Fight for USPS Sustainability—Register for the 2018 LTS
February 2018, Volume 109, No. 2

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Do 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,
So Much to Do, So Little Time … to Register!

February 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 Security 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
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

Chuck Mulidore
Secretary/Treasurer

**The 23rd and the 23rd**

**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)

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum</th>
<th>Maximum</th>
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<tbody>
<tr>
<td>1</td>
<td>$25,619</td>
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<td>2</td>
<td>$26,457</td>
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<td>3</td>
<td>$27,327</td>
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<td>4</td>
<td>$28,430</td>
<td>$36,735</td>
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<td>5</td>
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### Occupation Codes Eligible for the Supervisor Differential Adjustment (SDA)

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

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Title</th>
<th>Grade</th>
<th>SDA Minimum</th>
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<td>2355-0010</td>
<td>SUPV MAINT OPRNS</td>
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<td>2355-0022</td>
<td>SUPV MAINT OPER SUP</td>
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<td>2355-0021</td>
<td>MGR MAINT OPS SUP</td>
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<td>0356-6003</td>
<td>SUPV CPTR MAINT LABEL PNTRG</td>
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<td>1601-0006</td>
<td>SUPV MDC MAINTENANCE</td>
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**Position Group: Vehicle Services (5% over PS-08, Step 0)**

<table>
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<th>Occupation Code</th>
<th>Title</th>
<th>Grade</th>
<th>SDA Minimum</th>
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<td>2330-0040</td>
<td>SUPV TRANS OPERATNS</td>
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<tr>
<td>5823-0007</td>
<td>SUPV VEH MAINT</td>
<td>17</td>
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<tr>
<td>2150-7043</td>
<td>MGR VEHICLE MAINT FCLT</td>
<td>18</td>
<td>$65,226</td>
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<tr>
<td>2330-0039</td>
<td>MGR TRANS/NETWORKS</td>
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<td>$65,226</td>
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**Position Group: Postal Police (5% over RSC Y (PPO), Step 23)**

<table>
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<th>Occupation Code</th>
<th>Title</th>
<th>Grade</th>
<th>SDA Minimum</th>
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<td>2335-0022</td>
<td>SUPV POSTAL POLICE</td>
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<td>2335-0023</td>
<td>TOUR SUPV PSTLPOLIC</td>
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**Position Group: All Other Eligible (5% over PS-06, Step 0)**

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<th>Occupation Code</th>
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<th>Grade</th>
<th>SDA Minimum</th>
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<td>2345-6049</td>
<td>SPV CLM/INQ (INT U)</td>
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<tr>
<td>0530-0001</td>
<td>SUPV ACCT PAPER</td>
<td>16</td>
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<td>2005-0001</td>
<td>SUPV MTRL INQUIRES</td>
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<td>2001-0002</td>
<td>MGR US HOUSE OF REP</td>
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<td>MAILING STAND. SPEC.</td>
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<td>SUPV ML RECOVERY CTR</td>
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<td>0341-6031</td>
<td>SUPV CUST SERV SUPP</td>
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<td>0356-0002</td>
<td>SUPV REM ENCOD OPER</td>
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<td>2305-7035</td>
<td>MGR CUSTOMER SERVS</td>
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<td>SUPV DIST OPER</td>
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<td>SUPV BUS MAIL ENTRY</td>
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<td>OCCUP HEALTH NURSE</td>
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<td>POSTMASTER</td>
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<td>2305-7038</td>
<td>MGR CUST SERVCS</td>
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<td>2340-0028</td>
<td>MGR MAIL FORWARDING</td>
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<td>2345-0107</td>
<td>SUPV CUSTOMER CARE CENTER</td>
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<td>$62,551</td>
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<td>2315-0087</td>
<td>MGR DISTRIBUTION OPER</td>
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<tr>
<td>1601-0010</td>
<td>SUPERVISOR, PRINT OPERATIONS</td>
<td>17</td>
<td>$62,551</td>
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</table>
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. There also is a link at 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 yearly 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.
Northeast Region Vice President Tommy Roma made his annual Christmas visit to the grave of former President Vince Palladino on Dec. 11.

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

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.

Butts swore in Branch 1 Vice President Rick Dages.
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
- 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
- 6:30 – 8:30 a.m. Capitol Hill Debriefings with NAPS Legislative Team

**Wednesday, March 14**
- 8 a.m. – 4 p.m. Debriefings with NAPS legislative team continue
**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.

**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.
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
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 Democratic 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 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.
# Vince Palladino Memorial Student Scholarships

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 (Northeast, 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

<table>
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<tr>
<th>Student’s name (please PRINT legibly)</th>
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<table>
<thead>
<tr>
<th>Name of accredited two- or four-year college or university attended or will be attending</th>
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<table>
<thead>
<tr>
<th>Student’s relationship to NAPS member (son, granddaughter, etc.)</th>
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<table>
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</table>

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.
We’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.

