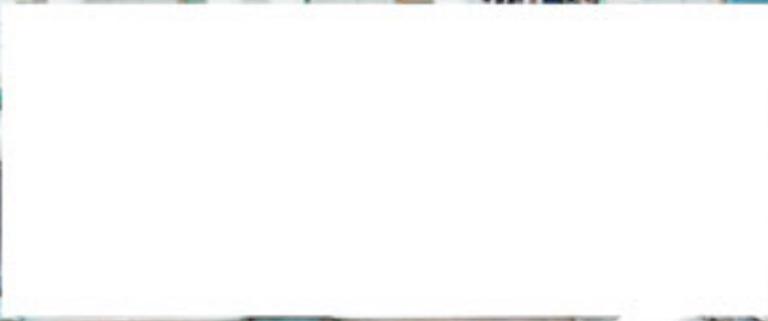


# the Postal Supervisor

February 2018

**Fight for USPS  
Sustainability—  
Register  
for the  
2018 LTS**

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## Objective

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

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

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

High-resolution photos may be e-mailed to [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com). Please include your non-USPS e-mail. NAPS neither assumes responsibility for the contents of the articles published herein, nor does it necessarily agree with the opinions expressed. Moreover, opinions expressed by an author do not necessarily reflect the opinions of the author's branch.

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# A Touchy Situation!

**D**o you ever think about how touchless technology has made your life less stressful? I noticed it more when traveling this past holiday season.

Doors open automatically when you walk toward them to enter or exit an airport. Let's not forget the touchless toilet, soap dispenser, water faucet and hand dryer. I thought about how the workplace could

use less touching to make it less stressful. Here's the scoop.

Unwanted touching in the workplace or in public never is acceptable. If you are a victim of unwanted or inappropriate touching, report it immediately. Also, don't be the perpetrator of inappropriate or unwanted touching. The workplace can be a very touchy place; touching has been accepted as a way to express an innocent greeting or heartfelt consolation. But

touching can be viewed as altogether unacceptable.

For example, if you are meeting with an employee to discuss their performance and the employee becomes disruptive and must be escorted from postal property, never touch them. Don't even touch their arm, shoulder, elbow or back to help guide them toward the exit. Furthermore, don't try to physically force the employee out of the facility with the help of co-workers.

Any touching or physical contact could be viewed by the employee as aggression by USPS officials. You want to avoid escalating the situation. If you are having trouble with an employee who refuses your instruction to leave postal premises, touch the phone instead and call local law enforcement for help.

If you are the one being instructed to leave a postal facility or being escorted out, don't make a scene or get physical. Avoid being confrontational or belligerent. It's best to think twice and say nothing. Leave as instructed and contact your NAPS representative to help resolve any workplace issue you may be having.

Earlier, I referenced innocent touching. This usually occurs when co-workers are having a meeting, holiday celebration, employee recognition or remembrance of a co-worker or family member. What you see

in many social, somber or business situations—in the workplace or elsewhere—is that some people greet or console others with a hug or a light pat or touch on a person's back or arm. In some situations, a person may give someone a slight peck on the cheek. Know and understand your setting.

Depending on the relationship you have with a person and whether it is a workplace and/or association relationship, they may have no objection to a more personal greeting or consoling gesture—a hug, pat or peck. However, if your relationship is not strong, anything more than a handshake could be viewed as offensive.

We are the NAPS and postal family. I think it's safe to say the vast majority of us care for the well-being of each other and we like to show it. However, when greeting co-workers, subordinates or fellow NAPS members in the workplace, sometimes it is best not to initiate hugs, pats, touches or pecks. This can help avoid any uncomfortable situation for you, the recipient of your greeting and others present.

Touching in the workplace is a very fine line that one should err on the side of caution and think twice before crossing. It may be best to avoid initiating personal touching in the workplace that I referenced above if you are celebrating a holiday, birthday, retirement or seeing someone for the first time in a very long time.

Again, if you are the receiver of such personal greetings, you may be comfortable with it because you know the person very well. However, if you are apprehensive about receiving such personal greetings, just extend your hand. This should indicate to the other person that your preferred greeting in public is a professional handshake. There always are verbal greetings, congratulations and condolences you can offer that still will touch—but not literally—someone's heart.

Also, don't be afraid to let people know you prefer not to be touched. We know our NAPS family is very close, so whether you are at work or at a NAPS event, please make sure when you are welcome in someone's personal space. If you ever are unsure what to do when greeting, congratulating or consoling someone,

*Continued on page 5*



**Brian J. Wagner**  
*President*

# So Much to Do, So Little Time ... to Register!

**F**ebruary is almost here and we are fast approaching the 2018 LTS, but there still is time to register for this important event. This year at LTS, delegates will be called on to take up our fight—our fight for USPS sustainability.

**Sustainability of service:** With implementation of the F-1 scheduler that changed the long-used staffing model of “staff to complement,” we now see reduction in staffing based on a new philosophy of “staff-to-earned”—models based more on assumptions created on the computer and not actualities that happen on the work floor.

Also, the USPS has requested voluntary early retirement (VER) authorization from OPM for certain employees. With the approval of that authority, the USPS has made VER offers (without incentives) to clerks and mail handlers.

This move to reduce staffing in what appears to be mail processing plant environments could be the precursor to more plant closures similar to those that brought about the failed OWC process.

**Sustainability of benefits:** As part of the federal workforce (wink, wink), we already have been asked to sacrifice close to \$200 billion for deficit reduction purposes in recent years. In 2017, we faced potential cuts from the House Committee on Oversight and Government Reform (OGR). This would have required a minimum of \$32 billion in cuts to mandatory spending—possibly significantly more. These cuts would have targeted federal and postal retirement and health benefits, which are the only substantial mandatory spending items under the OGR’s jurisdiction.

We have an administration calling Social Security checks “federal benefits payments.” Social Se-

curity has been bought and paid for by the dedicated work of civil servants who have been committed to serving America. We must continue to fight for the hard-earned retirement and health benefits of federal and postal employees and retirees.

Hopefully, my omission of postal reform at the beginning of this column will be optimism transformed into reality with its passage by the time this issue of *The Postal Supervisor* is published. If not, however, we must continue our work to ensure the sustainability of the future of the USPS. The agency’s need for financial sustainability has received the attention of the current administration by way of a tweet proclaiming the USPS was becoming “dumber and poorer.”

Registration for LTS on the newly redesigned NAPS website is easier than ever. You can make your reservations at NAPS.org; there even is a link to the Crystal Gateway Marriott to make your room reservation. Plan on coming Saturday, March 10, and leaving Wednesday, March 14.

Don’t forget to bring a laptop, iPad or tablet for your congressional visits. With these tools, delegates can provide a tremendous visual aid that has had positive impact on legislative offices during our past few grassroots campaigns.

Also, don’t forget to download the Congress app for your smartphone. This will give you palm-of-your-

hands access to your congressional leaders. We have been moving away from hard-copy congressional directories; indeed, this may be the last year we provide the directory.

