

National Association of Postal Supervisors

2020 Fall Executive Board Meeting

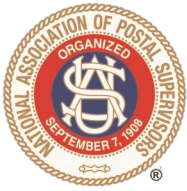
October 18-20, 2020 via ZOOM

1. Call to order – 2:00 PM October 18, 2020 by Chairman of the Board Tim Ford
2. Invocation – Tony Dallojacono, Mideast AVP
3. Pledge of Allegiance – Led by Western Region AVP Marilyn Walton
4. Roll call – Mulidore - All Board members present
5. Welcome – Wagner, Butts, Mulidore

Brian: I hope everyone had safe travels to their computer for our 2020 Fall Executive Board zoom meeting. President Wagner welcomed Executive Board and thanked them for their commitment and dedication to represent the NAPS organization not just at Board meetings, but throughout their NAPS term. I want to thank Cornel Rowel for his commitment to NAPS as Central Gulf Area VP and welcome Roy Beaudoin back as interim Central Gulf Area VP. This is an historic event for NAPS as our first official Zoom Board meeting. As President Wagner has said in past board meetings, the goal of the Executive Board is to promote the welfare of NAPS and our members by being productive and respectful of each other's opinions and with the final decisions made during the Board Meeting. Though this is a Zoom meeting, President Wagner asked the Board to stay focused on the agenda items and continue to improve our NAPS organization with positive actions, that will make our member's future even better. He also welcomed Dr. Bruce Bishop, NAPS Parliamentarian, to help guide our EB through this new Zoom meeting concept. It is always nice to have our legal counsel Bruce Moyer and DDF Provider Al Lum as part of our board meetings, as well as Rebekah, my assistant at NAPS HQ. During our Board meeting, we will hear from our new PMG, Louis DeJoy on Tuesday. I expect his remarks will be more from the 30,000-foot level of the USPS. I am interested in hearing his initiatives and the direction he wants to take the USPS. Thank you for all you do for NAPS and our members.

Ivan: Good afternoon and welcome to our Board ZOOM meeting, and welcome back Roy Beaudoin to the Board as well. Thank you to the Board members for all your activities on behalf our NAPS legislative agenda in your home districts, and for participating in so many ZOOM calls with legislators and their staff. I will provide an update on SPAC, legislation, and the DDF during the board meeting this week.

Chuck: Welcome to the NAPS Executive board meeting during a pandemic! Welcome back to Roy Beaudoin, he will be an excellent addition to the Board, and best wishes to Cornel



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

and thanks for his service to the Board. As we know, the pandemic has impacted and affected our members in a host of ways, not only in their jobs but their personal lives. These and so many other matters will be on our agenda this week, leading up to our conversation with the new Postmaster General Louis DeJoy.

6. Chairman's Report – Executive Board Chairman Ford welcomed the Board members and our guests and welcome back to Roy Beaudoin as the Central Gulf Vice-President. We have with us Dr. Bishop, our Parliamentarian, Bruce Moyer, legal counsel and Al Lum, our DDF provider.

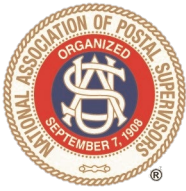
Since our last Board meeting, we have faced personal and professional challenges and changes that NAPS has never experienced. Changes in leadership and structure within the Postal Service are not new to us, but the depth and speed of the current changes has clearly impacted our business. With the progression of the current pandemic within the United States we are challenged each and every day to make sure our products are processed and delivered in spite of the absence of many employees due to the virus.

That said, we still deal with the day to day issues facing our members – pay issues, involuntary re-assignments, discipline, vacancies and excessive workloads. You are all familiar with these problems and continue to work toward solutions. The challenge is to have open and honest communication with the Postal Service, address these challenges and arrive at mutually satisfactory solutions. This is in the best interest of NAPS, the Postal Service and every customer we have.

Since the last Board meeting, I have attended and participated in all monthly Consultative meetings with the Postal Service, actively engaged in communications with both NAPS and Postal Headquarters regarding member issues. I have been available to fellow Board members for any questions or concerns they may have as well as members from across the country. During this time, I was also forwarded two ethics complaints that were investigated and responses prepared and forwarded to President Brian Wagner, one of which was referred to the Ethics Committee.

I would like to thank all of you for the support and confidence you have given to me and this Executive Board in our efforts to represent the rights of our members. And a special thanks to all three Resident Officers, Brian, Ivan and Chuck for their support and assistance. I am proud to be a part of this team and look forward to our future success.

7. NAPS Parliamentarian Dr Bruce Bishop – I am honored to be a part of the NAPS executive board meeting, and to offer parliamentary advice to the Board as they undertake this



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

emerging technology to replace in person meetings. The ZOOM meeting will be challenging but we will work through it, and I am here to help you work your way through any issues.

8. Minutes of Previous Board Meeting – Mulidore – Motion to suspend reading of the Spring 2020 Board meeting minutes as previously distributed. Motion adopted.

