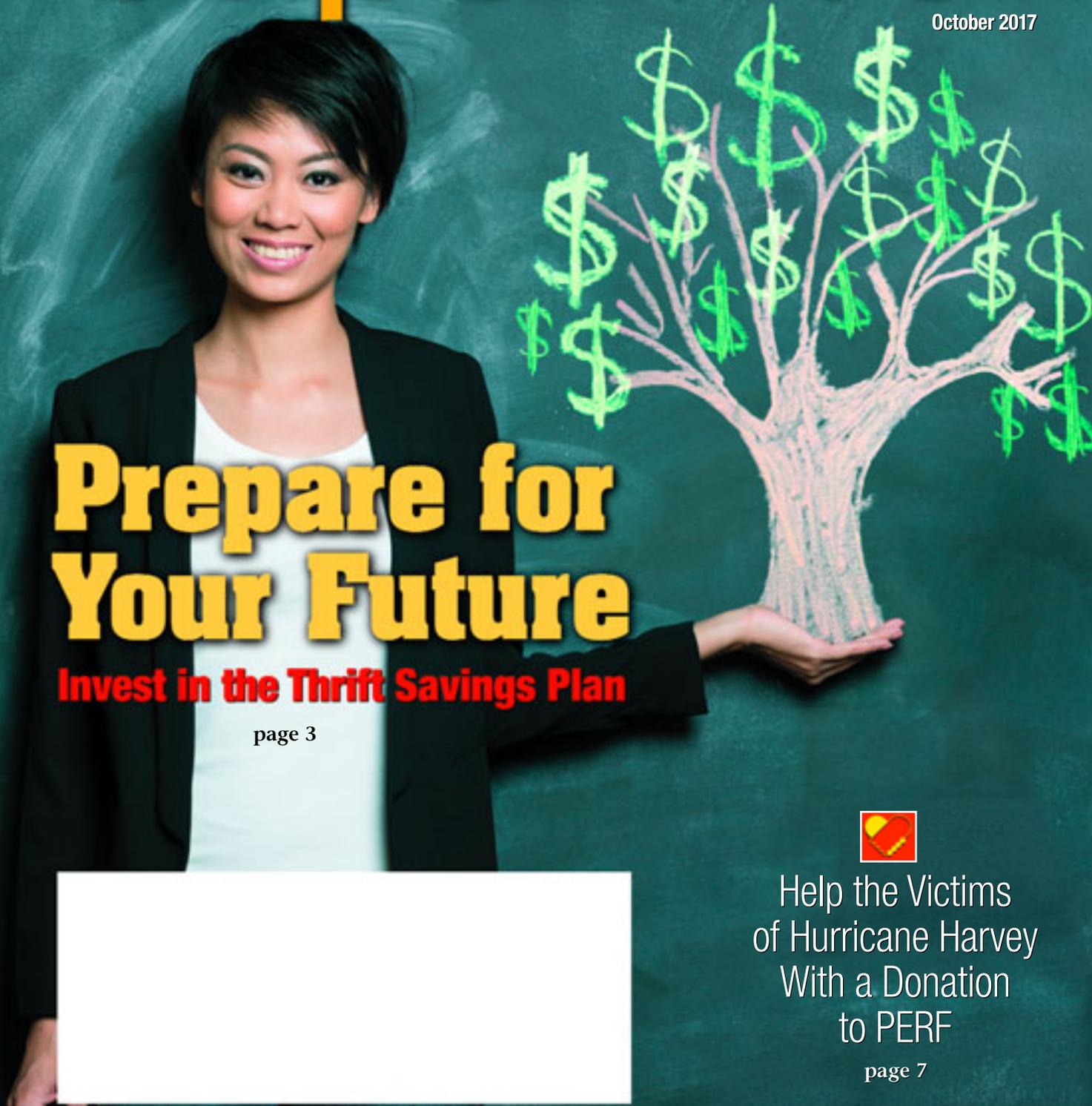


# the Postal Supervisor

October 2017

A woman with short dark hair, wearing a black blazer over a white top, is smiling and holding a tree made of pink chalk on a green chalkboard. The tree's branches are filled with green dollar signs (\$).

## Prepare for Your Future

**Invest in the Thrift Savings Plan**

page 3



Help the Victims  
of Hurricane Harvey  
With a Donation  
to PERF

page 7

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## Objective

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

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

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# In This Issue

October 2017

## FEATURES

- 9** **Aug. 2 Consultative** *Priority Mail Composite Corporate Performance Indicator discussed.*
- 21** **2017 NAPS Scholarship Winners** *Recipients of the Vince Palladino Memorial Student Scholarships announced.*
- 22** **You, Your Family and Change** *It is important to bring your family along in understanding any possible job changes so they can adapt and help you.*

## RESIDENT OFFICERS

- 3** **Pay Yourself First** *Brian J. Wagner*
- 5** **Being the Best Leader Possible** *Ivan D. Butts*
- 6** **NAPS Membership Continues to Grow** *Chuck Mulidore*

## COLUMNS

- 14** **Legislative Update** *Bruce Moyer*
- 25** **The NAPS Postmaster** *Joe Bodary*

## DEPARTMENTS

- 10** **NAPS of Note**
- 13** **Views from the Vice Presidents** *Marilyn Walton*
- 15** **Quarterly Financial Statement** *For the period ended May 31, 2017*
- 18** **SPAC Contributors**
- 19** **SPAC Scoreboard**
- 26** **NAPS Training Calendar**
- 27** **Notes from the National Auxiliary** *Patricia Jackson-Kelley*

# Pay Yourself First

**W**hen I was studying to earn my certificate in financial planning, the term “pay yourself first” was a popular phrase in the personal finance and retirement planning literature I read. What does it mean to “pay yourself first?”

Before you begin paying your monthly living expenses and making discretionary purchases, many automatically set aside funds from their paycheck for a savings or investment account.

The concept is straightforward. It is probably something you have heard before, but maybe never thought much about it. However, the Postal Service has.



**Brian J. Wagner**  
President

This past June, NAPS Headquarters attended a Postal Service briefing about a USPS initiative to get more postal employees to participate in the Thrift Savings Plan (TSP). NAPS Headquarters also received a July 6, 2017, letter from Postal Service Headquarters about its intention to create a new “TSP-EZ” worksheet for use by employees currently not participating in the plan. Why all the attention by the USPS about the TSP?

According to the Compensations & Benefits Office at Postal Headquarters, the USPS wants to help postal employees prepare for their future so that they can retire when they are ready. In addition, encouraging postal employees to get the most benefit out of their TSP accounts can make all the difference between a comfortable retirement and a difficult one. Furthermore, research has shown that wellness efforts that care for and support employees will result in them being

better able to care for and support their customers.

At our June briefing, NAPS was shown a TSP EAS Dashboard (*see below*) indicating that approximately 12 percent of FERS EAS employees are not participating in the TSP. Of the approximate 88 percent of FERS EAS employees making TSP contributions, 18 percent are contributing less than 5 percent. It is unfortunate that a percentage of FERS EAS employees are not paying themselves first; basically, they are leaving money on the table by missing out on TSP matching contri-



butions from the USPS. Unfortunately, over 35 percent of CSRS EAS employees are not even participating in the TSP.

The USPS automatically contributes 1 percent to the TSP accounts of all FERS employees, even for the approximate 12 percent who are not contributing to the TSP. I ask those EAS employees to not think twice about fully contributing to the TSP. As a FERS employee, you'll have twice as much going into your TSP account as you originally contributed when you receive the USPS match. Although CSRS employees do not receive a USPS matching contribution to their TSP accounts, all EAS employees can benefit from lower taxes on their current income when

they contribute to the TSP.

I understand some EAS employees may have financial challenges that prohibit them from investing even a small percentage of funds into the TSP. Fortunately, the USPS Employee Assistance Program (EAP) is available to help guide employees who are struggling with money management issues. In such cases, the EAP may provide the assistance an employee needs to get their finances back on track, resulting in greater participation in the TSP.

Now that you are thinking about "paying yourself first" regarding the TSP, I hope you won't think twice about "paying yourself first" by investing a percentage of your time throughout the year to be more ac-

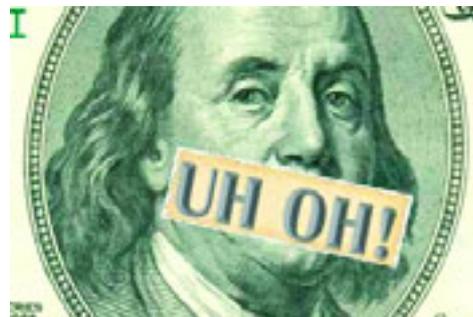
tive in NAPS. While your TSP investment dollars are working to get you closer to a more financially comfortable retirement, NAPS also is working to make your workplace journey toward retirement comfortable. Our goals are to improve your workplace environment and EAS pay and benefits and also lobby Congress to protect the benefits you have so rightfully earned.

