Pay Talks

Putting the Pieces Together for a Fair and Equitable EAS Pay Agreement

page 3
The objective of the Association shall be to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve the service, to raise the standard of efficiency, and to widen the field of opportunity for its members who make the Postal Service or the federal government their life work.
The Pay Talks Process

On Sept. 21, NAPS received the Postal Service’s initial FY 2016-2019 EAS pay proposal for NAPS to consider. Now what? Well, I think it’s best to explain how the EAS pay talks process works so our members have a better understanding of what is required of the Postal Service and NAPS when it comes time for pay talk consultations. I said consultations—not negotiations. There is a difference and I will explain that later in this column.

But first, it is important to know that EAS pay talks with the USPS is a process governed by federal law and established under Title 39 U.S.C. §1003 and §1004. Section 1003 (a) requires the Postal Service to maintain compensation and benefits for all officers and employees comparable to the compensation and benefits paid for similar levels of work in the private sector of the economy.

Section 1004 (a) states it shall be the policy of the Postal Service to provide compensation, working conditions and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel. It further requires the USPS to provide adequate and reasonable differentials in rates of pay between employees in the clerk and carrier grades in the line workforce and supervisory and other managerial personnel.

To summarize sections 1003 and 1004, the USPS must first present NAPS with an EAS pay proposal that provides: 1) Pay comparable to the private sector for similar levels of work; 2) Fair and equitable pay differential to craft employees; and (3) Pay that will attract and retain qualified and capable supervisory and other managerial personnel, known as EAS—Executive and Administrative Schedule.

You may be asking why USPS pay talks with NAPS have taken so long to begin given that our 2011-2015 EAS Pay Agreement expired on Sept. 30, 2015. According to Title 39, within 45 days on which an agreement is reached on a collective bargaining agreement between the USPS and the largest postal union at the time, the Postal Service shall make a proposal for any changes in pay policies and schedules and fringe benefit programs for members of the supervisors’ organization that are to be in effect during the same period as covered by such agreement. That supervisor organization is NAPS.

In summary, the NALC was determined to be the largest postal union. When the NALC ratified its National Agreement on Aug. 7, 2017, the 45-day clock started for NAPS and the USPS. The USPS had until Sept. 21 to provide NAPS with an EAS pay proposal. That has occurred.

What happens next? According to the law, the Postal Service and NAPS shall strive to resolve any differences concerning the proposal. This may require NAPS and the USPS to go back and forth on various pay and benefit issues. This is called consultation—not negotiation. In the end, the Postal Service will provide NAPS with a final EAS pay package after giving our recommendations “full and fair consideration.” This final pay package must come within 90 days following the submission of the USPS’ initial pay proposal, which is on or before Dec. 20.

If NAPS is satisfied with the USPS’ final pay proposal, then we do nothing and the USPS implements it accordingly. However, if NAPS is not in agreement and believes the Postal Service did not follow the provisions of Title 39, NAPS has another option to seek a favorable EAS pay agreement. It is called fact-finding.

Under fact-finding, within 10 days following the receipt of the USPS’ final pay decision, NAPS may request the Federal Mediation and Conciliation Service to convene a three-member panel to consider and address our pay issues. NAPS and the USPS then would present their cases to the fact-finding panel.

The panel may make recommendations to the USPS after hearing both sides. Before giving NAPS a final EAS pay package, the Postal Service is required by Title 39 to give full and fair consideration—there’s that phrase again—to the fact-finding panel’s recommendations and explain in writing any differences between the USPS’ final decision and the panel’s recommendations.

Continued on page 16
The Postal Service’s Culture of Questionable Integrity

Before addressing an alleged integrity issue by a legislator against an EAS employee, we must, as advocates, first look at how the USPS has created a culture and environment of acceptance for this level of conduct. This has been created and demonstrated in the Postal Service’s policies and procedures; it has implanted a seed of acceptance of acts lacking integrity by EAS employees. Below are examples of how the agency has created this environment.

There is a standing directive within postal policies and procedures to be followed each day in operations at specified postal facilities. The task of completing manual entries in time and attendance is a required and acceptable function of maintaining postal records. It is outlined in, and supported by, “Handbook F-21,” section 144.3 which reads, in part:

144.3 Adjusting for Missing Clock Rings
144.31 Special Attention Required

Missing clock rings are a serious matter and require special attention. If a timekeeper discovers that a clock ring is missing from an employee’s time card, the timekeeper should call it to the attention of the appropriate supervisor. The supervisor is permitted to manually enter the missing clock ring according to the supervisor’s best estimate [emphasis added] of the time that the clock rings would have been recorded.

The USPS issued a procedural update in September 2012 to allow Health Resource Management (HRM) managers to automatically authorize continuation of pay (COP) for employees by placing a check in the auto-authorize COP box. Normally, when an employee indicates their leave request is associated with an injury on duty and the leave type, 071, continuation of pay, is used, an IOD/COP authorization (leave type 071) is sent to the HRM specialist.

The specialist, in turn, validates that the request is applicable and in conjunction with a legitimate injury claim that is supported by appropriate medical documentation following FECA regulations. This step is designed to ensure the integrity of the process is maintained and minimize the need to recover monies that could be owed. The agency’s procedural update allows for COP to be authorized without the appropriate safeguards to prevent fraud and creates a culture of diminished integrity on the part of the HRM manager.

The USPS has issued procedures for addressing end-of-day (EOD) scanning operations. The procedure identifies the mechanism for identifying scanning errors in the system. At the end of this identification process, the procedure reads, “Every piece must be reconciled daily.” The agency gives no guidance or instructions as to how this ending statement is supposed to be accomplished with integrity. In most instances, this general statement only can be accomplished through the manual manipulation of the scanning process due to the download process of the scanners, as well as the unavailability of the carrier who is the only person who can validate the disposition of the scan.