So much to do, so little time! Register by Feb. 16 for \$225. After that date, registration increases to \$300. Keep in mind that registration closes on Feb. 23.

In solidarity ...

**naps.ib@naps.org**



**Ivan D. Butts**  
Executive Vice President

## **The Postal Supervisor 2018 Production Schedule**

<b>Issue</b>	<b>Copy Deadline*</b>	<b>Mails</b>
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.

# The 23rd and the 23rd

**O**n Dec. 23, a horrible tragedy struck the Postal Service. Two Dublin, OH, Post Office EAS employees—Supervisor Lance Herrera-Dempsey and Postmaster Ginger Ballard—were killed; a letter carrier has been charged. According to the Dec. 25 *Columbus Dispatch*, “Police have termed the slayings workplace violence, saying [the suspect] retaliated against those whom he accused of being behind his

pending dismissal from the U.S. Postal Service. Dublin police charged [the suspect] with premeditated aggravated murder in the death of Herrera-Dempsey. Columbus, OH, police charged him with murder in the death of Ballard.”

The loss of Herrera-Dempsey and Ballard are horrific for their families and loved ones; we pray for them and mourn with them. NAPS Executive Vice President

Ivan Butts and I represented NAPS Headquarters at Ballard’s funeral services. We were joined by Pioneer Area Vice President Tim Needham to pay our respects to Ballard’s family; she was a longtime NAPS member. Herrera-Dempsey was not a member of NAPS, but Pacific Area Vice President Hayes Cherry attended his service in Bishop, CA, representing NAPS Headquarters.

Regardless of organization affiliation, these two wonderful people were fellow EAS employees; we felt it necessary to be there. I also want to express my thanks to Postmaster General Megan Brennan, USPS Eastern Area Vice President Dr. Josh Colin, Ohio Valley District Manager Melvin Anderson and the other postal executives and leaders who attended.

While speaking with Ginger’s family, I was overcome by their pain and sense of loss. Still, they thanked us for attending the services and supporting them in their time of grief! I wondered how such beautiful people could possibly thank us for coming to their daughter’s funeral. Later, as we read the 23rd Psalm during the service, I understood: “The Lord is my shepherd, I shall not want. He maketh me to lie down in green pastures: he leadeth me beside the still waters. He restoreth my soul.”

Whether one follows a particular religion or none at all, these words must move you. My soul that day was restored by the goodness and love of two parents,

who, in the midst of unthinkable tragedy, took time to thank us for coming to share their anguish. We heard during the service about their daughter’s wisdom, dedication, enthusiastic spirit and love for her parents.

I also read Lance’s story, as told by his husband Steve. The moving words were a tribute to their life and his loss. They went to bed Friday night; Steve was awakened Saturday morning by the news of Lance’s death—a heartbreaking and sickening feeling of indescribable loss.

Where do we find the words to express our grief and gratitude for these incredible lives so brutally extinguished in an act of workplace violence? It is easy to lose heart, give up, surrender to the will of evil or simply believe that all is lost. Yet that is not who we are—as people, as Americans or as postal supervisors, managers and postmasters. Our mission is to honor the lives of Ginger Ballard and Lance Herrera-Dempsey by doing good work every day, overcoming all the obstacles that block our way, continuing to lead in the face of threats and remembering the life and legacy of two individuals we lost and the families they left behind.

Two lights have gone out in the world, but, surely, “My cup runneth over, goodness and light shall follow me all the days of my life, and I will dwell in the house of the Lord forever.”

May God grant rest and peace to the families of Ginger Ballard and Lance Herrera-Dempsey.

**naps.cm@naps.org**

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## A Touchy Situation!

*Continued from page 3*

just remember: If in doubt, put your hand out. Initiating a handshake and offering some positive or consoling words will always avoid a touchy situation. It is all about treating each other with dignity and respecting another’s personal space.

Now, it’s time to touch base with you and put out my ice cream flavor of the month recommendation for February 2018: Texas pecan pie!

**naps.bw@naps.org**

## EAS Pay Schedule Minimum and Maximum Pay Ranges Increase

On Dec. 21, 2017, NAPS and the Postal Service agreed to extend pay talk consultations into January. While pay talks continue, NAPS was notified by the agency of its decision to increase the EAS pay schedule minimum and maximum pay ranges by 1.4 percent, effective Jan. 6, to coincide with the FY17 PFP payout.

This increase to the EAS pay schedule increase does not affect or limit NAPS' right to continue pay consultation on any USPS pay policies currently in effect. Following are the Supervisor Differential Adjustment chart, effective Nov. 25, 2017, and the EAS Annual Salary chart, effective Jan. 6, 2018.

### Executive Administrative Schedule (EAS)

Annual Salary  
Effective January 06, 2018 (Day 1, Week 1, PP 02-2018)

#### RSC E

Grade	Minimum	Maximum
1	\$25,619	\$33,101
2	\$26,457	\$34,186
3	\$27,327	\$35,310
4	\$28,430	\$36,735
5	\$29,377	\$37,959
6	\$30,439	\$39,330
7	\$31,683	\$40,939
8	\$32,954	\$42,579
9	\$34,242	\$44,243
10	\$35,504	\$45,876
11	\$38,042	\$57,134
12	\$39,867	\$59,876
13	\$41,726	\$62,669
14	\$43,904	\$65,941
15	\$46,309	\$69,551
16	\$48,360	\$77,785
17	\$50,507	\$81,234
18	\$52,724	\$84,802
19	\$55,221	\$88,821
20	\$58,217	\$93,639
21	\$61,046	\$98,188
22	\$64,843	\$106,415
23	\$68,378	\$112,213
24	\$71,764	\$117,767
25	\$75,332	\$123,627
26	\$79,090	\$129,792

## Occupation Codes Eligible for the Supervisor Differential Adjustment (SDA)

Effective November 25, 2017 (PP25-2017)

### Position Group: Plant Maintenance (5% over PS-10, Step P)

Occupation Code	Title	Grade	SDA Minimum
2355-0010	SUPV MAINT OPRNS	17	\$72,793
2355-0022	SUPV MAINT OPER SUP	17	\$72,793
2355-0021	MGR MAINT OPS SUPP	19	\$72,793
0356-6003	SUPV CPTR MAINT LABL PRNTG	19	\$72,793
1601-0006	SUPV MDC MAINTENANCE	19	\$72,793

### Position Group: Vehicle Services (5% over PS-08, Step O)

Occupation Code	Title	Grade	SDA Minimum
2330-0040	SUPV TRANS OPERATNS	17	\$65,226
5823-0007	SUPV VEH MAINT	17	\$65,226
2150-7043	MGR VHCL MAINT FCLT	18	\$65,226
2330-0039	MGR TRANS/NETWRKS	18	\$65,226

### Position Group: Postal Police (5% over RSC Y (PPO), Step 23)

Occupation Code	Title	Grade	SDA Minimum
2335-0022	SUPV POSTAL POLICE	17	\$61,047
2335-0023	TOUR SUPV PSTLPOLIC	18	\$61,047