However, whether you are months or years from retirement, the greater percentage of time you set aside to be active in NAPS and the greater percentage of funds you can invest in the TSP will be two of the best investments you will ever make in your postal career.

[naps.bw@naps.org](mailto:naps.bw@naps.org)

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## The First Mistake You May Be Making With Your TSP Account—and What to Do About It



The idea of retiring can be exciting; however, retirement planning can be a bit intimidating. Even the best-laid plans can fall by the wayside. Even the most committed retirement savers can make a few mistakes if they don't have the right information.

The following mistake can cost you, but easily can be avoided with a bit of forethought:

- 1. You don't have a plan.** One of the biggest mistakes you can make when planning for retirement is not having a plan. Do you know how much you need to save? Do you know how much income you'll need in retirement? Whatever your vision of retirement is, you should carefully plan and budget for it. After all, you could spend 30 years or more in retirement, so you'll want to plan and save enough to fund that part of your life.

**Solution:** Start now! Estimate how much money you'll need after you stop working, set a goal and then stick to it. To help you plan for a comfortable retirement, check out the calculators at [tsp.gov/PlanningTools](http://tsp.gov/PlanningTools).

Planning and saving for retirement can seem complicated for some people. Whether retirement is a few decades away or just around the corner, the goal is to make steady progress in the right direction as you prepare for life after work. Avoiding this costly mistake could help you better navigate your way to the retirement you desire.

# Being the Best Leader Possible

**W**hat's it like working for an authoritarian? What does it mean to be authoritarian? These questions have been asked over the years by some of the world's most brilliant thinkers. I recently read an article by Adrian Furnham, Ph.D., who reviewed the findings of German philosopher Theodor Adorno.



**Ivan D. Butts**  
Executive Vice President

After World War II, a group of American-based social scientists, led by Adorno, posed these questions, as well as what kind of people accepted Nazi ideology and took part in the Holocaust? It resulted in "The Authoritarian Personality," published in 1950.

According to Furnham, their theory focused on the individual as a cause of social evils. Parents, they argued, bring about authoritarianism by frequently and seriously punishing and shaming their children for even minor offenses—making them hostile to adults and all authority figures in power. The child does not consciously acknowledge this aggression because it simply leads to more punishment.

Also, they are dependent on their parents whom they are supposed to love, which can cause significant tension.

Thus, so the theory goes, those exposed to authoritarian, rather than authoritative, parenting have their repressed antagonism displaced and projected onto weaker members of society. Authoritarians have an absolute, straightforward and unshakable belief in their superiority. This easily can lead to brutality, aggression and naked,

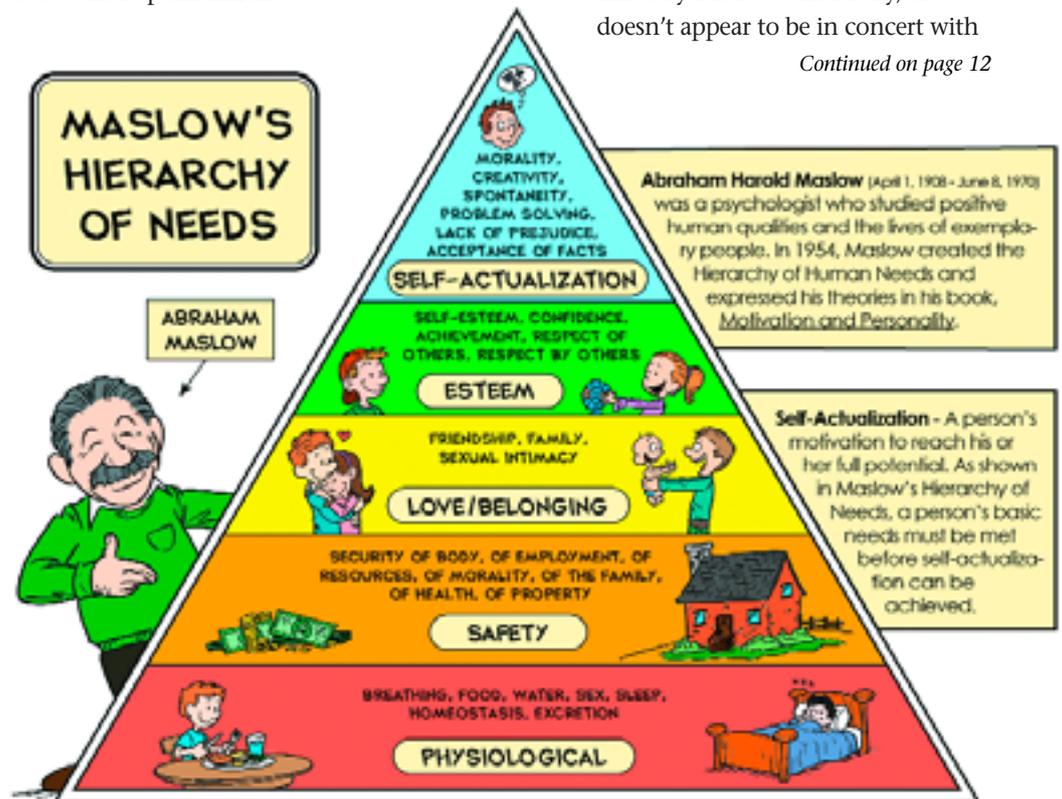
open prejudice against anyone viewed as subordinate to the authoritarian.

While this idea took hold, it has been criticized because many other factors lead to the development of authoritarian thinking and behavior. Others also shape this behavior for powerful situational factors. How are authoritarian habits cultivated in the workplace? Social psychologists reject the fundamental attribution error concept of authoritarianism explaining everyday prejudice. They believe group and situational factors are much more important in developing and maintaining authoritarian behaviors.

These group and situational factors confront and shape authoritarians in the workplace. They also can impact one's transition up "Maslow's Hierarchy of Needs" pyramid, which is a theory in psychology proposed by Abraham Maslow in his 1943 paper, "A Theory of Human Motivation," published in the *Psychological Review*.

Maslow used the terms physiological, safety, love/belonging, esteem, self-actualization and self-transcendence to describe the pattern through which human motivations generally move. The challenge for an authoritarian to reach the levels of esteem and higher, as defined by Maslow's hierarchy, also doesn't appear to be in concert with

*Continued on page 12*



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# NAPS Membership Continues to Grow

I hope the transition to autumn finds you all well. Summer has come and gone, school is back in session and the leaves are turning colors—all signs of the change in seasons. Fall is a wonderful time of the year, but the cool evenings remind us of what lays ahead: holidays, winter and, if you are a postal supervisor, peak season is fast approaching.

One of the constants throughout the seasons is the

value of being a member of NAPS. On Sept. 8, NAPS turned 109 years old; we have never looked better! The need for this organization to exist is as imperative now as it was more than a century ago. And the value of your membership continues to grow, as does the number of NAPS members.

Thanks to your efforts, I can report that, as of July 2017, membership increased to 27,031. Most impressively, more than 95 per-

cent of those members are actively working EAS employees. This includes supervisors, managers, postmasters, SDOs, MDOs, MMOs, plant managers, HR personnel, OPS support and district, area, and USPS Headquarters personnel—so many to mention! We represent them all, which continues to make us the best, largest and most effective management organization representing EAS employees in the Postal Service.

NAPS is strong, growing and financially stable. We are well prepared to meet the challenges of the next 109 years—and meet them we will. Your resident officers at NAPS Headquarters, your Executive Board members and your branch leaders are committed to maintaining the standard of effective representation that has been a hallmark of NAPS.

Perhaps the greatest value NAPS offers is our Disciplinary Defense Fund (DDF), which will represent any NAPS member in any type of adverse action. This is offered as a part of your membership in NAPS. In other words, DDF representation does not cost you any additional money out of your pocket. Of course, our primary focus always has been to educate and train our members on how to stay out of trouble. But, if by some chance something adverse should happen to you

as an EAS employee, we will be there with world-class representation.

We continue to have three separate membership drives; one is directed specifically at postmasters, which has increased our postmaster membership to over 3,300 members. Another membership drive is sponsored by NAPS Headquarters and directed to non-member EAS employees.

And our most popular membership drive gives each NAPS sponsor \$25 for signing a new member. We appreciate all your efforts to grow our membership; each week, we continue to send \$25 checks to NAPS members across the country who are actively engaged in promoting membership in NAPS.

Because of the growth in membership, NAPS Headquarters is able to return over \$365,000 to our local branches each month in the form of electronic funds transfers. This allows our branches to provide excellent service to our members in terms of education, training and local representation. You will see NAPS members at USPS career awareness conferences, NSP graduation ceremonies and Postmaster Essentials training classes.

You see, we represent *all* EAS employees and we have been doing so for a long time. We are, and will continue to be, working hard to grow membership. This legacy and responsibility have been passed down to each of us over the past 109 years, allowing NAPS to meet the challenges of today and, most importantly, the future.

