

the Postal Supervisor

January 2018

NAPS: Bold Leadership for the Challenges Ahead

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2018



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Objective

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

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See Something—Say Something!

The proverbial timeline to start a New Year's resolution is, of course, at the start of a new year. Unfortunately, waiting for an arbitrary date to arrive before taking action—when the issue at hand may have a negative impact on one's health, family or livelihood—may not be the best course of action. When time is of the essence, waiting to report an issue and seek help or support will only prolong the issue. Here is the scoop!



Brian J. Wagner
President

You probably have heard over the loudspeaker when traveling in an airport, train, metro or bus station, "If you see something, say something." So, would you say something if you saw something that did not look right? Let's hope so. Now, if you saw something inappropriate at the workplace, what would you do? Say something or keep quiet?

There is a television show on ABC called "What Would You Do?" with John Quinones. The show's premise is to stage an uncomfortable situation with actors in a public place. There are hidden cameras to show whether or not unsuspecting bystanders will intervene to help one of the actors being portrayed as a victim of the other. Basically, if the bystanders see something, will they say something and interject to help the victim or, in this case, the actor playing the victim?

In real life, though, there rarely are hidden television cameras rolling. If sexual harassment, inappropriate behavior, discrimination, bullying, intimidation, verbal abuse, threats of discipline or violence are occurring at the workplace, it is everyone's job to say something. Report the wrongdoing because it must stop.

For some, fear of retaliation from a harasser can be rampant in the minds of those who are victims of a hostile workplace. Likewise, those who witness workplace wrongdoings also may be fearful of retaliation if they report the harasser. In their minds, this retaliation may take the form of having schedules changed, leave denied, getting involuntary reassignments, being

denied promotions or threatened with discipline or the loss of their job. Unfortunately, the fear and risk to speak up against a workplace bully may be too great for some. It's for these reasons many say nothing and suffer in silence when they see something wrong.

NAPS attends USPS Headquarters Employee Engagement meetings to discuss making positive changes to the USPS culture through employee engagement. That is great. However, to have such a workplace, employees must say something when they see something that is counter to a workplace meant to be free of fear, intimidation and harassment. How?

First, make yourself familiar with *Publication 552*, "Manager's Guide to Understanding, Investigating and Preventing Harassment," December 2016, and *Publication 553*, "Employee's Guide to Understanding, Preventing and Reporting Harassment," March 2015. These are very important and beneficial postal publications.

Publication 553 explains what steps to take if an employee believes they are being harassed. Basically, tell the harasser to stop! Sometimes, people are unaware their behavior is offensive or harassing until it is brought to their attention. Communicating your belief the behavior is offensive and making it clear you want it to stop may be sufficient to end the offensive or harassing behavior. Reminding people that harassment is illegal or inappropriate behavior is unacceptable also can help reinforce your message.

If you are not comfortable confronting the harasser alone, ask a friend, NAPS representative or trusted co-worker to help you talk to the harasser. Remember: You are not required to tell the harasser to stop before reporting the matter to those in authority.

Publication 552 also instructs managers what to do when harassment is reported. The first step is not to complete an Initial Management Inquiry Process (IMIP). Management, with the assistance of USPS Human Resources, determines if an IMIP is warranted. Some allegations may be resolved immediately without having to complete an IMIP. However, if further inquiry is warranted, an IMIP may be initiated.

Finally, every employee should look in the mirror

Continued on page 10

Boldly Facing an Uneasy Future

Happy New Year to my NAPS family! The Butts family hopes you and your family had a wonderfully joyous Christmas holiday season. Now we must run the race into 2018. Looking forward, the opening sentence of Charles Dickens' "Tale of Two Cities" rings out to me: "It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of

belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair ..."

We plainly see a year ahead of continued significant change and challenge not just in the USPS, but in our country, as well. As I write this, the administration's long-desired tax reform legislation passed the Senate, 51-49, on a party-line vote. It now is set to go to confer-

ence to resolve differences in the version passed earlier by the House.

In their efforts to enact the most significant changes to the tax code since the historic 1986 Reagan-era reforms, the two chambers have passed bills that diverge on such crucial issues as amending the popular mortgage-interest deduction, taxing small businesses and keeping the hated alternative minimum tax, which Republicans have long promised to kill.

There's another very disturbing development: President Trump told supporters at a rally in Missouri, "We're going to go into welfare reform." What he didn't say was that this time, "welfare reform" won't just target low-income mothers; it will mean proposing drastic cuts to Medicare, Medicaid and Social Security. On the campaign trail, Social Security and Medicare were two items candidate Trump promised not to touch. The increased national debt offers the perfect political cover for cutting social programs.

The president has support

among Republicans in the Senate and House. Former presidential candidate Sen. Marco Rubio, Rep. Paul Ryan and Sen. Patrick Toomey all have spoken about or refused to deny the intention to bring about massive spending cuts as part of their agenda.

What does this mean for the USPS, which is seeking to integrate all employees into Medicare? Can we continue to support postal reform legislation that could mean decreased benefits for USPS employees? At a minimum, the actions of this Congress warrant us to take another look with fresh eyes at Medicare integration for USPS annuitants for new impact. As your NAPS Legislative Team and I continue to look at this political landscape, we also must look at other actions the USPS is possibly considering.

We know the Postal Service's Executive Leadership Team has gone to the Office of Personnel Management (OPM) for voluntary early retirement (VER) authorization. We have seen the shift from "scheduling to complement" to "scheduling to earned" combined with the implementation of the F-1 scheduler and an increased reduction in the resources necessary for delivering America's mail. We also know that, with the reported five-billion-piece loss in letter volume, USPS leadership may be looking to further diminish mail processing capabilities.

These are signs of the continued struggles we will face as the servants that bind America together through the mail. In addition to these issues (as of the writing of this article) are our current efforts for a fair and equitable pay package for the hard work you do every day.

Are we facing challenges? Most certainly! I, along with your other resident officers and National Executive Board, remain 100 percent committed to serving you to our utmost as you continue to make the USPS the most-significant and most-trusted government agency.

In solidarity ...

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Ivan D. Butts
Executive Vice President

The Postal Supervisor 2018 Production Schedule

Issue	Copy Deadline*	Mails
FEB	DEC 28	JAN 25
MAR	JAN 25	FEB 20
APR	FEB 15	MAR 13
MAY	MAR 19	APR 17
JUNE	APR 20	MAY 15
JULY	MAY 17	JUNE 12
AUG	JUNE 12	JULY 5
SEPT/OCT	AUG 31	OCT 2
NOV	SEPT 21	OCT 18
DEC	OCT 22	NOV 15
JAN 19	NOV 27	DEC 20

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

It's All in the Minutes

Happy New Year! Hopefully, your holiday season was safe, blessed and merry. Even though winter is in full force in some parts of the country, I know many of you are thankful peak mailing season is over. I am certain you gave all your effort for your customers, as you do each peak season, on behalf of the U.S. Postal Service.

Hopefully, you received a warm thank-you from your boss or district leadership—maybe even the executive leadership of the Postal Service—recognizing your service and sacrifices to keep the agency strong and viable. And while we certainly appreciate some recognition, I follow the old adage that nothing says thank-you like a pay raise each year. Even if you were in a district or office that had a challenging year, I know you worked hard and gave your all, as you always do.



Chuck Mulidore
Secretary/Treasurer

The issue of NPA for 2018 and the lack of pay increases for many EAS employees will be topics for future issues of this magazine. But, in this first *Postal Supervisor* of 2018, I wish to talk to you, once again, about the importance of reading the minutes of meetings.

In the January and May 2017 issues of *The Postal Supervisor*, I wrote articles in which I described the importance of reading the minutes of meetings, particularly the minutes of the Executive Board's twice-yearly board meetings at NAPS Headquarters each spring and fall. As I explained then, one of my duties as your NAPS secretary/treasurer is to take the minutes of meetings, whether they are NAPS Executive Board meetings or meetings with postal officials.

In this month's *Postal Supervisor*, you will find the minutes of the fall 2017 NAPS Executive Board meeting at NAPS Headquarters in October. It's important that you read the minutes; hopefully, this will lead you to not only better understand the decisions made by your Executive Board members, but direct you to ask questions, perhaps, or show a non-member what NAPS can do for them.

The minutes record how your organization is conducting business—not only the business of NAPS, but also representing you in discussions with postal leadership. For example, at the fall board meeting we met

with Postmaster General Megan Brennan to hear her perspective on a host of issues, as well as to interact and engage with her. Other members of the Executive Leadership Team—Chief Operating Officer David Williams, Chief Human Resources Officer Jeff Williamson, Vice President of Labor Relations Doug Tulino and Senior Vice President of Sales and Customer Relations Cliff Rucker—also addressed the board. We were able to engage in constructive dialogue to present, and hopefully resolve, issues from the field.

Also in this issue are the minutes of the regular consultative meeting your resident officers normally have with representatives of the Postal Service. During the spring and fall Executive Board meetings, though, the entire Executive Board meets with postal representatives for a consultative meeting. The questions generally come from the field; the responses are important, so use them to better represent your members.

From a NAPS organizational perspective, you will see in the minutes this month an overview of the financial health of NAPS and our constant drive to promote membership, which, thanks to your efforts, continues to increase. Updates from vendors are presented at the board meetings and are included in the minutes.

In this month's issue as well, you'll read about NAPS' new Disciplinary Defense Fund provider. For more than 30 years, NAPS has worked with Charlie Scialla of Scialla Associates to represent NAPS members at MSPB and *ELM* 650 hearings and debt collection cases. Charlie decided to retire in December; we thank him for his valuable service to NAPS. But, as they say, the beat goes on. NAPS has hired Scialla associate Al Lum to continue the work as your DDF provider. Most importantly, DDF services will continue to be provided at no additional cost to NAPS members!

Finally, in the minutes, you will read updates from the committees on which your Executive Board members serve and learn about the work they have been doing on behalf of this most essential management organization.

There you have it, another article on the importance of meeting minutes. I hope you take the time to read them this month and all the months ahead. Be safe and be well.

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Charlotte, NC, Branch 183 President Mike Belger presented NAPS Secretary/Treasurer Chuck Mulidore with a branch t-shirt. The branch has “dressed” all three resident officers after they attended branch meetings.



From left: New York Area Vice President Jimmy Warden, Executive Vice President Ivan D. Butts and President Brian Wagner attended the Buffalo, NY, Branch 27 picnic.



Boston Branch 43 Executive Board members and postal leaders gathered recently for a retirement/scholarship brunch. Ten \$500 scholarships were awarded to children of Branch 43 members. From left: John Russell, Peter Colwell, Vinnie Ignoto, Jay Killackey, Boston Postmaster Nick Francescucci, Tommy Roma, Lead Plant Manager Dwayne Lariviere, Cy Dumas, Dominic Russo, Al Ciccone, Ed Raleigh and Bill DiSisto.

Northeast Region Vice President Tommy Roma (left) congratulated retirees Lisa Ronchetti and John Russell. All recent retirees were recognized for their years of service.





From left: Carolyn Williams, NAPS Executive Vice President Ivan D. Butts and Ann Strickland at Miami Branch 146's meeting.



Pacific to Sierras, CA, Branch 244 members Sue Diamond (left) and Mary Burkhard attended a SPAC-sponsored lunch event Nov. 19 for Rep. Brad Sherman (D-CA). They discussed many EAS employee issues with the congressman and his staff. Sherman spoke to the group regarding the initiatives he is working on in Congress.

Los Angeles Branch 39 hosted Western Region Vice President Marilyn Walton, Pacific Area Vice President Hayes Cherry and former Western Region Vice President Dorotha Bradley at a NAPS representative workshop for officers and members. The workshop was held before the branch's regular November membership meeting.

Attendees wanted to learn more information to help them and fellow EAS employees when facing corrective and adverse actions. The session was instructive, with lots of questions, feedback and information-sharing.

From left: Sam Booth, Branch 39 vice president; Carmen Johnson, trustee; Cherry; Joseph Edwards, branch member; Yolanda Grayson, legislative rep; Marilyn Jones, president; Walton; Eric Martin DelCampo, branch member; and Arnette Delaney Ora, branch member.



San Francisco Branch 88 hosted a retirement/installation dinner in early November. NAPS Past President Louis Atkins installed the officers. From left: Margaret Taylor, trustee; Carolyn Moore, trustee; Juanda Sneed, sergeant-at-arms; Sally Simpao, treasurer; Deborah Johnson, secretary; Linda Thomas, vice president; and Carolyn Thompson, president.





NAPS Secretary/Treasurer Chuck Mulidore and Western Region Vice President Marilyn Walton were guests at the Las Vegas Branch 463 annual Christmas party Dec. 3 at the Tropicana Hotel. Mulidore brought greetings from NAPS Headquarters and thanked everyone for supporting NAPS. Walton wished her longtime friends Jackie Clayton and Jenelle Wright happy retirements. The branch sponsored a SPAC raffle and gave out door prizes. NAPS members enjoyed the food, fun and music—the following week would be the start of the peak mailing season.

Front row, from left: Lecora Stroud, Jackie Clayton, Marilyn Walton and Jenelle Wright. Back row: Jerry Wilfling, Cecilia Pelletier and Chuck Mulidore.



Branch 463 officers, from left: Ernie Salus, sergeant-at-arms; Jackie Clayton, treasurer; Jerry Wilfling, president; Lacora Stroud, secretary; Cecilia Pelletier, legislative rep; and Joe Elliot, NAPS rep.

Pittsburgh BMC Branch 554 celebrated the holidays with branch members.



Executive Vice President Ivan D. Butts addressed members.



Branch 554 President Jason Lehman presented Butts with a book on the history of Cranberry Township, PA.



Capital District Delivery and Customer Service Programs Manager Donalda Moss was honored for her 50 years of service by district leadership, including District Manager Sal Vacca. She received a certificate of appreciation, a 50-year service award pin and a postal jacket. Moss began her career in 1967 as a part-time flexible in Pennsylvania. "I love my job and my co-workers," she said. Moss advised her fellow employees "to find your passion and work toward it; be happy and satisfied." She plans to retire in January 2018.



Past Montgomery, AL, Branch 208 presidents Mary Billingsley (left) and Andrew "AJ" Hardwick met with Lori Ward Williams (center), Rep. Martha Roby's (R-AL) field rep, on Nov. 1 to discuss NAPS' issues and concerns, as well as H.R. 756.