These postal policies and procedures have contributed to creating an environment and culture where it is acceptable for EAS employees to commit acts of questionable integrity to comply with these issued policies and procedures.

Now, the most recent OIG report (NO-AR-17-011) found the Postal Service was not accurately reporting delayed mail; the response from Sen. Jon Tester (D-MT) was those who engaged in manipulation or false reports should be terminated.

“To be clear,” Tester told PMG Megan Brennan, “any employee who deliberately delayed mail delivery or who knowingly misreported mail delivery should be terminated for violating the trust of America’s hardworking taxpayers and postal ratepayers.”

NAPS is concerned that Tester’s position was taken in light of prior conversations with his staff on operational issues impacting the USPS. At the time this article was written, NAPS was working on clarifying its response to Tester, as well as meeting with the OIG team that produced the audit.

On a much brighter note, Laurie and I wish you and your families a happy Thanksgiving filled with the love and joy of family and friends.

In solidarity ...

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Ivan D. Butts
Executive Vice President

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hope the approaching holiday season finds you well and ready for peak season at the post office. Peak season always is a challenging time for EAS employees as weather and parcel volumes, plus competing and unreasonable demands, further complicate our jobs. But, as always, we weather the storms, deliver the mail and cut through the clutter to deliver for the American public.

That’s what we do as EAS employees in the U.S. Postal Service—and the USPS could not do all this without you. While that is a worthy topic of discussion for any article, I wanted to share with you some important changes made at NAPS Headquarters that will not impact your job, necessarily, as an EAS employee, but the organization to which you belong: the National Association of Postal Supervisors.

First, I hope you have had an opportunity to view the new NAPS website at naps.org. The redesigned website is more functional, user-friendly and capable than our former website. Our goal is to drive traffic to our new website and make accessing information much easier. The website is mobile friendly, as well. This is key in today’s world, where we all use our cell phones to access various types of news and information.

For NAPS advocates, the information flow is neater and more organized. For those wanting to find out how to join NAPS or information about NAPS, the information is easy to access, without having to go through multiple screens to find what you are looking for. This modern, cleaner and user-friendly website will be a great asset as you seek to better represent our members or sign up new members, which, by the way, you have done an outstanding job already—more than 27,050 members and growing.

Part of the diversity of the new website is the ability to register for the Legislative Training Seminar held annually in Washington, DC, each March. Also, you can register for the 2018 National Convention to be held at the Mohegan Sun Resort in Connecticut in August. This will streamline the registration process for both events and further help us accomplish our mission to drive member traffic to our NAPS website, making it the key resource for news, information, legislative updates and advocacy efforts.

Please check out the website if you have not done so already and let me know your thoughts. Email me here at NAPS Headquarters or call; after all, the website is for you, our members, and we want you to find it useful and helpful.

One other major change at NAPS Headquarters is we changed banks. We terminated our previous banking relationship and have now signed on with Signature Federal Credit Union. This allows NAPS to save a significant amount of money in fees, plus gives us the ability to earn interest we were not capturing previously. Signature has partnered with us to help us grow your membership dollars, while saving NAPS members money in the process—a win-win for sure.

This new relationship will allow our organization to get financially stronger and keep us viable as the premier management organization representing you with Postal Headquarters. Not to mention Signature already partners with us by attending NAPS events, advertising every month in The Postal Supervisor and offering NAPS members an affinity credit card that not only rewards our members, but NAPS Headquarters, as well.

This is the type of vendor partnership NAPS should engage in—one that mutually benefits each partner. It just makes sense. This banking change will not affect our investment portfolio, as that is strong and currently well managed.

Okay, I hope I have not bored you! But I think it’s important that NAPS Headquarters shares with you how we are spending and investing your hard-earned membership dollars. My pledge as the guardian of those funds is NAPS will always operate with one vision in mind: that this grand organization belongs to you and we must always keep you at the forefront of everything we do. Have a wonderful Thanksgiving and may God bless each of you throughout the holiday season.

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Temporary TSP Rule Change for Hurricane Victims

The Thrift Savings Plan (TSP) has made a temporary change to the financial hardship withdrawal rules for participants affected by hurricanes Harvey and Irma. As of Sept. 1, 2017, for Hurricane Harvey and Sept. 13, 2017, for Hurricane Irma, the TSP will treat any “Financial Hardship In-Service Withdrawal Request” as a qualifying hardship and will waive the rule prohibiting employee contributions for six months after taking a hardship withdrawal provided one of the following is true:

1. Your primary residence or place of employment is located in a covered disaster area and has incurred a loss as a result of Hurricane Harvey or Irma.

or

2. Your hardship withdrawal will be used to assist an eligible family member who lives or works in a covered disaster area and who has incurred a loss as a result of Hurricane Harvey or Irma.

In addition, you must also meet all of the following requirements:

• You must be actively employed as a federal civilian or a member of the uniformed services.

• You must complete Form TSP-76, “Financial Hardship In-Service Withdrawal Request.”

• You must write “Hurricane Harvey” or “Hurricane Irma” at the top of page 1 above the name of the form.

• You must check the “Personal Casualty Loss” box on page 2, Item 18 of your request form, as the reason for requesting financial hardship.

• Your request must be received in our office by Jan. 24, 2018, and, in compliance with IRS guidelines, your distribution must occur before Jan. 31, 2018. Any “Financial Hardship In-Service Withdrawal Request forms received after Jan. 24, 2018, will be processed as a standard hardship withdrawal and your TSP contributions will automatically stop for six months.

If you want to stop your TSP contributions, complete Form TSP-1, “Election Form” (Form TSP-U-1 for uniformed services) or use your agency or service’s automated system.

This rule change is not retroactive and all other Form TSP-76 rules apply. Participants may only receive one hardship withdrawal under this change. If you have questions about this change, call the toll-free Thrift-Line at (877) 968-3778. Outside the U.S. and Canada, please call (404) 233-4400 (not toll-free).