### Position Group: All Other Eligible (5% over PS-06, Step O)

Occupation Code	Title	Grade	SDA Minimum
2345-6049	SPV CLM/INQ (INT U)	15	\$62,551
0530-0001	SUPV ACCT PAPER	16	\$62,551
2005-0001	SUPV MTRL INQUIRES	17	\$62,551
2301-0002	MGR US HOUSE OF REP	16	\$62,551
2345-0022	MAILING STAND.SPEC.	16	\$62,551
2345-0045	SUPV ML RECVRY CTR	17	\$62,551
0341-6031	SUPV CUST SERV SUPP	17	\$62,551
0356-0002	SUPV REM ENCOD OPER	17	\$62,551
2305-7035	MGR CUSTOMER SERVS	17	\$62,551
2310-0022	SUPV CUST SVCS	17	\$62,551
2315-0066	SUPV DIST OPER	17	\$62,551
2340-0027	SUPV CPTR MAIL FRWD	17	\$62,551
2345-0043	SUPV BUS MAIL ENTRY	17	\$62,551
2330-0072	SUPV SURFACE TRANS CTR	17	\$62,551
6907-0004	SUPV WAREHOUSING & DIST OPS	17	\$62,551
1530-0022	SUPV STATISTICAL PROGRAMS	17	\$62,551
0343-0219	PRODUCT INFO QUALITY ANALYST	17	\$62,551
0610-0001	OCCUP HEALTH NURSE	18	\$62,551
2301-6118	POSTMASTER	18	\$62,551
2305-6039	ASST SUPV ST HS ML	18	\$62,551
2305-7038	MGR CUST SERVS	18	\$62,551
2340-0028	MGR MAIL FORWARDING	18	\$62,551
2345-0107	SUPV CUSTOMER CARE CENTER	19	\$62,551
2315-0087	MGR DISTRIBUTION OPER	19	\$62,551
1601-0010	SUPERVISOR, PRINT OPERATIONS	17	\$62,551

## Lost in the Line of Postal Service Duty

NAPS is sad to report that, on Dec. 23, Dublin, OH, Post Office Postmaster Ginger Ballard and Supervisor Lance Herrera-Dempsey lost their lives in the line of duty as a result of senseless acts of violence by an accused co-worker. Ballard was killed at her apartment complex; Herrera-Dempsey was killed at the post office. NAPS condemns this and all acts of violence against postal employees, the Postal Service and the communities they serve.

The Feb. 14, 1992, "Joint Statement on Violence and Behavior in the Workplace," of which NAPS is a signatory, seeks to ensure that the postal workplace is always a place where employees can feel safe and secure in the performance of their duties. Acts of violence in the workplace cannot and must never be justified or tolerated.

Ballard was a member of NAPS Long-Isaac-Keyes Branch 33. Besides being a longtime NAPS member, she was a devoted postal employee—never missing a day of work in more than 25 years. She loved art, biking and yoga. Ballard is survived by her parents, several relatives and a host of friends.

NAPS sends its deepest sympathies, thoughts and prayers to the families and friends of Ginger Ballard and Lance Herrera-Dempsey.

## Use New Address for DDF Documents

On Jan. 1, Al Lum, Labor Relations Admin Group LLC, became NAPS' new DDF provider. *Do not send any correspondence to Charlie Scialla at Scialla Associates.* Any documents sent to Scialla will result in the delay of members' appeals and, possibly, cause cases to not be filed timely. **All DDF cases must be sent via Priority Express Mail to: Labor**

**Relations Admin Group LLC, PO Box 780128, Maspeth, NY 11378.**

If a NAPS member receives a letter of decision upholding an action and they are requesting DDF representation for an MSPB appeal or debt collection petition, the branch president/designee must sign a completed DDF Representation Request Form (*see page 13*). The original DDF form, with a completed MSPB appeal form and letters of proposed adverse action or debt collection decision, must be sent via Priority Express Mail to the Labor Relations Admin Group. Also, a copy of the completed DDF form must be sent to NAPS Headquarters.

## NAPS Headquarters Expands Social Media Presence

NAPS has partnered with Smith/Haroff, a local marketing company, to improve its social media access and capabilities. In order to enhance NAPS' ability to engage its members and prospective members, it will drive messaging about NAPS events, issues and membership to various social and digital media outlets, including Facebook,

Twitter and YouTube, to name a few.

Through this social media access, users will be able to better understand NAPS in terms of its purpose and what it does as an organization. It also will drive traffic to the NAPS website so members will have access to social media outlets that work with the website to enhance messaging in a consistent manner.

NAPS Headquarters will provide regular postings on a variety of topics for its Facebook page: [www.facebook.com/postalsupervisors](http://www.facebook.com/postalsupervisors). There also is a link at [www.naps.org](http://www.naps.org) to the Facebook page. Members are encouraged to "like" NAPS' Facebook page and share it so NAPS can build a dedicated following, starting with Facebook and then moving to other social media outlets.

NAPS is just starting with this outreach effort. As it progresses, members will see more and varied posts. NAPS Headquarters will work with Executive Board members and local branches to share information on its social media outlets. NAPS is excited about this move forward in its use of social media.



Detroit Branch 23 celebrated its Christmas party in December. From left: Treasurer Rod Pack, NAPS Central Region Vice President Craig Johnson, Vice President Delores Hunter, President Ken Hunter, Executive Board Member June Wardell and National Secretary/Treasurer Chuck Mulidore.



Members of Montgomery, AL, Branch 208 presented Christmas gifts to students at Chisholm Elementary School. Teachers identified recipients, whose wish lists included bicycles, electronic tablets and an assortment of games, toys and clothes. NAPS, in partnership with USPS employees, makes this year's event possible.

Branch 208 members, from left: Andrew "AJ" Hardwick, Rita Brooks, Charles Norton, Mary Billingsley and Michael Gardner.



New England Area Vice President Greg Murphy (right) swore in Providence, RI, Branch 105 President Brian Holt and his fellow officers.

Each year, Hartford, CT, Branch 5 members meet for a Christmas brunch. All members and guests are asked to bring a toy. Toys for Tots was the recipient of the gifts this past December.



Louisville, KY, Branch 1 Executive Board with NAPS Executive Vice President Ivan D. Butts.



From left: Branch 1 President Jim Jordan, Vice President Rick Dages and NAPS Executive Vice President Ivan D. Butts.

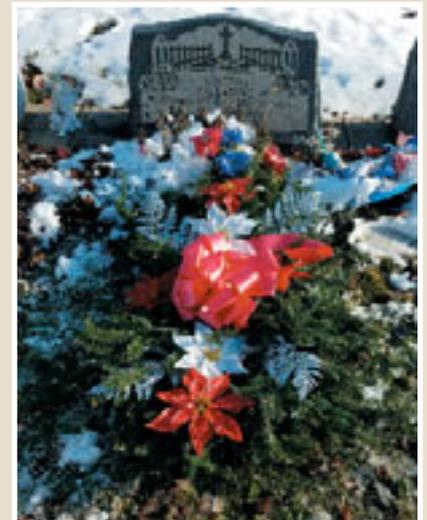


Butts swore in Branch 1 Vice President Rick Dages.