Executive Vice President Ivan D. Butts (right) swore in branch officers C. Michele Randall, Branch 531 (Southern Maryland GMF/NDC) president; Charlie Ward, Branch 157 (Greensboro, NC) vice president; and George Mott, Branch 132 (Adolph P. Chiappa Memorial) president



The Branch 177 Executive Board established the Joseph Butler Winters Jr. scholarship fund in honor of his 40 years of service to NAPS.



Leon Phuse, Raleigh, NC, Branch 177, honored Carolyn and Joseph Winters.





Fort Worth Branch 124

See Something—Say Something!

Continued from page 3

and consider whether their actions, at times, can be viewed as harassment and take steps to correct it. This helps prevent allegations that would be a violation of the Joint Statement on Violence and Behavior in the Workplace (JSOV). Please note that NAPS is signatory to the JSOV. Be advised that NAPS members also can be victims of JSOV violations within the workplace. Report such violations!

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.

A Dec. 14, 2016, letter, signed by Doug Tulino, USPS Headquarters Labor Relations vice president, was sent to all USPS Area HR and Labor Relations managers regarding the Joint Statement. The first paragraph states:

“This Postal Service remains fully committed to the provisions of the Feb. 14, 1992, Joint Statement on Violence and Behavior in the Workplace. Prevention of work-related violence, harassment, intimidation, threats or bullying by anyone remains as important today as it was the day the Joint Statement was signed. There is no excuse for, and there must be no tolerance of, any of the behaviors covered by the Joint Statement.” Tulino’s entire letter can be found under the “Miscellaneous” heading of the “Members” section on the NAPS website, www.naps.org.

Let’s take it a step further. How about changing the postal culture with a more positive approach? When you see something *positive*—say something *positive*. Do you praise an employee when you see them doing something right, going above and beyond to reduce expenses or

increase revenue or finding ways to be more efficient? As an EAS employee, do you receive such praise from your manager for doing the same? Change should not have to start from the top; it should start in oneself.

This see-something-positive—say-something-positive concept should be the mantra of all postal employees—craft and management. It is time to stop the harassing and start the praising. You may find including this positive recognition concept into your home life to be very beneficial, as well. Let’s not make this a New Year’s resolution, but a daily constitution.

On another positive note, when I see ice cream I like, I definitely say something. Therefore, I would like to start 2018 by offering an ice cream flavor of the month recommendation at the end of my *Postal Supervisor* columns. Best wishes to you and yours for a happy, healthy and prosperous New Year.

This month’s ice cream flavor recommendation is my all-time favorite: mint chocolate chip!

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Northwest Area Restructuring, Requirements for Postal Police Officers and Mitigation as a Result of Natural Disasters Among Items Discussed

The Oct. 25 consultative meeting was held in conjunction with the fall Executive Board meeting. The entire NAPS board was present. Representing the Postal Service were Bruce Nicholson and Phong Quang, Labor Relations Policy Administration, and Janet Peterson, Labor Relations specialist, Labor Relations Policy and Programs.

Agenda Item #1

NAPS asked the USPS to respond to the following questions involving the Sales unit.

1. What is the group Accenture? *(This was addressed by Vice President of Sales Cliff Rucker during his presentation to the board; see page 28. Sales uses Accenture for a variety of functions.)*

2. What is Accenture's role as it pertains to Sales; see page 28.

3. Where does Accenture fall in the USPS' leadership structure?

4. Who is Kevin Helmer and what is his employment status with the USPS? (Per Rucker, Helmer works within the Business Customer Intelligence group.)

5. What is Helmer's role as an HR labor liaison?

6. NAPS requested a copy of the standard position description for the job title, HR Labor Liaison, Sales.

7. NAPS also asked for a copy of the internal job posting for this position.

8. NAPS asked for a description of Helmer's role in Sales? *(Not provided.)*

9. NAPS asked why Helmer com-

municates outside the USPS firewall from an AOL email address. *(As a contractor, he is allowed to communicate from an AOL email address.)*

10. NAPS has received correspondence from Helmer that stated:

"My name is Kevin Helmer; I work as an HR liaison for field sales and Headquarters in the sales arena. I wanted to let you know our Labor manager, Mr. Sgro, is out of the office and will return the end of this week."

11. NAPS asked for a copy of the standard position description for the job title, Labor Manager, Sales. NAPS also requested a copy of the internal job posting for this position. NAPS asked why Sgro or Helmer sits in on most, if not all, PDIs or I&Is for Sales employees. *(Per Rucker, this practice will cease immediately.)*

Normally, an employee investigative interview covered under provisions of ELM 650 should occur between the employee and that employee's immediate supervisor or manager. There may be occasional situations where it would be inappropriate for an employee's supervisor or manager to conduct the investigative interview. The employee may request representation during these investigative interviews if the employee has a reasonable belief disciplinary action may ensue.

NAPS New York Area Vice President Jimmy Warden asked whether this policy would pertain outside of Sales in all functions.

Yes.

Warden asked if, during an OIG investigation, someone other than

the OIG present should take notes—specifically, HR or someone from Labor Relations.

Why would anyone want to sit in? We don't believe the OIG would allow it.

Agenda Item #2

NAPS has received concerns from Northwest Area districts Portland, Seattle and Montana regarding POOM restructuring. NAPS stated it would like to be consulted on organizational changes that are impacting EAS employees in these areas.

The Headquarters Organizational Design team is unaware of any restructuring of post office operations managers; this should be directed to the Western Area.

A decision letter was provided to NAPS on Oct. 5 advising of the Postal Service's decision to upgrade the MPOO EAS-22 position to an EAS-23. Revisions also were made to the position descriptions for MPOO EAS-23 and -25 positions to ensure they reflect the roles and responsibilities of the positions. This upgrade in level may result in realigning, by district, of post offices assigned to some MPOO positions.

Agenda Item #3

NAPS received correspondence dated Aug. 15, 2017, from Alan Moore concerning revisions to the postal police officer position. NAPS asked who will be assuming the duties and responsibilities for the requirements listed below. NAPS said the summary of changes provided are not in line with the changes

made; also, explanations of some changes are not listed at all.

1. Performs a variety of duties pertaining to the security of postal buildings, personnel, property, mail and mail in transit in support of the postal security program.

2. Performs a variety of duties pertaining to the security of postal buildings, personal property, mail and mail in transit.

3. Exercises standard care required by the Inspection Service on firearms; maintains assigned firearms in good condition.

4. No requirement to maintain a daily log of orders and basic information for the security force.

5. No requirement to answer the office telephone and respond to reports and inquiries.

6. No requirement to maintain order and safeguard the facility, property and personnel and ensure the application of security measures in mail-handling areas.

7. No requirement to respond to emergencies and other conditions, including burglaries and hold-ups, requiring immediate attention.

8. No requirement to control access to ... building at an assigned post ... requiring identification.

9. No requirement to testify in court on law violation within assigned authority.

10. Supervised by Security supervisor, Security supervisor-in-charge or Security officer-in-charge.

11. No requirement for the extensive training course, which includes qualification in the use of firearms.

12. No requirement to be minimally physically able to effectively perform the duties of the position.

13. Applicants no longer need to possess a valid driver's license issued in the state in which they reside.

14. No requirement for a security clearance.

15. No requirement to be fingerprinted.

16. No minimum age.

17. Applicants need not be U.S. citizens.

18. Applicants need not pass drug-screening tests.

NAPS requested that the duties of the position of postal police officer be delineated between PPO-EAS and PPO-craft. NAPS further asked that the duties and responsibilities found in the standard position description for Postal Police Officer Y-06, occupation code 2335-24XX, continue to be maintained as the SPD for PPO-EAS employees.

Janet Peterson, Labor Relations specialist, Labor Relations Policy and Programs, who also administers the contract with the Postal Police Officers Association, addressed the board on this issue: Changes were made only to the bargaining-unit position, Postal Police Officer—not supervisor, Postal Police.

Agenda Item #4

USPS Headquarters continually requests and requires NAPS advocates to engage at the local USPS level to resolve issues. NAPS advocates have tried for months to engage leadership in the Northland and Dakotas districts on an issue regarding Sunday Amazon operations. NAPS provided an email string that showed leadership has stopped communicating with NAPS on this very serious issue.

NAPS stressed that engaged communications must be a two-way street if the USPS is going to reflect a more positive manner compared to other companies rated in the Postal Pulse survey conducted by Gallup.

NAPS requested that engagement retraining be scheduled for Northland and Dakotas districts leadership.

We don't recognize this request to be consistent within the meaning of Title 39, §1004. This should be direct-

ed to the Western Area. In addition, after reviewing the email string provided, we noted several messages showing communication between local management and local NAPS representatives.

Agenda Item #5

Phased retirement is a human resources tool that allows full-time employees to work part-time schedules, while beginning to draw retirement benefits. It allows managers to better provide unique mentoring opportunities for employees, while increasing access to the decades of institutional knowledge and experience retirees can provide. NAPS considers this initiative a forward-thinking policy that would allow the USPS to continue its efforts to deliver service that is effective, efficient and supportive of USPS growth.

NAPS asked if the USPS is actively considering applying this program to the USPS. If not, what are the reasons for not considering it?

The Postal Service examined this program closely and decided not to implement it at the time due to the complexity of USPS operations. Our employee organizations were notified of this decision in June 2015, followed by an announcement in Postal Bulletin 22419 (7-9-2-15).

OPM indicated it would continue to evaluate the phased-retirement program and it may revise phased-retirement regulations in the future. Should OPM revise the regulations, the Postal Service will carefully consider those revisions and re-evaluate whether to implement the program.

Agenda Item #6

With the devastation of back-to-back hurricanes that damaged postal operations in the East, South and Caribbean, NAPS asked what level of remediation will be provided for the negative impact these natural disasters had on USPS service. This in-

cludes facilities that had to take on operations from impacted areas.

The following is standard language found in the Field Unit Mitigation Reference Guide outlining qualifications for unit-level mitigation consideration:

The installation head may request unit mitigation when the mitigating factor is a significant occurrence beyond a unit's control.

The initial request for consideration must describe the situation that caused an adverse impact on the unit indicator(s) and resulted in a lower overall performance rating, as well as the efforts made to offset the occurrence.

The criteria for determining whether an event qualifies as a mitigating factor are listed below:

a. The occurrence caused a negative result in one or more of the unit indicators.

b. It was not already mitigated in NPA.

c. It negatively affected the NPA composite summary by at least one cell.

d. The occurrence was beyond the unit's control.

e. That the unit made efforts to offset the occurrence that impacted the unit indicator and what those efforts were.

f. The downward change in the NPA composite summary resulted in a lower PFP overall performance rating.

Agenda Item #7

NAPS received the CFS Master Site List that identifies EAS employees who will be impacted by the CFS and PARS organization change.

NAPS asked what the RIF avoidance timeline is for this organizational change. NAPS also asked what cross-training opportunities are being afforded to potentially impacted EAS employees. In addition, NAPS asked for current EAS vacancies within a 50-mile radius of the impacted facility.

Continued on page 16

Meet Al Lum

NAPS' New DDF Provider

NAPS is pleased to introduce its new Disciplinary Defense Fund provider, Al Lum, president of the Labor Relations Admin Group, LLC. As members know, Charlie Scialla, NAPS' longtime DDF provider, retired in December 2017.

Since July 2001, Lum has worked as a management consultant/DDF advocate for Scialla Associates. He served as a contractor, providing representation for postal supervisors and managers in these administrative forums: the Merit Systems Protection Board (MSPB), ELM 650 official hearings and USPS debt collection cases.

Before working for Scialla Associates, Lum was a USPS labor relations specialist from May 1993 to July 2000. In that capacity, he advocated cases in several forums, including the MSPB, Equal Employment Opportunity Commission (EEOC), arbitration, the "Debt Collection Act" and Department of Labor unemployment insurance hearings. He prepared opening and closing briefs and petitioned for review and enforcement briefs.

Lum also served as the chief USPS spokesperson for local contract negotiations, formulating management's position on issues and supervising negotiation team staff. He was the second-level deciding official on contractual issues in the grievance process and an advocate in arbitration hearings. He provided contract interpretation to management personnel at all levels on multiple negotiated union contracts.

As a USPS labor relations policy specialist, Lum provided training in arbitration advocacy, the MSPB, EEOC, the "Family and Medical Leave," "Freedom of Information" and "Privacy" acts and the Department of Labor's unemployment insurance hearings.

Lum earned a bachelor's degree in Human Resources Management/Personnel Administration from Baruch College.

NAPS is confident Lum will continue to provide the high level of representation to which NAPS members are accustomed. (Editor's note: On page 15 is the latest NAPS Disciplinary Defense Fund Representation Request form.)



NAPS and UPMA: Weighing the Disciplinary Fund Differences

NAPS

Disciplinary Defense Fund (DDF)

EAS employees with MSPB appeal rights:

Removals—No cost to member

The claimant will be responsible for the full cost of appealing beyond the MSPB initial decision.

EAS employees without MSPB appeal rights (administrative appeal under *ELM 652.2*):

Removals/Demotions/Suspensions—No cost to member

Eligibility:

The DDF only is to be used for active and associate

members, including individuals who were members in good standing at the time of retirement.

To be eligible for representation through the DDF, an active member must meet the following criteria:

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

(b) the active member must have been a NAPS member no fewer than 90 days before the charge being issued and

(c) any additional criteria outlined in the “Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents” in the *NAPS Officer Training Manual*.

UPMA

Adverse Action Legal Defense Plan (AALDP)

EAS employees with MSPB appeal rights:

Removals—\$6,000 up front

The claimant will be responsible for 20 percent of the total costs, with a \$6,000 maximum cap. UPMA will pay 100 percent of the additional costs beyond \$6,000 through the end of the MSPB initial decision. The claimant will be responsible for the full cost of appealing beyond the MSPB initial decision.

Demotions/suspensions—\$3,000 up front

The claimant will be responsible for 15 percent of the total cost, with a \$3,000 maximum cap. UPMA will pay 100 percent of the additional costs beyond \$3,000 through the end of the MSPB initial decision. The claimant will be responsible for the full cost of appealing beyond the MSPB initial decision.

EAS employees without MSPB appeal rights (administrative appeal under *ELM 652.2*):

Removals/demotions/suspensions—\$3,000 up front.

The claimant will be responsible for 20 percent of the total cost, with a \$3,000 maximum cap. UPMA will pay 100 percent of the additional costs beyond \$3,000.

Eligibility:

All EAS members who are in good standing who have paid dues to UPMA (or former League/NAPUS members) for at least six months prior to receiving a proposed adverse action may claim the AALS benefit.