As the seasons change, remember there is at least one constant in the Postal Service: NAPS has been around for a long time and will be around for many more seasons of change.

[naps.cm@naps.org](mailto:naps.cm@naps.org)



**Chuck Mulidore**  
Secretary/Treasurer

## **The Postal Supervisor 2017 Production Schedule**

<b>Issue</b>	<b>Copy Deadline*</b>	<b>Mails</b>
NOV	SEPT 22	OCT 19
DEC	OCT 24	NOV 16
JAN 18	NOV 28	DEC 21

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

# Help Postal Employees Hurt by Hurricane Harvey



**Make an immediate donation:**

Go to [postalrelief.com](http://postalrelief.com) with your credit card  
or send a check to Postal Employees Relief Fund,  
P.O. Box 7630, Woodbridge, VA 22195



**GFC#10268**

# NAPS Executive Board Directory

## Resident Officers

The resident officers may be contacted at 1727 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



**Brian J. Wagner**  
President  
naps.bw@naps.org



**Ivan Butts**  
Executive Vice President  
naps.ib@naps.org



**Chuck Mulidore**  
Secretary/Treasurer  
naps.cm@naps.org

## Regional Vice Presidents

### Central Region (Areas 6, 7, 8 and 9)



**Craig O. Johnson**  
6703 N. Saint Clair Ave., Kansas City, MO 64151-2399; (816) 741-6064 (H) (816) 914-6061 (cell)  
craigj23@sbcglobal.net

### Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)



**Thomas Roma**  
385 Colon Ave., Staten Island, NY 10308-1417; (718) 605-0357 (H) (917) 685-8282 (cell)  
troma927@cs.com

### Eastern Region (Areas 3—DE, PA and NJ Branch 74—4 and 5)



**Richard L. Green Jr.**  
7734 Leyland Cypress Lane, Quinton, VA 23141-1377 (804) 928-8261 (cell)  
rgreen151929@aol.com

### Southern Region (Areas 10, 11, 12 and 13)



**Tim Ford**  
6214 Klondike Dr., Port Orange, FL 32127-6783; (386) 767-FORD (H) (386) 679-3774 (cell)  
seareavp@aol.com

### Western Region (Areas 14, 15 and 16)



**Marilyn Walton**  
PO Box 103, Vacaville, CA 95696-0103 (707) 449-8223 (H)  
marilynwalton@comcast.net

## Area Vice Presidents

### 3—Midwest Area (DE/NJ/PA)



**Hans P. Aglidian**  
5 W. Chester Pike, Apt. D, Ridley Park, PA 19078-2005 (610) 659-0905 (cell)  
hpasoccer@comcast.net

### 1—New England Area (CT, ME, MA, NH, RI, VT)



**Gregory Murphy**  
31 Hudson Lane, Windsor, CT 06095 (860) 687-9757 (H) (413) 244-6810 (cell)  
newengareavp@gmail.com

### 2—New York Area (NY/PR/VI)



**James "Jimmy" Warden**  
137 Evergreen Court, Freehold, NJ 07728-4122 (917) 968-5222 (cell)  
nyareavp@aol.com

### 6—Michiana Area (IN/MI)



**Kevin Trayer**  
8943 E. DE Ave., Richland, MI 49083-9639 (269) 366-9810 (cell)  
kevintrayer@att.net

### 4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)



**Troy Griffin**  
1122 Rosanda Ct., Middle River, MD 21220-3025 (443) 506-6999 (H) (410) 892-6491 (cell)  
troy1970@live.com

### 5—Pioneer Area (KY/OH/WV/Evansville, IN, Branch 55)



**Timothy Needham**  
PO Box 21, Niles, OH 44446-0021 (330) 550-9960 (cell)  
napspioavp@gmail.com

### 9—MINK Area (IA/KS/MO/NE)



**Richard "Bart" Green**  
7919 N Flintlock Rd., #K, Kansas City, MO 64158 (913) 205-8912 (cell) (816) 763-2579 (O)  
minkareavp@yahoo.com

### 7—Illini Area (IL)



**Luz Moreno**  
625 Alhambra Ln., Hoffman Estates, IL 60169-1907; (847) 884-7875 (H) (773) 726-4357 (cell)  
luznaps@yahoo.com

### 8—North Central Area (MN/ND/SD/WI)



**Dan Mooney**  
10105 47th Ave. N, Plymouth, MN 55442-2536 (612) 242-3133 (cell)  
dan\_9999@msn.com

### 12—Cotton Belt Area (AR/OK/TN)



**Shri L. Green**  
4072 Royalcrest Dr., Memphis, TN 38115-6438 (901) 362-5436 (H)  
slbg@comcast.net

### 10—Southeast Area (FL/GA)



**Bob Quinlan**  
PO Box 490363, Leesburg, FL 34749-0363; (352) 217-7473 (cell) (352) 728-5992 (fax)  
bqjq@aol.com

### 11—Central Gulf Area (AL/LA/MS)



**Cornel Rowel Sr.**  
808 N Sabine Dr., Baton Rouge, LA 70810-2471 (504) 450-1993 (cell)  
lenroc10@bellsouth.net

### 15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



**Myrna Pashinski**  
21593 E. Layton Dr., Aurora, CO 80015-6781 (303) 931-1748 (cell)  
vprma6state@aol.com

### 13—Texas Area (TX)



**Jaime Elizondo Jr.**  
PO Box 1357, Houston, TX 77251-1357 (832) 722-3737 (cell)  
jaimenapstx@aol.com

### 14—Northwest Area (AK/ID/MT/OR/WA)



**Cindy McCracken**  
3247 109th Ave. S.E. #A, Bellevue, WA 98004-7532 (206) 465-8689 (cell)  
nwareavp@comcast.net

### 16—Pacific Area (CA, HI, Guam, American Samoa)



**Hayes Cherry**  
PO Box 7455, Moreno Valley, CA 92552-7455 (951) 533-0241 (cell)  
hcherry242@aol.com



**Immediate Past President**  
**Louis M. Atkins**  
PO Box 80181, Baton Rouge, LA 70898-0181 (703) 380-9458 (cell)  
lmatkins326@gmail.com

# Priority Mail Composite Corporate Performance Indicator Discussed

**P**resident Brian Wagner and Secretary/Treasurer Chuck Mulidore were present for the Aug. 2 consultative meeting with the Postal Service. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson and Phong Quang, USPS Labor Relations Policy Administration.

## Agenda Item #1

NAPS requested a briefing regarding low service scores being reflected in the priority composite. This affects NPA; NAPS members will suffer the consequences at the

end of the fiscal year.

NAPS contends this matter largely is based on transportation, arrival and plant dispatch discrepancies and views this as an uncorrected corporate problem that will financially impact NAPS members.

*The Postal Service established the Priority Mail Composite Corporate Performance Indicator in FY14. The goal has been unchanged since it was established. The Postal Service has improved each year in this indicator, yet has not reached the goal.*

*In FY16, the Postal Service achieved a 92.65 percent score. Currently, the YTD estimate is 92.84 percent—the*

*highest year-end score achieved since establishment of this indicator and in Block 4. It is expected this score will continue to increase through the end of the fiscal year.*

*Please provide specific discrepancies with transportation, arrival and plant dispatches. Once that information is received and reviewed, a briefing will be given to NAPS.*

*The following concern resolutions adopted at the 2016 NAPS National Convention:*

**Resolution 76:** The hiring of bargaining-unit employees (PSEs and

*Continued on page 26*

## Register to attend the 2017 Virtual Benefits Fair This Fall

Chat with participating FEDVIP, FEHB, FLTCIP, and FSAFEDS carriers.



### Explore your benefits in one online location

Log in anytime during the 2017 Federal Benefits Open Season, from November 13 to December 11. You will be able to review 2018 plans, visit individual carrier booths, watch instructional videos, and register for educational webinars.

### Get answers to your questions

Visit the virtual benefits fair during any one of our two live carrier chat days:

Monday, November 13, 2017

10 a.m.–5 p.m. ET

Tuesday, December 5, 2017

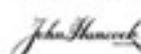
10 a.m.–5 p.m. ET

Representatives from all carriers participating in the fair will be available to take your questions.

Register at [LTCFEDS.com/elearning!](http://LTCFEDS.com/elearning!)

FLTCIP10017

The Federal Long Term Care Insurance Program is sponsored by the U.S. Office of Personnel Management, insured by John Hancock Life & Health Insurance Company, and administered by Long Term Care Partners, LLC.





On Aug. 4, members of Detroit Branch 23 attended Rep. Brenda Lawrence's (D-MI) dinner-boat cruise. They were able to have some one-on-one time with her and her DC Chief of Staff Duran Marshall. Standing, from left: Linda McCarthy, Bernie McCarthy, Lawrence and Ken Bunch. Seated, Delores Hunter and June "Junebug" Wardell.