What to Do if You Disagree with FEMA’s Decision Letter

Federal Emergency Management Agency (FEMA) applicants who have been found ineligible for assistance can request FEMA to revisit their cases. Applicants must read their letters carefully; it should explain any problems that could be corrected.

If a mistake has been made, the applicant should let FEMA know right away by calling the FEMA Hotline—(800) 621-3362; TTY: (800) 462-7585—or visiting a Disaster Recovery Center.

Everyone has the right to appeal. Appeals may relate to eligibility, the amount or type of help provided, a late application, a request to return money or continuing help. The appeal must be sent to and postmarked within 60 days after you receive your letter.

Explain in writing why you think the decision about the amount or type of assistance is not correct. When submitting the letter, the applicant needs to include their full name, date and place of birth and current address. Sign the letter; it must be notarized and accompany a copy of a state-issued identification card. If you cannot do that, write: “I hereby declare under the penalty of perjury that the foregoing is true and correct.”

Date the appeal letter and include the FEMA application number and the disaster number (DR-4332) and mail to: FEMA National Processing Center, PO Box 10055, Hyattsville, MD 20782-7055; fax: (800) 827-8112, attn: FEMA.

John Russell, Boston Branch 43, found this plate in a local flea market. On the back, the plate reads, “Issued in tribute to the Postmaster General of the United States, Honorable Jesse M. Donaldson.” Donaldson, appointed by President Harry S Truman, was the 53rd PMG, serving 1947 to 1953. He was the first PMG to have started his career as a letter carrier.
Minneapolis Branch 16 hosted its annual Retiree Steak Fry Dinner and golf outing on Sept. 8. More than 20 retirees, as well as many active NAPS members, attended this very special event. The Minneapolis Postmaster and Northland District senior plant manager provided congratulatory remarks and a USPS update.

NAPS National President Brian Wagner, Central Region Vice President Craig Johnson and North Central Area Vice President Dan Mooney also congratulated the retirees. The NAPS officers gave remarks and provided an update on current legislation, NAPS training and upcoming pay talks. They encouraged the active and retired members to stay involved in NAPS.

Detroit Branch 23 members met with Past President Louis Atkins and Central Gulf Area Vice President Cornel Rowel while they were in Detroit. From left: Branch 23 President Ken Bunch, Legislative Delegate Delores Hunter, Atkins, Junebug Wardell and Rowel.

Jackson, MS, Branch 199 officers Linda Turner and Mildred Hill worked the NAPS table at the Jackson Career Awareness Conference in September.

NAPS members from Sacramento, CA, Branch 77 and Central Valley (Stockton) Branch 197 enjoyed one-on-one face time with Rep. Ami Bera (D-CA), discussing postal and federal concerns and general political issues. From left: Marco and Benerisa Perez, Jackie Rominger, Bera, Brenda Hampton, Anna Sykes, Karyn Rahming and Marsha Danzy.
NAPS purchased a table for 10 for Rep. Mike Thompson’s (D-CA) fundraiser, a barbeque dinner in Crockett, CA. Joined by NARFE Vallejo President Robin Leong, NAPS members thanked Thompson for his continued support of postal and federal benefit issues.

Bob Martin and former Western Region Vice President Dorotha Bradley

Ann Mitchell, secretary for Fort Worth Branch 124, attended a seniors’ seminar given by Rep. Marc Veasey (D-TX). With help from Executive Vice President Ivan D. Butts, SPAC Manager Katie Maddocks and Texas Area Vice President, Jaime Elizondo, Mitchell introduced herself:

“As a senior, I felt the information offered here today would be helpful. I am a Postal Service retiree, but I’m not exempt from potential mail scams. And although I’m not a constituent of Rep. Veasey, I am the local NAPS branch secretary. As a NAPS member, I am a regular, voluntary contributor to the Supervisors’ Political Action Committee (SPAC), which has supported Rep. Veasey.

“However, the support is not unbalanced. Rep. Veasey consistently supports issues regarding the Postal Service. For instance, I recently learned he has signed onto House resolutions supporting service standards, door delivery and six-day delivery. Thank you, congressman, for your support!”

Veasey took a photo with Mitchell, who said she was going to send the photo to NAPS Headquarters. Veasey’s staffer gave Mitchell his card and told her to contact the office any time with concerns, despite her not being a constituent.

From left: North Houston Branch 589 President A.J. Washington, Houston Branch 122 President Pamela Davis and Past President Charleen Jones worked the NAPS table at the Houston District Career Awareness Conference in July.

Texas Area Vice President Jaime Elizondo conducted a class at the conference.

NAPS members enjoyed the barbeque dinner.

Westchester, NY, Branch 336 held its September meeting on the Klondike, a cruise boat that travels the Long Island Sound and East River in New York City. Some local branches joined Branch 336 for a meet-and-greet branch meeting on the pier before the cruise. Everyone enjoyed the dinner cruise and the lights of the city’s skyline.

Executive Vice President Ivan D. Butts and Branch 336 President Linda Morgan-Glover spoke at the meeting on the pier before the cruise.

Front row, from left: Branch 100 President Tom Hughes, Branch 336 Treasurer Rita Cody, Branch 336 President Linda Morgan-Glover, Tu Tu (Branch 100) and Dennis Gawron (Branch 935).

Back row: Branch 336 Vice President Larry Berry, Butch Maynard (Branch 51), New York Area Vice President Jimmy Warden, Drew Martin (Branch 100), Mike Connors (Branch 51) and Executive Vice President Ivan D. Butts.
## 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)

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Please note that the above information is extracted from the provided image and formatted for clarity and ease of reading.
eonna Flaherty, president of host Denver Branch 65, called the 2017 Western Region Bi-Annual Training Seminar to order at the Sheraton Denver Downtown Hotel. During the opening ceremony, we welcomed Greg Graves, USPS vice president, Western Area Operations, and Larry Munoz, vice president, Pacific Area Operations. They were impressed at the turnout of more than 170 Western Region NAPS members; 12 out of 13 Western Region states were represented.