If attorney fees are awarded by a percentage (i.e., 50 percent), the same percentage will be used when refunding the member's used portion of their retainer.

Example: If a member is being demoted, they must issue a retainer of \$3,000 to UPMA. If the case is resolved and the total expense was \$12,000, then 15 percent of that amount would be \$1,800; thus, a check would be written back to the member for \$1,200.

Example: If a member is being removed, they must issue a retainer of \$6,000 to UPMA. If the case costs \$40,000, the member's retainer would be completely used (20 percent of \$30,000, or \$6,000) and UPMA would pay the additional \$10,000.

Example: If a member is going before a Postal Service hearing officer, they must issue a retainer of \$3,000 to UPMA. If the case costs \$10,000, the member will be refunded \$1,000 based on 20 percent of the cost being \$2,000.

Source: UPMA Leader, November 2017



NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____

USPS EIN #: _____

Office: _____

Branch: _____

Work Phone: () _____

Home Phone: () _____

**Date of Notice of Proposed Action
or Notice of Debt Determination:** _____

**Date of Letter of Decision or
Notice of Involuntary Offset:** _____

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, I.J.C. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$3,500, authorized evidentiary expenses not to exceed \$1,000, and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$3,500 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Labor Relations Admin Group, LLC to the extent possible under the award.

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS member less than 90 days from the date of the
proposed action, you should supply a statement that you signed a NAPS
membership application within 60 days of your promotion from the craft.**

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Labor Relations Admin Group, LLC of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member

Signature of Branch President

_____ Date

_____ Date

Send this signed form and a copy of the adverse action file by **Priority Express Mail** to:

Labor Relations Admin Group, LLC
PO Box 780128
Maspeth, NY 11378-0128

**A copy of this completed DDF Form MUST be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St, STE 400, Alexandria VA 22314**

Oct. 25 Consultative

Continued from page 13

The Postal Service provided a briefing to NAPS on Aug. 31 regarding the Mechanized Forwarding System (MFS) pilot. The MFS initiative still is being tested; therefore, implementation of this system is undetermined.

On completion of the pilot, if it is determined that MFS will be implemented and if that implementation may result in impacts to non-bargaining employees in CFS, then we will discuss those impacts with NAPS.

Agenda Item #8

NAPS asked the following as it applies to NPA 2017:

1. How many EAS employees are not "in the money" for NPA 2017?

2. Has the reserve bank been spread to those impacted NPA groups?

3. What is the makeup of the reserve bank (money, workhours, etc.)?

1. As of August 2017, an estimated 6,242 EAS employees are projected in less than Box 3.

2. Yes, all funds set aside in the Headquarters Field Service-wide account for FY17 have been issued to the field.

3. The Headquarters Field Service-wide account contains dollars for both salaries and benefits and non-personnel expense items.

Agenda Item #9

NAPS was informed that EAS employees in the Western Area were mandated to complete an eIDP if the employee was not in cell 6. NAPS asked what mitigation will be given to EAS employees who do not reach cell 6 as a result of not getting the support from their managers required by the eIDP.

NAPS should direct this question to the applicable installation or district that allegedly issued this mandate and elevate it to the Western Area, if necessary.

CHANGING THE CULTURE THROUGH ADVOCACY



March 11 - 14, 2018
Legislative Training Seminar

The 2018 LTS will focus on strengthening NAPS' presence with our elected officials and legislative champions. As LTS delegates, whether first-timers or veteran advocates, we will prepare to move our issues to the Hill with intensive orientation on the state of postal issues that matter to NAPS and the USPS. We also will learn about the key ingredients for successful meetings with members of Congress and their staffs. These events will conclude with us heading to Capitol Hill to educate Congress about the dynamic role the Postal Service continues to play in our nation's economy and legislative proposals that will improve the Postal Service as we continue to serve America.

This is a reference for the order of events; all times are tentative.

Sunday, March 11

9 a.m. – 6 p.m.
Registration

9 a.m. – noon
Secretary/Treasurers
Training

noon – 12:30 p.m.
Financial Planning,
Dillard Financial
Services

1 – 2 p.m.
First-Timers' Orientation

2:30 – 3:30 p.m.
Non-Denominational
Worship Service

4 – 5:30 p.m.
Town Hall with the
Resident Officers

6:30 – 8:30 p.m.
State Legislative Chairs
Dinner

Monday, March 12

6:30 a.m.
Continental Breakfast

6:30 – 7:50 a.m.
Registration continues

8 a.m. – 5:30 p.m.
SPAC Café

7:45 a.m.
Opening Session and
Legislative Training

noon
Luncheon

1:30 p.m.
Legislative Training
continues

4:45 p.m.
State Caucus Meetings

4:45 – 5:15 p.m.
SPAC Photos

6:30 – 8:30 p.m.
SPAC Reception

Tuesday, March 13

6:30 – 8:30 a.m.
Continental Breakfast

morning/afternoon
Delegate meetings on
Capitol Hill

2 – 5 p.m.
Capitol Hill Debriefings
with NAPS Legislative
Team

Wednesday, March 14

8 a.m. – 4 p.m.
Debriefings with NAPS
legislative team continue



CHANGING THE CULTURE
THROUGH ADVOCACY



March 11 - 14, 2018
Legislative Training Seminar

2018 Legislative Training Seminar Registration Information

Hotel room block expires on Feb. 15, 2018 • LTS registration closes on March 2, 2018

Register for LTS online only at www.naps.org

LTS Registration Fee—\$225

The 2018 LTS online registration fee is \$225 if registration is submitted on or before Feb. 16. After Feb. 16, the fee is \$300. **No LTS registrations or payments will be accepted after Feb. 23.**

No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters. If you registered for LTS and do not receive your confirmation by March 2, contact NAPS Headquarters immediately.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 2. All approved refunds will be paid after LTS and before March 30.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 2. No substitutions will be honored after March 2. On-site LTS substitutions will not be allowed.



Marriott Crystal Gateway
1700 Jefferson Davis Hwy
Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2018 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230 or toll-free at 877-212-5752. Reference the group's name: **National Association of Postal Supervisors**. To reserve a room online, go to www.naps.org.

The LTS single/double room rate is \$270, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 15, 2018. Reservations made after that date may be at a higher room rate, if available at all.

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

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

NAPS Headquarters does not confirm lodging reservations.

When Will I Stand Up for Me?

By **Bart Green**

MINK Area Vice President

After returning home from a very productive fall Executive Board meeting, I had several things to think about concerning our members. During one of the board discussions, I posed the question, “What do our members want?” It got me thinking about some of the things I hear from local branch officers and the questions they ask me all the time: What can we do about the bullying and intimidation going on in our areas?

This may be the hardest part of our daily jobs: Dealing with that boss who constantly is on you or belittling you daily, trying to get you to achieve unattainable goals. Forget the fact you already are spending more time at work than with your families and friends. Your list of assignments and duties continues to grow; the redundancy of this reporting is becoming far too much to handle.

Your days off are changed weekly—sometimes, the day before you have to cover Amazon. Your schedule is constantly flip-flopped to reduce T-time. Also, having to cover operations that are not even part of your duties. It’s a challenge we, as leaders, face and struggle with every day. And with all of that, we still do what we need to do to ensure our employees and customers get the treatment and service they deserve.

Think about that statement for a

minute: “the treatment and service they deserve.” With Gallup and Customer Bliss and all the other buzzwords used, when does that apply to you? Sometimes it seems like never. I know we have leaders in this organization who are exceptional to work for and constantly praise their employees, despite the challenges and struggles they face daily. If you have a leader like that, don’t forget to thank them, as well.



For those of you with a boss who is not such a leader, what can you do about it? This problem has been around as long as I have been at the Postal Service. My dad worked for the post office for more than 30 years; he dealt with the same problems. These issues may never go away, but we must find leadership that is willing to listen to us and work to correct these behaviors.

Now comes the hard part—the part where our members must quit worrying about retaliation and the berating they will take for standing up for what is right. The Postal Service has a policy under the terms of the Joint Statement on Violence and Behavior in the Workplace. How many of you have taken time to read it and what all it encompasses? You should take the time; it’s a great read. The reason it’s in place is because, years ago, the same behaviors were occurring all throughout the country until finally somebody did something, although tragic, about it.

These days, your employees use this against you every time you try

to address performance. Guess what, your boss is doing the same thing; yet, we don’t use the Joint Statement. Why? I hear all the time about how you are EAS employees and are held to a higher standard! Well, guess what, as a senior leader, you are held to an even higher standard than we are! It’s a two-way street and we all deserve to be treated equally.

When unions use the Joint Statement, we immediately are taken off the clock and considered guilty until proven innocent. Does it work the other way? Do we use it against employees who threaten us or curse at us? How about the boss who does the same to us from their level? Why is it fair for them to do it, yet nothing happens?

Understand that engagement comes in many forms. Discussing issues and problems with your employees is part of the job. Having those conversations from your boss comes with the responsibility, as well. I never would encourage any leader at any level to berate, belittle or embarrass any employee based on their performance. What I would encourage is for those people to use the contracts, handbooks and manuals that have been agreed on by the unions and the Postal Service to run this company.

Train your people and give them the tools necessary to be successful. There never is a reason to yell, scream or threaten anyone at any level. The rules are already written. Use the pen; it’s a much more effective tool and will create a better workforce if done fairly.

So, what can you do as a member to help NAPS fix these issues? You must stand up for yourself and realize whether you are a member of NAPS or not is irrelevant. You are a human being. You have a family who needs you, friends who enjoy being around you and, sometimes, animals that just need your love. That's tough to do when you are constantly worn out from the job and stressed because of another chewing-out you got.

You need to stand up for your-

self, but in a positive way. Let those bosses know you are not going to tolerate their threats and behaviors, that you are a person and deserve to be treated like one. Our jobs are important and we all are thankful, but not at the risk of losing those at home who love us. Too many times, I have seen marriages dissolved and children ignored because of the job.

I tell people all the time we aren't doctors saving lives or military members protecting our freedoms and lives. We all are people just try-

ing to deliver happiness to families every day. You have the power to choose how you want to go through your day-to-day job: constantly being intimidated and bullied or being someone willing to take a stand and fight for your basic human rights as a person.

When you are ready and willing to make these decisions, please reach out to your local branch for support and guidance. NAPS is a family; we are here to help any way we can.

minkareavp@yahoo.com

Albuquerque Branch 295 Pre-Christmas Meeting

By Marilyn Walton

Western Region Vice President

Albuquerque, NM, Branch 295 hosted its annual pre-holiday dinner meeting at Nexus

Brewery. President Mel Sanchez welcomed NAPS President Brian Wagner and me as special invited guests; Rocky Mountain Area Vice President Myrna Pashinski had another commitment, so she was unable to attend.



It was quick trip to New Mexico; I had not traveled to this beautiful area for several years. I was happy to see old friends and make some new NAPS friends. There was a great turnout for this event. While it was agreed to suspend the regular NAPS business meeting, members offered a lot of feedback and had questions.

I encouraged NAPS officers to schedule quarterly meetings with their postmaster and plant manager. Albuquerque is unique in that its district manager is in Arizona. I shared that Myrna met with their District Manager John Diperi. He requested

that NAPS officers schedule meetings with local management in the Arizona District.

One of the local issues discussed was annual leave policy for EAS employees. I

informed NAPS members that annual leave is a local policy; NAPS and local postal managers for the plant and Customer Service should meet and agree on a policy fair for

delivery units and the plants' vacation scheduling.

There was discussion about the Red Vest program; members shared some of the challenges of making this program work, which entails supervisors/managers wearing a red vest in the lobby (to promote a lobby presence) eight hours a day! This is especially challenging in smaller offices where answering the phone promptly, staffing M-POS, participating in daily telecons and staffing the window all are priority tasks. Because the holiday season was quickly approaching, I suggested



From left: Richard Guzman, Branch 295 vice president; Joel Wadsworth, New Mexico State president; Mel Sanchez, Branch 295 president; and NAPS President Brian Wagner.

these concerns should be added to a local USPS/management meeting agenda.

Another concern was WTIL writes-ups and dealing with non-career employees. All attendees were interested in an update on pay talks. While Brian was unable to go into specific details, he committed that the NAPS resident officers and their pay team are working on a fair and equitable pay agreement for everyone.

Attendees asked about pay differentials. Brian explained the current standard being used. Some attendees expressed concern that exempt managers were expected to absorb more tasks and extend their workhours. NAPS' advice is to do the best you

can and work to ensure service to customers, maintain your work integrity and do the best you can to achieve the goals with the resources you have available. We will follow-up with Myrna in case NAPS officers need additional support from NAPS Headquarters.

During the rest of the evening, we socialized and enjoyed great food and networking with our New Mexico NAPS friends.

NAPS Branch 373 Training and Tribute

Al Navarro, Quad County (CA), Branch 373 had its well-attended annual training meeting at the Pala Hotel and Casino. Among the topics discussed was step-by-step NAPS representative training. There was a presentation on financial and retirement planning by the Dillard group.

There also was a very informative presentation on EEO and the EEOC process by a local attorney. The Employee Assistance Program offered a presentation on leadership. NAPS Secretary/Treasurer Chuck Mulidore, Pacific Area Vice President Hayes Cherry and I, representing NAPS Headquarters, provided a presentation and overview of NAPS National Executive Board duties and re-



Al Navarro's family honored his memory. Kneeling, from left: Karen Ryan, family friend; Octavio Navarro, son; and Tavi Navarro, granddaughter. First row, standing: Bertha Navarro, wife; Rose Navarro, daughter; Al Navarro, son; and Valerie Navarro, daughter-in-law. Back row: Lyle Capaiu, son-in-law; Bertha Capaiu, daughter; Dorotha Bradley, former NAPS Western Region vice president; Chuck Mulidore, national secretary/treasurer; Catherine Sutton, Branch 373 vice president; and Jim Isom, Branch 373 president.

sponsibilities. Dorotha Bradley, former Western Region vice president, offered her wisdom and knowledge. Dorotha was a special guest of Branch 373 and worked with Jim Isom, Cathy Sutton and Al Navarro for many years during her tenure as a state and national officer.

Many attendees were first-timers and eager to learn how to represent their fellow NAPS members. Several expressed their goal is to move into officer positions in the future.

Jim Isom, branch president,

Cathy Sutton, vice president, and their team had a great agenda and provided materials for attendees to take home and share what they learned over this two-day event. The highlight of the training was a special memorial tribute to Alfonso "Al" Canett Navarro. The branch was re-named in

his honor; this event was a great opportunity to remind NAPS members of Al's commitment and contributions to NAPS.