Attending the South Jersey Branch 74 Executive Board's August meeting were, from left: Michael McKierman, Branch 74 president; Ron Ward, 2018 LTS honoree for the wreath-laying ceremony at the Tomb of the Unknown Soldier; Pete Clements, Branch 74 sergeant-at-arms; Gary Rutter, Branch 74 treasurer; Ivan D. Butts, NAPS executive vice president; George Barrett, Branch 74 vice president; and Russell Carmony, advocacy coordinator.



Officers of Pacific to Sierras Branch 244 attended a tri-district career awareness conference for the Los Angeles, Santa Ana and Sierra Coastal districts. From left: Branch 244 Secretary Sarah Pena, Treasurer Sue Diamond and President Mary Burkhard.



Illini Area Vice President Luz Moreno received her Lean Six Sigma yellow belt designation. USPS Chief Operating Officer David Williams was the guest speaker at the Lakeland District's ELD Yellow Belt graduation ceremony in Milwaukee. From left: Lakeland District Manager Deborah Woodrum, Moreno and Williams.



Bobby Bock, Central Florida Branch 406, is a member of Rep. Stephanie Murphy's (D-FL) Labor Advisory Committee, which held its first meeting; 17 persons from government agencies and labor attended.

At the Western Region Training Seminar in August, NAPS resident officers recognized attendees who reached SPAC milestones in July:



NAPS President Brian Wagner, Secretary/Treasurer Chuck Mulidore, James Reddy and Executive Vice President Ivan D. Butts



NAPS President Brian Wagner, Secretary/Treasurer Chuck Mulidore, James Salmon and Executive Vice President Ivan D. Butts



NAPS President Brian Wagner, Secretary/Treasurer Chuck Mulidore, Western Region Vice President Marilyn Walton and Executive Vice President Ivan D. Butts



NAPS President Brian Wagner, Secretary/Treasurer Chuck Mulidore, Stanley Johnson and Executive Vice President Ivan D. Butts



NAPS Secretary/Treasurer Chuck Mulidore, President Brian Wagner, Shawn Bruffett and Executive Vice President Ivan D. Butts



NAPS Secretary/Treasurer Chuck Mulidore, Chuck Lum and Executive Vice President Ivan D. Butts



Members of Los Angeles Branch 39 attended the Western Region Training Seminar. From left: California State Branch President Damon Leopold, Western Region Vice President Marilyn Walton, Branch 39 Vice President Sam Booth, Branch 39 President Marilyn Jasper-Jones, Executive Vice President Ivan D. Butts and Branch 39 Financial Secretary Vilma McClinton.

Executive Vice President Ivan D. Butts gave a SPAC update at the Western Region Training Seminar.



NAPS resident officers spoke at the National Alliance of Postal and Federal Employees (NAPFE) Management Division's 52nd biennial national convention. From left: Verona Proctor, Casandra Davis-Loudon, NAPS Secretary/Treasurer Chuck Muldore, NAPFE Management Division President Derek Kelley, NAPS Executive Vice President Ivan D. Butts, Estelle Randolph, Lorraine Cook-Cross and Darryl Williams. The meeting was organized by Williams and Cook-Cross.



**Charlotte, NC, Branch 183 awarded its 2017 scholarships:**



Donald Singleton, son of Mozell Singleton-Belger.



Kameron Cobb, son of Skylar Cobb.



Xiomara Livingston, daughter of Aileen Livingston.

**Being the Best Leader Possible**

*Continued from page 5*

reaching beyond the foundation of corporate levels of success.

Corporate focuses that look primarily or exclusively at profitability as the foundation of success can struggle to move beyond that basic level of Dr. Archie B. Carroll's "Pyramid of Corporate Social Responsibility." Carroll organized different corporate social responsibilities in developing his four-layered pyramid model. The four different responsibilities—economic, legal, ethical and philanthropic—make up the

layers of this pyramid.

So, how does an agency such as the USPS move its leadership to the highest level of the documented and proven results based on the studies of individuals such as Albert Einstein, Jane Addams, Eleanor Roosevelt and Frederick Douglass? Maybe it lies within the dedication and commitment of the leader to ascend beyond all levels to reach a plateau of "self-transcendence" or "philanthropy."

In solidarity ...

[naps.ib@naps.org](mailto:naps.ib@naps.org)



## Tacoma Branch 31 Annual Summer Brunch

By Marilyn Walton

Western Region Vice President

**D**exter Baldwin, president of NAPS Tacoma Branch 31, welcomed officers, members and special guests to the annual summer brunch at C.I. Shenanigans in Tacoma overlooking the beautiful waterfront. The buffet lunch was outstanding, with many choices on which to feast.

Branch 31 has two annual member-recognition events: a winter post-Christmas event and this annual summer brunch. It was a beautiful afternoon with a great turnout of Branch 31 members. Special guests were NAPS President Brian Wagner, Northwest Area Vice President Cindy McCracken and me.

The members were very interest-

ed in Wagner's comments regarding upcoming pay talks. He was unable to go into specific details, but said he will use the guidelines of *Title 39* in going forward on pay talks. The



NAPS pay team has several focused goals. Once the NALC ratifies its contract, the USPS has 45 days to make NAPS an offer and the process will begin. The union's contract is for 40 months.

Wagner said he is optimistic we will consult on a fair pay package for our members.

He also talked about current legislation being debated in the appropriations bill that could negatively impact postal/government workers now. Postal reform legislation, H.R. 756, currently is in a holding pattern due to the August recess and breaking news that seems to occur daily.



Tacoma Branch 31's annual summer brunch was well attended. From left: NAPS Western Region Vice President Marilyn Walton, NAPS President Brian Wagner, Branch 31 Treasurer Dawn Bovin, Vice President Michael Gillette, Secretary Georgia Taylor, NAPS Northwest Area Vice President Cindy McCracken and Branch 31 President Dexter Baldwin.

### On the Move?

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

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

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

I shared with the members the importance of giving to the Supervisors' Political Action Committee (SPAC). With the current legislation being debated in Congress, we need to stay alert and ensure our national NAPS legislative reps gain access so they can present NAPS' views on the negative and positive impacts for postal employees.

I commended the branch for conducting a very successful SPAC fundraiser. The winner of the 50-50 won half of the money; the other half was donated to SPAC in their name.

McCracken addressed the Postal Service's request that all EAS employees complete IDPs (individual development plans). There was some push-back from many EAS employees who were not interested in promotions. NAPS' understanding is this is a voluntary submission; some thought it was mandatory. It is suggested that EAS employees complete the task in the spirit of employee engagement.

A special thanks to Dexter and Brunch Committee members Georgia Taylor and Dawn Bovin for the creative gifts, fine food and fellowship!

[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)

**Bruce Moyer**

*NAPS Legislative Counsel*



The Postal Service's pay-for-performance (PFP) program for EAS employees recently received criticism from the Postal Service's Office of Inspector General (OIG) for problems in the program's

of others mask their contributions," the OIG report noted.

### Evaluation Criteria Make All the Difference

The OIG's study on the FY15 PFP was conducted through investigation of PFP outcomes in the Capital Metro Area, which includes districts for At-

es. However, by recalculating those criteria to equally treat stations and branches with post offices in their evaluation of employee contributions, the OIG found that all employees would have qualified for pay increases. Based on its recalculation of PFP scores of Baltimore District EAS employees in stations and branches, the OIG found that the PFP scores of 38 percent more employees would have increased to qualify them for a pay increase, with no scores decreasing and the PFP scores for the other 62 percent remaining the same.

At the Sacramento P&DC, none of the maintenance department employees received PFP scores in FY15 that equated to a pay increase. But if management had measured them based on their individual department workhours, the OIG said, they would have received a 2.5 percent pay increase. Applying the same methodology to P&DC maintenance department employees in the Capital Metro area, the OIG found that 8 percent more employees would have received PFP scores that equated to a pay increase had they been measured the same way post office employees were measured.

According to the report, "The metric that impacted scoring for large stations and branches the most was expenses. Management assessed post office employees based on the expenses of the individual post office, while employees of large stations and branches were assessed based on the expenses of the combined NPA unit."

"Because the [pay-for-performance] process is not consistent for field employees, there is an increased risk that employee performance and organizational effectiveness could decrease," the OIG added. "Additionally, employees could become disen-

## FY15 PFP Program Produced Inconsistent Payouts, OIG Finds

consistency and transparency. The OIG raised questions whether employee individual performance was sufficiently rewarded; supervisors interviewed for the report said they perceived the PFP process as not fairly recognizing individual accomplishments. The OIG's findings and recommendations for USPS improvement are contained in a July 31, 2017, report on the USPS FY15 PFP program, posted on the NAPS website under "Breaking News."