The area vice presidents thanked NAPS and Auxiliary members for their commitment to the Postal Service and to a partnership with NAPS. NAPS President Brian Wagner offered greetings and participated throughout the event.

We were pleased the three NAPS resident officers traveled to Denver to join us and participate in training and information-sharing. Our National Auxiliary partners—President Patricia Jackson-Kelley, Treasurer Bonita Atkins and Western Region Vice President Lee Leopold—held their meetings in conjunction with NAPS and supported our efforts with two outstanding SPAC fundraisers.

The theme of this year’s training was engagement. Through our speakers and presenters, we provided information, tools, techniques and presentations that would help members be more engaged in the workplace.

USPS Headquarters and the Western Area sent presenters to support our theme. We were honored to welcome Loretta Tolliver, manager, USPS Headquarters Employee Engagement Program, and Joseph Bruce, manager, USPS Headquarters Human Resources. Representing the USPS Office of Inspector General were Kimberly Ray and Jewell Taylor, special agents/attorneys.

The Western Area sent Brian Munoz, USPS Pacific Area Vice President (A) to represent the area.

NAPS national officers held a question-and-answer session with members.
Odem, attorney, Law Department, and Jomo Thomas, EAP coordinator. Their messages were geared toward engaging in the workplace and not letting relationships get in the way of achieving the mission of providing service to the customers.

NAPS Executive Vice President Ivan D. Butts provided training on the SPAC process and awarded SPAC pins to Western Region members who reached a specific level of giving. He also provided legislative update training. Wagner and Secretary/Treasurer Chuck Mulidore teamed for a presentation on officers’ duties. Mulidore also recognized branches that achieved significant numbers of new members and shared that, nationally, NAPS membership had increased by 1,400 members.

Past President Louis Atkins attended; he always is a good sport. Atkins, Wagner and Mulidore joined the California Players in demonstrating the wrong, then the right way, to conduct a consultative meeting. Special thanks to Marilyn Jones, Yolanda Grayson, Marsha Danzy, California State Branch 39 and California State and Shawn Buffet, Branch 376, for participating.

I hosted the first-ever, pre-seminar representative training. Tom Muther, a local attorney and NAPS advocate in the Colorado District, presented, “Your NAPS appeal needs this.” We welcomed longtime NAPS friend Patty Hansen, currently a Western Area Engagement ambassador. NAPS former Rocky Mountain Area Vice President John Aceves was indispensable in helping with all the production equipment, as well as doing a presentation on “Communicating through Engagement.”

We also had a great presentation on “Generations: Exploring Our Bias” by Chuck Roberts, a NAPS member and Ph.D. candidate. The goal was to help us understand the different generations in the workplace. Currently, there are five generations working in the Postal Service, mostly baby boomers and millennials.

Along with the extensive training, some outstanding sponsors provided information on Medicare Part B, financial planning, Thrift Savings Plan management, long-term health care and government benefits and retirement planning. The presenters...
and sponsors provided a wealth of information and handouts so attendees could review important information once they returned home.

Marsha Danzy, California State legislative consultant, coordinated a SPAC fundraiser. She sent out a “call to action” requesting gift cards and gifts, then provided envelopes to document cash, check and credit card donations. The NAPS and Auxiliary SPAC fundraisers were very successful. Thanks to all the branches for their donations and participation. We also want to thank Denver Branch 65 and the many volunteers who helped make our bi-annual training seminar a success.

NAPS Pacific Area Vice President Hayes Cherry, Northwest Area Vice President Cindy McCracken, Rocky Mountain Area Vice President Myrna Pashinski and I worked very hard to ensure our members received the most current information to help them confront negative situations, intimidation, harassment and other challenges in the workplace, as well as gain valuable knowledge to take back to their members.

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Employee Engagement—What Does It Mean?

By Richard L. Green Jr.
Eastern Region Vice President

The Postal Service recently sent out Quarter 4 Postal Pulse surveys. The surveys are an opportunity for each of us to voice our opinions regarding the current direction and climate of the Postal Service. I feel very strongly about completing the survey; I hope each of you feels the same. This is your opportunity to tell the agency how you feel.

In this article, I want to focus on three of the questions: 1. Do you know what is expected of you at work? 2. Do you have the materials and equipment to do your work right? 3. At work, do your opinions seem to count?

Do you know what is expected of you at work? This is a very challenging question for EAS employees. We chase after so many targets, it becomes very difficult to always know what is expected of us at work. A recent survey of 1,800 global executives (Strategy & Coherence Profiler) regarding this issue revealed a wide range of related management ailments, including:

- Most executives (64 percent) report they have too many conflicting priorities.
- The majority of executives (56 percent) say that allocating resources in a way that really supports the strategy is a significant challenge, especially as companies chase a wide set of growth initiatives.
- 81 percent admit their growth initiatives lead to waste, at least some of the time.
- Nearly half (47 percent) say their company’s way of creating value is not well understood by employees or customers.

So, if these are the thoughts of leading executives across the world, how can EAS employees be expected to know what is expected of them when the goals are ever-changing? At our core, we are a company that collects, processes and delivers mail service to the American public. I believe our focus should be on the core principles that have resulted in the Postal Service providing excellent service to the American public for the past 240 years! Chasing after too many targets only leads to confusion and chaos.

Do you have the materials and
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:

2. **You don’t get the match.** If you are a FERS participant and you are not contributing your own money to your TSP account, you are missing out on free matching money from your agency. Missing that matching money could be the difference between a comfortable retirement and a difficult one. You receive matching contributions on the first 5 percent of pay you contribute each pay period.