Al was a member of NAPS since 1968 and served Orange County Branch 373 until his death in January 2013. Several attendees shared their memories of Al and all he did for the members. His wife Bertha, children, grandchildren and other extended family members attended to share in the tribute.

Chuck Mulidore said that, while he did not know Al, the commemorations and tributes touched him. He said he felt like he knew this great gentlemen and NAPS officer. Al's wife and daughter Rose still are active working on behalf of the branch auxiliary.

Branch 373 also conducted a very successful SPAC 50-50 raffle and encouraged everyone to donate to SPAC. We want to thank Branch 373 officers and members for the warm hospitality, great training and fellowship. It was an enjoyable weekend event.

marilynwalton@comcast.net



Four longtime friends, from left: Dorotha Bradley, Jim Isom and Bertha and Rose Navarro.

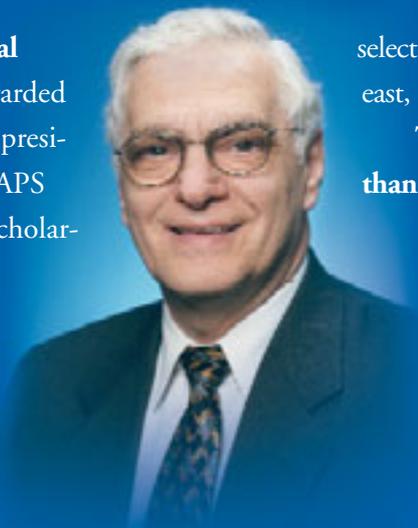
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

2018 Official Application Form

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

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly



selected from each of the NAPS regional areas (North-east, Eastern, Central, Southern and Western).

This application must be received no later than July 20, 2018, at the address provided below.

Scholarship winners will be announced at the NAPS 2018 National Convention in August. In addition, the scholarship winners will be listed in the September/October 2018 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in October 2018. Scholarships may be used to pay expenses in the student's current or following semester.

deadline: July 20, 2018

Student's name (please PRINT legibly)

Major course of study

Name of accredited two- or four-year college or university attended or will be attending

City and state of the college or university

NAPS member's name

NAPS member's branch number

Student's relationship to NAPS member (son, granddaughter, etc.)

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 20, 2018**

Please mail completed application to **NAPS Scholarships, Attn: Chuck Mulidore, Secretary/Treasurer, 1727 King St., Suite 400, Alexandria, VA 22314-2753**. Thank you.

Bruce Moyer

NAPS Legislative Counsel



In the year ahead, there could be promising improvement in the Postal Service's financial condition resulting from a new plan recently proposed by the Postal Regulatory Commission (PRC).

PRC Plan Would Help Bolster USPS Finances

The PRC, which oversees USPS rates and performance, called for giving the Postal Service freedom to raise the price of its First-Class stamp, now at 49 cents, by an additional 2 percent above the rate of inflation. In addition, the PRC called for adding another 1 percent to the stamp price if the USPS meets certain standards for operational efficiency and quality service.

Overall, this could mean a stamp price increase of up to a few cents each year, depending on inflation and USPS performance, compared to roughly 1 cent per year in recent years. This new pricing arrangement would be in place for at least the next five years, providing substantial new revenue. The good news is that the rate hikes could help stabilize the Postal Service's financial condition and provide the capital necessary for a multi-billion dollar investment in upgraded information technology and new delivery trucks.

With hope dimming that Congress will approve postal reform legislation in 2018, the new pricing structure could provide the relief the Postal Service desperately needs to improve its finances. At the same time, the agency's operational efficiencies required by the PRC plan could spur new cost-cutting

moves, including closing more postal processing plants. The commission's plan is preliminary and first will undergo public comment before taking effect later this spring,

unless substantial resistance arises from Congress, businesses or the public.

The PRC plan is part of its larger review of stamp rates and the regulatory structure under the 2006 "Postal Accountability and Enhancement Act" (PAEA). In its

Dec. 1 findings order, the PRC was critical of the current rate structure and recommended improvements to generate more USPS revenue.

Two-Pronged Relief Approach

The PRC found that the way the PAEA permits the Postal Service to set rates does not increase pricing efficiency or help the agency maintain medium- and long-term financial stability. In addition, the PRC said the PAEA permitted high-quality service standards to degrade over the past 10 years. The PRC concluded that the rate structure, along with USPS financial losses from declining mail volume and costs from its pension and health care obligations, hinder the Postal Service's ability to provide reliable mail and package service in the digital era.

In looking at the current PAEA rate structure, the PRC found that the current price cap on postage rates was too tight and needed to be loosened with additional rate flexibility—depending on the economy and USPS service quality. The current price cap is linked to the CPI-U inflation rate, with additional exigency or emergency pricing authority available when necessary. The PRC found that the CPI-U price cap approach was deficient and recom-

mended "a two-pronged approach to complement, rather than replace the CPI-U price cap by providing discrete, clearly defined amounts of additional authority."

The PRC's new approach calls for guaranteed USPS authority to raise postage prices by 2 percent per class of mail per year for the next five years, along with an additional 1 percent the USPS could potentially add, contingent on USPS satisfaction of operations and quality standards.

Who Wins? Who Loses?

The Postal Service is the clear winner under the PRC's plan. Easing the rate cap will provide more flexibility the agency historically has sought. The mailing community, on the other hand, has predictably expressed concerns and its impact on profits, questioning whether the rate hikes will accelerate customer movement to online communications, decreasing postal revenue further.

Finally, the commission's plan can be interpreted as responding, in part, to the uncertain fate of postal reform legislation on Capitol Hill. The House postal reform bill (H.R. 756) has remained stalled in two House committees for 10 months. The measure would provide appreciably smaller rate relief—a one-time 2.15 percent increase in market-dominant products, the equivalent of only a 1-cent increase in a First-Class stamp.

In contrast, the PRC plan would provide considerably greater relief, with multi-year increases of several cents each year for First-Class and other market-dominant products. Whether Congress will step in to adjust the PRC plan—or embrace it to the point of refraining from passing any postal reform legislation—will remain the big question.

bruce@moyergroup.net

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

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

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



Craig O. Johnson
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craigj23@sbcglobal.net

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

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



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newengareavp@gmail.com

2—New York Area (NY/PR/VI)



James "Jimmy" Warden
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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

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NAPS Executive Board Conducts Productive Fall Meeting

The fall 2017 Executive Board meeting was called to order at 1 p.m. on Oct. 22 by Chairman of the Board and Southern Region Vice President Tim Ford. Texas Area Vice President Jaime Elizondo gave the invocation; the Pledge of Allegiance was led by Mideast Area Vice President Hans Aglidian. Cotton Belt Area Vice President Shri Green and MINK Area Vice President Bart Green were selected by President Brian Wagner as sergeant-at-arms. Secretary/Treasurer Chuck Mulidore conducted the roll call of officers; all 25 board members were present.

Welcome remarks were made by Wagner, Executive Vice President Ivan D. Butts and Mulidore. Wagner welcomed the Executive Board and thanked them for their commitment and dedication to represent NAPS not just at board meetings, but throughout the year. He thanked Butts and Mulidore for their ongoing leadership and counsel.

Wagner told members they would be hearing from USPS executive leadership, including Postmaster General Megan Brennan, Chief Operating Officer David Williams, Chief Human Resources Officer Jeff Williamson, Vice President of Labor Relations Doug Tulino and Senior Vice President of Sales and Customer Relations Cliff Rucker. Wagner asked that board members keep their questions nationally based and make sure the issues already have been through the district and area levels.

Wagner reinstated the Executive Board Constitution & Bylaws Committee to review possible national convention resolutions to be discussed at the spring 2018 board meeting. He said a major decision of this board meeting will be to select a new DDF provider. "This is a team effort," Wagner said. "Let's be productive and respectful to each other as we continue to move our NAPS organization positively forward." On a personal note, Wagner thanked the board for all their thoughts and prayers on the recent death of a young man he and Carol considered a son. "Although cancer took his life at 42, it never took his will to fight to the end to beat the cancer," he said.

Butts also welcomed board members. "There is a busy week ahead," he said, "and we must do the best for our members." He told the board how grateful he is for the opportunity to serve the membership at NAPS Headquarters. He also thanked the board for their thoughts and prayers on the death of his mother.

Mulidore welcomed the board, as well. He also stressed that this would be a consequential meeting, with many important issues to be discussed and settled. He discussed the new naps.org website, as well as the new financial relationship with Signature Federal Credit Union. Leasing information for NAPS Headquarters was briefly discussed, but will be more closely examined during the report by Stoladi, NAPS' property management company.

Central Region Vice President Craig Johnson made a motion, seconded by Northeast Region Vice President Tommy Roma, to adopt the board agenda and program. The motion passed on a voice vote. Johnson moved to suspend the reading of the previous board meeting minutes. The motion was seconded by Michiana Area Vice President Kevin Trayer; it passed on a voice vote. New York Area Vice President Jimmy Warden moved to accept the minutes of the previous board meeting as presented. The motion was seconded by Pioneer Area Vice President Tim Needham; it passed on a voice vote.

Chairman Ford welcomed the officers to the fall 2017 board meeting and explained the rules and protocol of the meeting. Ford reminded everyone NAPS is a family. "Even when we disagree on issues, we always come together at the end of the day, just like family does," he said.

Mulidore presented the NAPS financial report. As of June 1, 2017, NAPS investments totaled \$13,734,573.58. On Sept. 30, 2017, NAPS investments totaled \$14,025,201.18—a 2018 fiscal year-to-date increase of \$290,627.60, or 2.1 percent. Total NAPS assets at the end of its Quarter 4 (May 31, 2017) were \$18,364,328.83. NAPS' Quarter 4 "Revenues Less Expenses" was (\$162,167.61). This was reflected in the secretary/treasurer's financial report published in the October 2017 *Postal Supervisor*.

As of Oct. 2, 2017, the NAPS Gen-

eral Fund, consisting of PNC checking and money market accounts, was \$33,709.71 and \$2,057.31, respectively, totaling \$35,767.02. As NAPS is in the process of transitioning to Signature Federal Credit Union, the Signature checking account balance on Oct. 2, 2017, was \$255,944.80; the Signature FCU money market account was \$50,989, for a total of \$306,933.80. As of Oct. 2, 2017, the grand total in all accounts was \$342,700.82. NAPS recently underwent its annual financial audit, conducted by Cohn-Reznick LLP. A copy of the audit was given to all board members. Most importantly, there were no findings issued against NAPS Headquarters.

NAPS filed with the U.S. Patent and Trademark Office on Feb. 20, 2017, to trademark two NAPS logos: the most recognized red/white circle logo, as well as the modern-design logo used at LTS. This is an effort by NAPS to have control over who or what entities use the logos for various purposes. We currently are awaiting the commissioner of Patents and Trademarks to issue the notice of allowance, the final step in the process.

Part of the trademark process was to update NAPS Property, Inc. (NPI) registration in the state of Delaware, which had lapsed, and soon will be transferred to Virginia, and to register NAPS as an entity in the state of Virginia, which has now occurred.

As of Oct. 1, 2017, the NAPS building was 100 percent leased. The former Ladas and Parry space on the lobby level now is occupied by LRB under a long-term lease. NAPS is not receiving regular owner distributions through FY18 due to projected maintenance, tenant improvements and potential lost revenue

through leases not renewed.

As of Oct. 1, 2017, NAPS Headquarters' social media results were as follows:

- *NAPSHQ2U* had 6,551 members receiving the online newsletter with an average "open rate" of 31 percent. Approximately 33 percent of those opening *NAPSHQ2U* viewed the issue on their computers; the remaining 67 percent viewed *NAPSHQ2U* on their mobile devices.

- NAPS Facebook "likes" are 1,622.

- NAPS has 459 Twitter followers.

As of the August 2017 DCO (reflecting DCO membership through PP16 and PP17), NAPS had 27,064 members (25,748 active and 1,316 associates; 95 percent and 5 percent, respectively). Total membership from a year ago (PP16 and PP17 2016) was 26,528 (25,144 active and 1,384 associate)—an overall total SPLY increase of 536 members or 2 percent.

As of the August 2017 DCO, the total number of active EAS non-members was 9,675. This number is based on USPS payroll files of non-member EAS employees who are coded non-postmasters. Based on current membership totals, there are approximately 27.3 percent non-members. To date, the ongoing NAPS September 2015 Membership Drive has generated 371 new members. NAPS continues to encourage membership growth by giving sponsors of new members a \$25 NAPS check.

As of Aug. 1, 2017, the latest NAPS Headquarters membership drive launched in mid-January 2017 has generated 291 new members, equating to \$26,481 in new annual per-capita dues. There is no sponsorship award for this drive.

Local and state branches contin-

ue to receive their NAPS Non-Member and Change Summary reports, along with their DCO and Mail reports, on a monthly basis.

Charlie Scialla of Scialla Associates, NAPS' DDF provider, reported it has been a very busy six-month period for DDF cases. Five cases were won at MSPB, five cases were lost at MSPB and 37 cases were settled. There was discussion about DDF cases, the process to file and hear the cases and 650 hearings versus MSPB cases. Scialla reported there still are too many TACS and sexual harassment cases.

Legislative Counsel Bruce Moyer and the resident officers gave the board an update on the current state of pay talks. Ongoing litigation also was discussed.

An update was given by Butts, Moyer and SPAC Manager Katie Maddocks on SPAC participation and spending in the 2018 congressional races. From Jan. 1, 2017, through Oct. 20, NAPS spent \$121,000 from SPAC. As of Oct 20, \$237,300 was in the SPAC war chest. Budget reconciliation in Congress requires 51 Senate votes; this is the path for tax reform. Passing budget resolutions requires committees to flesh out the details. Congress was able to move from its original \$160 billion in cuts to \$32 billion; the Senate made no cuts for federal employees. The House will accept the Senate budget resolution, which will avoid a conference committee. Postal reform legislation has stalled.

Sheri Davies, ConferenceDirect, gave an update on the 2018 LTS and National Convention. Also discussed were potential sites for the 2022 National Convention, which delegates will decide at the 2018 convention.

There was no old business to be addressed.

Wagner gave the board instructions on the vote for the new DDF provider. The candidates were Al Lum and Glenn Smith. The vote was conducted by secret ballot, with a committee of five board members responsible for counting and validating the voting. Al Lum was selected to be the new DDF provider effective Jan. 1, 2018.