South Jersey Branch 74 member Russell Carmody (left) and Vice President George Barrett (right) recently visited Rep. Donald Norcross (D-NJ).

Northeast Region Vice President Tommy Roma made his annual Christmas visit to the grave of former President Vince Palladino on Dec. 11.



Central Gulf Area Vice President Cornel Rowel Sr. had the pleasure of swearing in members of the Birmingham, AL, Branch 45 Auxiliary, from left: Ann Carson, Carolyn Mack and Valerie Long.



## Date for the Wreath-Laying at Arlington Cemetery Changed

The wreath-laying ceremony at the Tomb of the Unknown Soldier at Arlington Cemetery during LTS has been a time-honored tradition. NAPS welcomes the opportunity to honor our veterans who have and continue to serve the United States.

This year, the calendar already was full when we contacted the cemetery more than eight months before our LTS date. As a result, the wreath-laying ceremony will take place March 7 at 12:15 p.m. This allows us to continue our tradition of honoring our veterans and those who have made the ultimate sacrifice for our country.

In the future, NAPS will contact the cemetery as far in advance as is allowed to ensure the wreath-laying ceremony takes place during LTS.

### Wheelchair/Scooter Rental

If you need to rent a wheelchair or scooter during LTS, contact Express Mobility at (877) 721-3129. To take advantage of the discounted rates, be sure to mention the "NAPS group rate." Weekly rentals:

- wheelchair: \$95
- scooter, compact: \$176
- scooter, mid-size: \$203
- scooter, full-size: \$225

# CHANGING THE CULTURE THROUGH ADVOCACY



March 11 - 14, 2018  
Legislative Training Seminar

**T**he 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' Orienta-  
tion

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 Debrief-  
ings with NAPS Leg-  
islative Team

### Wednesday, March 14

8 a.m. – 4 p.m.  
Debriefings with NAPS  
legislative team con-  
tinue



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](http://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](http://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.

# 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.**  
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Quinton, VA 23141-1377  
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*Central Region* (Areas 6, 7, 8 and 9)



**Craig O. Johnson**  
6703 N. Saint Clair Ave., Kansas City,  
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(816) 914-6061 (cell)  
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)  
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*Western Region* (Areas 14, 15 and 16)



**Marilyn Walton**  
PO Box 103, Vacaville, CA 95696-0103  
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## Area Vice Presidents

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



**Gregory Murphy**  
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*2—New York Area* (NY/PR/VI)



**James "Jimmy" Warden**  
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*3—Midwest Area* (DE/NJ/PA)



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



**Troy Griffin**  
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*5—Pioneer Area* (KY/OH/WV/Evansville, IN, Branch 55)



**Timothy Needham**  
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*6—Michiana Area* (IN/MI)



**Kevin Trayer**  
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*7—Illini Area* (IL)



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*8—North Central Area* (MN/ND/SD/WI)



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*9—MINK Area* (IA/KS/MO/NE)



**Richard "Bart" Green**  
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*10—Southeast Area* (FL/GA)



**Bob Quinlan**  
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0363; (352) 217-7473 (cell)  
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bjq@aol.com

*11—Central Gulf Area* (AL/LA/MS)



**Cornel Rowel Sr.**  
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*12—Cotton Belt Area* (AR/OK/TN)



**Shri L. Green**  
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*13—Texas Area* (TX)



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*14—Northwest Area* (AK/ID/MT/OR/WA)



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



**Myrna Pashinski**  
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*16—Pacific Area* (CA, HI, Guam, American Samoa)



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



# 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, LLC. 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**

**Bruce Moyer**

*NAPS Legislative Counsel*



The nation's opioid epidemic and the Postal Service have collided in legislation on Capitol Hill called the STOP Act. This popular bill is supported by sizeable numbers of Republican and Democra-

**Multiple USPS Concerns**  
The Postal Service and the State Department have publicly stated they agree on the need to do more about opioids in the mail, but have expressed multiple concerns to Congress about the practical challenges of implementing the STOP Act. Those concerns have slowed the path of the legislation,

and has suggested that Congress target individual countries based on their technological abilities and relative security risks.

A final concern lies in the costs of the STOP Act on postal operations. The Postal Service claims the legislation would impose huge costs—\$1.2 to \$4.8 billion over 10 years—the agency could not recoup from shippers under international law.

### Proponents Claim USPS Concerns Are Off Base

Sen. Rob Portman (R-OH) and Rep. Pat Tiberi (R-OH), the lead Republicans, disagree, saying they cannot accept USPS claims because they are false or can be worked around. Targeting specific countries, as the USPS proposes, only would lead to foreign manufacturers of illegal drugs shifting to other countries to mail them to the United States, they say.

Portman and Tiberi also disagree that the STOP Act would impose onerous costs on the Postal Service, contending those costs could be passed to foreign carriers, just as private carriers do now. International postal codes already allow this in certain circumstances. Finally, they point to a Universal Postal Union requirement that this year will require all 192 member countries to apply a barcode to every package, a requirement technically similar to the information required by the STOP Act.

"There is not one silver bullet," Portman said of the solutions to the opioid epidemic. "The opioid epidemic presents multiple challenges and multiple opportunities for solutions. But this is one of them."

NAPS continues to study and monitor the progress of the STOP Act, but has not taken an official position on the legislation.

[bruce@moyergroup.net](mailto:bruce@moyergroup.net)

## Congress Prepares to Stop Foreign Opioid Mail

tic lawmakers intent on stopping dangerous synthetic drugs such as fentanyl from being shipped through our borders with the assistance of the Postal Service. China is the primary source of fentanyl coming into the United States; much of it through Chinese mail shipments to addresses in the United States.

### Advanced Electronic Data: The Key to the STOP Act

The "Synthetics Trafficking & Overdose Prevention (STOP) Act" (H.R. 1057 and S. 372) would require all international packages sent by mail to have electronic tracking information that could be accessed by federal authorities as packages are en route or at the American border. STOP Act proponents contend this data would enable customs agents to better target illegal packages and stop drugs such as fentanyl from ending up in the hands of drug traffickers and killing Americans.

The advanced electronic data (AED), as required by the STOP Act, would tell from whom and where a package is coming, to whom it's going, where it is going and what's in it before the package crosses our borders and enters the United States.

which has 252 co-sponsors in the House and 29 in the Senate. But USPS resistance also has contributed to less respect on Capitol Hill for the Postal Service and its financial challenges.

The Postal Service has expressed several concerns. Joined by the State Department, the agency contends the global postal system is not yet technologically able to adapt to an AED-based system. The State Department says the number of countries capable of providing advanced data is growing, but still represents less than half of all nations.

A second concern lies in the impact of the STOP Act on the suppression of inbound mail to the United States and the potential for triggering foreign nation retribution and a "mail war," resulting in other countries blocking receipt of mail originating in the United States.