**Solution:** Increase your contributions to 5 percent to keep from losing what could amount to thousands, even tens of thousands, of agency matching dollars over time. To do this, log into your agency’s electronic payroll system—LiteBlue—and increase your contributions amount.

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.
Simply Awesome!

By Tim Ford
Southern Region Vice President

As I write this, Hurricane Maria just swept through Puerto Rico, leaving the entire Caribbean destroyed. I am overwhelmed with the intensity and ferocity of the natural disasters that recently have challenged our country, our homes and our jobs. Mother Nature has shown her awesome power. Mother Nature has shown her awesome power, striking us with every conceivable natural disaster: floods, tornadoes, fires, earthquakes, landslides and, of course, hurricanes.

Many of our members in the South have been affected directly by these storms and face a monumental task rebuilding their homes and caring for their families while trying to maintain their position at work. During the recent storms that affected Texas, Louisiana, Mississippi, Alabama, Georgia and Florida, as well as the Caribbean, the Postal Service clearly showed compassion and discretion by closing offices that were in harm’s way early enough for employees to secure their families and property.

During these storms, the USPS regularly updated NAPS on conditions and closures in the field so we could respond to questions from our members. I personally received updates and phone calls from the Southern Area daily. Thank you to Southern Area Vice President Shaun Mossman and his team for their leadership during these disasters. The preventive planning certainly reduced some stress for the employees.

Losing a house to Hurricane Andrew back in 1992 made me acutely aware of the struggles facing those of you trying to recover. While the disaster is scary, recovery is the tough part. My heart goes out to each of you and I urge you to stay strong and know there is help available. Fueled by these unprecedented events, NAPS proudly has made donations to PERF—the Postal Employees Relief Fund. These funds are available to all postal employees, including EAS employees. If you are in need of help, please request help from PERF.

Just as we have seen the power of Mother Nature, we have witnessed the awesome power of human nature responding to these disasters. Time and time again, we see people helping each other, giving and sharing, donating and working—all for others. Families bond together, neighbors help each other and complete strangers reach out to those in need of assistance. And that is awesome. The compassion for others can be just as powerful as Mother Nature. The strength we show when faced with these challenges bonds us in ways that will be remembered for years to come.

Yet, somehow in spite of all these disasters and roadblocks, you are processing and delivering mail to our customers, providing them with critical communications, assisting in locating missing people and getting your job done. You are demonstrating again and again why the USPS is the most trusted and respected government agency.

I find that simply awesome.

As USPS Headquarters leadership continues to message that NAPS is part of the USPS Leadership Team, it will require a team effort by both parties working together to seek the best possible EAS pay agreement. I am optimistic that once NAPS and the USPS reach a fair, equitable and reasonable EAS pay agreement, we can continue moving forward in a positive manner to address EAS workplace environment issues. I am confident that this will result in the USPS becoming more successful each and every day, long into the future. Not to mention, it should result in EAS employees sharing in that success not just personally, but financially, as well, long into the future.

Best wishes to you and your family for a Happy Thanksgiving.

rgreen151929@aol.com

naps bw@naps.org
Please make a donation to the Postal Employees’ Relief Fund (PERF) during the Combined Federal Campaign’s open solicitation period, Oct. 2-Jan. 12. And help fellow postal employees—active or retired—whose homes were destroyed or left uninhabitable by natural disasters.

Designate CFC#10268 on the Combined Federal Campaign’s contribution form to make a tax-deductible contribution to PERF. You also may send a check directly to PERF, PO Box 7630, Woodbridge, VA 22195-7630. Do your part to support postal employees throughout the country.

For more information, go to www.postalrelief.com.
Despite the initial appeal of the President’s proposed middle-class tax cuts, federal and postal employees could end up paying in part for those tax cuts through reductions in their retirement benefits under proposals being considered by Congress. NAPS and other federal employee and retiree organizations immediately opposed the Trump budget and enlisted the help of our collective members to call and write their lawmakers in Washington to oppose the proposals. Our efforts succeeded in reducing the size of the federal workforce cuts from the Trump budget’s $160 billion down to $32 billion, the number included in the budget resolution approved by the House Budget Committee in July. The committee’s resolution calls for a total of $203 billion in mandatory savings during the next decade.

Over in the Senate, the Budget Committee’s FY 2018 budget resolution, which paves the way for its tax reform bill, refrains from paying for the tax cuts through any reductions in mandatory spending and proposes no cuts in federal employee benefits. With differences looming between the two versions of the budget resolution, House and Senate leaders will need to sit down later this fall to hammer out the differences in cuts to mandatory spending, including civil service benefits.

Until the final details are agreed on, civil servants and retirees will remain in the crosshairs of potential budget cuts that could prove costly to pocketbooks. NAPS Headquarters will continue to closely monitor developments on Capitol Hill and keep members informed of important developments. Thank you to everyone for your continued support of our advocacy efforts.

Postal Reform Update

The focus on tax reform in the House also has had collateral fallout in other ways affecting postal interests. Despite House oversight committee approval of postal reform legislation (H.R. 756) earlier this spring, two additional House panels responsible for the measure have been slow to give their approval.

Before the postal reform bill can proceed to the House floor, the House Ways and Means and Energy and Commerce committees must mark up and approve the Medicare integration provisions in the bill. Both committees have jurisdiction over Medicare, but have not held hearings on H.R. 756 or scheduled action to consider the impact of Medicare integration. Their delay is largely due to the overwhelming attention devoted by committee leaders and staff to tax reform, essentially sidelining the postal bill.

Some Hill sources have indicated that, until a tax reform package clears the House, the Ways and Means Committee may not act on H.R. 756. Let’s hope that’s not true. Congress should be able to multi-task on urgent legislative matters.

bruce@moyergroup.net

Will Tax Cuts Be Funded With Your Retirement Benefits?

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.
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  5  5  5  5  5  5  5  5
  (Example: 77225555512345678).
- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the “$” is already included): __________.

