thank you.

21 MR. MANUEL: Can I address that, Mr.
22 Chairman?

23 MS. BRENNAN: Yes.

24 MR. MANUAL: I appreciate that the rule has
25 been explained. The most important thing that the

1 parliamentary said is that it is past practice. This
2 is what we have done. You just object and ask your
3 questions later. I realize that my objection has
4 been placed before the body and properly second. And
5 because it is now part of the body I cannot withdraw
6 it, but in all faith in our system I will withdraw
7 that and just simply object. I object to the
8 resolution.

9 MR. ATKINS: Is there any objections to that?

10 MALE SPEAKER: Is there any objection from
11 anybody in the room to allowing Luther to remove his
12 objection to the chair?

13 ALL: No.

14 MALE SPEAKER: Then the -- then the -- then
15 the -- the challenge of the chair is withdrawn. And
16 the objection is noted.

17 MR. ATKINS: Thank you, Luther. So the
18 objection is noted. Please go on to the next one.

19 MR. BUNCH: Point of order. Not out of
20 order.

21 MR. ATKINS: Mic number 5.

22 MR. JH: The reason that I ask anything about
23 this is because --

24 MR. ATKINS: Now, what's your point of order?

25 MR. JH: My point of order is this. In going

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1 through the resolutions as submitted the chairman of
2 the Resolutions Committee or the Constitution Bylaws
3 Committee gave an explanation as to why they
4 concurred or non-concurred.

5 What I wanted to know was that are we going
6 to get an explanation on every last one of these that
7 are presented? Because a couple of them he didn't
8 explain. He just said non-concurrence. But there
9 was one, the first one that was offered about
10 allowing a person to be part of NAPS as an associate
11 member when member of the rest of the federal
12 government he explained and said we non-concurred
13 because it was a possibility that a person could be a
14 associate member of NAPS and then, you know, and be
15 part of the I.R.S.

16 So what I'm asking is this going to be
17 procedure for him to explain why he concurs or the
18 committee concurs or non-concurs. That's the reason
19 I even got up here.

20 MR. ATKINS: Point noted.

21 MR. BUNCH: Okay, going forward, at this
22 point I would not offer any additional explanation as
23 to why we concurred or non-concurred with any of the
24 resolution at this point. Thank you. Okay. I
25 believe we are on -- thank you all so much.

1 Resolution number 4. That paragraph
2 resolved. That paragraph (c) or paragraph (e) be
3 added to Article III, Section 3, of the NAPS
4 *Constitution* to read. (e) An associate member may
5 become a national member at large or affiliate with
6 either a local or a state branch of their choice
7 provided the associate member has paid the respective
8 associate dues to NAPS headquarters as a member at
9 large or pay the respect to the local or state branch
10 with which they elect to affiliate.

11 The committee's recommendation was for non-
12 concurrence.

13 MR. ATKINS: The committee recommendation is
14 for non-concurrence. Do I hear any objection?

15 MR. MONY: Mic 2.

16 MR. ATKINS: Mic 2.

17 MR. MONY: Dan Mony, Branch 16, North Central
18 Area, VP home of the number 1 rank per capita SPAC
19 here today. I object.

20 MR. ATKINS: Objection noted.

21 MR. CARUSO: Okay. Get ready for a long
22 winded one. Number 5. Okay. Be it resolved that
23 the respective area vice president's findings
24 regarding a member's branch affiliation exception
25 request be submitted to NAPS Headquarters for

1 concurrence by the resident officers and be it
2 further resolved that Article III, Section 6 of the
3 NAPS *Constitution* be changed to reflect the following
4 language.

5 Section 6, NAPS headquarters shall accept
6 requests from members for branch affiliation
7 exceptions in the following situations:

8 (a) When a member is affected by Postal
9 Service initiative reduction-in-force (RIF) and
10 receives an involuntarily directed reassignment, or

11 (b) when a member is impacted by Postal
12 Service-initiated RIF avoidance process and the
13 member's office is part of a limited area of
14 competition (LAC) for EAS vacancies and the member's
15 new finance number is within the same NAPS area, or

16 (c) when a member's position is eliminated by
17 postal facility closure/consideration --
18 consolidation and a member is given an involuntarily
19 directed reassignment within the same NAPS area, or

20 (d) when a member's position is relocated by
21 the USPS to another postal facility due to a transfer
22 of function and is within the same NAPS area, or

23 (e) when a member's office of physical
24 domicile is different from their employing office
25 USPS finance number of record. A request for an

1 exception in accordance with Section VI (a), (b), (c)
2 and (d) must be made in writing with 60 days from the
3 date of *PS form 50* change occurred affiliating the
4 member to another branch. An exception request in
5 accordance with Section 6(e) has no time limit.

6 The respective area vice president shall
7 investigate all exception requests by contacting the
8 involved member or members and branch or branches and
9 report the finding to the resident officers for
10 concurrence.

11 If a member's request for an exception is
12 denied, the member will receive written notice with
13 the reason for the denial.

14 The member may appeal the resident officer's
15 decision in writing within 30 days of receipt of the
16 original denial by submitting the appeal to the NAPS
17 Executive Board Constitution & Bylaws Committee
18 chair.