A third concern lies in the difference between postal AED systems and tracking systems used by competitors FedEx and UPS. While private companies can track packages the way the STOP Act intends, they also can pick and choose their markets and charge more to cover costs for collecting the data. The Postal Service contends it doesn't have that kind of flexibility

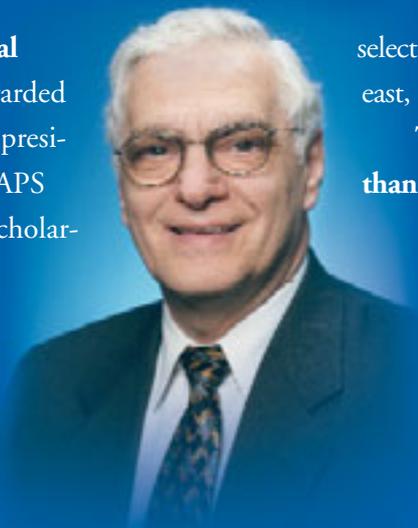
# National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

## 2018 Official Application Form

**T**he **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.



# Four Qualities of Successful Leaders

By Bill Davis and Martin McAuliffe,  
Ashford University

**W**e've all experienced good and bad leadership from bosses, professors and project managers. Leaders use different styles. Many are good at what they do, some are bad; a rare few are exceptional. There are many reasons certain leaders are remarkable, but specific qualities can make leadership stand out from the good, the bad and the ugly.

Effective leaders inspire, influence and improve others. They have integrity and care about people. Combining these leadership truths, leadership is about positive influence; effective leaders inspire the hearts and minds of others. Apply the following four qualities in your everyday coaching to become the effective leader people desire to follow.

## Optimism

Great leaders are optimistic and consistently look for the good in all successes, failures and challenges. These

leaders encourage us to look for the "silver lining" when things might not have gone as well as expected. They teach there always is something to learn.

Timely encouragement is a ritual. Independence to learn and grow from our experiences is a gift. Leaders search for solutions and set goals to improve. Optimistic leaders don't just have a positive outlook; they refuse to see dead ends and opt for opportunities instead of problems.

## Passion

Strong leaders are passionate about servant and transformational styles of leadership, which value quality, innovation and caring. Their strong sense of passion and purpose is felt by many. Passion and optimism can lift others beyond self-perceived limitations, which then can lead to team success during times of challenge, change and even disappointment.

## Vision

Effective leaders envision success and possibilities. They consistently paint a clear and positive picture of the future. A leader's vision provides decisive goals for team success; an exceptional leader shows you the way to the objective. A clear vision helps the team see what it will achieve and ultimately become. Vision grabs attention, pulls people together, inspires, influences and focuses people on the central mission: the team.

Vision creates action and morphs followers into leaders. Leaders with vision are truly transformational and demonstrate self-confidence for the road ahead. They are not paralyzed by fear or anxiety. Leaders with vision understand the context and culture of the leadership situation. They desire to make things better. Always dedicated and committed, these leaders understand the grand design.

They stay aligned to achievable goals, strategies, systems, leadership and culture. They focus on improving their people and results.

## Consideration of Others

Effective leaders are competent, skilled, secure and considerate. These leaders find time for everyone; they are genuine in their communications and actions. People matter to them and they openly demonstrate this fact to their employees. Effective leaders care about them and their success. They want their employees to know they are valued; these leaders look out for their workers' well-being and want them to feel good.

Maintaining high morale throughout the workforce is important—especially so to effective leaders who stay engaged, attend one-on-one meetings, initiate dialogue, share information, build trust, establish re-

spect and care for their teams. The five key business drivers may include cash, profits, growth, asset utilization and people, but strong leaders know people are the most important resource.

Whether you find yourself in a formal leadership role within your organization, ad hoc, or in your personal life, inspire others and pay it forward. Exceptional leaders are optimistic and passionate, lead with an inspiring vision and consider others in the process. They are effective communicators, stay engaged and work to help people achieve optimal results.

*Bill Davis, MA, CDM, CM, is assistant professor and faculty senator in the Forbes School of Business & Technology. Martin McAuliffe, JD, is assistant professor in the College of Liberal Arts at Ashford University.*

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# 2017 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Burkhard, Mary	CA	Branch 244
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Evans, Bridget	CA	Branch 159
Goodman, James	CA	Branch 39
Meana, Frances	CA	Branch 159
Patterson, Charles	CA	Branch 497
Phillips, Daniel	CA	Branch 373
Walton, Marilyn	CA	Branch 77
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Johnson, Conrad	FL	Branch 81
Lecounte, Michael	FL	Branch 146
Lynn, Patti	FL	Branch 296

Mullins, Kym	FL	Branch 81
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Van Horn, Gail	FL	Branch 154
Moore, Kevin	GA	Branch 281
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Murphy, Gregory	MA	Branch 102
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Anderson, Shareen	MI	Branch 23
Hommerson Jr., David	MI	Branch 130
Trayer, Kevin	MI	Branch 142

## 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/Treasurer's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2018

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

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

Name \_\_\_\_\_

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

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

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

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



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

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

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

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

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

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

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

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

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

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

**Did you know** all contributions to SPAC are voluntary? NAPS is prohibited from using members' dues for SPAC. NAPS members can make continuous contributions through deductions from their pay or OPM annuity. Members also have an opportunity to support SPAC through group contributions at branch meetings or individual contributions at NAPS events. If you have any questions, please contact SPAC Manager Katie Maddocks at naps.km@naps.org or (703) 836-9660.

Mooney, Dan	MN	Branch 16
Weilep, Laurie	MN	Branch 104
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Ferrington, Melvin	OK	Branch 80
Butts, Ivan	PA	Branch 355
Williams, Darryl	PA	Branch 554
Croswell, Darnel	SC	Branch 225
Aaron, Donna	TN	Branch 97
Green, Shri	TN	Branch 41
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
Johnson, Stanley	WA	Branch 60
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61

## December Donors

President's Ultimate SPAC (\$1,000+)		
Burkhard, Mary	CA	Branch 244
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Evans, Bridget	CA	Branch 159
Patterson, Charles	CA	Branch 497
Walton, Marilyn	CA	Branch 77
Lecounte, Michael	FL	Branch 146
Lynn, Patti	FL	Branch 296
Moore, Kevin	GA	Branch 281

# SPAC Scoreboard

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

### National Aggregate:

\$257,066.76

### National Per Capita:

\$9.16

### Region Aggregate:

1. Southern .....	\$71,769.64
2. Western .....	\$50,370.98
3. Central .....	\$48,592.00
4. Northeast .....	\$43,633.15
5. Eastern .....	\$42,700.99

### Region Per Capita:

1. Southern .....	\$12.49
2. Central .....	\$11.04
3. Western .....	\$9.31
4. Eastern .....	\$7.97
5. Northeast .....	\$8.72