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.
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

<table>
<thead>
<tr>
<th>President's Ultimate SPAC ($1,000+)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bruffett, Shawn</td>
</tr>
<tr>
<td>Salmon, James</td>
</tr>
<tr>
<td>Boisvert, Michael</td>
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<tr>
<td>Meana, Frances</td>
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<tr>
<td>Phillips, Daniel</td>
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<tr>
<td>Franz, Kenneth</td>
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<tr>
<td>Gilbert, Belinda</td>
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<tr>
<td>Johnson, Conrad</td>
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<tr>
<td>Mullins, Kym</td>
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<tr>
<td>Quinlan, Robert</td>
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<tr>
<td>Rodriguez, William</td>
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<tr>
<td>Sebastian, Gerald</td>
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<tr>
<td>Strickland, Ann</td>
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<tr>
<td>Van Horn, Gail</td>
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<tr>
<td>Wagner, Brian</td>
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<tr>
<td>Winters, Michael</td>
</tr>
<tr>
<td>Foley, Paul</td>
</tr>
</tbody>
</table>

**Did you know** that SPAC data for you and your branch is just a phone call or email away? Do you ever wonder how close you are to the next donor level and pin? If you are having a NAPS meeting and would like to recognize individuals who are contributing to SPAC or find out how your branch or state compares with others, please contact SPAC Manager Katie Maddocks at NAPS Headquarters: naps.km@naps.org or (703) 836-9660.

<table>
<thead>
<tr>
<th>Current as of February 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Randall, C. Michele</td>
</tr>
<tr>
<td>Trayer, Kevin</td>
</tr>
<tr>
<td>Johnson, Craig</td>
</tr>
<tr>
<td>Geter, John</td>
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<tr>
<td>Amash, Joseph</td>
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<tr>
<td>Gawron, Dennis</td>
</tr>
<tr>
<td>Konish, Ann</td>
</tr>
</tbody>
</table>

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**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

<table>
<thead>
<tr>
<th>Contribution Amount $ _____________</th>
<th>Branch # __________</th>
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<tbody>
<tr>
<td>Name</td>
<td>____________________</td>
</tr>
<tr>
<td>Home Address/PO Box</td>
<td>____________________</td>
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<tr>
<td>City</td>
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<tr>
<td>State</td>
<td>____________________</td>
</tr>
<tr>
<td>ZIP+4</td>
<td>____________________</td>
</tr>
<tr>
<td>Date</td>
<td>____________________</td>
</tr>
<tr>
<td>Employee ID Number (EIN) or Civil Service Annuitant (CSA) Number</td>
<td>____________________</td>
</tr>
</tbody>
</table>

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.
### September Contributors

**President’s Ultimate SPAC ($1,000+)**
- Bruffett, Shawn  
  AZ  Branch 376
- Trayer, Kevin  
  MI  Branch 142
- Johnson, Craig  
  MO  Branch 36
- Reedy, James  
  WA  Branch 61

**VP Elite ($750)**
- Evans, Bridget  
  CA  Branch 159
- Patterson, Charles  
  CA  Branch 497
- Hommerson Jr., David  
  MI  Branch 130
- Croswell, Darnel  
  SC  Branch 225

**Secretary/Treasurer’s Roundtable ($500)**
- Amergian, Raymond  
  ME  Branch 96
- Van Norman, Gerald  
  MI  Branch 130
- Bollinger, Kathreen  
  MO  Branch 36
- Mitchell, Annie  
  TX  Branch 124

**Chairman’s Club ($250)**
- Sims, Reginald  
  GA  Branch 82
- Weindl, Camille  
  HI  Branch 214
- Levernier, Catherine  
  IL  Branch 270
- Rosario Jr., Arnold  
  ME  Branch 96
- Mooney, Dan  
  MN  Branch 16
- Vasquez Elms, Valerie  
  MN  Branch 16
- Halm, Frank  
  RI  Branch 105
- Hill, Earnest  
  TX  Branch 122
- Cox, Lloyd  
  VA  Branch 526

**Supporter ($100)**
- Schirching, Christy  
  NY  Branch 27
- Keen, Kevin  
  PA  Branch 35

### Region Aggregate:
1. Southern  ...................................... $61,784.64
2. Western  ........................................ $40,867.18
3. Eastern  ......................................... $33,006.99
4. Central  ......................................... $32,721.00
5. Northeast ....................................... $29,738.02

### Area Aggregate:
1. Southeast  ...................................... $38,495.00
2. Pacific  .......................................... $21,926.00
3. Capitol-Atlantic  ............................... $17,392.45
4. New York  ....................................... $14,546.52
5. Mideast  ......................................... $13,012.49
6. Texas  ............................................ $12,656.24
7. New England  ................................... $11,014.50
8. Michiana  ........................................ $10,550.50
9. Rocky Mountain  ............................... $9,564.99
10. Illini  ........................................... $9,512.00
11. Northwest ...................................... $9,376.19
12. MINK  ........................................... $6,926.5
13. Pioneer  ........................................ $6,779.05
14. North Central  ................................ $6,227.50
15. Central Gulf  .................................. $5,774.60
16. Cotton Belt  ................................... $4,858.80

### State Aggregate:
1. Florida  ......................................... $34,950.00
2. California  ...................................... $20,096.00
3. New York  ....................................... $14,141.52
4. Texas  .......................................... $12,656.24
5. Illinois  ......................................... $9,512.00

### Aggregate by Region:
1. Western  ......................................... $23,136.00
2. Southern  ....................................... $20,852.50
3. Central  ......................................... $20,471.50
4. Eastern  ......................................... $15,839.00
5. Northeast ....................................... $11,439.50

### Drive for Five

**Members by Region:**
1. Central ......................................... 78
2. Southern ....................................... 72
3. Western ......................................... 70
4. Eastern .......................................... 56
5. Northeast ....................................... 48

**Aggregate by Region:**
1. Western ......................................... $23,136.00
2. Southern ....................................... $20,852.50
3. Central ......................................... $20,471.50
4. Eastern .......................................... $15,839.00
5. Northeast ....................................... $11,439.50

Statistics reflect monies collected from Jan. 1 to Sept. 30, 2017
Below 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, 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.
Creating and Preparing the Gift That Keeps on Giving

By Dr. Susan K. Warren

The most productive workers do not have the best of everything; they just make the best of everything they have. Ingenuity happens when an employee is resourceful and cares enough about the workplace to discover a better way or, sometimes, the best way to get the job done. When we are lucky to have a team or even one person who has that commitment to the job, it is a gift to our workplace environment. Considering that Christmas is just around the corner, it is time for you to be given that blessing.