The OIG report is timely because it comes on the eve of the startup of pay talks between NAPS and the Postal Service over pay and benefits arrangements for the Postal Service's 46,000 EAS employees. The talks are expected to include discussion of the current PFP program and its fairness, its highly complicated metrics scorecard, the modest or non-existent pay raises the program has generated in recent years and the program's impact on employee engagement and corporate performance.

"Perceived unfairness in the PFP process may increase the risk of employees becoming disengaged if they feel management does not recognize the accomplishments of individual units or that the poor performances

lanta, Baltimore, Capital, Greater South Carolina, Greensboro, Mid-Carolinas, Northern Virginia and Richmond. In addition, the OIG looked at PFP outcomes at the Sacramento Processing and Distribution Center (P&DC). The OIG study looked particularly at the difference in performance criteria for employees in stations, branches, post offices and plants and whether pay increases were affected by the differences in criteria.

Evaluation criteria make all the difference in PFP outcomes, particularly in the depth at which the performance goals are assessed, the OIG found. Stations and branches have their own goals, the OIG noted, but their performance scores are combined with those of other stations and branches in their units. Individual departments at postal plants also have their own goals, but are evaluated collectively as one plant. This has led to EAS employees at post offices and USPS Headquarters receiving a disproportionate allocation of pay raises, the OIG found.

The OIG also found that, in FY15, 30 percent of the EAS employees at Capital Metro Area stations and branches did not receive performance scores qualifying them for pay increas-

gaged if they feel management does not recognize the accomplishments of individual units or that the poor performances of others mask their contributions.”

The OIG recommended USPS management improve its communication of the criteria for pay raises to “reduce the risk of negative perception” and disengagement. They also said the Postal Service should reward individual stations, branches and plant departments.

**OIG on Management’s Response: ‘Disingenuous’**

In its response to the OIG study, Postal Service management said it believes the study was “fundamentally flawed” because additional data sources regarding individual contributions may not be available or may be unreliable at the individual unit level. In addition, measuring small stations and branches as stand-alone units will discourage collaboration, result in a less efficient operation and potentially compromise the integrity of the PFP system, Jeffrey Williamson, the Postal Service’s chief human resources officer, said.

The OIG rejected Williamson’s reservations in its final report, finding his comments “nonresponsive” and disingenuous. “Based on our audit results, there are opportunities for management to better align employee evaluation criteria to improve consistency and transparency in the evaluation process and provide employees with equal opportunity for having individual contributions incorporated into their evaluation,” the OIG report said. “We contend that when employees feel individual contributions are not valued, there could be less employee engagement, less efficient operations and more potential to drive the wrong employee behavior.”

**bruce@moyergroup.net**

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

**Balance Sheet**—May 31, 2017

**Assets:**

Cash and Investments	\$14,382,865.58
Dues Withholding Receivable	357,368.38
Prepaid Expenses and Other Assets	462,262.53
Total Current Assets	15,202,496.49
Building and Equipment, Net of Accumulated Depreciation	3,161,832.34
Total Assets	\$18,364,328.83

**Liabilities and Fund Balances:**

Accounts Payable	\$ 108,546.51
Accrued Expenses	241,556.47
Deferred Revenues	41,390.00
Dues to be Remitted to Branches	597,737.80
Total Liabilities	989,230.78
General and Designated Fund Balances	17,375,098.05
Total Liabilities and Fund Balances	\$18,364,328.83

**Statement of Revenues and Expenses**

(For the period March 1, 2017, through May 31, 2017)

**Revenues:**

Dues and Assessments	\$ 1,803,656.84
Less: Dues Remitted to Branches	1,199,407.00
Net Dues and Assessment Revenue	604,249.84
Investment Income	339,696.62
Legislative Conference Income	128,685.00
NAPS Property, Inc. Net Income Before Depreciation	\$159,578.56
Less Depreciation	(68,645.53)
NAPS Property, Inc. Net Income	90,933.03
Royalties	750.00
Training Fees	10,550.00
Other	10,000.38
Total Revenues	1,184,864.87

**Expenses:**

National Headquarters	345,794.21
Executive Board	342,813.04
<i>The Postal Supervisor</i>	72,620.43
Legal/Fact Finding/Pay Consultation	140,537.49
Legislative Counsel	40,927.00
Legislative Expenses	17,453.01
Legislative Training Seminar	219,507.61
Education and Training	32,097.38
Training Registration Expense	37,795.00
Disciplinary Defense	97,487.31
Total Expenses	1,347,032.48

**Revenues Less Expenses** \$ (162,167.61)

Substantially all disclosures required by GAAP are omitted. The financial statements do not include a statement of cash flows. The financial statements do not include the financial position and operations of the SPAC. No assurance is provided on these financial statements.

# Here Are the 2017 SPAC Pins

This year offers new SPAC designations  
with corresponding pins:



## President's Ultimate SPAC

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



## VP Elite

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



## Secretary's Roundtable

*\$500 level includes LTS SPAC reception for donor plus one guest*



## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*

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

## Make Contributing to SPAC a Habit:

# Contributions via USPS Payroll Deduction



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

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on "I agree."
- 4 Enter your employee ID number and password.
- 5 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."

- 7 Click on "Allotments."
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as "checking" and enter the amount of your contribution.
- 9 Click "Validate," then "Submit." Print a copy for your records.

## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):  
7 7 2 2 5 5 5 5 \_\_\_\_\_  
(Example: 77225555512345678).
- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): \_\_\_\_\_.



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

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

# 2017 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Meana, Frances	CA	Branch 159
Phillips, Daniel	CA	Branch 373
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Johnson, Conrad	FL	Branch 81
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 577
Rodriguez, William	FL	Branch 146
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Randall, C. Michele	MD	Branch 531

Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Bradford, Robert	TX	Branch 203
Elizondo Jr., Jaime	TX	Branch 122
Green Jr., Richard	VA	Branch 98
McCracken, Cindy	WA	Branch 61

## August Contributors

President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Meana, Frances	CA	Branch 159
Rodriguez, William	FL	Branch 146

## SPAC Contribution Form

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

**\$1,000**—President's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2017

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

ZIP+4 \_\_\_\_\_ Date \_\_\_\_\_

Employee ID Number (EIN) or  
Civil Service Annuitant (CSA) Number \_\_\_\_\_



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

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

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

Card number \_\_\_\_\_

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

Card expiration date: \_\_\_\_ / \_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

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

Describe gift \_\_\_\_\_ Value \_\_\_\_\_

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

**Did you know** the easiest way to be politically active is to vote? You easily can find your election polling location, check or update your voter registration and see what will be on your upcoming election ballot at your state government's website. If you have questions about federal congressional candidates and the 2018 congressional elections, please feel free to contact SPAC Manager Katie Maddocks at (703) 836-9660 or naps.km@naps.org.

Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Green Jr., Richard	VA	Branch 98
McCracken, Cindy	WA	Branch 61

#### VP Elite (\$750)

Goodman, James	CA	Branch 39
Moore, Kevin	GA	Branch 281
Fearrington, Melvin	OK	Branch 80
Aaron, Donna	TN	Branch 97
Cooper, Karen	TX	Branch 124
Foster, Debra	TX	Branch 9

#### Secretary/Treasurer's Roundtable (\$500)

Swygert, Vontina	CA	Branch 127
Lum, Chuck	HI	Branch 214
Perteet, Cynthia	IL	Branch 541
Walter, Richard	MA	Branch 120
Miegl, Cynthia	OH	Branch 2
Holt, Brian	RI	Branch 105
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132

#### Chairman's Club (\$250)

Brown, Carl	CA	Branch 94
Danzy, Marsha	CA	Branch 197
Florentin, Diana	CA	Branch 244
Wong, John	CA	Branch 497
Roll, Gary	CO	Branch 65
Parker, Laroma	HI	Branch 214
Randle, Kay	IL	Branch 369
Carter, Tonious	LA	Branch 421
Gramblin, Reginald	MD	Branch 531
Garrett, Donald	MS	Branch 199
Yut, Rachelle	OR	Branch 66
Jones, Charleen	TX	Branch 122
Trevino, Manuel	TX	Branch 124
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213

Continued on page 24

# SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Aug. 31, 2017

#### National Aggregate:

\$187,076.58

#### National Per Capita:

\$7.22

#### Region Aggregate:

1. Central	\$30,555.00
2. Eastern	\$31,340.49
3. Northeast	\$27,075.77
4. Southern	\$59,278.14
5. Western	\$38,802.18

#### Region Per Capita:

1. Central	\$6.94
2. Eastern	\$5.85
3. Northeast	\$5.41
4. Southern	\$10.32
5. Western	\$7.17

#### Area Aggregate:

1. Capitol-Atlantic	\$16,546.35
2. Central Gulf	\$5,378.60
3. Cotton Belt	\$4,358.80
4. Illini	\$8,885.00
5. Michiana	\$9,434.00
6. Mideast	\$12,277.99
7. MINK	\$6,427.50
8. New England	\$9,544.50
9. New York	\$13,636.27
10. North Central	\$5,808.50
11. Northwest	\$8,660.19
12. Pacific	\$21,157.00
13. Pioneer	\$6,411.15
14. Rocky Mountain	\$8,984.99
15. Southeast	\$37,744.00
16. Texas	\$11,796.74