### Area Aggregate:

1. Southeast .....	\$42,019.50
2. Pacific .....	\$26,249.80
3. Capitol-Atlantic .....	\$21,781.30
4. New York .....	\$21,023.15
5. Mideast .....	\$17,531.99
6. New England .....	\$17,226.00
7. Texas .....	\$15,609.74
8. Illini .....	\$14,624.00
9. Michiana .....	\$13,950.00
10. Northwest .....	\$12,139.19
11. Rocky Mountain .....	\$11,981.99
12. North Central .....	\$10,164.50
13. MINK .....	\$9,853.50
14. Pioneer .....	\$8,771.70
15. Central Gulf .....	\$7,346.60
16. Cotton Belt .....	\$6,793.80

### Area Per Capita:

1. Southeast .....	\$18.14
2. Michiana .....	\$13.16
3. Northwest .....	\$11.76
4. North Central .....	\$11.49
5. Illini .....	\$11.45
6. New England .....	\$10.14
7. Central Gulf .....	\$9.54
8. Pacific .....	\$9.15
9. Texas .....	\$8.85
10. New York .....	\$8.62
11. Capitol-Atlantic .....	\$8.37
12. MINK .....	\$8.36
13. Rocky Mountain .....	\$7.94
14. Mideast .....	\$7.82
15. Cotton Belt .....	\$7.57
16. Pioneer .....	\$6.35

### State Aggregate:

1. Florida .....	\$37,752.00
2. California .....	\$24,019.80
3. New York .....	\$20,583.15
4. Texas .....	\$15,609.74
5. Illinois .....	\$14,624.00

### State Per Capita:

1. Maine .....	\$31.30
2. North Dakota .....	\$24.12
3. Florida .....	\$22.15
4. Washington .....	\$21.66
5. Michigan .....	\$19.75

## Drive for Five

### Members by Region:

1. Central .....	76
2. Western .....	67
3. Southern .....	62
4. Eastern .....	54
5. Northeast .....	48

### Aggregate by Region:

1. Western .....	\$30,768.00
2. Southern .....	\$27,589.50
3. Central .....	\$28,103.00
4. Eastern .....	\$21,380.50
5. Northeast .....	\$15,528.00

Moreno, Luz	IL	Branch 489
Murphy, Gregory	MA	Branch 102
Anderson, Shareen	MI	Branch 23
Mooney, Dan	MN	Branch 16
Barone, Thomas	NY	Branch 202
Mulidore, Chuck	OH	Branch 133
Croswell, Darnel	SC	Branch 225
Green, Shri	TN	Branch 41
Johnson, Stanley	WA	Branch 60

#### VP Elite (\$750)

Moreno, Richard	MA	Branch 498
Walter, Richard	MA	Branch 120
Hafford, Darrell	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Krzycki Jr., Kenneth	MI	Branch 508
Bollinger, Kathreen	MO	Branch 36
Carmody, Russell	NJ	Branch 74
Holt, Brian	RI	Branch 105
Mitchell, Annie	TX	Branch 124
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132

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

Brown, Carl	CA	Branch 94
Rominger, Jackie	CA	Branch 77
Pashinski, Myrna	CO	Branch 65
Garland, Angela	DE	Branch 909
Goldstein, Diane	FL	Branch 156
Greene, Lisa	FL	Branch 406
Murray, Donald	FL	Branch 93
Ruckart, Kenneth	FL	Branch 386
Lum, Laurie	HI	Branch 214
Dittmann, David	IL	Branch 489
Hilliard, Ricky	IL	Branch 489
Randle, Kay	IL	Branch 369
Smith, Mecki	IL	Branch 369
Norton, Paul	IN	Branch 8
Ewing, Larry	KS	Branch 52
Feazell, Albert	LA	Branch 73
Keating, Ted	MA	Branch 498
Griffin, Troy	MD	Branch 42
Mason Jr., Garland	MD	Branch 592
Bartlett, Bruce	ME	Branch 96
Ice, Marilyn	MI	Branch 23
Pack, Roderick	MI	Branch 23
Davis, Lisa	MO	Branch 131
Newman, Edward	NE	Branch 10
McKiernan, Michael	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75

Maggart, Charles	NM	Branch 295
Burke, Terriann	NY	Branch 11
Krempa, Keith	NY	Branch 27
Laster, Jacshica	OH	Branch 46
Mayes, Sean	OH	Branch 29
Needham, Timothy	OH	Branch 133
Shelburne, Sarah	OR	Branch 66
Keefe, Laura	PA	Branch 112
Lehman, Jason	PA	Branch 554
Bowen, Randy	TN	Branch 97
Cattron, Patricia	TN	Branch 555
Clark Jr., Bobby	TX	Branch 124
Longoria, Richard	TX	Branch 229
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Archer, Sylvia	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Jacobs, Charles	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Krogh, Charlie	WA	Branch 31
McComas, Christina	WV	Branch 212

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

Hardwick, Andrew	AL	Branch 208
Studdard, Dwight	AL	Branch 45
Cruz, Cheryl	CA	Branch 497
Annon, Cynthia	CO	Branch 141
Cool Jr., Harold	CO	Branch 141
Love, Valerie	CO	Branch 65
Loyd, Albert	CO	Branch 561
McPhee-Johnson, Tayloria	FL	Branch 146
Schulz, Mark	FL	Branch 577
Alos, Kanani	HI	Branch 214
Brady, Derrick	IL	Branch 17
Matuszak, Kevin	IL	Branch 489
Hardin, Donald	IN	Branch 55
Aguilera, Patricia	KS	Branch 205
Macias, Juan	KS	Branch 205
Sevalia, Rosalind	LA	Branch 73
Berger, Ricky	MD	Branch 531
Rosario, Tamara	ME	Branch 96
Kuiper, Bruce	MN	Branch 16
Brown, Latasha	MO	Branch 131
Jackson, Abner	NC	Branch 299
Michaud, Russell	NH	Branch 932
Lewis, Gillian	OH	Branch 2
Lahmann, Joseph	OR	Branch 276
McNulty, Linda	OR	Branch 66
Skjelstad, Aric	OR	Branch 276
Adams, Jeanine	PA	Branch 20
Benford, Debra	PA	Branch 50

## Important Convention Deadlines

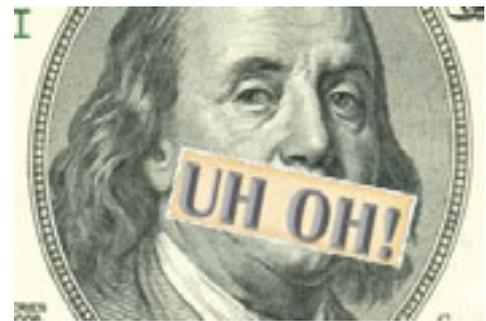
Ferguson, Donald	PA	Branch 48
London, Geneva	TN	Branch 32
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Nettles, Mark	TX	Branch 9
Brown, Lorraine	VA	Branch 98
Baldwin, Dexter	WA	Branch 31
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Baldwin, Craig	WV	Branch 212

### Supporter (\$100)

Warren, Anitra	MO	Branch 36
Barnes, Marilyn	TX	Branch 86
Strickland, Dennis	TX	Branch 124
Hartsel Jr., Robert	VA	Branch 22

<b>May 1</b>	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
<b>June 8</b>	Deadline for entries for the Best Website and Newsletter contests
<b>June 18</b>	Deadline for all resolutions from states with conventions ending on or before June 10 to be emailed to Executive Vice President Ivan D. Butts
<b>June 29</b>	Deadline for all other resolutions to be emailed to Executive Vice President Ivan D. Butts

## The Fifth 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:

- 5. You don't protect your account from fraud.** Criminals use clever schemes to defraud millions of people every year. Fraud can have a substantial and devastating impact on your financial health. As a TSP participant, you should know how to protect your account against various types of fraud. Private parties offering assistance with your TSP account have not been approved, endorsed, sponsored or authorized by the Federal Retirement Thrift Investment Board. The TSP never will contact you by email, telephone or mail asking you to provide sensitive personal information, such as your account number, Social Security number, password or PIN.