David Williams, USPS chief operating officer, thanked everyone for representing the leadership team. He noted there has been a lot going on—hurricanes and wildfires. He said the agency's handling of these challenges are a credit to the leadership team across the country. There have been stories about customers who, in the midst of dramatic impact in their lives, were so happy to see the Postal Service processing and delivering mail. Williams said front-line leaders are the backbone of the leadership team. He recommended evaluating NPA due to the impact of this year's natural disasters.

He said his priorities are developing people and keeping them safe, service and driving efficiencies to keep mail affordable. The Postal Service still is seeking to fill front-line jobs; the vacancy rate is 6.3 percent. Williams said NSP classes need to get started and be completed; the agency needs NAPS' help in getting new supervisors through the classes. It's important that the leadership team is filled out and trained.

Also, three- to five-day service is showing First-Class Mail as the biggest opportunity. So far, across the board, all indicators are above last year. Scanning needs to improve; there is a big opportunity there. Sur-

face visibility must improve; need to identify transportation issues.

Scheduling still is an issue. Schedules need to match workload. The agency has lost 5.7 billion pieces of market-dominant mail piece volume. The operational footprint is bigger than the footprint to support it: there are too many machines, two-thirds of mail processing employees had the wrong schedules. Projections are to lose another 3.2 billion pieces this year. The USPS cannot operate in "status-quo" mode; hence, many schedules are changing. This is not being done to upset family life, but to drive efficiencies and stay viable into the future. F1 scheduler and models are pretty good—not perfect—but at a good starting point. Equipment plans must match operating plans.

Regarding Customer Service, 15 percent of F4 employees are in the wrong schedule, which is based on e1994; there have to be changes. The USPS must be responsible to its customers and stakeholders. We must drive service efficiencies and develop our people, Williams stressed.

The issue of vehicles was raised: There are no vehicles yet for peak. VMFs are involved in developing the strategy and deploying the vehicles accordingly.

Through August 2017, controllable income was in cell 0. That is 20 percent of NPA and equates to 12 percent of everyone's composite. Two parts, cost and revenue—commercial revenue took a nosedive in February 2017. Political mail drove income last year; volume softened in winter and late spring.

There was a wide variance in plants' "match" rate: some were below 10 percent, some were above

90 percent—these are schedules that "match" the workload. There has been much resistance to the schedule changes at all levels of the organization, possibly driven by fear of change and failure.

Williams pointed out three customers had the largest share of volume loss on the marketing side. He said safety is at the forefront of the most recent natural disasters; managers have been given "professional autonomy" to make the best decisions.

A question was raised whether operational window changes have succeeded or failed. Williams said there have been mixed results. It allowed the USPS to right-size the number of facilities; it has been adjusted and tweaked as volume has changed. There have been a reduced number of machines, changed transportation schedules and success in the dynamic routing optimization of transportation.

Williams said communication has been poor to the field in terms of time to adjust to new schedules—sometimes as little as a few days. As craft schedules change, EAS schedules must change, as well. He said it's important to move quickly, but there must be better communication. He asked board members to let him know of locations where notice there to change schedules was in one to two days.

Additional issues discussed with Williams included:

- Are 5,500 employees "out of the money" in NPA? The numbers are not finalized yet; corporate is at 4.0. Mitigation conversations are underway. However, there are no "banked" hours at Headquarters.
- Is the vacancy rate at 6.3 per-

cent? It's possibly higher due to details. Detail authorizations are being validated from an Operations standpoint; as many details as possible must be eliminated.

- How can NAPS help with scheduling? Williams explained the "why." Big workload reductions are needed in order to continue operating in an affordable manner with huge volume and revenue losses. The models are not perfect, he said, but we need leadership input into the models.

- Are contractor failures hurting service in terms of measurement and transportation? They need to improve THS contractor placarding into plants. Trips on time reflect some failures, such as contractor failures; thus, the goal is not 100 percent. The 5500 process is being automated based on geo-fencing; the current process is too cumbersome.

- Sunday Amazon staffing—EAS employees are not being given days off due to staffing shortages in the field. Williams said the SWCs process is underway to evaluate this process and right-size EAS staffing.

Doug Tulino, USPS vice president of Labor Relations, reported that FY18 will be a difficult year; the agency is projected to lose another 4 billion pieces of mail. Legislation continues to be a challenging issue. Postal reform legislation suffered a setback due in part to the resignation of Jason Chaffetz, chairman of the House Committee on Government Oversight and Reform. Tulino said it's unlikely a standalone postal bill could pass due to the current political climate; there may need to be a postal relief bill attached to another bill.

He said the USPS pricing regimen currently is tied to the CPI price cap;

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

Balance Sheet—Aug. 31, 2017

Assets:

Cash and Investments	\$14,527,338.55
Dues Withholding Receivable	232,067.25
Prepaid Expenses and Other Assets	551,833.01
Total Current Assets	15,311,238.81
Building and Equipment, Net of Accumulated Depreciation	2,885,179.56
Total Assets	\$18,196,418.37

Liabilities and Fund Balances:

Accounts Payable	\$ 44,406.74
Accrued Expenses	151,545.92
Dues to be Remitted to Branches	536,173.75
Total Liabilities	732,126.41
General and Designated Fund Balances	17,464,291.96
Total Liabilities and Fund Balances	\$18,196,418.37

Statement of Revenues and Expenses

(For the period June 1, 2017, through Aug. 31, 2017)

Revenues:

Dues and Assessments	\$ 1,808,181.72
Less: Dues Remitted to Branches	1,224,904.70
Net Dues and Assessment Revenue	583,277.02
Investment Income	271,740.42
NAPS Property, Inc. Net Income Before Depreciation	\$71,411.17
Less Depreciation	(58,003.70)
NAPS Property, Inc. Net Income	13,407.47
Royalties	12,792.81
Training Fees	62,245.00
Other	2,217.63
Total Revenues	945,680.35

Expenses:

National Headquarters	323,240.48
Executive Board	171,446.70
<i>The Postal Supervisor</i>	80,711.83
Legal/Fact Finding/Pay Consultation	37,159.25
Legislative Counsel	16,275.00
Legislative Expenses	1,424.01
Education and Training	8,538.42
Training Registration Expense	31,555.00
Disciplinary Defense	94,070.78
Total Expenses	764,421.47

Revenues Less Expenses \$ \$181,258.88

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.

it may need to change. Internal decisions need to be made to improve and change the structure of the organization.

Tulino said pay talks are underway now for EAS employees; collective bargaining will begin in February with the Rural Letter Carriers' Association.

He indicated some areas are using the "Freedom of Information Act" to request information. They shouldn't need to do that from a postal entity in response to a request for information on representation, he said, especially if the information was relied on to create the action given to a member.

It was asked why there are clerk jobs in Labor Relations. Tulino responded that the APWU challenged the USPS in arbitration. The Postal Service was ordered to create 362 clerk jobs; the decision was made to create these positions in HR. Clerks working in sensitive areas will be required to sign an agreement stating they understand they work around sensitive information.

The board asked if the USPS is following the contract in terms of SDO usage. Tulino said the tool to assist in overtime scheduling is out there; however, grievance payouts have not changed. Supervisors are told not to use SDOs. Data will be used to document this to senior leadership to reduce grievance payouts, currently at approximately \$25 million per year.

Regarding Accenture, the board asked if contractors will be involved in PDIs. Per Labor Relations, PDIs will be between the EAS employee and their immediate manager.

The issue of engagement and how to improve the workplace was

raised. If people are treated the right way, Tulino said, scores and productivity in all areas will improve.

He also was asked if Sales employees are separate from other EAS employees. He said Sales employees are under the same requirements as all EAS employees.

Cliff Rucker, USPS senior vice president of Sales and Customer Relations, stated his priority is to deliver a world-class customer experience, including USPS commercial customers. There now are four Enterprise Customer Care (ECC) centers nationwide. Package business has grown by 58 percent in the past five years.

He pointed out there were 10 million more calls to call centers over 2016. About 35 percent of customers said they have gone to a competitor due to poor service from the USPS. The agency is trying to improve service due to rising call volume and a need for customer support.

A big customer concern is no one answers the phone at local post offices. But the number-one issue of customers is where their package is (single-piece package look-up). Only 53 percent of customers indicate they are satisfied with the SPLU process, compared to 74 percent at UPS and FedEx.

The USPS is working on fixing call center issues by changing the system look-up for missing packages by using artificial intelligence and GPS data and improvements in the BSN network, as well. The LA call center is the only one that handles international calls. The agency is working to digitize the process to resolve paperwork issues and improve workload issues around international complaints.

Questions were raised regarding scanning. Rucker said arrival-at-unit scans now will generate messages to customers—not from UPS and FedEx.

Regarding controllable income, Rucker gave the same message as David Williams. In 2017, the Postal Service did not forecast or see trends that indicated the loss of 5.3 billion mailpieces. He said everyone owns revenue and the customer experience.

The board asked why the RAC (Reasonable Accommodations Committee) is taking over 30 days. Rucker said responses for Sales employees should not take longer than two weeks. Also, there need to be better quality leads from the field in terms of employee leads. Regarding Accenture, he said Sales uses it for various functions.

Jeff Williamson, USPS chief Human Resources officer, reported that NPA will not publish end-of-year results while evaluating mitigation due to storms, re-evaluating total revenue and retail revenue in areas with large amounts of closures. There will not be any cell movement at the national level, he said, but there will be significant improvement in some districts. Once that is completed, mitigation for local issues will be opened up.

Williamson pointed out that mitigation will not count weekends this year, nor will it go out on a Friday afternoon as this past year. Mitigation is an online process so Postal Headquarters can see the process ongoing. Normally, mitigation on the corporate side is not done, but, due to storm and fire impact, mitigation will be done this year at the national level, as well as for the districts, because the impact would have been felt there, too.

He said the corporate score is

hovering around 4. They are waiting to wrap up 2018 NPA. NAPS indicated it submitted its input regarding 2018 NPA to the agency.

A board member commented that contractor failures are driving late trips

Regarding engagement, Williamson said the USPS should make engagement not just a program, but a daily part of who we are as an organization. There is a strong correlation between engagement and safety. Also, the USPS will start to use data provided by Gallup to improve performance, safety and other metrics.

Postmaster General Megan Brennan reported on the state of the business—it's a new fiscal year, but the same focus. Financials for FY17 show an accelerated decline in mail volume. In 2017, USPS volume was down 5.5 billion pieces of mail. We cannot maintain the same infrastructure as before with that volume loss, she reiterated. Schedules must be realigned with operational needs. Presort is 65 percent of First-Class volume; that accelerated decline was unexpected. Not since 2012 has the Postal Service seen volume declines this large. Brennan said the agency will continue to focus on package sortation equipment. These trends are expected to continue; FY17 ended with controllable loss and a net loss.

She said the \$6.9 billion in total costs resulted in the retiree health prefunding payment. Without legislation, Brennan stressed, the USPS cannot continue to default on these liabilities. Health care and tax reform have captured the attention of Congress, but the USPS still needs legislation. The agency is projecting a 2.5 percent decline in volume for FY18. She said the USPS is testing machines

that process 60,000 pieces per hour.

Questions were raised regarding the partnership with Amazon—the Postal Service's largest customer.

Amazon, though, is supplementing delivery through its own means. The USPS does not foresee losing Amazon as a partner; growth should continue.

Questions also were raised regarding new vehicles. New Promaster vehicles are being deployed; next-gen vehicles are being tested. Brennan said they also are looking at "off-the-shelf" vehicles. As far as self-driving vehicles are concerned, more will follow as this technology develops.

She was asked if a voluntary early retirement (VER) is being considered. Not at this time, she responded.

On the issue of pricing, the USPS is waiting on pricing structure from the Postal Regulatory Commission's review; it remains to be seen what type of price cap is necessary. Before enactment of the "Postal Accountability and Enhancement Act," the USPS had pricing authority. Now, as a result of the law, pricing is tied to the CPI.

The issue was raised regarding other countries using the postal network to ship opioids to the U.S. The Postal Service is working with other posts worldwide and customs agencies to address the influx of opioids into America. The "STOP Act" is an effort to force the USPS to use data to detect this at the border and impose fees and penalties if the effort is not successful. This would impact the Postal Service; funds would be needed to pay for it.

A presentation was made by Dillard Financial Solutions for the purpose of entering into a financial partnership with NAPS.

The board was given an update

on *The Postal Supervisor* by Karen Young, editor of the magazine.

The following Executive Board committee reports were presented:

SWCs—New York Area Vice President James Warden, chair, reported that the SWCs Work Study, which began March 2, 2017, concluded Sept. 1. "We received good data from some of the offices/stations," he said. "Unfortunately, not from all. Numerous site visits were conducted by Northeast Regional Vice President Tommy Roma and me; there were mixed findings. Carissa Surprise from the Northeast Area also headed a team that performed site visits that entailed following and documenting the supervisor throughout their work day, which validated the data being submitted on the daily work sheets.

"At some of the sites, the supervisors were very engaged in this process, but others did not perform any of the daily work sheets. On June 20, a re-grouping meeting was at the New York District Office. All sites involved in the work study were asked to send a representative, along with the respective district managers. USPS Vice President of Labor Relations Doug Tulino and Northeast Area Vice President Ed Phelan also were in attendance and informed the group of the importance of this study.

"A meeting was to be held with Tulino, Phelan, Roma and me to discuss the data that had been collected to ascertain the direction to proceed. Unfortunately, with the recent incident affecting operations in the Caribbean, which is part of the Northeast Area, schedules for everyone did not coincide, but we anticipate a meeting in the very near future. Once the meeting is held and a direction is determined, the findings

will be shared with all members of the SWCs Committee and the resident officers.

“One direction we will be looking at is the possibility of establishing a non-traditional supervisor position. The position would alleviate the burden of Sunday coverage and assist with rest-day coverage in some offices/stations.

“Since the inception of the SWCs Committee, supervisory positions have been established nationwide. Positions were added based on the agreement to count employees work-

ing in RMPOs with the parent office/station, with the remainder being calculated on additional craft staffing. The issue we are confronted with now is craft staffing is being reduced based on route and count inspections and Function 4 reviews.”

Training—The committee reviewed the *NAPS Officer Training Manual*, seeking to reduce the size and make it more user-friendly. The committee noted that, while the current manual is very explicit, it may be too long and unwieldy for effective use by NAPS members. Some

ideas included providing a quick reference cover page for each chapter and streamlining and combining chapters to reduce redundancy. Also, the new DDF provider, once selected, must be inserted in Chapter 11. Finally, adding a link to postal manuals may allow officers in the field an easier point of reference.