#### Area Per Capita:

1. Capitol-Atlantic	\$6.36
2. Central Gulf	\$6.99
3. Cotton Belt	\$4.86
4. Illini	\$6.96
5. Michiana	\$8.90
6. Mideast	\$5.47
7. MINK	\$5.46
8. New England	\$5.62
9. New York	\$5.59
10. North Central	\$6.56
11. Northwest	\$8.39
12. Pacific	\$7.37
13. Pioneer	\$4.64
14. Rocky Mountain	\$5.95
15. Southeast	\$16.30
16. Texas	\$6.69

#### State Aggregate:

1. Florida	\$34,307.00
2. California	\$19,597.00
3. New York	\$13,241.27
4. Texas	\$11,796.74
5. Illinois	\$8,885.00

#### State Per Capita:

1. Florida	\$20.13
2. North Dakota	\$18.60
3. Maine	\$14.15
4. Washington	\$13.39
5. Utah	\$11.92

## Drive for Five

#### Members by Region:

1. Central	80
2. Southern	71
3. Western	68
4. Eastern	56
5. Northeast	48

#### Aggregate by Region:

1. Western	\$20,871.00
2. Southern	\$18,572.00
3. Central	\$18,405.50
4. Eastern	\$14,180.00
5. Northeast	\$10,249.50

# OPM Contributions to SPAC (for Retired Postal Supervisors)

**B**elow are step-by-step instructions for making an allotment to SPAC through your OPM retirement allotment, using either OPM's telephone-based account management system or the online "Services Online" portal.

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

## By Internet:

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov), then:

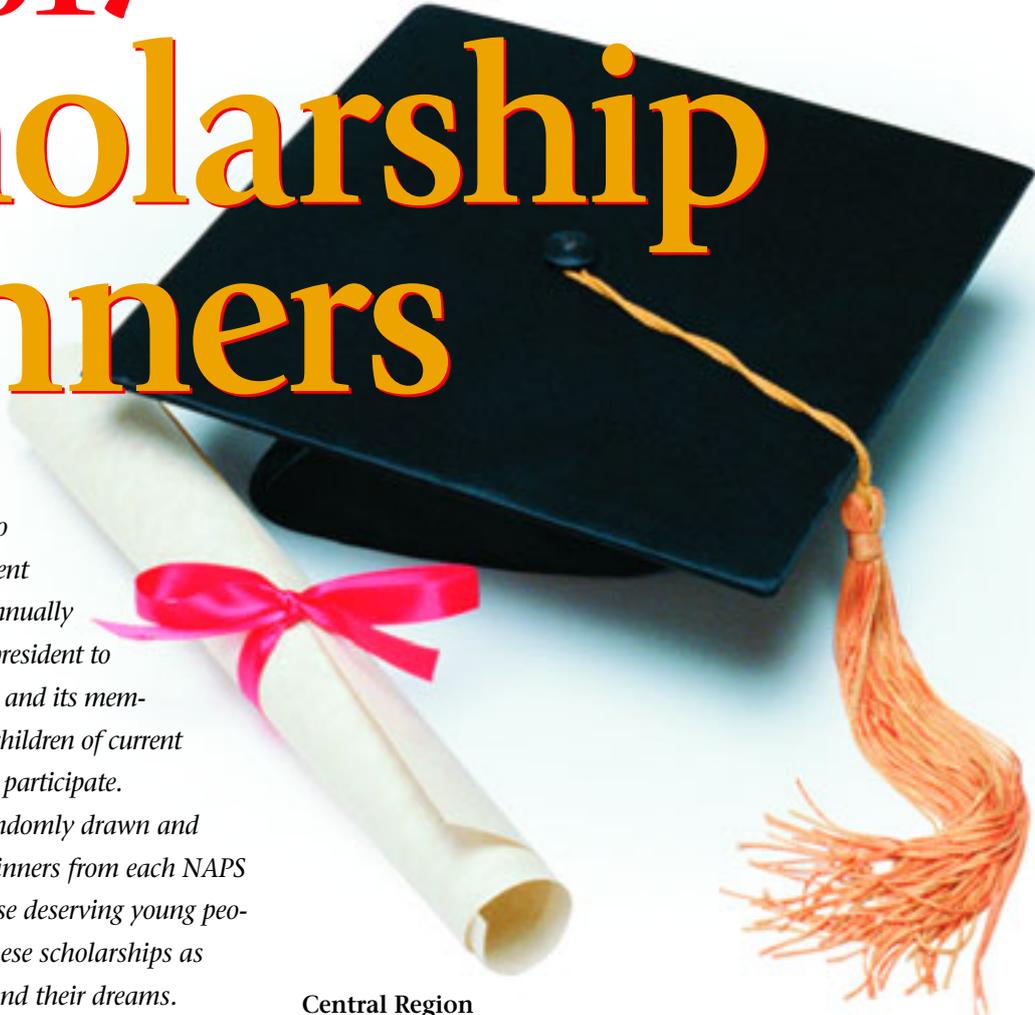
- Enter your CSA number and PIN, and log in.
- Click on "Allotments to Organizations," and then select "Start" to begin a new allotment.
- Click on "Choose an Organization."
- Select "National Association of Postal Supervisors (SPAC)."
- Enter the amount of your monthly contribution and then click "Save."

## By telephone:

- Dial **1-888-767-6738**, the toll-free number for the Office of Personnel Management (OPM)'s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.



# 2017 Scholarship Winners



**N**APS awards Vince Palladino Memorial Student Scholarships annually in memory of the late NAPS president to honor his dedication to NAPS and its members. The children and grandchildren of current NAPS members are eligible to participate.

Ten scholarships were randomly drawn and awarded, representing two winners from each NAPS region. Without a doubt, these deserving young people will find great value in these scholarships as they pursue their education and their dreams.

NAPS is proud to honor the legacy of its former president by awarding these scholarships. We wish these students and their families all the best in their future endeavors. God bless them, as we look forward to them taking their places as our future leaders

## Northeast Region

**Andrew Guthrie**, son of Steven Guthrie, Branch 43. He is attending the University of Massachusetts, Amherst. His major is biology and science.

**Caitlin Verber**, daughter of Catherine Verber, Branch 336. She is attending St. Thomas Aquinas College, New York. Her major is graphic design.

## Eastern Region

**Michael Long**, son of Ednora Long, Branch 183. He is attending Winthrop University, South Carolina. He is taking independent studies.

**Jagmeet Warraich**, son of Harinder Warraich, Branch 526. He is attending George Mason University, Virginia. His major is internet technology.

## Central Region

**Jacqueline Rangel**, daughter of James Rangel, Branch 255. She is attending the University of Illinois. Her major is animal science.

**Phoebe Barnum**, daughter of Brian Barnum, Branch 36. She is attending the University of Central Missouri. Her major is art education.

## Southern Region

**Prince ShaMar DeArion**, son of Tiffany Jennings, Branch 80. He is attending Rose State College, Oklahoma. He major is digital graphic design.

**Jessica Woods**, daughter of Joyce Paul, Branch 82. She is attending Valdosta State University, Georgia. Her major is biology/pre-med.

## Western Region

**Victoria Tovar**, daughter of Erica Tovar, Branch 244. She is attending Bakersfield, College, California. Her major is nursing.

**Baani Dhanoa**, son of Gurpreet Dhanoa, Branch 244. He is attending the University of California, Davis. He has not declared a major.



# You, Your Family and Change

Submitted by the USPS Employee Assistance Program

**D**uring this time of organizational redesign in the USPS, it is normal for you to experience anxiety about how your job and the jobs of your team members may change and how that change may affect family members. A job change may require change in work hours, financial adjustments, relocation, new roles or some other change that not only affects you, but your family, as well.

It is important to bring the family along in understanding any possible changes so they can adapt and help you or the person going through the job change. Following are some suggestions for you to consider when talking about change with your spouse or partner and children.

## **First, Focus on Your Spouse or Partner**

- Talk about the job change; discuss what is happening and how both of you think and feel about it. Plan and prepare for the conversations by picking a time and place when you can be free of distraction or interruption and allow enough time to discuss the news and reactions. Explore fears and hopes with one another.

It can be awfully lonely and difficult to have concerns that are not expressed. Sometimes, feelings that are held and not shared can surface in other ways that are hurtful and difficult: anger, impatience, depression and nightmares, for example. Talking openly with someone who cares can be a great relief.

- It is normal to have a full range of reactions (thinking, feeling and doing) during times of stress. There is no one right or normal way to react. It can be very helpful to work together and try to help one another manage any additional stress, make good decisions and find safe and healthy ways to cope.