19 The chair will gather information pertaining
20 to the exception and submit the appeal to full NAPS
21 Executive Board for review and final decision.

22 A member who, outside the (RIF) or RIF
23 avoidance process, voluntarily applies for an EAS
24 position, requests a non-competitive lateral or
25 requests a downgrade and is awarded said EAS position

1 does not meet the criteria for an exception to
2 affiliate with another branch, unless the member's
3 domicile office pertains to Article III, Section
4 6(e). A member's place of residence does not qualify
5 as a criteria for requesting an exception to
6 affiliate with another branch. NAPS Executive Board.

7 Okay. The committee amended this and on page
8 75, line 126 we scratched that line and page 76 from
9 line 1 to line 19, we scratched all that. Okay.

10 The board -- when our committee met we
11 figured the -- on page 75, line 26. It was redundant
12 and just a repetitive wording and then on page 76,
13 line 1 through line 19, we scratched also. So
14 concurrence as amended was the committee's
15 recommendation.

16 MR. ATKINS: The committee recommend
17 concurrence as amended. Do I hear any objection?
18 Mic 1.

19 MR. RUTH: Pat Ruth, Branch 249, Reno,
20 Nevada, home of one of the best conventions ever. I
21 object. Thank you.

22 MR. ATKINS: Thank you. Objection noted.

23 MR. CARUSO: All right. Number 6. Resolved
24 that Article IV, Section 2 of the NAPS *Constitution*
25 be divided into three subsections for clarity and be

1 changed to reflect the following language:

2 (a) Local branches may likewise be formed on
3 application of 10 or more members who constitute a
4 majority of each of two or more post offices.

5 (b) Members of other offices currently
6 affiliated with a local, state or bi-state branch may
7 petition to affiliate with the nearest local branch
8 within their respective state or affiliate with the
9 respective state/bi-state branch as members-at-large,
10 provided the petition to affiliate is signed by a
11 majority of the members of the office, the gaining
12 branch consents -- consents to affiliation and the
13 request is approved by the respective area vice
14 president and concurred to by at least two resident
15 officers.

16 (c) Members of other offices may only
17 affiliate with a local, state or bi-state branch in
18 accordance with their respective NAPS area of
19 representation in accordance with Article IV, Section
20 6(b). That was why the NAPS Executive Board, the
21 committee recommended non-concurrence.

22 MR. ATKINS: The committee's recommendation
23 is for non-concurrence. Do I hear any objection?

24 MR. SHERRY: Yes.

25 MR. ATKINS: Mic 3.

1 MR. SHERRY: Ace Sherry, Branch 466, Pacific
2 area vice president. I object.

3 MR. ATKINS: Thank you. Objection noted.

4 MR. CARUSO: Okay. Number 7. Be it resolved
5 that Article IV, Section 5(b) of the NAPS
6 *Constitution* be changed to read:

7 (b) The area vice president requests the
8 dissolution of a branch that has not elected or
9 appointed officers for one year or more and when,
10 after contacting the members of the said branch, the
11 area vice president has not been able to persuade the
12 membership to elect officers or merge with another
13 branch. The members of said branch will then be made
14 (1) members of the nearest local branch within the
15 respective state or (2), members of the respective
16 state/bi-state branch as members-at-large.

17 The committee's recommendation is non-
18 concurrence.

19 MR. ATKINS: The committee recommendation is
20 for non-concurrence. Do I hear any objection? Mic
21 number 3.

22 MR. SHERRY: Ace Sherry, Branch 466, Pacific
23 area vice president. I object.

24 MR. ATKINS: Objection noted.

25 MR. CARUSO: Okay, number 8. Be it resolved

1 that a second and third paragraph be added to Article
2 IV, Section 1, of the NAPS *Constitution* to read: A
3 local branch is not a state branch, but recognized as
4 a branch within a state. A local branch may not
5 accept current or eligible active members for
6 membership or who are in employing offices outside
7 the local branch's respective state, unless in
8 accordance with Article IV, Section 6.

9 A branch must maintain its charter for at
10 least two years from the date issued before the
11 branch members may voluntarily petition to dissolve
12 or merge with the nearest local branch. NAPS
13 reserves the right to dissolve a branch within the
14 two-year charter period in accordance with Article
15 IV, Section 5(a) and (b).

16 The committee looked at this and then we
17 struck, it's going to be concurrence as amended.
18 Then the committee amended this resolution on line 30
19 -- on line 93, excuse me, 93. We struck the word
20 words and third so that first resolve would read that
21 a second paragraph be added to Article IV, Section 1.

22 And then the committee also struck line 113
23 all the way to the line 1 on page 78. So from -- we
24 struck on line 93. We struck out the words and third
25 and then struck out everything from line 113 over to

1 line 1 on page 78.

2 So the committee's recommendation was
3 concurrence as amended.

4 MR. ATKINS: The committee's recommendations
5 concurred as amended. Do I hear any objection? Do I
6 hear any objections? Mic number 5.

7 MR. GREEN: Richard Green, Capitol-Atlantic
8 are vice president. I object.

9 MR. ATKINS: Objection noted. Well, members
10 of the bylaws -- especially the bylaws committee,
11 please report up to the stage. Committee --
12 constitution and bylaws committee, please come up to
13 the stage.