Motion by Craig Johnson to accept the corrected minutes of the Spring 2020 meeting as previously submitted to the Board, 2nd by Bart Green. Motion adopted.

9. Secretary/Treasurer's Report – Mulidore

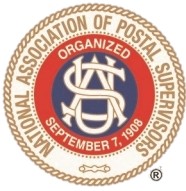
A. NAPS Investments, Assets & Balance Sheet

As of September 30, 2020, NAPS investments totaled \$12,035,827. On June 1, 2020 NAPS investments totaled \$11,733,178. This is a 2021 fiscal year-to-date increase of \$302,649 or 2.58%.

As of October 1, 2020, the NAPS General Fund Signature FCU Checking account balance was \$206,566.62 and the Signature FCU Money Market account was \$1021.51 for a total of \$207,588.13.

B. NAPS Property Inc.

As of October 1, 2020, the NAPS building is 91% leased by number of units (10 of 11) and 80% leased by square footage. On March 31, 2018 AACP vacated the 2nd floor, and that remains vacant. Tower Strategy notified NPI that they will not be renewing their lease which expires at the end of November 2020. Jim Stokes indicated that he has some new interest on the 2nd floor, but that nothing will happen until January 2021 if that lead moves forward. NAPS did not receive regular Owner Distributions through FY 2018. FY 2019, nor FY 2020 and is continuing that process through FY 2021 due to projected maintenance, tenant improvements, commissions, and potential lost revenue through unrenewed leases. NAPS Property Inc (NPI) currently has \$208,293 set aside to cover these costs in which \$112,808 supports outstanding liabilities (security deposits, prepaid rents and accrued expenses), meaning there is \$95,485 in available cash. Assuming we can lease-up the 2nd floor and the soon to be vacant Tower Space, and also that Strategic Partnerships renews, we are projecting NPI will need \$625K between 1/1/21-3/31/21 to cover the shortfall due to tenant improvements (\$547K) and commissions (\$144K) related to this leasing activity. To the extent the leasing activity doesn't happen, the contributions will go down pretty much equivalently, yet there is enough cash flow with



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

LRB paying their rent per the terms of their settlement agreement and Strategic Partnerships lease which is still in place at least through 2/28/21.

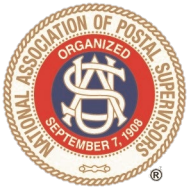
C. Web & Social Media Report

As of October 1, 2020, NAPS HQ Social Media results are as follows:

- 1) Facebook followers as of October 1, 2020 – 2911 followers (up from 2517 in October 2019, a 16% increase.) Since NAPS launched our social media campaign in February 2018, we have increased our Facebook followers approximately 50%. Equally important however, we have seen an exponential increase in views, comments and sharing. For example, each post on the NAPS Facebook page garners approximately 500-1000 views, and some of the more engaging posts can generate 1000-2000 views.
- 2) Twitter followers as of October 1, 2020 – 618 (up from 545 in October 2019, a 14% increase). Twitter impressions are averaging about 5000 to 35000, per month depending on the topic shared.
- 3) An Instagram account was established in April, 2018, NAPS now has 250 followers up from 111 followers in October, 2019, a 125% increase.
- 4) The *Postal Supervisor* (Blog/Articles) – We have been posting the articles from the magazine onto the NAPS website; the purpose is to be able to share this information to a broader audience by putting it online, sharing the links through social media and including links to some of the articles through a monthly email, now known as NAPS News. The NAPS News email that goes out bi-weekly to approximately 15,000 NAPS members.
- 5) Traffic to the NAPS webpage: Web traffic has increased slightly just compared to October of 2019. This may be due to a couple of things: 1) COVID and the news cycle were very heavily drawing attention in March-May; those months could have been higher if we were not in a pandemic (people were online glued to the news), and 2) we have not made any dramatic changes to our outreach. The email campaigns continue to draw traffic to the website and to the individual articles that are now being published as posts on the website every week. Included in your packets are 4 attachments with the data breakdown from Google analytics.

D. Membership

As of the August 2020 DCO (reflecting DCO membership through PP16 and PP17) NAPS had 27,473 members (26,118 active and 1,355 associates, 95% and 5%, respectively). Total membership from a year ago, (PP16 and PP17 2019) was 27,466 (26,117 active and 1349 associate); an overall total SPLY increase of 7 members or (.025%).



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

As of the August 2020 DCO, the total number of active EAS non-members was 10,788. This number is based on the USPS payroll files of non-member EAS, who are coded non-postmasters. Based on current membership totals, there are approximately 29.2% non-members.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check.

Local and state branches continue to receive their NAPS Non-Member and Change Summary Reports along with their DCO Report and their Mail Report on a monthly basis.

E. Expiring Contracts

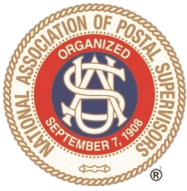
Per Board motion, contracts expiring prior to the Spring 2021 Executive Board meeting are none.

10. 2020, 2021 Budget Updates – As distributed

11. Annual Audit Results – The Board was presented with the results of the 2020 annual audit conducted by CohnReznick. There were no substantial issues cited as part of the audit, and our members can have great faith that their dues are being spent properly and correctly.