Legislative—An update on legislative priorities and goals was given by Western Region Vice President Marilyn Walton, with each committee member presenting an individual report.

The Fourth 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:

- 4. You chase the market.** It's nearly impossible to predict which direction the market is going to move, or when. An investment strategy of timing the market means you have to be correct twice: when you get out of a particular investment and when you get back in. Most investment experts agree that consistently getting it right both times is unlikely over long periods. And you'll pay a price for bad timing—significant movements can occur rapidly in the stock and bond markets. By the time you react to a situation, the market may be moving (or may already have moved) in the opposite direction.

Solution: Stick to your plan. Remember, you are in this for the long term. If you've selected your investments based on your goals and tolerance for risk, you should be able to leave them alone when the market swings.

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.

Ivan Butts, Executive Vice President:

A. I have continued to move the NAPS legislative agenda forward and sought support for numerous postal pieces of legislation, including:

1. H. Res. 15—Maintaining six-day delivery
2. H. Res. 31—Return to service standards in effect as of July 1, 2012
3. H.R. 760—“Postal Service Financial Improvement Act of 2017”
4. S. 873—“TSP Modernization Act of 2017”
5. H.R. 3031—“TSP Modernization Act of 2017”
6. H.R. 756—“Postal Service Reform Act of 2017”

B. I spoke against legislation that could prove harmful to Postal Service employees, including:

1. S. 372—“STOP Act of 2017”
2. H.R. 1057—“STOP Act of 2017”
3. H.R. 3257—“Promote Accountability and Government Efficiency Act”
4. H.R. 3200—“Taxpayer-Funded Pension Disclosure Act”

C. The focus of NAPS legislation has shifted to addressing the current proposed budget as stated by Louis Atkins. This budget is particularly mean-spirited toward federal employees:

1. The 2018 budget will punish public servants who have dedicated their lives to serving our nation.
2. The federal workforce already has contributed \$182 billion toward deficit reduction since 2011 through a three-year pay freeze, reduced pay increases, unpaid furlough days due to sequestration and two increases in retirement contributions for new hires,

without any additional benefits.

3. The budget will enact an increase of 1 percent in retirement contributions for those in the Federal Employees Retirement System (FERS) phased over several years.

4. Replace the current high-three average salary with a five-year salary baseline to calculate retirement annuities.

5. Eliminate cost-of-living adjustments (COLAs) to current and future FERS employees.

6. Reduce the COLA for CSRS employees by 0.5 percent.

7. Eliminate the FERS annuity supplement for eligible employees.

8. The House budget specifically proposes reducing the rate of return to the Thrift Savings Plan’s G Fund. Such a change would make the G Fund virtually worthless from an investment standpoint for TSP participants who are saving for retirement, the Federal Retirement Thrift Investment Board reported in July.

I met with Sen. Jon Tester’s office to address a letter he sent that suggested supervisors be terminated for failing to properly document delayed mail volumes. NAPS’ disappointment with this position was expressed. The office stated the senator was fully aware the burden of this failure rested with USPS leadership.

NAPS successfully framed the delayed mail issue as continued fallout from plant consolidations, whereas facilities now do not have the processing capabilities to process the mail on hand. NAPS also asked how the USPS could continue to report to legislators declining mail volumes that warranted facility closures, while maintaining 2 billion pieces of delayed mail.

Katie Maddocks will provide the

board with the SPAC update; Bruce Moyer will speak on legislation. Below is the new 2018 “Drive for 5” SPAC pin:



Marilyn Walton, Legislative Committee chair:

“Currently, the California Legislative Coalition’s communication directors are working on a disaster relief bill for postal workers. The need for this type of state legislation has been magnified by the recent powerful and devastating hurricanes and the massive California wildfires. This assembly bill would help fund Postal Service employees who volunteer assisting with these disasters. While there are some special leave policies, funds are needed so as not to put the burden on the employees.

“The coalition is laser-focused on targeting California legislators who are anti-labor, -postal and -federal workers. Seven California legislators have been identified and the organizations are working on this issue.

“We currently are working on our 2018 annual coalition event in Sacramento in conjunction with the other management associations, NARFE and all the postal and federal employees’ unions.

“We continue to publish a monthly blog that includes updates on legislation and promotes SPAC contributions via payroll/annuity deductions. I have traveled to several conventions,

training sessions and NAPS events and promoted legislative involvement and the need of NAPS members to contribute to SPAC.

"With the help of Ivan and Katie, we sponsored two groups to attend California fundraisers. In September, 10 members from East Bay Branch 127 attended Rep. Mike Thompson's (D-5th District) annual barbeque. Also, 10 members from Sacramento Branch 77 and Central Valley Branch 197 attended a fundraiser for Ami Bera (D-7th District)."

Jimmy Warden, New York Area vice president:

"This past summer, Tommy, Ja-maal Muhammad (president of Branch 68) and I visited Rep. Dan Donovan (R) of Staten Island regarding H.R. 756. We could have him sign on as a co-sponsor.

"In early September, Branch 202 attended a fundraiser for Kathleen Rice (D) of Long Island. I was unable to attend due to a prior commitment.

"Tommy, Greg, Hans and I held a training seminar this past weekend for the Northeast Region. We did not charge a registration fee. Instead, we requested each attendee donate to SPAC. For each \$10 they donated to SPAC, we gave them a raffle ticket. Tommy, Hans, Greg and I bought the raffle prizes, which also included a free, all-inclusive weekend for two at the venue. We raised \$7,140 for SPAC. Ivan spoke at the seminar and gave a great presentation on the legislative front, as well as SPAC.

"At the training seminar, a member of Branch 100 recommended NAPS possibly start reaching out to moderate Republicans for their support on issues. Ivan had sent me the list for the Northeast Area, which I

forwarded to my email list, asking branches to try and meet with those representatives."

Louis Atkins, immediate past president:

"NAPS members are very concerned about the possibility of Congress passing legislation that would cut their benefits and, at the same time, make them pay more. On Oct. 5, the House passed a budget resolution that directed the House Oversight and Government Reform Committee to cut \$32 billion from programs under its jurisdiction. These cuts were not identified, but the only programs that provide such savings are CSRS, FERS, TSP and FEHBP.

"These cuts could take many forms: retiree COLA cuts, raising the employee FERS contributions, changing the formula for calculating CSRS and FERS benefits, reducing the earnings of the TSP G Fund, increasing retiree FEHBP premium contributions and eliminating the FERS supplement for pre-65 annuitants. A record of the actual votes can be linked through the House Clerk's website.

"The Senate presently is considering its own budget resolution, which has yet to be assigned a number; it currently does not include instructions to cut federal and postal employee and retiree benefits. The Senate likely will vote on its own budget the week of Oct. 16. It is important for all our members to urge their senators to oppose adding any reconciliation instructions to cut federal and postal employee health and retirement benefits.

"H. Res. 71 doesn't have the force of law, but sets the stage for an omnibus budget reconciliation act that would have the force of law and

could radically modify members' health and retirement programs, resulting in benefit cuts. Obviously, this administration and Congress are quite different, so members should be prepared for battle."

Kevin Trayer, Michiana Area vice president:

"I still think efforts should be focused at the local level. Also, it seems many legislators are resigning or not seeking re-election. I am encouraging state legislative officers to keep an eye out for local events to attend and help raise more for SPAC.

"I recently worked with Ivan and Katie to get tickets to a fundraiser for Rep. Brenda Lawrence (D-MI). Branch 23 officers attended this event and published information in *The Postal Supervisor*."

Bob Quinlan, Southeast Area vice president:

"Over the summer, I visited Rep. Daniel Webster's (D-FL) office in my district. Webster is not a supporter of the Postal Service, but I keep trying. I sent in a recent legislative update that hopefully will at least allow him to support government workers.

"Our efforts to raise money for SPAC are during our state conventions; Florida raised \$23,000. We conducted a silent-auction SPAC raffle, a walkathon and 50/50 during every branch meeting throughout the state during the year."

Ethics Committee—No report.

Postmaster Committee—The committee discussed recognition of new membership opportunities and to make Postmaster recruitment an ongoing process. There needs to be messaging to Postmasters that ex-

plains "Why NAPS?"

Membership Committee—Membership is the responsibility of all board members. They need to attend career awareness conferences, new supervisor training and Postmaster Essentials classes and have daily engagement with non-members.

PFP Advisory Committee—Reviewed NAPS proposals to improve NPA for FY18.

Duties and Responsibilities Committee—The committee presented the board with a revised *Duties and Responsibilities Guide* for FY18.

Jim Stokes, Stoladi Property Group, gave an update on the NAPS Headquarters building. The building is 100 percent leased, with several additional tenant renewals in FY18. This will drive tenant improvement costs up, even as normal maintenance is ongoing. The vacancy rate in Alexandria is approximately 12 percent. Construction costs are up; tenant improvements now are above \$35 per square foot. Stoladi has an onsite property manager for NAPS Headquarters, plus a senior engineer.

Stacey Herndon, PNC Investments, updated the board on NAPS' investments, portfolio and investment strategies.

LTS Update—The dates of the 2018 LTS are March 11-14. Registration will be via the NAPS website at www.naps.org. Due to the unavailability of Arlington National Cemetery for our traditional wreath-laying on Sunday at LTS, the ceremony has been rescheduled for Wednesday, March 7.

National Convention Update—The dates of the 2018 National Convention at the Mohegan Sun Resort in Uncasville, CT, are Aug. 6-10. Registration also will be via the NAPS

website, www.naps.org.

Recommendation 1—Kevin Trayer, seconded by Craig Johnson, that

"The executive vice president's legislative assistant be allowed to attend regional/area training seminars to assist with SPAC donations and signing new contributors. Expenses would be charged to NAPS Headquarters."

Recommendation failed on a voice vote.

Recommendation 2—Dan Mooney, seconded by Kevin Trayer, that

"Each area VP or regional VP have their expenses paid for the 2018 LTS wreath-laying (not to exceed \$1,000) by NAPS Headquarters to help support their members."

Recommendation passed on a voice vote.

Motion 1—Chuck Mulidore, seconded by Tommy Roma, that

"The NAPS resident officers be allowed to enter into contract discussions with Dillard Financial Solutions to establish a financial partnership between the organizations."

Voting "yes" were Wagner, Butts, Mulidore, Roma, R. Green, Johnson, Walton, Warden, Murphy, Aglidian, Needham, Trayer, Moreno, Mooney, B. Green, McCracken and Cherry. Voting "no" were Griffin, Rowel, Quinlan, S. Green, Elizondo, Pashinski, Atkins. As board chair, Ford does not vote. The motion passed.

The spring 2018 Executive Board meeting will be March 14-17 at NAPS

Important Convention Deadlines

May 1	Receipt of Self-Nomination Convention Committee Request form Receipt of Delegate Credential form and paid convention registration for those asking to serve on a convention committee
June 8	Deadline for entries for the Best Website and Newsletter contests
June 18	Deadline for all resolutions from states with conventions ending on or before June 10 to be emailed to Executive Vice President Ivan D. Butts
June 29	Deadline for all other resolutions to be emailed to Executive Vice President Ivan D. Butts

Headquarters.

For the good of the association, President Brian Wagner thanked board members for their diligence during the board meeting and working for the betterment of the membership.

Executive Vice President Ivan D. Butts thanked the board for meeting the SPAC challenge.

Board Chair Tim Ford thanked the board for a smooth, productive meeting.

The closing prayer was led by Eastern Region Vice President Richard Green.

Michiana Area Vice President Kevin Trayer moved, seconded by Central Gulf Area Vice President Cornel Rowel Sr., to adjourn the meeting; the motion passed on a voice vote.

Respectfully submitted by Chuck Mulidore, NAPS secretary/treasurer

Send Your Entries!

Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention at the Mohegan Sun, Uncasville, CT, this August.

A branch wishing to enter the competition must email only its website address to kbalentyoung@gmail.com by **Friday, June 8**, for forwarding to the competition judge.

Points will be awarded for content, design and technical merit, among other contest categories. The two entries receiving the highest overall point totals will be named the competition winners.

At the convention, all branches will be given the point totals of their entries by category, along with any comments the judge may make.

NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **Friday, June 8**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best Bylined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2016.

The entry instructions include:

"Overall Excellence"—Submit three consecutive issues of the newsletter, stapled together as one entry. Staple a Post-it note or similar to identify the judging category, your branch number and the newsletter editor.

"Best Layout"—Submit two issues (not necessarily consecutive ones) of the newsletter, stapled together as one entry. As in the item above, identify the judging category, your branch number and the individual who lays out/designs the newsletter.

"Best Bylined Column/Editorial"—Submit one entry clipped from your newsletter (please do not submit the entire newsletter). The entry must be an original work that carries the byline of the author, who may or may not be the editor, but must be a NAPS member. Identify the judging category and your branch number.

"Best News/Feature Article"—Follow the instructions immediately above.

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than Friday, June 8. Receipt of all entries will be acknowledged; please provide your email address. Winners will be announced at the convention.

Delegate Credential Form: When you register for the convention (registration online only; information will be in the February issue), you must also fill out the Delegate Credential form. If you would like to serve on a convention committee, the Delegate Credential form has to be received at NAPS Headquarters by May 1, as well as the Self-Nomination Convention Committee Request and proof of your convention registration.

ORIGINAL: Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314	National Association of Postal Supervisors Delegate Credential 
..... (Print or Type Delegate's Name)	
..... (Delegate's Home Street Address)	
..... (Delegate's Home City, State and Zip+4)	
Check Here if First-Time Delegate <input type="checkbox"/>	USPS EIN #
	<small>(If applicable)</small>
is a certified member in good standing of
	<small>(Branch Number)</small> <small>(Date)</small>
and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.	
..... Printed Name Branch President or Designee Branch #	
..... Signature of Branch President or Designee	

Confidential Information

Self-Nomination: National Convention Committee Request

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee.

Deadline for Self-Nomination Request, Credential and Paid Convention Registration are ALL due at NAPS Headquarters by COB, May 1, 2018.

Committee Choices: Pick up to three (3) committees. Number your selection(s) in the boxes below with "1" representing your top choice, "2" next and "3" as final, if so desired.



Table with 2 columns and 5 rows listing committees: Assistant Secretaries, Audit, Balloting and Election, Constitution and Bylaws, Credentials and Registration.

Table with 2 columns and 4 rows listing committees: Postmaster, Resolutions, Rules, Sergeant-at-Arms.

I am self-nominating myself to serve on a NAPS National Convention Committee indicated above.