14 MR. BUNCH: Page 78, number 9. Resolved that
15 all members of the association have an opportunity to
16 vote for the three resident officers via ballot in
17 *The Postal Supervisor*. And be it further resolved
18 that Article VII, Section 1(b) of the NAPS
19 Constitution, be changed to read: These officers,
20 all of whom must be active members, shall hold office
21 for a two-year period, or until their successors are
22 duly appointed or elected, unless ineligible under
23 the provisions of Article III, Section 2 provided
24 that not more than one member from any one local
25 branch may hold any of these offices.

1 Article VII, Section 2, delete the current
2 language; change to read: The President shall with
3 the approval of the Executive Board appoint an
4 Election Committee of five members. Of the five, at
5 least two, will be associate members. Appointments
6 must be made to take effect February 1st of the
7 election year. The Election Committee will assume
8 full control of the election. With the help of the
9 webmaster, a special forum will be created on the
10 NAPS website for candidates to use for campaigning
11 and to ask for any and all questions posed by
12 members.

13 This forum will be used for candidates to
14 campaign without any prejudices and all candidates
15 will be given equal time. The Election Committee
16 will assure the May issue of *The Postal Supervisor*
17 has a tear-out ballot with instructions on how to
18 vote and stipulate the last day ballots must be
19 postmarked in order to be counted.

20 The tear-out ballot will have the member's
21 name and a secured code. The ballots will be sent to
22 a PO box reserved by the Election Committee. The
23 Election Committee will appoint one of its members as
24 the judge of the elections. The judge will make
25 necessary decisions concerning the validity of

1 candidates and/or ballots. All decisions will be
2 discussed with full committee. The judge will
3 determine the days the committee will be in session
4 at NAPS headquarters. NAPS headquarters will provide
5 all necessary expenses including lodging, meals and
6 travel. NAPS headquarters will establish an election
7 expense account solely for the purpose of elections.
8 NAPS headquarters will not in any way or manner
9 interfere with the progress of the committee, but
10 will be available to provide the means necessary for
11 the committee to perform its duties. For days the
12 committee does not meet, all records and files will
13 be kept in a locked, secured area. No one will be
14 allowed to access these materials. The campaign will
15 not exceed 60 days. All voting must be completed and
16 ballots received by the Election Committee with a
17 postmarked no later than May 1st. Any ballots
18 received with a later postmarked will be considered
19 null and void.

20 The Election Committee will caution members
21 not to use Postal Service equipment for campaigning
22 or voting. Neither the Election Committee nor NAPS
23 Headquarters will assure responsibility -- will
24 assume responsibility if the NAPS member does not
25 follow this advice. The Election Committee will post

1 the results on the bulletin board, I'm assuming
2 that's what that means, the bulletin board forum no
3 later than the third Wednesday of May.

4 The new officers will be sworn in the last
5 day of that year's convention when the rest of the
6 board is sworn in. The new officers must be in NAPS
7 Headquarters no later than two weeks after the end of
8 the convention. Out-going officers will continue to
9 run the organization until the newly elected officers
10 arrive at NAPS Headquarters. No files and/or
11 property of NAPS Headquarters will be removed from
12 the office by out-going officers.

13 Each of the officers shall have an equal
14 voice and vote in all elect -- Executive Board
15 actions. (b) To be considered a candidate for any of
16 these full time offices - President, Executive Vice
17 President and Secretary/Treasurer - persons must be
18 members in good standing. Members in good standing
19 are those who have been active members for at least
20 four years and have paid full membership dues or
21 associate members who have paid the required dues at
22 their local levels. These officers will be elected
23 on a nation-wide basis.

24 All vice president shall be eligible for
25 election to office only if they reside and/or are

1 employed in a post office or installation within the
2 area or region served and shall be elected only by
3 the votes of the duly accredited members from the
4 area or region being served at the national
5 convention.

6 (c) All candidates will be required to notify
7 the Election Committee by January 2nd of the year of
8 the election of they are intent to run for office.
9 Candidates will bear all expenses of their campaign.
10 Under no circumstances will monies from NAPS
11 Headquarters be used to support any candidate. There
12 is nothing to exclude a local or state branch from
13 supporting a candidate with monies, providing the
14 majority of members support the donation.

15 Article VII, Section 3, delete the words
16 national convention and insert in their place
17 national election. Article VIII, Section 4; changed
18 to read: If a member of the Executive Board accepts
19 a detail of Postal Service Headquarters the position
20 shall immediately be declared vacant and the
21 president shall appoint a replacement subject to the
22 approval of the Executive Board. Submitted by the
23 Texas State Branch.

24 The committee's recommendation was for non-
25 concurrence.

1 MR. ATKINS: The committee recommendation is
2 for non-concurrence. Do I hear any objection? Mic
3 number 3. Mic 4.

4 MR. BOB: Texas State Branch, Bob (inaudible
5 04:30:04), I object.

6 MR. ATKINS: Objection noted.

7 MR. BUNCH: Number 10. Resolved that a new
8 Section 6 be added to Article VIII that reads:
9 Resident Officers will be limited to three, two year
10 terms, six years, Regional Vice Presidents will be
11 limited to two, two-year terms, four years and Area
12 Vice Presidents will be limited to one, two-year
13 term, two years. Members elected to the Executive
14 Board only can serve once in each of the Executive
15 Board positions: President, Executive Vice President,
16 Secretary/Treasurer, Regional Vice President or Area
17 Vice President.