- Difficult times can strengthen a relationship by making you feel closer and bring you together; it can create a strain, possibly generating conflict; or it can have little effect on your relationship. You can influence how a change affects your relationship by the way you choose to handle it within your relationship. Open communication about feelings and concerns helps maintain your partnership in difficult times.

- Answer questions and talk with your spouse or partner in a timely manner, honestly and directly. If you don't know an answer to a question, say so. If the question is answerable and getting the answer would help you and your spouse or partner, try to find time to search out the answer.

- Acknowledge directly what your spouse or partner has to say. It's also good to have your own thoughts, feelings and needs acknowledged. Take turns listening to one another. It may seem silly, but it is helpful to say back to them, perhaps with a slight re-phrasing, what you heard. This shows your spouse or partner that you have listened and understood.

- Share your feelings honestly with one another; validate each other's response to a job change. Expression of feelings is important so that fears and concerns do not become entrenched and turn into depression.

- Offer all the realistic reassurance you can. Maintain an awareness of the latest facts and information regarding the job situation and make sure your spouse or partner has the information. Knowing the facts helps keep perspective and reduces overreaction.

- Offer physical reassurance; spend time together working and playing. Words and actions are important to keeping normalcy in your life and working through the job transition together.

- Keep the challenges in perspective. Look for ways the job transition may bring something positive to your life. Working together to create a vision helps keep the challenge in perspective and creates future possibilities.

- Affirm your concern for one another and offer one another support and comfort. Use the strengths in your relationship.

### **Now, How About the Kids?**

When dealing with children, keep in mind they write their own scripts and fill in the middle chapters if they do not have the facts regarding a situation. They also will do this if a potential or actual job change looms on the horizon. If it is left for your children to imagine the reason for a job change for one of their parents, they may assume the worst. With more complete information about what is happening and how it will affect the family, they will understand the situation better. Here are some tips to consider when interacting with children:

- Children often hear parts of discussions between you and your spouse or partner you may think they don't hear. They also can be sensitive to your unspoken cues about anxieties or anger you may be experiencing. It usually is best for children to get information directly from their parents, rather than indirectly.

Children tend to create their own stories or versions of what is happening, which often are worse than the reality. Lack of appropriate information and not giving them permission to talk about things can heighten fear and misunderstanding.

- When you are ready, open a dialogue with your children. Talk with each child at their level of understanding. You may wish to consider having a family meeting to share with the entire family the extent of the situation. If you are uncertain about some aspect of your job situation, share that with them, but with the understanding you will answer their questions as you find out.

Keep them up to date on your activity, especially reports on the success you are experiencing. Try to answer questions your children ask in a timely manner, honestly and

directly. If you don't have an answer at the moment, say so and tell them you will try to get the answer for them.

- Try not to burden them with too many emotional and financial details when you share your feelings and plans. Some children may have more or less difficulty accepting a potential job change. Use the knowledge of your child and reactions to other crises or family situations as a guide to how much detail to share.

- It is very helpful to acknowledge directly what your child has to say. It may seem silly, but it is helpful to say back to them, perhaps with a slight re-phrasing, what you heard. This is especially important for younger children. This shows your child that you listened and understood. Doing this often encourages someone to talk more.

- Make sure your children know your job change is no one's fault. Children tend to see things in black and white terms so it is important to clarify how the change came about or what may happen. They may think you did something wrong or they may feel somehow responsible or financially burdensome. Regardless of their age, children need realistic reassurance in these matters.

- Help your child keep their concerns in their proper proportions. Help them know you and the family will get through the transition.

- Encourage your children to continue talking with you and to let you know how they are feeling whenever they like.

- Children need to feel they are helping. If finances are a concern, taking a small cut in allowance, deferring expensive purchases or getting an after-school job can make them feel they are part of your financial management strategy.

- Children depend on daily routines. Keeping family routines in

place helps children be less anxious and recognize that you will guide the family through this change.

- Offer physical reassurance, such as hugs and time together. Words and actions are important to keeping normalcy in your life and working through the job transition together.

- Continue to use your parenting skills, knowledge of your child and family traditions to reaffirm your love and support for one another.

### Managing Change Together

It is important to recognize that any job change or potential disruption of your work life is not yours to bear alone. If we look at this life stressor as a family affair, it helps share the burden and move all of you through the change successfully. Your closest allies and supporters are your family. Share information, discuss your feelings and gain their support!

Another important resource

available to USPS employees and family members is the Employee Assistance Program. The EAP has information and resources that can help you and your family understand and cope with the normal reactions and relationship concerns that happen in a situation such as a job transition. You can reach your EAP by calling 1-800-327-4968 (TTY: 1-877-492-7341) or locate resources online at [www.EAP4YOU.com](http://www.EAP4YOU.com).

### 2017 SPAC Contributors

Continued from page 19

Supporter (\$100)		
Bradley, Roxanne	CA	Branch 127
Johnson, Deborah	CA	Branch 88
Murillo, Mariel	CA	Branch 466
Sande, Kokoye	CA	Branch 127
Cox, Jacqueline	FL	Branch 93
Lastrapes, Ebony	LA	Branch 209
Minor, Sandra	LA	Branch 209
Gilbert, Jevonda	NC	Branch 183
Kofsky, Jonathan	NJ	Branch 568

Wadsworth, Joel	NM	Branch 295
Rodriguez, Jose	PR	Branch 216
Richardson, Elizabeth	TX	Branch 86
Crosby, Patrick	UT	Branch 139
Fratto, Jeff	UT	Branch 139
Gerber, Melissa	UT	Branch 139
Holley, Deborah	VA	Branch 526
Mitchell, Mary	WA	Branch 61

### Drive for Five Earned in August

McCabe, Ronnie	MI	Branch 508
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**THRIFT SAVINGS PLAN**

**We offer 5 core funds that you can customize based on your comfort level...**  
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## Fix It!

By Joe Bodary

Things have been pretty stressful lately as we try to cut overtime, hours, personnel and more due to the decline in the mail volume. I'm sure everyone gets that; we are reducing. But there are so many new programs to show us how we really aren't doing good enough and we are being blasted with too much info—to the verge of information overload.

We are not robots. We have limits on how much we can take in and process effectively. When things come too fast, we can't always retain the info. The fact we are human does not play into the equation. That's when trouble starts.

As postmasters, we constantly

are reminded that we are responsible for everything in our unit; we all are aware of that. But the powers that be love to remind us. We are constantly being told to "fix it!" But there are no suggestions regarding how to fix it and no time to analyze the data and come up with a plan. So, just "fix it!"

If it isn't fixed, the postmaster is mandated to go to the plant after their office closes every night until it's fixed! It's as if we have magic powers that, when we look at things, they get corrected. Or you're told to meet at the district at 6 a.m. before the office opens to explain why you can't fix it!

We have a letter from Postmaster General Megan Brennan stating meetings should take place during normal business hours for exempt employees. There are several sections in the *ELM* for exempt postmasters that pretty much state the same thing. Yet we

are ordered to meet outside our normal tour, away from our families, so we can "fix it!"

I'm as dedicated as the next person to my job. I will give 110 percent while I'm at work; however, order me away from my family and we have problems.

Most problems are fixable. They need extra time and attention to fix. Also, you have to find out what the problem is before you can create a plan to fix it. A lot comes down to accountability—holding your employees accountable. That does not mean just telling them to "fix it!" We have to make sure they know what to do, train them, make sure they understand and then hold them accountable.

The district has that responsibility, as well, but they are scrambling and spending all their time trying to find out who to blame rather than supporting the peo-

L 2050 Born 1983 or later	L 2040 Born 1973-1982	L 2030 Born 1963-1972	L 2020 Born 1954-1962	L INCOME Born 1953 or earlier
<b>What It Is:</b> A mix of core funds designed by our experts	<b>What It Is:</b> A mix of core funds designed by our experts	<b>What It Is:</b> A mix of core funds designed by our experts	<b>What It Is:</b> A mix of core funds designed by our experts	<b>What It Is:</b> A mix of core funds designed by our experts
<b>Consider If You:</b> Were born 1983 or later or plan to need your TSP savings in 2045 or later	<b>Consider If You:</b> Were born 1973-1982 or plan to need your TSP savings between 2035 and 2044	<b>Consider If You:</b> Were born 1963-1972 or plan to need your TSP savings between 2025 and 2034	<b>Consider If You:</b> Were born 1954-1962 or plan to need your TSP savings between 2018 and 2024	<b>Consider If You:</b> Were born before 1954 or are using your TSP savings or expect to in the next year
<b>Strategy:</b> Focused more on the potential for high growth over time than on the preservation of assets	<b>Strategy:</b> Focused more on the potential for high growth over time than on the preservation of assets	<b>Strategy:</b> Aims to provide moderate-to-high growth over time with a low emphasis on preserving your assets	<b>Strategy:</b> Aims to provide moderate growth with a moderate emphasis on preserving your assets	<b>Strategy:</b> Aims to preserve your assets while providing some growth

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With the exception of L Income, the investment mix of each L Fund becomes more conservative over time. To change your investments, log into the My Account section of [tsp.gov](http://tsp.gov) and choose "Contribution Allocations" or "Interfund Transfers" on the left.