**Solution:** Be alert. If you're unsure whether correspondence or telephone calls claiming to be from the TSP are authentic, do not provide any personal or financial information. Contact us directly at 1-877-968-3778 and choose option 3 to speak to a Participant Service representative if you have questions or if you need to report any suspicious activity involving your TSP account. For more tips, visit [tsp.gov/protect](http://tsp.gov/protect).

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.

# 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](mailto: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.

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

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.



	Assistant Secretaries
	Audit
	Balloting and Election
	Constitution and Bylaws
	Credentials and Registration

	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)*

Are 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  
c/o NAPS National President  
1727 King Street, S1E 400  
Alexandria, VA 22314

Email Request to: naps.bw@naps.org

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

# Depression Basics

Submitted by the USPS Employee Assistance Program



**A**t times, all of us feel depressed. We can be depressed because of ongoing stress, relationship problems, work pressures, grief or other problems life sometimes bring. These things do not always cause or trigger a depressive illness.

Sometimes, talking about problems with someone you trust can make a world of difference. Learning coping skills also can help when you face life difficulties. However, from time to time, prolonged depressed feelings can turn more complicated; more professional help and action may be needed.

Possible causes for a depressive illness include a combination of biological, psychological and social sources of distress. Increasingly, research suggests these factors may cause changes

in brain function, including altered activity of certain neural circuits in the brain.

The persistent feeling of sadness or loss of interest that characterizes major depression can lead to a range of behavioral and physical symptoms. These may include changes in sleep, appetite, energy level, concentration, daily behavior and self-esteem. Depression also can be associated with thoughts of suicide.

The mainstay of treatment usually is medication, talk therapy or a combination of the two. Increasingly, research suggests these treatments may normalize brain changes associated with depression.

## Types of Depression

Following are some of the different types of depression. These are not the only ones, but all

of these require assistance, treatment and support.

- Major depression—having symptoms of depression most of the day, nearly every day, for at least two weeks that interfere with your ability to work, sleep, study, eat and enjoy life. An episode may occur only once in a person's lifetime but, more often, a person has several episodes. A person with depression often feels hopeless, helpless and unhappy with life. This often is called clinical depression.

- Persistent depressive disorder (dysthymia)—having symptoms of depression that last for at least two years. A person diagnosed with this form of depression may have episodes of major depression, along with periods of less-severe symptoms. A person with dysthymia can feel miserable and sad for a very long time. Medications and individual therapy can be helpful for dysthymia.

- Post-partum or perinatal depression—Women with perinatal depression experience full-blown major depression during pregnancy or after delivery. This type of depression typically requires medical and psychiatric intervention and should be taken very seriously.

- Seasonal affective disorder (SAD)—a type of depression that comes and goes with the seasons, typically starting in the late fall and early winter and going away during the spring and summer. There are some treatments available, such as light therapies, but, sometimes, medications are needed for symptom relief, as well.

- Psychotic depression—occurs when a person has severe depression plus some form of psychosis, such as having disturbing false fixed beliefs (delusions) or hearing or seeing upsetting things that others cannot hear or see (hallucinations). This re-

# NAPS Training Calendar

<h2 style="text-align: center;">Southeast Area Training</h2> <p style="text-align: center;"><b>Feb. 10, 2018</b></p> <p><b>Conducted by:</b> Southeast Area VP Bob Quinlan</p> <p><b>Location:</b> Embassy Suites North, 225 Shorecrest Dr., Altamonte Springs, FL 32701; (407) 834-2400.</p> <p><b>Hotel Rate:</b> \$119</p> <p><b>Registration Fee:</b> \$35</p> <p><b>Training Topics:</b> Executive VP Ivan D. Butts will present a legislative class in preparation for the 2018 LTS. Southern Region VP Tim Ford and Southeast Area VP Bob Quinlan will cover adverse action, how to stay out of trouble and debt collection.</p> <h2 style="text-align: center;">MINK Area Training</h2> <p style="text-align: center;"><b>April 19-21, 2018</b></p> <p><b>Conducted by:</b> MINK Area VP Bart Green</p> <p><b>Location:</b> Wichita Ambassador Hotel, 104 S. Broadway, Wichita, KS 672021; (316) 239-7100.</p> <p><b>Hotel Rate:</b> \$119 plus tax</p> <p><b>Registration Fee:</b> TBD; registration deadline is April 10</p> <p><b>Training Topics:</b> TBD</p>	<h2 style="text-align: center;">Central Gulf Area Training</h2> <p style="text-align: center;"><b>April 20-22, 2018</b></p> <p><b>Conducted by:</b> Central Gulf Area VP Cornel Rowel Sr.</p> <p><b>Location:</b> 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.</p> <p><b>Hotel Rate:</b> \$99/single, \$124/double</p> <p><b>Registration Fee:</b> \$60</p> <p><b>Training Topics:</b> TBD</p> <h2 style="text-align: center;">Illini Area Training</h2> <p style="text-align: center;"><b>April 26, 2018</b></p> <p style="text-align: center;"><i>In conjunction with the Illinois State Convention</i></p> <p><b>Conducted by:</b> Illini Area VP Luz Moreno</p> <p><b>Location:</b> Holiday Inn Gurnee Convention Center, 6161 Grand Ave., Gurnee, IL 60031</p> <p><b>Hotel Rate:</b> \$124 plus tax</p> <p><b>Registration Fee:</b> Free for Illini Area members; others, \$50. Checks should be made payable to NAPS Headquarters.</p> <p><b>Training Topics:</b> TBD</p> <p><b>Instructors:</b> TBD</p>
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quires urgent psychiatric assessment and interventions and can be a very dangerous illness if not treated.

- Bipolar disorder—can occur when a person has severe and significant mood swings. Depression is one phase of this cycle, along with periods of mania, which can include the lack of the need for sleep, racing thoughts, high energy and even spending money you may not have. Bipolar disorder can become severe and often requires psychiatric interventions and, sometimes, urgent treatment, including medications and therapies.

### What To Do

Dealing with depression requires action. But taking action when you are depressed can be difficult. Action can mean you must see a profession-

al when you cannot “snap out of it.” The first step is to get a medical checkup to rule out a physical cause of depression. Depression can sometimes be caused by medical issues such as hormones. Treating those underlying medical conditions often can help with depression.