18 Committee's recommendation was again for non-
19 concurrence.

20 MR. ATKINS: Committee recommendation is for
21 non-concurrence. Do I hear any objection?

22 MS. SUTTON: Mic 5.

23 MR. ATKINS: Mic 5.

24 MS. SUTTON: Kathy Sutton, Al Navarro Branch
25 373. I object.

1 MR. ATKINS: Objection noted.

2 MR. BUNCH: Number 11. Resolved that Article
3 IX, Section 2 of the NAPS Bylaws, reflects the
4 following language: The DDF only is to be used for
5 active and associate member, including individuals
6 who were members in good standing at the time of
7 retirement. To be eligible for representation
8 through the DDF, an active member must meet the
9 following criteria:

10 (a) The active member must have signed an
11 application for NAPS membership 60 days from the
12 effective date of promotion from the craft, or

13 (b) The active member must have been a NAPS
14 member no fewer than 90 days prior to the charge
15 being issued, and

16 (c) any additional criteria outlined in the
17 Disciplinary Defense Fund: Procedures and Guidelines
18 for Branch Presidents in the NAPS *Officers Training*
19 *Manual*. NAPS Executive Board.

20 Committee's recommendation is for
21 concurrence.

22 MR. ATKINS: Committee recommendation is for
23 concurrence. Do I hear any objection? Do I hear any
24 objection? Hearing none, the committee
25 recommendation of concurrence. Oh, mic number 2.

1 MS. SCRUGGS: Toni Scruggs, Gary Branch 171.
2 I object.

3 MR. ATKINS: Objection noted.

4 MR. BUNCH: Number 12. Resolved that if a
5 branch or a member in good standing contacts NAPS
6 Headquarters with a complaint about a member of the
7 Executive Board, the President will appoint a
8 committee to investigate the complaint and be it
9 further resolved that this committee will include the
10 following members:

11 One regional vice president, two area vice
12 president and four branch presidents or their
13 designees. None of the committee members may be from
14 the region or area from which the complaint came. Be
15 it further resolved that if the complaint is be found
16 accurate, the Executive Board member will be placed
17 on probation for two months. If the problem
18 continues, the Executive Board member will be removed
19 from their office, and be it finally resolved that
20 Section 3 be added to the Article IX of the NAPS
21 *Constitution* that reads:

22 When a branch or member in good standing
23 contacts NAPS Headquarters with a complaint about a
24 member of the NAPS Executive Board, the president
25 will appoint a committee to investigate the

1 complaint. This committee will consist of one
2 regional vice president, two area vice presidents and
3 four branch presidents or their designees. The
4 committee will meet within 30 days of the complaint.
5 None of the committee members can be from the region
6 or area from which the complaint came. If the
7 complaint is found to be true, the Executive Board
8 member will be placed on probation for two months.
9 If the problem continues, the Executive Board member
10 will be removed from their office. A copy of the
11 committee report will be sent to the president of the
12 branch from which the complaint came. A copy of the
13 final report also will be sent to the branch
14 president after the probation has ended. The
15 Executive Board member who was removed from office
16 cannot serve on the Executive Board for a minimum of
17 six years.

18 The committee's recommendation was for non-
19 concurrence.

20 MR. ATKINS: The committee recommendation is
21 for non-concurrence. Do I hear any objection?

22 MS. SUTTON: Mic 5.

23 MR. ATKINS: Mic number 5.

24 MS. SUTTON: Kathy Sutton, Branch 37 --

25 MR. ATKINS: Mic number 5.

1 MS. SUTTON: Kathy Sutton, Branch 373, Al
2 Navarro Quad County, I object.

3 MR. ATKINS: Objection noted.

4 MR. BUNCH: Number 13. Resolved that Article
5 XII National Vice Presidents and Area Vice President
6 of the NAPS Constitution be amended to add Section 4
7 to establish and appoint a national chaplain, and be
8 it further resolved that the NAPS Executive Board
9 appoint the first national chaplain at the next
10 official meeting after the 2016 National Convention,
11 then make the necessary announcements of this
12 appointment to the NAPS website, *The Postal*
13 *Supervisor* and email notification from NAPS
14 Headquarters.

15 Submitted by Indiana State Branch committee.
16 The recommendation is for non-concurrence.

17 MR. ATKINS: The committee is for non-
18 concurrence. Do I hear any objection?

19 MR. NORTON: Mic 2.

20 MR. ATKINS: Mic number 2.

21 MR. NORTON: Paul Norton, Branch 8, I object.

22 MR. ATKINS: Objection noted.

23 MR. CARUSO: Okay, number 14. Be it resolved
24 that Article XIV, Section 2 of the NAPS *Constitution*
25 be changed to read: Local or state branches may enact

1 a constitution and bylaws as not to prohibit, limit,
2 diminish or impair the rights that active and
3 associate members currently have in accordance with
4 the national Constitution and Bylaws of the
5 Association, and be it further resolved that a new
6 Section 3 be added to Article XIV to read:

7 Section 3. Local branches shall hold at
8 least two membership meetings per calendar year and
9 state branches shall hold at least one meeting per
10 calendar year.