# NAPS Training Calendar

ple in the field. We all know that support offices are not there to “support” you, but rather to “get you.”

It takes time to fix a lot of the issues, but we need to take the time to do it and let your boss know what you are doing to fix the problems. We need to do a better job of communicating to the powers that be the actions we plan on taking to correct an issue. I've had postmasters call me about meetings outside their tours. Suddenly, the issues get corrected or improved. The powers that be say that's because they brought you out of your comfort zone to late-evening work, when, in actuality, you may have been working on a plan all along.

My point is once something is brought to your attention, begin making a plan to correct or improve it. Share with your boss the actions you are going to take, when you have taken them and when you expect the results to show. Then go home and spend time with the ones you love!

Peace.

[jbod@aol.com](mailto:jbod@aol.com)

*Joe Bodary is a NAPS Michiana member and postmaster of Lincoln Park, MI.*

## Aug. 2 Consultative

*Continued from page 9*

CCAs) currently is being facilitated at the district level without postmaster participation. NAPS contends this practice does not allow postmasters the opportunity to interview applicants before they are assigned to their offices. Also, when this happens, postmasters are unable to review the information contained on the employee's interview worksheet before being assigned to their offices.

NAPS requests that EAS-18 postmasters be allowed to conduct an applicant's final hiring interview before they are assigned to their offices.

## Southeast Area Training

**Sept. 30, 2017**

**Conducted by:** Southeast Area VP Bob Quinlan

**Location:** Embassy Suites by Hilton Orlando North, 225 Shorecrest Dr., Altamonte Springs, FL 32701

**Hotel Rate:** \$115; call (407) 834-2400 for reservations

**Training topics:** How to prepare an I&I and write the MSPB appeal, presented by Wheeler Upham, P.C. Other topics TBD.

## Northeast Region Training Seminar

**Sept. 29-Oct. 1, 2017**

**Conducted by:** Northeast Region VP Tommy Roma, New York Area VP Jimmy Warden, New England Area VP Greg Murphy and Mideast Area VP Hans Aglidian

**Location:** Villa Vosilla Resort Hotel, 6302 Main St., Tannersville, NY 12485; (518) 589-5060

**Hotel Rate:** One king/two queens, multiple occupancy: \$310.80 per person; one king, single, \$462.00; one queen, multiple occupancy, \$294.60 per person; \$435, single. Price includes tax, gratuities, all meals, a gift, coffee breaks, discounted drinks at the bar, a meet-and-greet party Friday and Saturday, 5:30 to 7 p.m., with complimentary finger foods, beer and wine; nightly entertainment. Call the hotel directly and mention NAPS to get these special rates.

**Registration Fee:** In lieu of a registration fee, attendees will be asked to make a donation to SPAC.

**Training Topics:** NPA, discipline, DDF representation, sales and an open forum

**Instructors:** Doug Tulino, Cliff Rucker, Michael

Rakes, Ivan D. Butts, Charlie Scialla and other subject-matter experts

## Central Region Training

**Nov. 10-11, 2017**

**Conducted by:** Central Region VP Craig Johnson

**Location:** Chicago Marriott Southwest at Burr Ridge, 1200 Burr Ridge Parkway, Burr Ridge, IL 60527

**Hotel Rate:** Special NAPS group rate of \$139/night; call (630) 986-4100; reservations must be made by Oct. 18

**Registration Fee:** TBD

**Training Topics:** Advocacy, legislation and others TBD

**NAPS Speakers:** President Brian J. Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore

## Eastern Region Cabinet Meeting

**Jan. 11-14, 2018**

**Conducted by:** Eastern Region VP Richard L. Green Jr., Mideast Area VP Hans Aglidian, Capitol-Atlantic Area VP Troy Griffin and Pioneer Area VP Tim Needham.

**Location:** Renaissance Cleveland Hotel, 24 Public Square, Cleveland, OH 44113; (216) 696-5600

**Hotel Rate:** \$109 plus tax

**Registration Fee:** \$225

**Training Topics:** Advocacy, DDF representation, Medicare integration, legislative update and managing the finances of your local branch

**Presenters:** Glen Smith, Doug Tulino, Ivan Butts and Chuck Mulidore

NAPS further requests that EAS-20-and-above postmasters or their designees be allowed to conduct the final hiring interview of applicants before placement in their offices.

*The Postal Service does not recognize NAPS as the representative of postmaster positions in accordance with Title 39 § 1004. Therefore, it would be inappropriate to discuss this agenda item as a matter of consultation with NAPS.*

**Resolution 109:** Currently, the USPS requires a Zone of Tolerance (ZOT) of two years prior to a post office being upgraded to an earned higher level.

NAPS notes there currently is no zone of tolerance required for a station or branch to be upgraded. NAPS requests that when a post office demonstrates for 90 days it qualifies for an office increase through the factors used in the postmaster workload service credit system the office is immediately upgraded.

*The Postal Service does not recognize NAPS as the representative of postmaster positions in accordance with Title 39 § 1004. Therefore, it would be inappropriate to discuss this agenda item as a matter of consultation with NAPS.*

## New Jersey: A Centennial Celebration

By **Patricia Jackson-Kelley**  
President

**A**s the airplane leveled off and we no longer could see the shoreline of the gleaming blue Pacific Ocean, I reclined my seat. A feeling of peacefulness began to spread over me; the takeoff was successful and we now were headed to New Jersey. I felt my breathing and tightened shoulders relax and return to normal. As I put my boarding pass away, a bit of nostalgia briefly interrupted that feeling of relaxation into which I was about to sink further.

I stared out the sunlit window and recalled the many degrees of emotional stages and struggles that once erupted in my spirit when I relinquished my New York residency. The year was 1979 and I had enlisted in the United States military. The first sadness that overcame me was I had to leave my immediate family; they now would be thousands of miles away. Yet, being able to leave the cold, freezing snow drifts and ice was an equalizer that prompted me to make the decision to leave.

Over the years, trips to my home state have been infrequent, especially since my mother died several years ago. But then, I received an invitation to attend the celebratory 100th anniversary of the New Jersey State Branch. The initial invitation extended by Convention Co-Chair John Szpyhulsky and ongoing follow-up phone calls from Chris Szpyhulsky regarding my safe travel

arrangements were sincerely appreciated. State President Tony Dallojano and his officers prepared, organized and presented a very pleasant and informative convention.



Auxiliary Mideast Area Vice President and New Jersey State President Cathy Towns led the Auxiliary business sessions in an efficient and timely manner. Please keep Cathy in your thoughts and prayers as she is scheduled for surgery.

Furthermore, I wish to thank everyone for their gifts, kindness, hospitality and all considerations imparted on my behalf. It also was great and inspiring being able to share time with NAPS President Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and Eastern Region Vice President Richard Green Jr.

Most recently, I attended the 2017 Western Region Training Seminar in Denver. Western Region Vice President Marilyn Walton spearheaded this informational seminar. The Auxiliary also was very active. Western Region Vice President Lee Leopold and other Auxiliary members solicited SPAC donations and provided a chance for participants to take part in the 50/50 drawings. Lee also facilitated the Auxiliary meetings and conducted an excellent workshop on the rising impact of HIV infection among the aging population. It also was our great pleasure to welcome Auxiliary Secretary Bonita Atkins.

In closing, please remember to

### Auxiliary Branches

If you did not pay your National Auxiliary dues by July 31, 2017, the dues are delinquent. Please submit your National Auxiliary dues—as soon as possible—to Auxiliary Secretary Bonita Atkins, PO Box 80181, Baton Rouge, LA 70898. Make checks payable to the “National Auxiliary to NAPS.”

submit your membership dues and actively recruit new members. As each branch grows, all of NAPS is strengthened. This continues to be one of my visions for our organization. The core purpose of a vision, as noted in the article “Follow the Divine Fire” by Dr. Ken Gordon, “is to put before us an idea that is bigger than what we already know.”

So, as I visualize an ever-increasing number of Auxiliary members joining our purpose and journey to excellence, it is not difficult to model a renewed reality—a reality bigger than what we once believed. Now, all members can have the same view of the road to excellence.

Peace and continued expansion.  
[geekell@aol.com](mailto:geekell@aol.com)



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Total VISA Purchases During August 5 - December 31, 2017	Prize Amount
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\$1,000 - \$2,500	\$100

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\*APR-Annual Percentage Rate. Your actual APR will be determined at the time you apply and will be based on your application and credit information. Not all applicants will qualify for the lowest rate. Rates quoted assume excellent borrower credit history. Rates are set by the Board of Directors and may change without notice.



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