One way to do that is to demonstrate model behavior you want the workforce to adopt. Author Dr. Stephen Covey used to say, “Be a light, not a judge.” Instead of continually reflecting on what has gone wrong in the operation, celebrate what is being done correctly and make the better way the best. Guess what? You will be the same gift to your manager/boss as the gift you are receiving from your subordinates.

Another way to create trust and enthusiasm concerning the job is to ask for input from your employees. When you get their ideas, please take action and do something with them. Truly listen, ask questions, display interest and let employees know you value the time they gave to thinking about improvement.

What if an employee suggests something that is not such an exceptional idea or has been tried before without success? Give them an opportunity to attempt using their ideas for a short time during the operation. Have them demonstrate to other workers and seek others’ input, as well. The key to obtaining more feedback is to value the feedback and the persons who gave it to you.

If you enlist others in the project, cultivate that team. It reminds me a bit of brainstorming; there are no bad answers. Yes, some people may think outside the box or maybe they did not even know there was a box, but your encouragement to look for a better way will incentivize the group to use teamwork on the road to perfection. When you begin, you should notice more discretionary effort, positive attitude and a passion for the work given the newfound ownership component you have introduced into the workplace.

President John Kennedy said, “Every accomplishment starts with a decision to try.” Remember, you are the gift and the light for your employees and management when you display attributes such as flexibility, approachability, caring, transparency, being willing to make the tough decisions and being firm, but fair, with integrity. You are a true role model. You are a gift to the Postal Service and the light showing others the path to success.

Because this is the November issue, I would be remiss if I did not say happy Thanksgiving to everyone. I wish you happiness and success. I know I am personally even more thankful for the job that you do since my retirement. You truly are a blessing to your customers and the nation.

susan.k.warren@comcast.net

Thrift Savings Plan

<table>
<thead>
<tr>
<th>Fund</th>
<th>G</th>
<th>F</th>
<th>C</th>
<th>S</th>
<th>I</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>September 2017</strong></td>
<td>0.17%</td>
<td>(0.48%)</td>
<td>2.06%</td>
<td>4.26%</td>
<td>2.52%</td>
</tr>
<tr>
<td><strong>Past 12 Months</strong>*</td>
<td>2.23%</td>
<td>0.34%</td>
<td>18.62%</td>
<td>19.15%</td>
<td>19.49%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Fund</th>
<th>L Income</th>
<th>L 2020</th>
<th>L 2030</th>
<th>L 2040</th>
<th>L 2050</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>September 2017</strong></td>
<td>0.60%</td>
<td>1.02%</td>
<td>1.60%</td>
<td>1.87%</td>
<td>2.14%</td>
</tr>
<tr>
<td><strong>Past 12 Months</strong>*</td>
<td>5.32%</td>
<td>8.62%</td>
<td>12.40%</td>
<td>14.27%</td>
<td>16.05%</td>
</tr>
</tbody>
</table>

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

Visit the TSP website at www.tsp.gov
When you or someone you know is diagnosed with a chronic illness, you may experience a variety of emotions, including fear, anger and depression. Everyone reacts differently, but it's important to recognize that support is available; it is just a matter of finding the right resources.

This article outlines strategies that may help you cope with the challenges and changes—whether it is you, a family member or an employee who is living with the chronic condition. Chronic conditions include...
illnesses such as heart disease, diabetes, cancer, chronic pain, Parkinson’s disease and multiple sclerosis.

Educate yourself. Fear of the unknown is one of the most difficult aspects of facing a chronic illness. The first step is to find out what is happening as you learn to cope. The more you learn about the illness, the more your fears will be reduced and you will be better prepared to make decisions.

Confer with your doctor about the illness, treatment options, working, daily activities and emotional concerns. You can get valuable information from non-profit organizations, public libraries, health care-related websites and caregivers.

Be honest and open about your feelings. Acknowledging and talking about your feelings is important. Talking about the illness can reduce stress, help everyone feel more at ease and open the door for people to show their concern and offer support.

Develop a support network. Whether it is you or a family member, an important part of living with a serious illness is recognizing limitations. Establishing a support network is a great way to help alleviate some of the additional pressures that accompany a chronic illness.

A personal network of friends, colleagues and peers can help you maintain your emotional well-being. Often it is a matter of asking others to help. Take advantage of community services and resources; there may be family service agencies that can offer some information, as well as other volunteer programs.

Address children’s needs. Surprisingly, children are aware of their surroundings and often can sense when something is wrong, even at a very young age. If you’re not sure what to tell a child about an illness, be truthful. Not knowing what is going on can create anxiety.

What Can You Do to Help an Employee?

A co-worker’s serious illness can be traumatic for all employees. The illness impacts not only the person who is sick, but their co-workers, as well. The person who is ill needs compassion and attention. Questions may arise: Do they need someone with whom to talk? Is work becoming difficult for them to handle?

Additionally, co-workers of the sick person may benefit with processing their own feelings. It is common to feel uncomfortable and even vulnerable when someone you know is living with a chronic condition.