11 And be it further resolved that a new Section
12 4 be added to Article XIV to read:

13 Section 4. Each local and state branch must
14 hold elections of officers at least once every two
15 years. Elected officers of a local branch must be
16 members of said branch. Elected officers of a state
17 or bi-state branch must be members of said branch or
18 members affiliated with a local branch within the
19 respective state or bi-state.

20 And be it further resolved at Section 5(c) be
21 added into Article IV to read:

22 (c) If a local or state branch does not
23 adhere to Article XIV, Sections 3 or 4 the respective
24 area -- area vice president will request the resident
25 officers -- officers to dissolve said branch. If

1 concurred to by at least two resident officers, the
2 local branch will be dissolved and respective branch
3 members shall be made (1) members of the nearest
4 branch within the state or (2) members-at-large of
5 the state or bi-state branch.

6 State branches will be dissolved and members-
7 at-large will be assigned to a local branch nearest
8 their employing office within their respective state.

9 Submitted by Illinois State Branch 916. The
10 committee amended this return -- resolution, not
11 return. Okay. On page 83 starting on line 122 to
12 including line 126, we scratched those. On page 84,
13 beginning on line 1, we scratched all the way through
14 line 13. And then on line 25, the last three words
15 at the end of per calendar year we put a period --
16 period there, and removed the words and be it
17 further.

18 And then beginning with line 29 the next
19 resolve. Removed that all the way through line 78, a
20 lot of scratching out. So I'll run through that one
21 again. On page 83, starting with line 122 through
22 line 126, that was scratched out. On page 84,
23 beginning with line 1 through line 13 remove those
24 sentences or lines and on line 25 after the word
25 calendar year, we put a period there. And then

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1 removed and be it further. And then beginning on
2 line 29 through line 78, remove all that.

3 So the committee's recommendation was
4 concurrence as amended.

5 MR. ATKINS: The committee recommendation is
6 concurrence as amended. Do I hear any objections?
7 Do I hear any objection? Anybody approaching the
8 mic? Hearing none, the committee recommendation of
9 concurrence as amended is adopted.

10 (Applause)

11 MR. CARUSO: Okay, number 15. Be it resolved
12 at the National Regional Vice President's
13 responsibilities be restructured to encompass
14 legislative education and direction as a primary
15 responsibility. And be it further resolved that the
16 LTS be conducted only in odd-numbered years and the
17 funds previously used for a second session be
18 redirected toward grass-roots efforts guided by the
19 National Vice Presidents to include local training to
20 improve grass-roots legislative processes, and be it
21 further resolved, that funds be redirected from the
22 Legislative budget to subsidize this process, and be
23 it finally resolved that this change take effect at
24 the end of 2020, which is the end of NAPS' current
25 contract with the Crystal City Marriott Gateway.

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1 NAPS' Executive Board.

2 The Committee on line 23, we struck the word
3 regional and that's the only change to this
4 resolution, so it will read be it resolved that the
5 National Vice President's responsibilities be
6 restructured. So the committee's recommendation is
7 concurrence as amended.

8 MR. ATKINS: The committee recommendation is
9 concurrence as amended. Do I hear any objection?
10 Mic 2.

11 MS. FITCH: Good afternoon. My name is
12 Lenita Fitch, Chicago Branch 14 and I object.

13 MR. ATKINS: Objection noted.

14 MR. CARUSO: Okay, number 16. Be it resolved
15 that Article IV, Section 6, paragraphs (a) and (b) be
16 changed. Also that Article XII, Sections 1 and 3, be
17 amended as follows: The National Regional Vice
18 Presidents be divided into three regions to be known
19 as the Eastern, Central and Western regions. The
20 areas be divided into 13 areas represented by the
21 Area Vice Presidents.

22 The Eastern Region shall be divided as
23 follows:

24 New England Area: The states of Connecticut,
25 Maine, Massachusetts, New Hampshire, Rhode Island and

1 Vermont.

2 The New York Area: The State of New York,
3 except for New York City.

4 New York Metro Area: New York City, New
5 Jersey, Puerto Rico and the Virgin Islands.

6 Allegheny Area: Ohio and Pennsylvania.

7 Capitol-Atlantic Area: Districts of Columbia,
8 Delaware, Kentucky, Maryland, North Carolina, South
9 Carolina, Virginia and West Virginia.

10 The Central Region shall be divided as
11 follows:

12 Midwest Area: Missouri, Iowa, Nebraska,
13 Kansas, Minnesota, Wisconsin, North Dakota and South
14 Dakota.

15 The Great Lakes Area: Michigan, Indiana and
16 Illinois.

17 Gulf Central Area: Alabama, Mississippi and
18 Tennessee.

19 Southeast Area: Florida and Georgia.

20 The Western Region shall be divided as
21 follows:

22 The Northwest Area: Alaska, Idaho, Montana,
23 Nevada, Oregon and Washington.

24 Rocky Mountain area: Arizona, Colorado and
25 New Mexico, Utah and Wyoming.

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1 Pacific Area: California, Hawaii, Guam and
2 American Samoa.