If a medical cause is ruled out by your doctor, then the cause of your depression may be chemical: The depression has depleted chemicals in your brain. This sometimes requires that you get on medications to help increase the chemical production needed to function normally again. But medications are not the full solution or, by any means, the complete solution.

- **Get support for depression.** This may mean seeing a professional counselor, pastor or mental health

professional. Talk therapy may help you find coping skills to improve the way you manage depression. Support does not just start and end with counseling. It also means you reach out to a strong support group—people who love and support you and who can be good listeners. When someone is depressed, they often isolate from those who love and care for them; isolation can be very dangerous when a person is battling depression. It may mean a person forces themselves to be with other people on a regular basis instead of sitting at home. Keep up some social activity, even if you don't feel like it.

- **Care for a pet.** Studies show pets can bring joy and companionship to your life. Pets are not a substitute for human contact, but can enhance it and help you care for another creature outside yourself.

- **Exercise regularly.** If your doctor allows you to exercise, force yourself to do so several times a week. Exercise can increase good chemicals and help you rest and sleep better. It also can give you energy when you need it most; when a person is depressed, their energy feels depleted. Exercise helps and is a powerful depression fighter.

- **Try to get a good night's sleep.** Learn healthy sleep habits, go to bed at a regular time and remove distractions that prevent you from falling asleep. A therapist may be able to help you learn healthy sleep improvement skills. The EAP also offers web-based care on insomnia. You can learn more about the program or begin the module by visiting [www.EAP4YOU.com](http://www.EAP4YOU.com).

- **Practice relaxation techniques.** A daily relaxation practice, such as meditation, muscle relaxation, deep breathing or yoga, can help you relax and manage stress better.

- **Do the things you enjoy.** When you are depressed, it is easy to give up hobbies, sports and activities you enjoy. While you cannot force yourself to have fun, you can push yourself to do things even when you don't feel like doing them. Pick up a former hobby or sport you enjoy or express yourself creatively through art or music. Take a trip outdoors or to the ballpark or museum.

- **Eat a healthy diet.** Your diet has a direct impact on the way you feel. When depressed, a person often eats too little or too much—usually high-fat and high-sugar foods. Re-

duce your consumption of foods that can adversely affect your brain or mood such as caffeine, sugar, alcohol, foods that are high fat and such. Avoid skipping meals to maintain adequate blood sugar levels to avoid feeling cranky. Boost your vitamin intake and make sure you talk with your doctor to find out if you have any vitamin deficiencies, such as D or B-complex.

- **Get some sun.** Sunlight can help boost good chemical levels and improve your mood.

- **Challenge negative thinking.** Depression can cause you to think in negative, hopeless ways. This then can become a pattern, which makes the depression worse and creates a negative and unpleasant cycle. Depression can put a negative spin on everything. This can become irrational and pessimistic, known as cognitive distortions. When you really examine the thoughts you have in an objective way, the thoughts don't hold up. Learning to identify thoughts and finding ways to replace them with more positive and accurate ones can help a lot. Therapy also can help you with this.

- **Seek professional help,** especially if you have suicidal thoughts. Do not wait to get the help you need. Depression is treatable! Help and hope always are available for depression, even when it has taken hold of your life. Suicide never is the answer; help is available. Be willing to get the help and support needed to tackle depression, including therapy, psychiatric, medical care or even hospitalization.

If you are suicidal and at risk for self-harm, please seek urgent medical and psychiatric care. Seek mental health treatment if you think there is any chance you could harm yourself.

To get started, call the USPS EAP. The EAP can provide short-term ther-

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>December 2017</b>	<b>0.20%</b>	<b>0.48%</b>	<b>1.11%</b>	<b>0.47%</b>	<b>1.60%</b>
<b>Past 12 Months*</b>	<b>2.33%</b>	<b>3.82%</b>	<b>21.82%</b>	<b>18.22%</b>	<b>25.42%</b>
<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
<b>December 2017</b>	<b>0.41%</b>	<b>0.57%</b>	<b>0.81%</b>	<b>0.92%</b>	<b>1.00%</b>
<b>Past 12 Months*</b>	<b>6.19%</b>	<b>9.86%</b>	<b>14.54%</b>	<b>16.77%</b>	<b>18.81%</b>
<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 <a href="http://www.tsp.gov">www.tsp.gov</a>					

# Notes

from the National Auxiliary

## Sharing Our Vision for 2018

By **Patricia Jackson-Kelley**  
*President*

I hope you had a blessed, safe and loving holiday season. Sharing time with family and friends is always special this time of year. I also hope you are looking forward to a productive, safe and prosperous 2018.

We now are making plans to attend the 2018 Legislative Training Seminar. Each election brings new issues to be addressed by the current administration. The future of the Postal Service remains unclear, although some progress has been made with the current EAS pay proposal.

Now, more than ever, we must be assured that each NAPS and Auxiliary member sends a strong message to their elected officials. Definite decisions must be made to effectively assure future stability for the USPS. Each of us must personally reach out to our elected House and Senate members and convey our interest regarding how current legislative issues impact you and the Postal Service.

Knowing everyone could attend



LTS would be a “dream come true,” so we must use alternate means of reaching out to lawmakers. Please continue to read Legislative Counsel Bruce Moyer’s “Legislative Update” in the magazine and other related information provided online at

[www.naps.org](http://www.naps.org). Call or email your representative locally or in Washington, DC. Personal contact is vital to assuring meaningful legislation is enacted. You also can find your representative’s listing at [www.house.gov](http://www.house.gov).

If you need assistance connecting with legislative staff, do not hesitate to let me know. I am sure we will have a productive and positive experience as we visit the Hill.

Hopefully, you took the time to read President Brian Wagner’s column in the August 2017 issue, “A Sneak Peak: 2018 NAPS National Convention.” Our convention will begin Aug. 6—one day after my birthday. So, I am really looking forward to an outstanding convention this year. More news to follow in coming issues.

Be blessed.

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

apy, assist you with finding treatment options and help you change any patterns that can make depression worse. The EAP’s website also offers a web-based care module on depression you can use independently or in conjunction with seeing an EAP professional. You can learn more by visiting [www.EAP4YOU.com](http://www.EAP4YOU.com) or calling the EAP.

The USPS is here to help. Remember, the USPS EAP is confidential, offered free of charge and is available 24/7 to help you. Simply call 1-800-327-4968 (TTY: 877-492-7341) or log on to [www.EAP4YOU.com](http://www.EAP4YOU.com). The website provides a range of helpful articles, assessments, tools and resources.

## National Auxiliary Executive Board

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*Treasurer*

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*Areas vacant: New England, Pioneer, Michiana, North Central, Cotton Belt, Northwest, Rocky Mountain.*



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\* APR = Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants will qualify for the lowest rate. Rate quoted assumes excellent borrower credit history. Rates are set by the Board of Directors and may change without notice. Anything Loan discount available from January 1, 2018 - March 31, 2018. Estimated payment is \$11.11 per \$1,000 financed and is based on the lowest rate available. Payments will vary based on rate you qualify for.

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