Coming to terms with the reality of an employee’s chronic condition can be challenging. As a supervisor, you know the work must be done, but you want to support your employee and protect their privacy. It may be a delicate balance.

Following are some simple things you can do to help your employees cope with their chronic condition:

• Be there. Sharing your time and presence is a wonderful way to show your support and demonstrate that you care. But respect the employee’s need to be alone or to rest. They may not always feel up to talking.

• Offer specific assistance. Ask, “Is there something I can do for you right now?”

• Let the employee know you

Continued on page 27
Thoughts
from the NAPS Branches

NAPS Representatives Will Fight for You

By Tony Dallojacono

I am sure all NAPS representatives have noticed that fellow EAS employees are receiving more discipline for infractions that could be avoided. First, there are a lot of newly promoted supervisors getting into trouble. Second, other supervisors are getting into trouble because they are being intimidated by higher-level managers. Finally, sometimes supervisors just do stupid things that could be avoided.

The old Associate Supervisor Program put future supervisors in offices as extras to learn and be mentored over a 16-week period. They would go to classes a couple days during the week and spend the rest of their time in an office. They would sit down with their coaches, have report cards filled out and be graded. They took tests and, if they did not pass, they could not become supervisors.

The New Supervisor Program has them training on computers for two weeks and taking courses in their offices over the computer when, in reality, there is no extra time for this when you are supervising employees.

The newly promoted supervisors are awarded positions for which they really do not get the best training. They are put into offices that have major issues; no one wants these jobs, so the new supervisors are assigned without any help or guidance. The ELM 651.3 states accountable managers/supervisors are responsible for the direct day-to-day performance management of subordinates. The accountable manager/supervisor monitors subordinates’ performance and provides appropriate resources, coaching and feedback to subordinates.

Do we really have managers who coach or mentor new supervisors? I have seen this problem more and more. The reasons may be because they don’t care, they don’t have the time or they, themselves, need more mentoring. Supervisors who feel intimidated by higher-level managers should be going to meetings and expressing themselves to their fellow members so it can be brought up and addressed at district, area or Headquarters meetings. How can we, as representatives, help if we are not aware?

No one likes to be bullied and told to do something that is not right. We can defend you for doing what’s right, but it’s difficult to defend someone when they do the wrong thing for fear of retaliation. If you are told to do something unethical, ask your superior to give it to you in writing. We all know that will never happen. If they will not put it in writing, it has to be wrong. Many EAS employees will do the wrong thing for fear they will be passed over for a promotion they want later in their careers.

NAPS representatives are here to assist, defend and fight for your rights. NAPS officers do it because we want to—not because we have to.

tjdallo1012@gmail.com

Tony Dallojacono is the New Jersey State president.

Annual Leave Exchange Program

Did you know the Postal Service offers an Annual Leave Exchange Program (ALEP)? It’s available through the LiteBlue website. The website offers a lot of information that can help you manage your employment, including a solid plan for retirement.

The ALEP offers eligible career employees the option to receive a lump-sum payment in exchange for annual leave. You only can exercise this option during open season. Employees who are eligible receive a letter about the leave exchange annually.

The ALEP applies to leave that will be earned during the next year. Once you make the exchange, you no longer are eligible to use the annual leave. Other conditions also apply.

The exchange program has a “Constructive Receipt” clause that is governed by the Internal Revenue Service. It stipulates that Postal Service employees are not allowed to exchange leave already earned that exceeds the agency’s carryover limit. EAS employees have an annual leave carryover limit of 70 days or 560 hours.

There are a number of ways in which USPS employees can make their ALE elections. You can use PostalEASE Online, LiteBlue, Blue or one of the many kiosks designated for employees to conduct business. You also may use the self-service phone option by calling (877) 477-3273.

Always make sure your contact information is correct and updated on LiteBlue so you can continue to receive valuable information to help you make important employment decisions that also will help toward retirement.

P.S.: Always remember to share what you know!
There Is a Place for You After You Retire

By Skip Corley
Capitol-Atlantic Area Vice President

You are given the task of writing an article for The Postal Supervisor, but not told what the article should be about. It’s not like I was given this assignment this week; you see, I’ve known about this since about March. The problem is I kept telling myself the article is not due until September for the November issue. So now, here it is, in the middle of August, and I’m still agonizing over what to write about.

I’ll start by saying I had a very rewarding career with the Postal Service. I retired in January 2000 after 22 years of service; I was in the U.S. Air Force for 21 years before my postal career. My involvement with the National Auxiliary began after retiring from the Postal Service. I truly can say I have enjoyed being a part of it.

You see, this allows me to still rub shoulders with the friends and associates with whom I bonded during my postal career, as well as attend all the various seminars and conventions. Membership in the Auxiliary affords me the opportunity to stay abreast of postal regulations and policies.

I’m sure a lot of you have seen me on the convention floor selling 50/50 raffle tickets and even on stage at the national convention announcing the big winners of our raffles. I’m having a ball being a member of the Auxiliary. If you want to be involved with the Postal Service in a lesser role after retirement, this is the way to go.

The next time you attend a state, area or national convention, stop by the Auxiliary booth and discover the fun we have while supporting the National Association of Postal Supervisors. We welcome you.

skicor@ymail.com

Living Your Best With a Chronic Condition
Continued from page 25

There is a place for you, after you retire, to use your skills and experiences to continue to serve your community and your Postal Service. Whether you are a veteran, a retiree, or a member of the Auxiliary, you can make a valuable contribution to our efforts to serve the American public and our customers.

Although it is important to be supportive, be considerate of your work responsibilities. Also, be aware of your own needs. Find a healthy balance for both of you.

It is a challenge to cope with a chronic condition, both at home and at work. Your USPS EAP is here to help. For more information, contact your USPS EAP today at 1-800-327-4968 (1-800- EAP-4YOU); TTY: 877-492-7341. Or log on to www.EAP4YOU.com.

Notes from the National Auxiliary
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