3 Southwest Area: Arkansas, Louisiana, Oklahoma
4 and Texas.

5 And be it further resolved, that these
6 changes be made at the end of the 2018 National
7 Convention.

8 NAPS Executive Board. Committee's
9 recommendation is for non-concurrence.

10 MR. ATKINS: Well, committee recommendation
11 is for non-concurrence. Do I hear any objections?
12 Mic number 1.

13 MR. GERBER: Steve Gerber, Branch 139 and
14 former member of the Executive Board. I object.

15 MR. ATKINS: Objection noted.

16 MR. BUNCH: Okay. We're on number 17, but
17 before we do 17, please note that we vehicled number
18 18 to 17. So we're only going to read 17 which is on
19 page 88. Resolved that the Five National Regional
20 Vice Presidents shall no longer remain as part of the
21 NAPS Executive Board at the conclusion of the 2018
22 National Convention.

23 MR. ATKINS: Mr. Chairman, point of order.
24 Mic number 6.

25 MR. MANUEL: Luther Manual from the great

1 state of New Jersey, Branch 548. I keep forgetting.
2 The chairman of the Constitution and Bylaw Committee
3 stated that he was vehicling. I'm sure that we have
4 a lot of new people in here. They have no idea what
5 you mean by vehicle. Could you please explain to
6 them what you mean by vehicle so they will understand
7 it?

8 MR. ATKINS: Noted.

9 MR. BUNCH: Thank you, Delegate Manuel.
10 Vehicle simply means that the resolutions are very
11 similar. They seek to accomplish the same thing and
12 in this case they seem to accomplish the exact same
13 thing. So, therefore, rather than putting this body
14 through both of these resolutions, we vehicled one to
15 the other and since 17 was perhaps the more extensive
16 we decided to read 17 rather than 18. So that's what
17 we mean by this vehicled 18 into 7. Is that
18 acceptable, sir? Thank you.

19 Okay. Number 17, resolved. I'll start
20 again. Resolved that the five National Regional Vice
21 President shall no longer remain as part of the NAPS
22 Executive Board at the conclusion of the 2018
23 convention -- National Convention. All references to
24 the position of National Vice Presidents will be
25 removed from the NAPS' Constitution & Bylaws.

1 Submitted by the NAPS Executive Board.
2 Committee's recommendation was for non-concurrence.

3 MR. ATKINS: Committee recommendation is for
4 non-concurrence. Do I hear any objection? Mic
5 number 4.

6 MR. RON: (inaudible 04:51:37). I object.

7 MR. AKTINS: Objection noted.

8 MR. BUNCH: The committee has just been
9 submitted an additional resolution that is numbered
10 19. Did everybody have a copy of that? Okay. we
11 will ensure that everyone gets a copy of this.

12 MR. BUTTS: The Sergeant-of-Arms should have
13 passed out two resolutions to you. One, it should be
14 pre-numbered. One should already be number 109. The
15 one that is not numbered is number 19, for the
16 Constitution and Bylaws committee. Thank you.

17 MR. BUNCH: Okay, I'm going to read it.
18 Okay, could someone -- could one of the Sergeant-of-
19 Arms, please ensure that our recorders get a copy of
20 it. Okay. I'm going to read this.

21 Resolved that any NAPS member receiving a
22 promotion on transferred to USPS Headquarters or any
23 employees employed at USPS Headquarters joining as
24 new members of NAPS have the freedom of choice to
25 maintain NAPS membership in a NAPS branch of his or

1 her choice from -- from among Washington D.C. branch,
2 Maryland branch or Northern Virginia Branch.

3 The committee's recommendation for non-
4 concurrence. That's Number 19. The one that I --
5 was passed out. It's my understanding it doesn't
6 have a number on it, but put Number 19 on it.

7 MR. ATKINS: The committee recommendations
8 for a non-concurrence. Do I hear any objections?
9 Mic number 5.

10 MR. SMITH: Jeff Smith, Branch 526, Northern
11 Virginia. I object.

12 MR. ATKINS: Objection noted.

13 MR. RUTTER: Six.

14 MR. ATKINS: Mic number 6.

15 MR. RUTTER: Gary Rutter, Branch 933, New
16 Jersey State. I just have a clarify -- a question to
17 clarify. All these resolutions were submitted by the
18 NAPS Executive Board. Now, I know coming from a
19 branch or a state are actually voted the election, at
20 the national -- state conventions and then submitted
21 nationally. Were these brought up at the -- at a
22 National Executive Board and then voted on and
23 presented?

24 MR. ATKINS: Yes, it was.

25 MR. RUTTERS: So there's -- okay.

1 MR. SONDO: Mic 4.

2 MR. ATKINS: Mic number 4.

3 MR. SONDO: I'm Jaime Sondo, Texas State
4 Branch president. Thank you for that. Home of my
5 mom, still World Champion tortilla maker. Mr.
6 President, just for clarification. Any resolutions
7 submitted that was not printed in the convention
8 book, is only supposed to be read and not discussed
9 or objected to on the first reading. So this last
10 one that was objected to, I mean it's a done deal
11 now, but we were supposed to have just read it and
12 then gone on to the second reading before we
13 discussed or objected to it. Constitution Article
14 XV, Section 2(a).