Member Name _____

Mailing Address _____

City, State, ZIP+4 _____

EIN or last 4 SS # _____ Contact Phone # _____

Member of Branch # _____ Non-postal email: _____ (Branch # listed on delegate credential)

Arc you a First-Time National Convention delegate? [] Yes [] No

Have you served on a National Convention Committee before? [] Yes* [] No

* If Yes, previous committee(s) served? _____

Individual's Credential [] Enclosed [] Previously Submitted

NOTE: For National Convention Committee assignment consideration/eligibility NAPS Headquarters must receive member's self-nomination request, signed delegate credential and paid convention registration (all 3) on or before May 1, 2018. No branch officer approval is required for national convention committee consideration.

NAPS HEADQUARTERS USE ONLY

Date Self-Nomination Received _____ Must be received by COB 5/1/18. Postmark not valid.
Date Credential Received _____ Must be received by COB 5/1/18. Postmark not valid.
Date of Paid Registration _____ Must be received by COB 5/1/18. Postmark not valid.

Fax Request to: (703) 836-9665 Mail Request to: 2018 Self-Nomination Committee Request
Email Request to: naps.bw@naps.org c/o NAPS National President
1727 King Street, STE 400
Alexandria, VA 22314

2018 National Convention Mohegan Sun: Uncasville, CT - August 6-10, 2018



How to Develop Millennials Into **Our Future Leaders**

By Dr. Jennifer Beaman, Ashford University

Status Quo vs. Proactive Strategic Endeavors

A proactive approach to business means staying one step ahead of your competition; today's industry is more competitive and more disruptive than ever. A cultural and technological shift is happening right in front of us. It's time to listen to our millennials' needs and desires—they are our future organizational leaders. It's also time to invite more flexibility.

This shift doesn't mean we need to change our entire operations to meet their needs, but it is critical we offer our millennials ample room for growth if we are to stay competitive in our respective spaces. If we are going to ensure we don't get stuck in the status quo, we need to ensure our

millennials are a core part of our strategy.

We have our finger on the pulse, we know our Key Performance Indicators (KPIs) and we are confident our staff is well aware of our organization's best practices. We also know that if we opt for the comfort of the status quo, our company's success eventually will take a hit. In today's business landscape, a strategic stance must involve millennials.

It's not uncommon for organizational leaders to stick to time-honored operations, workforce policies and knowledge management practices. Yet, sometimes we need to ask ourselves if conventional practices are in our company's best interest, strategically speaking. Reflect on the reality of your organization's future and consider from a

strategic viewpoint: Can your company's corporate culture and strategic position in the marketplace benefit from more flexibility and innovation?

Facing the Threat and Leading Into the Future

The excuse that millennials present new challenges to doing business does not suffice when every generation comes with its own set of challenges. It would be wiser to focus on the issue that poses a greater threat: No organization in America is exempt from the reality that when baby boomers fully retire, there won't be enough Generation X employees to fill the gap. Millennials are an untapped resource and the solution to our workforce threat.

Six Benefits of Investing in Millennial Employees

Millennials are our future. It is in

our best interest to mold them into upcoming leaders, which means it's high time we revise, if necessary, our company's culture. Grooming our millennials into leaders now should be part of our organizational strategy. Consider the future of your company and reflect on the following benefits of empowering millennials:

1. They are socially responsible leaders—leaders who value conscious capitalism.
2. They possess an innate interest in improving our world, our communities and our day-to-day experiences.
3. They truly know the benefits of advanced technology and are committed to using and continually updating technological advancements for the betterment of the company.
4. They're interested in consistent feedback and value workplace rela-

tionships (i.e., when trust is strong, customers feel it and the bottom line proves it).

5. They value optimizing efficiency and know how to implement it.

6. They understand the value of effective practices and assume nothing less.

As leaders, it's time we learn the language of our millennials and embrace this shift in our contemporary business landscape. It's time to invite solutions that improve our future by capitalizing on the gift our millennials bring to the workforce.

Originally published in Forward Thinking at <https://www.ashford.edu/business>.

Dr. Jennifer Beaman is a faculty member in the Forbes School of Business & Technology.

Paid Advertisement

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at ASHFORD UNIVERSITY[™]

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+)

Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Goodman, James	CA	Branch 39
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
Maxwell, Sherry	IL	Branch 255
Wagner, Brian	IL	Branch 255

Did you know primaries for the 2018 elections begin in March? These elections are the first step in determining who will be representing you on Capitol Hill in the 116th Congress. If you have questions about when your state will hold its primary election and who will be on the ballot, please contact SPAC Manager Katie Maddocks at naps.km@naps.org or (703) 836-9660.

Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Hommerson Jr., David	MI	Branch 130

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.

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Nov. 30, 2017

National Aggregate:

\$237,427.96

National Per Capita:

\$9.16

Region Aggregate:

1. Southern	\$67,878.64
2. Western	\$46,369.68
3. Central	\$43,910.50
4. Northeast	\$39,866.65
5. Eastern	\$39,377.49

Region Per Capita:

1. Southern.....	\$11.81
2. Central.....	\$9.98
3. Western	\$8.57
4. Northeast.....	\$7.97
5. Eastern	\$7.35

Area Aggregate:

1. Southeast	\$41,143.00
2. Pacific	\$24,361.50
3. Capitol-Atlantic.....	\$20,384.65
4. New York	\$19,920.15
5. Mideast	\$16,116.49
6. New England	\$14,985.50
7. Texas.....	\$14,017.24
8. Illini	\$13,311.00
9. Michiana	\$12,858.50
10. Northwest.....	\$11,018.19
11. Rocky Mountain..	\$10,989.99
12. MINK	\$9,157.50
13. North Central	\$8,583.50
14. Pioneer	\$7,837.35
15. Central Gulf	\$6,624.60
16. Cotton Belt	\$6,093.80

Area Per Capita:

1. Southeast	\$17.76
2. Michiana	\$12.13
3. Northwest.....	\$10.68
4. Illini	\$10.42
5. North Central	\$9.70
6. New England	\$8.83
7. Central Gulf	\$8.60
8. Pacific	\$8.49
9. New York	\$8.16
10. Texas	\$7.95
11. Capitol-Atlantic.....	\$7.84
12. MINK	\$7.77
13. Rocky Mountain.....	\$7.28
14. Mideast	\$7.19
15. Cotton Belt.....	\$6.79
16. Pioneer	\$5.67

State Aggregate:

1. Florida	\$37,037.50
2. California.....	\$22,296.50
3. New York	\$19,495.15
4. Texas.....	\$14,017.24
5. Illinois.....	\$13,311.00

State Per Capita:

1. Maine	\$24.73
2. North Dakota	\$22.72
3. Florida	\$21.74
4. Washington.....	\$17.03
5. Michigan	\$15.18

Drive for Five

Members by Region:

1. Central.....	76
2. Southern.....	68
3. Western	68
4. Eastern.....	55
5. Northeast.....	48

Aggregate by Region:

1. Western	\$27,646.00
2. Southern	\$25,065.50
3. Central	\$24,733.50
4. Eastern.....	\$19,067.00
5. Northeast	\$13,819.50

Trayer, Kevin	MI	Branch 142
Weilep, Laurie	MN	Branch 104
Johnson, Craig	MO	Branch 36
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
Fearrington, Melvin	OK	Branch 80
Butts, Ivan	PA	Branch 355
Williams, Darryl	PA	Branch 554
Aaron, Donna	TN	Branch 97
Bradford, Robert	TX	Branch 203
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Green Jr., Richard	VA	Branch 98
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61

November Contributors

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

Hommerson Jr., David	MI	Branch 130
Foster, Debra	TX	Branch 9

VP Elite SPAC (\$750)

Lecounte, Michael	FL	Branch 146
Moreno, Luz	IL	Branch 489
Perteet, Cynthia	IL	Branch 541
Anderson, Shareen	MI	Branch 23
Mooney, Dan	MN	Branch 16
Johnson, Stanley	WA	Branch 60

Secretary/Treasurer's Roundtable (\$500)

Melchert, Pamela	AK	Branch 435
Simpson, Pamela	AZ	Branch 246
Trevena, April	CA	Branch 94
Billups, Juanita	IL	Branch 17
Pierce, Annette	IL	Branch 255
Mosley, Monique	IN	Branch 8
Bodary, Joseph	MI	Branch 268
Davis, Pamela	MO	Branch 527
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Paige, Lillie	OH	Branch 46
Hubbard, Jim	VA	Branch 22
Jennings, Aaron	WA	Branch 61
Joers, Julie	WI	Branch 72

Continued on page 47

OPM Contributions to SPAC (for Retired Postal Supervisors)

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.

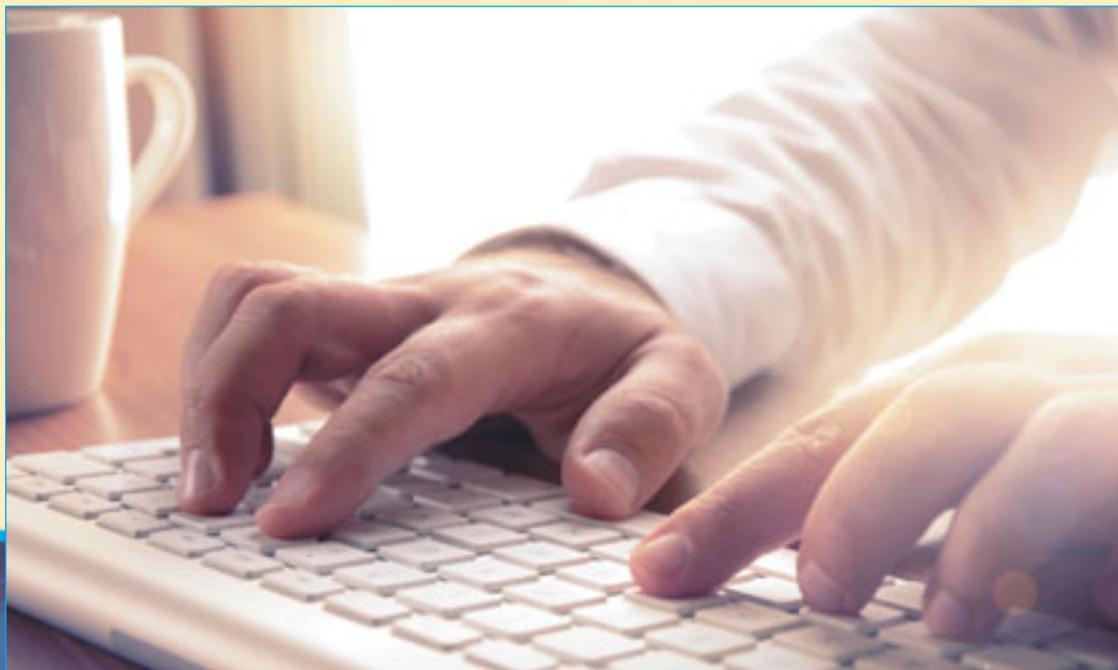
By Internet:

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.



When Tragedy Strikes, Your EAP Is There to Help



Submitted by the USPS Employee Assistance Program

One of the services the EAP offers is a Critical Incident Response. A CIR is a way to respond to any critical event that impacts us enough to affect our usual ability to cope. This can be an actual threat, such as a robbery or a natural disaster, or it can be a perceived threat, such as fear stirred up by downsizing and facility closures. Generally, it is an event that is outside our ordinary experiences or produces a strong emotional response.

In the USPS, there are many examples of CIRs. The most common is when a co-worker dies and their fellow employees are left to go on.

How do you show up each day reminded of the loss? It may be that a co-worker's death reminds us of family or friends who have died or it may remind some about their own mortality.

Lately, we've been made acutely aware of another event that may benefit from CIR services: natural disasters. There have been traumatic situations caused by hurricanes and flooding in Puerto Rico, the Virgin Islands, Texas and Florida, and wildfires in California. These disasters have caused death and ravaged the landscape, destroying homes.

There also are anniversary reactions to traumatic events. Recently, the dates Hurricane Harvey hit land

coincided with the anniversary of Hurricane Katrina. Emotions were more intense for some. These anniversary dates can trigger involuntary reactions.

Robbery is another common reason a CIR may be requested. When a USPS employee is the victim, the employee may have many emotions, including fear, that can affect their ability to return to work and perform their jobs safely and productively. When one person is attacked, it often affects those who work with them; it can threaten all employees' sense of safety and security. Larger, violent events in the community, such as the shootings in Las Vegas and Texas, also have shocked us; vic-

tims can benefit from free EAP services.

In the USPS, employees may experience secondary trauma when customers recount stories, just as we may be affected by constant news stories of tragic events. The USPS status in a community often ties employees to events in a community.

Sometimes, the events are catastrophic or they may be the “last straw” that overwhelms us. Our experience of these events can cause increased stress, anxiety, fear, irritability, anger, insomnia, loss of appetite and sadness. A tragedy often produces feelings of shock, denial, guilt, anger and depression. Sometimes it affects our health; rapid heart rate, shivering, headaches or other body pain may result. Overall, well-being can be compromised when our stress levels rise.

While each person may experience the event differently, it is important to remember these all are natural responses to unusual circumstances and to allow time for healing. The EAP response is attuned to these emotions in employees and is able to respond to their needs appropriately.

At times, we have become jaded about these traumas and may have expectations it is a normal part of life and does not need attention. Research shows that the sooner we pay attention, the better we will overcome further negative consequences.

The EAP can facilitate this process with USPS employees. We are here to promote well-being, which has the side effect of improving safety and productivity. A distracted and troubled employee may not perform to the best of their ability and easily could do a job in unsafe ways.

These can be heavy topics to face alone. Sharing with a concerned person can begin the healing of grief

The EAP has responded to many critical incidents across our country this year. As Northern California was recovering from the wildfires, letter carriers and clerks were doing their jobs at their usual locations. Yet, it was far from the usual job.

The landscape of the countryside changed drastically in many places; homes were gone where neighborhoods once stood. The Postal Service’s customers were dealing with their own experiences and sharing their stories with USPS employees. People in the community were coming together to heal each other, but, by sharing their trauma, they also were re-traumatizing some postal employees.

As employees told stories of the recent hurricanes, it stirred up memories of the past disasters they had survived. Many stories of escapes from harm were shared. These situations seem to inspire people, especially USPS employees, to reach out to others who were

more adversely affected. Knowing you have survived can give you gratitude, strength and belief in your endurance—even compassion for others. Sharing these experiences is the path toward healing and wholeness.