By Bill Davis and Martin McAuliffe, Ashford University
**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 respect 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.
### President’s Ultimate SPAC ($1,000+)

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<td>Trayer, Kevin</td>
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**SPAC Contribution Form**

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

- **$1,000** — President’s Ultimate SPAC
- **$750** — VP Elite
- **$500** — Secretary/Treasurer’s Roundtable
- **$250** — Chairman’s Club
- **$100** — Supporter

**Mail to:**
SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

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

**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.
Mooney, Dan  
Weilep, Laurie  
Johnson, Craig  
Geter, John  
Amash, Joseph  
Barone, Thomas  
Gawron, Dennis  
Konish, Ann  
Roma, Thomas  
Warden, James  
Mulidore, Chuck  
Fearrington, Melvin  
Butts, Ivan  
Williams, Darryl  
Croswell, Darnel  
Aaron, Donna  
Green, Shri  
Bradford, Robert  
Cooper, Karen  
Elizondo Jr., Jaime  
Foster, Debra  
Green Jr., Richard  
Johnson, Stanley  
McC racken, Cindy  
Reedy, James

**December Donors**

**President’s Ultimate SPAC ($1,000+)**

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**SPAC Scoreboard**

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

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<th>National Aggregate:</th>
<th>National Per Capita:</th>
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<th>Region Aggregate:</th>
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<td>2. Central</td>
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<td>5. Illinois</td>
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<td>Northeast</td>
<td>$15,624.00</td>
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**Drive for Five**

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.
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
Haford, Darrell  ME  Branch 96
O’Neill, Shawn  ME  Branch 96
Krzycki Jr., Kenneth  MI  Branch 508
Bollinger, Kathleen  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
McKernan, Michael  NJ  Branch 74
Phillips, Austin  NJ  Branch 224
Walton, Irma  NJ  Branch 75

**Chairman’s Club ($250)**

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
Krog, 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
Skjelestad, Aric  OR  Branch 276
Adams, Jeanine  PA  Branch 20
Benford, Debra  PA  Branch 50
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.

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.
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.
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>
<thead>
<tr>
<th>Assistant Secretaries</th>
<th>Postmaster</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit</td>
<td>Resolutions</td>
</tr>
<tr>
<td>Balloting and Election</td>
<td>Rules</td>
</tr>
<tr>
<td>Constitution and Bylaws</td>
<td>Sergeant-at-Arms</td>
</tr>
<tr>
<td>Credentials and Registration</td>
<td></td>
</tr>
</tbody>
</table>

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  
Email Request to: naps.bw@naps.org

Mail Request to: 2018 Self-Nomination Committee Request  
c/o NAPS National President  
1727 King Street, Suite 400  
Alexandria, VA 22314
At 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 requires 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 professional counselor, pastor or mental health

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**NAPS Training Calendar**

<table>
<thead>
<tr>
<th>Southeast Area Training</th>
<th>Central Gulf Area Training</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Feb. 10, 2018</strong></td>
<td><strong>April 20-22, 2018</strong></td>
</tr>
<tr>
<td>Conducted by: Southeast Area VP Bob Quinlan</td>
<td>Conducted by: Central Gulf Area VP Cornel Rowel Sr.</td>
</tr>
<tr>
<td><strong>Location</strong></td>
<td><strong>Location</strong></td>
</tr>
<tr>
<td>Embassy Suites North, 225 Shorecrest Dr., Altamonte Springs, FL 32701; (407) 834-2400.</td>
<td>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.</td>
</tr>
<tr>
<td><strong>Hotel Rate:</strong></td>
<td><strong>Hotel Rate:</strong></td>
</tr>
<tr>
<td>$119</td>
<td>$99/single, $124/double</td>
</tr>
<tr>
<td><strong>Registration Fee:</strong></td>
<td><strong>Registration Fee:</strong></td>
</tr>
<tr>
<td>$35</td>
<td>$60</td>
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<tr>
<td><strong>Training Topics:</strong></td>
<td><strong>Training Topics:</strong></td>
</tr>
<tr>
<td>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.</td>
<td>TBD</td>
</tr>
</tbody>
</table>

**MINK Area Training**

**April 19-21, 2018**

**Conducted by:** MINK Area VP Bart Green

**Location:** Wichita Ambassador Hotel, 104 S. Broadway, Wichita, KS 672021; (316) 239-7100.

**Hotel Rate:** $119 plus tax

**Registration Fee:** TBD; registration deadline is April 10

**Training Topics:** TBD

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**Illini Area Training**

**April 26, 2018**

In conjunction with the Illinois State Convention

**Conducted by:** Illini Area VP Luz Moreno

**Location:** Holiday Inn Gurnee Convention Center, 6161 Grand Ave., Gurnee, IL 60031

**Hotel Rate:** $124 plus tax

**Registration Fee:** Free for Illini Area members; others, $50. Checks should be made payable to NAPS Headquarters.

**Training Topics:** TBD

**Instructors:** TBD

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**Southeast Area Training**

**Central Gulf Area Training**

**February 2018**

TBD
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.

- **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. Reduce 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-
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. 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.

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
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