15 MR. ATKINS: Okay, thank you, Jaime.

16 (Applause)

17 MR. ATKINS: All those objectors will meet
18 with the Constitution and Bylaws Committee following
19 the end of session today in Chesapeake 9. Right now
20 they're going. All objectors will meet in -- at
21 Chesapeake 9 immediately. Anyone can come. It's
22 open meeting. Here no objectors -- it's open meeting
23 and anyone can attend. Okay.

24 At this time, I'm going to turn over the mic
25 to Brian Wagner for some announcements.

1 MR. WAGNER: All right, thanks, Louis. All
2 right, good afternoon, everyone. We've got quite a
3 few announcements. So please let's listen up. So
4 everybody knows where they're going. First one.
5 Destination Cleveland had their drawing for \$50
6 Marriott gift card. The winner is Debra Menendez
7 from Branch 493. Go to Destination Cleveland booth
8 to pick up your gift card. Debra Menendez. Monday,
9 well, they said. Okay, Debra, they didn't spell your
10 name right.

11 The Signature Federal Credit Union is located
12 out in the vendor hall. They will be doing check
13 cashing, account withdrawals and setting up of new
14 accounts and they stopped by for a chance to win an
15 Apple Watch. Now, they will cash any checks you may
16 have. Some of you, on the committees, they'll cash
17 your checks. So if you need a check cashing services
18 or account withdrawals, the Signature Credit Union
19 would be able to help you if you're in need of cash.

20 Okay. Look, we have a lot of convention bags
21 out there. Many of them look alike. I put on Ivan's
22 jacket, I know it's not mine. All right. We've had
23 some people pick up bags by mistake thinking that's
24 theirs. Please if you're picking a bag, we've got a
25 couple of bags that were picked up in error. If it's

1 not your bag take it to the NAPS office and we will
2 contact the person, but make sure when you're picking
3 up bags you pick up your correct one.

4 And we do have a lost and found at NAPS
5 office which is in Potomac 3. Somebody if you can't
6 find it, here's your glasses. I'm just saying.
7 Potomac 3, ask for directions and we already have
8 another set of glasses there so.

9 Also, remember to visit our vendors' tables,
10 great opportunities and information. Somebody asked
11 me about -- text me about this little skirt that's on
12 here that fell down. It's a high-tech thing. The
13 camera guys need that skirt on the floor for
14 reflection. So that we can all look good. I'm just
15 saying. It's an esthetics thing. Don't worry about
16 it. It's going to stay there. If you have an issue
17 about messiness, you're going to have to get over it.

18 Okay. The names of those we may have missed
19 in the memorial, please give them to Karen Young down
20 here, our editor of *The Postal Supervisor*. Okay.
21 Some of our members have scooters they put upfront
22 here. There was a scooter up here and it had a like
23 a yellow door stop in a basket. That doorstop is
24 missing. That's very important for the delegate
25 who's for what they need for their scooter. So if

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1 you picked up a little yellow, looks like a doorstep,
2 please bring it up to us because we can get it to
3 that member right away. You may think it's a small
4 thing but it's a big thing to that member.

5 Okay. The Cotton Belt Area caucus today,
6 Monday, after the business session at the National
7 Harbor rooms up in the lobby area. That's up the
8 escalators, we'll be meeting for a caucus. So
9 anybody interested in going to the Cotton Belt Area
10 caucus today, up the National Harbor escalators in
11 the lobby area after the business session.

12 The New York Area will meet at the conclusion
13 of today's session and at Azalea 1. New York Area or
14 just me. It's not a -- just the New York Area will
15 meet in Azalea 1 after today's business session.
16 After that -- after this recess, the Texas delegation
17 will meet in Chesapeake 4 for a short meeting. Texas
18 delegation, where are you? Chesapeake 4, you're
19 going to have a short meeting.

20 This is really for tomorrow but the
21 Pennsylvania State caucus is tomorrow at 4:30 p.m.
22 National Harbor Room 13. We will make this
23 announcement tomorrow for all candidates seeking
24 office and the delegates to hear from the candidates.

25 Okay. Reminder, following photos will be

1 taken in Chesapeake 1, 2 and 3. Remember we changed.
2 Pioneer Area, where are you? Today. Yay! Way in
3 the back. You must -- he didn't tip well. Anyway.
4 Pioneer Area, you will go first right after the
5 business session. Followed by the Northwest, Rocky
6 Mountain, Pacific Area. Chesapeake 1, 2 and 3.

7 Everyone who paid a full convention
8 registration fee their spouses, family members,
9 guests are invited to attend our delegate reception
10 tonight, starting at 6:30 to 8:30. It's in this
11 room, correct? It will be in this ballroom so we
12 have to get out to turn the room. Entertainment will
13 be provided with a balloon artist, strolling
14 magician. The reception will be in this ballroom,
15 like I said. It's going to be very exciting, a lot
16 of fun.

17 Complementary food, beer, wine, soft drinks,
18 if you want a little bit more the adult beverages,
19 that's good. We have a cash bar. Again, doors open
20 6:30 to 8:00. There will be plenty of seats for
21 everyone. There will be many food and beverage
22 stations located throughout the ballroom. All food
23 stations are identical. So that's all I have right
24 now.