Imagine the travelers who went to a union convention in Las Vegas that happened to be on the same date as the Mandalay Bay shooting incident? The EAP was there to offer comfort and support. Professional counselors offered an ear to listen and suggestions for effective ways to cope. USPS employees were encouraged to follow up with calls to their local EAP or clinicians in their home areas. All they needed to do was make the call to 1-800-327-4968.

As a country and communities, how do we effectively handle these situations? The EAP is here to help with knowledgeable clinicians trained to respond to traumatic circumstances.

and loss. The EAP can facilitate counseling, either individually or in small groups, to educate employees on the process of grief. Sharing thoughts and feelings about loss can allow employees to move through the grief process. Hearing a service talk on normal reactions to grief can help put it in perspective and provide coping skills. Our experienced clinicians are available to listen, educate and assist us in creating the “new normal” in our lives.

The free services offered by the EAP range from a local EAP individual response to activating the national deployment team. A key to success is a coordinated response. Employees can meet individually or in small groups, either in an information-providing format or through personal sharing. The EAP is respon-

sive to specific needs and works in collaboration with employees.

When is it time to assess a situation with your EAP? Anytime. A consultation is easily available by making a phone call. The 1-800-EAP-4-YOU service center is available 24/7. Avoid these common mistakes: ignoring the situation, delaying response, stifling communication and misunderstanding the purpose of critical response. Together with a trained clinician, the circumstances can be discussed, needs discerned and a plan designed to meet the needs in that moment. Be yourself and share your genuine concerns. The EAP joins with the USPS to create the best possible response to an event.

The advantages of using your

Continued on page 47

Strive to Become a Better Leader

By Darryl Williams

NAPS and the Postal Service have the responsibility to monitor, review and ensure that their members and employees are being provided appropriate resources, coaching and feedback for their direct, day-to-day management performance. We should perform this task by following what's clearly stated in the *ELM 651.3*, which reads:



“Nondisciplinary Corrective Measures: 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. The manager/supervisor is responsible for *leading* [emphasis added] the employee to a higher level of achievement. Performance improvement should be a shared concern and effort between manager and employee. Early dialogue and guidance are critical to achieving positive results and continuance of an effective manager/employee relationship.”

Over time, generations have evolved from baby boomer and Generation Xers to now, millennials. The ability to communicate is key to your success in being an effective leader. Each generation has its own way to communicate, as well as its own way to receive communication. A leader must understand and deal with each generation by effectively communicating the processes.

The age range of millennials is 18-34; they are the future managers/postmasters/supervisors/facility heads and leaders. Take the question, “Are you leading them?” To answer, we first must understand who we are leading. Simon Sinek, an author, speaker and consultant, writes about leadership and management. In his YouTube video presentation on millennials, he offers insight into understanding this new generation. Share this link with

your members and employees; he has some great insight on millennials that might help you understand how to effectively communicate with and lead this future generation: www.youtube.com/watch?v=hER0Qp6QJNU&sns=em.

We all should strive to become better leaders. Leadership is not an entitlement; it has to be earned. Effective leaders are the ones willing to put in the work to be successful in their field of endeavor. A leader should uphold high ethical standards, modeling the behavior they expect from others. A leader’s manner should reflect their personal values and beliefs, while championing their calling with intentionality, passion, persistence and humility.

A leader must have clear direction when confronting the facts facing them and their organization. A leader must have in mind a plan for moving forward, while making sure to honor the dignity of all constituents. Today’s leaders challenge all to do better through swift and constructive feedback, while creating an environment where high-per-

formers feel they have accomplished a goal and the followers strive to achieve it.

Today’s leader confidently responds to the question, “Are you leading them?” by answering, “Yes, I am leading them!”

gervin212@comcast.net

Darryl G. Williams is the Pennsylvania State Area 1 vice president.

NAPS Training Calendar

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

Central Gulf Area Training April 20-22, 2018

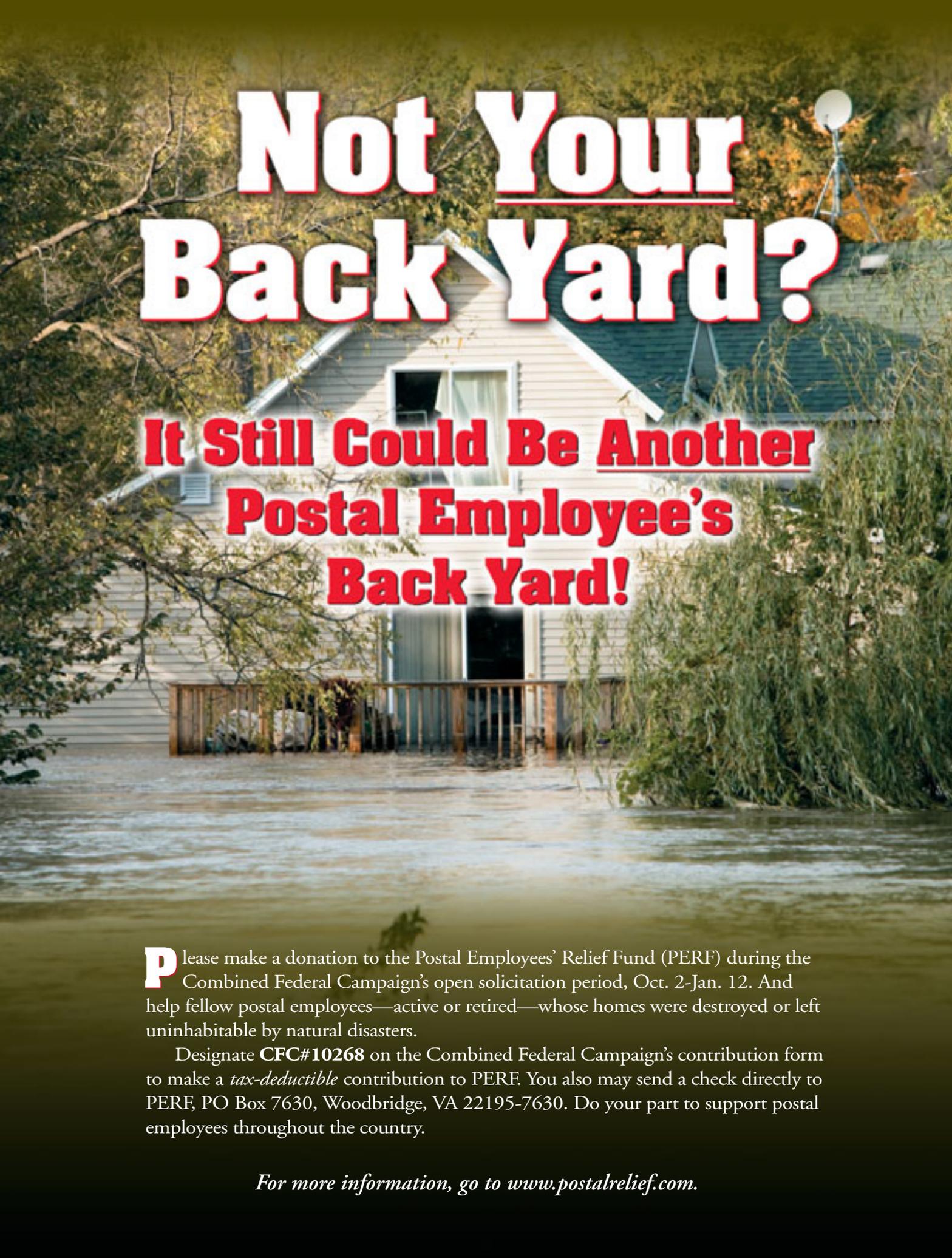
Conducted by: Central Gulf Area VP Cornel Rowel Sr.

Location: Hyatt Regency New Orleans, 601 Loyola Ave., New Orleans, LA 70113; (504) 561-1234. Training will be on April 21, 8 a.m. to 5 p.m.

Hotel Rate: \$99/single, \$124/double

Registration Fee: \$60

Training Topics: TBD

A photograph of a house with a satellite dish on the roof, partially submerged in floodwater. The house is surrounded by trees and a large willow tree on the right. The water is murky and reaches up to the windows and the base of the house.

Not Your Back Yard?

It Still Could Be Another
Postal Employee's
Back Yard!

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.

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Notes

from the National Auxiliary

NAPS and the Auxiliary— a Family Affair

By Jane Finley

Southeast Area Vice President

Glance in the rearview mirror. We see the New Year's celebration fading from sight as we speed into 2018 with gusto! But, through the windshield, we see the NAPS Legislative Training Seminar just ahead and, in the not-too-distant future, our state conventions and the NAPS national convention. These events are approaching like directional signs on the interstate.

If we are not paying close attention, we will overlook an indicator or event too important to miss. We soon will gather as the NAPS family to conduct our usual business, coupled with the excitement of fellowship with longtime friends, as well as welcoming new acquaintances into our NAPS circle.

Being a former postmaster, I realized early in my career the importance of being part of a family of management association members who took seriously our responsibilities on the job, but also had an unspoken responsibility to help better our fellow managers and the USPS.

It sometimes meant going the second mile to make service to customers a reality or walking the extra mile to provide support to a fellow manager. Somehow, over the years, time has taken its toll on this practice as that devotion does not always appear with the same strength. Due to changing corporate dynamics, dignity

and respect have become secondary and managers/supervisors do well just to protect their own positions, often facing a constant battle to take care of one's own responsibilities.

As the partner of a NAPS rep, I continue to engage in conversations with current supervisors and postmasters about the duties and responsibilities that overwhelm the Postal Service's primary purpose and longstanding goal of "excellence in postal service to the customer." The unrealistic expectations are



more common than we would care to admit; discipline seems to be the "only cure for what ails us."

The need for a family and friends becomes very important in today's work environment. NAPS is the response to that need and exists to sort through the issues and make working conditions more manageable and realistic. Being a member of NAPS provides supervisors and postmasters the assurance that the road is not meant to be traveled alone because there is hope for a mutual resolve just a phone call away. Membership dues are like a savings account: You may never have to dip into the reserves, but it is a secure feeling to know relief is available if needed.

Equally important is the opportunity for NAPS supervisors/managers to encourage immediate family members, spouses or designated representatives to join the NAPS Auxiliary. This becomes a joint effort of

support and understanding that equals the NAPS and Auxiliary partnership. As a member of the Auxiliary, we offer fun and fellowship, while fulfilling our responsibility to support SPAC in fundraising efforts and be the voice representing family members who also are affected by USPS and congressional decisions.

For example, NAPS legislative efforts support retention of employee/retiree benefits; the Auxiliary is a viable part of the equation. Auxiliary dues are nominal—\$2 per year—and our Auxiliary meetings coincide with most NAPS meetings.

Whether it is pay talks time with the USPS or budget time with Congress, it's time to join together for a solid armor of defense: NAPS and the Auxiliary—let's make it a family affair! Our Auxiliary Board member

Thrift Savings Plan					
Fund	G	F	C	S	I
November 2017	0.19%	(0.11%)	3.07%	2.90%	1.06%
Past 12 Months*	2.33%	3.49%	22.87%	19.80%	27.69%
<small>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.</small>					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
November 2017	0.62%	0.99%	1.55%	1.80%	2.03%
Past 12 Months*	6.43%	10.47%	15.42%	17.81%	20.03%
<small>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.</small>					
Visit the TSP website at www.tsp.gov					

contact information appears frequently in the magazine; we want to hear from you and your family member. So, until we can again

share a greeting at a NAPS meeting, the Auxiliary wishes you well!

mjfarm100@aol.com

When Tragedy Strikes, Your EAP Is There to Help

Continued from page 43

EAP include reduction of stress symptoms, minimization of work disruption and probable decrease in absences and disability. The investment in human capital leads to suc-

cess and provides the kind of caring organization that leads employees toward greater job satisfaction and better safety outcomes.

We have staff skilled in critical incident response techniques available to you. Getting the EAP involved is simple. Our services are

easily accessible by calling the service center at 1-800-327-4968 (TTY: 877-492-7341). The EAP can visit your facility, give a service talk, walk around and listen to employees. We can meet with individuals or in groups and are available for consultations, as well.

2017 SPAC Contributors

Continued from page 40

Chairman's Club (\$250)		
Carson, John	AL	Branch 901
Gavin, Angela	CA	Branch 159
Thomas, Linda	CA	Branch 88
Baines-Albert, Pamela	IL	Branch 493
Cook, Carol	IL	Branch 14
May, Charles	IL	Branch 14
Malone, Tammy	IN	Branch 8
Webb, Marcel	IN	Branch 8
Burcar, Robert	MI	Branch 508
Orloski, Rose	MI	Branch 508
Petersen, Lisa	MO	Branch 36
Price-Booker, Virginia	MO	Branch 131

Robinson, Theresa	NC	Branch 299
Barrett, George	NJ	Branch 74
Lyons, Lisa	TX	Branch 428

Supporter (\$100)		
Butts, Kevin	CA	Branch 466
Ford, Timothy	FL	Branch 353
Crowe, Brian	IL	Branch 14
Heitzman, Patricia	IL	Branch 220
Howard, Katie	IL	Branch 541
Lindsay, Rhonda	IL	Branch 17
Byrum, Jimmy	MI	Branch 508
Byrum, Ruth	MI	Branch 925
Jackson, Christian	NV	Branch 463
Benjamin, LaQuita	TN	Branch 41



Get our low 1.90% Intro Rate Home Equity Line of Credit*, your house will thank you.

Those big ticket home improvements are even more affordable with our low introductory rate of 1.90% annual percentage rate (APR) for nine months*. Invest in your home with some of these popular renovations.

- Stainless steel appliances
- Luxurious master bath
- New hardwood flooring
- Winterize with a new roof and windows
- Open space kitchen

Maybe your to-do list isn't just about home improvements, use funds for:

- Debt Consolidation
- Dream Family Vacation
- School and training classes
- Wedding

Whatever your needs may be, this line of credit gives you the flexibility to get your to-do list done.

After nine months, introductory rate of 1.90% APR will revert back to the standard rate ranging from 4.25% - 5.00% APR. Rates are subject to change. The maximum allowable rate is 18% APR. The Credit Union will pay up to \$1,000 in closing costs, anything over \$1,000 (usually \$0 - \$500) plus a processing fee of \$150 will be paid by the member.

For more information about our home equity products, visit signaturefcu.org/HELOC. To apply, contact us (800) 336.0284 or visit our easy online application bit.ly/signaturefcu-apply-now

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Federally insured
by NCUA

Membership eligibility required