25 Louis, I'll turn it back over to you. Thank

1 you.

2 MR. ATKINS: Thank you, Brian. I just went
3 back and reviewed the constitution bylaws, objection
4 and everything else. This is very important. I do
5 not want to rush it in the discussion whatsoever. We
6 will begin NAPS session tomorrow morning at 8:00 a.m.
7 8:00 a.m. I know it's not comfortable, but we don't
8 want to just go through this and finish by 8:30. Mic
9 number 5.

10 MR. HARRIS: Oh, I'll wait and see you get
11 through.

12 MR. ATKINS: No, that you can say. I'm going
13 to get more boos. I'll say it again. I need you to
14 pass it on to the other people who have left and
15 moved. We need to start at 8 because this is our
16 business. That's why we're here. Okay, you can
17 start your -- mic number 5.

18 MR. HARRIS: John Harris, Branch 567, point
19 of personal privilege. We all listened to what the
20 Postmaster General Ms. Megan Brennan was saying about
21 pay for performance. And everyone I heard a sigh
22 throughout the whole -- throughout the whole room
23 about what was going on as far as pay for performance
24 was concerned. Especially, her insistence that pay
25 for performance was a way that we got paid.

1 Now, pay for performance is working very
2 well, isn't it? Well, the 2006 Postal Reorganization
3 Act gave a pay for performance matrix to officers and
4 employees of the Postal Service and let me read this.
5 "The Postal Service may establish one or more
6 programs to provide bonuses or other rewards to
7 officers and employees of the Postal Service and
8 senior executive or equivalent positions to achieve
9 the objectives of this chapter."

10 Well, let me tell you just in case you don't
11 know how well pay for performance is working at the
12 highest levels of the Postal Service. In 2015 Megan
13 Brennan's salary was \$266,000. It gets better. An
14 incentive plan paid her \$9,500. She had a pension
15 increase of \$110,429. Then had additional
16 compensation of \$28,381 for a grand total of total
17 compensation in 2015 of \$415,291. So pay for
18 performance, executive mode pays well.

19 Ladies and gentlemen, I have passed out a
20 three-part study packet about Title 39. We're going
21 to be discussing this either Thursday or Friday.
22 Ladies and gentleman, educate yourself on Title 39
23 because there are things in this title that a lot of
24 us do not know a lot of things that have gone by the
25 wayside, that have been ignored, that have not been

1 taken care of, that you guys need to know.

2 Especially in light of the fact that pay for
3 performance is working up here. We're in the middle
4 and then the craft employees are getting guaranteed
5 raises, cost of living, contract increases as well as
6 staff increases. It's time. Ladies and gentlemen,
7 it is time.

8 (Applause)

9 MR. ATKINS: Mic number 6.

10 MR. DUMAS: Good afternoon. Cy Dumas, New
11 England Area Vice President from New England. I'm
12 not sure what I heard earlier, Louis, was somebody
13 came to the podium and asked a question, if the
14 Executive Board had voted as a body to support those
15 Constitution and Bylaw changes. And I think you said
16 that we had. But I don't remember being at a board
17 meeting where we did that. And I did check with two
18 fellow board members and they don't remember either.
19 Brian, do you remember?

20 MR. WAGNER: Yes, I remember.

21 MR. DUMAS: The whole -- the whole --

22 MR. WAGNER: You read the minutes of the
23 executive board, the executive board constitution and
24 bylaws committee submitted seven or eight
25 resolutions. We voted on those. The restructuring

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1 committee had three that they proposed and when we
2 had our discussion it said, is these three from the
3 restructuring committee coming from the restructuring
4 committee because that was a resolution passed in
5 Reno, that we do this, was it coming from the
6 Executive Board, and what I recall is it was coming
7 from the resolutions commit -- restructuring
8 committee of the Executive Board. It was printed as
9 the Executive Board but my recollection is the three
10 on the restructuring came from our restructuring
11 committee.

12 We, as a board, did go over all the other
13 resolutions from the Constitution and Bylaws
14 Committee and we did vote on them. That is of
15 record.

16 MR. DUMAS: Well, I do know we had tele-cons
17 after the spring board meeting on those resolutions
18 which the board never saw.

19 MR. WAGNER: I can tell you this, Cy. We
20 have it in the minutes that the board voted on
21 resolutions. We didn't put the resolutions in
22 because of the length of them but we voted on and we
23 have it passed and we have it documented. We voted
24 on what resolutions to submit.

25 MR. DUMAS: Do we have that electronically

1 that we can research? What --

2 MR. WAGNER: I would go to the -- it's in *The*
3 *Postal Supervisor* magazine, prior the May issue only
4 because it would have been in March or it was in the
5 last October. I have to pull it, Cy. I mean, I'm
6 pretty --

7 MR. DUMAS: Will it be on the website?

8 MR. WAGNER: Yes, it is on the website.
9 Check your *Postal Supervisor* for --

10 MR. DUMAS: Okay. I'll check it out. Thank
11 you.

12 MR. ATKINS: We're in recess until 8 o'clock
13 tomorrow morning. Thank you, delegates.

14 [End of Recording]

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