12. Disciplinary Defense Fund – Al Lum, Labor Relations Admin Group (LRAG), and Ivan Butts, NAPS Executive VP gave a report to the Board. Updates on wins, losses, settlements, and a review of current cases were covered. For NAPS FY 2020, DDF cases totaled 95, of which 79 were MSPB cases, 12 were Debt Collection Act (DCA) cases, and 4 were ELM 650 hearing. 12 cases remain pending. Most prevalent case types for FY 2020 were Performance (46%), Finance (20%), Attendance (20%), Sexual Misconduct (6%), Falsification (6%), Violence (12%) and Theft (4%). For NAPS FY 2021, which began June 1, 2020, 27 DDF with 21 of those MSPB cases. 18 DDF cases were still pending. In all of FY 2019, there were 114 total DDF cases, 85 were MSPB cases, 23 were DCA cases, and 6 were ELM 650 hearings.

13. SPAC and Legislative Report – NAPS Executive Vice President Ivan Butts and Director of Legislative and Political Affairs Bob Levi provided the Executive Board with a review of legislative, regulatory and political activities over the past six months that impact NAPS members. The report was supported by a PowerPoint presentation. The report addressed



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

congressional activities relating to postal finances and operations in the midst of the COVID-19 pandemic. In addition, the report briefed the Board of congressional reaction to the hiring of the new postmaster general. The Director reviewed House of Representatives-passed bills intended to help the Postal Service manage the financial and operational impact of the COVID-19 pandemic, including H.R. 748 (the CARES Act), H.R. 6800 (the HEROES Act) and H.R. 8015 (Delivering for America Act). Also discussed was House-passed H.R. 2382 (the USPS Fairness Act), legislation to repeal the requirement that the Postal Service prefund retiree health benefits. Only H.R. 748 was signed into law. In addition, the report discussed House and Senate hearings regarding the operational changes initiated by the new postmaster general and his leadership team, as well as the temporary suspension of a number of those changes.

The report also sought to anticipate legislative and regulatory actions that may take place early next year. Such actions include nominations to the Postal Service Board of Governors and the Postal Regulatory Commission, legislation to sustain the Postal Service and how NAPS' legislative priorities may dovetail with such actions.

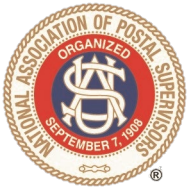
Finally, the report outlined NAPS' interest in the 2020 general election and political action supporting those electoral interests. The report examined the presidential campaign, as well as key House and Senate races and how the outcome of the election could impact NAPS' legislative priorities. Discussion was also conducted on the Supervisors Political Action Committee (SPAC), including its receipts and disbursements.

14. Legal Review – NAPS attorney Bruce Moyer provided the Board with a confidential update on legal issues facing the organization.
15. Old business – None
16. New business – None

Consultative Meeting – October 20,2020

Bruce Nicholson and James Timmons representing Postal HQ in the consultative meeting with the NAPS Executive Board.

- 1020-01 NAPS is requesting a briefing on the FY21 NPA process that has been rolled out for USPS HQ EAS. This briefing includes the SMART goals for HERO training.



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

Response: The intent of the HERO Performance pilot is to increase communication with an interactive process and test the functionality of a new system. It is not intended to replace the current PFP program as designed. This pilot will only be conducted with HR employees at headquarters. It follows the same framework as PES with goals/objectives, discussions, reviews and a rating at the end of the year.

The pilot requires a discussion at the beginning of the year, a quarterly review and discussion, and a rating. Goals can be added if one is completed or modified if agreed to by the employee and evaluator.

Goals will be set using **SMART** goals:

Specific - What will be accomplished? What actions will you take?

Measurable - What data will measure the goal? (How much? How many? How well?)

Achievable - Is the goal doable? Do you have the necessary skills and resources?

Relevant - How does the goal align with the Unit/Organization goals? Why is the result important?

Time-Based - What is the timeframe for accomplishing the goal?

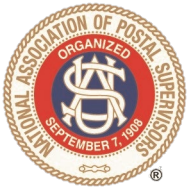
Employees participating in the HERO Performance Pilot will still be eligible for PFP under the existing PFP/NPA program.

Committee Updates

Ethics – Chairman Craig Johnson and Ethics Committee members Marilyn Walton, Tommy Roma, Shri Green, Richard Green met to discuss one ethics complaint received from Chairman Tim Ford and President Brian Wagner since our Spring Executive Board Meeting. The Committee is in the process of sending a final report regarding the complaint.

Recommended Actions: The Ethics Committee believes notification should be sent to local branches to develop their own Code of Conduct & Ethics Guidelines to handle cases that aren't related to the Executive Board. No other changes are recommended at this time.

SWC – Chairman Jim Warden and committee members Tommy Roma, Troy Griffin, and Anthony Dallojacono stated the SWC process is still under the guidelines agreed upon through the consultative process in 2012. The agreement (instructions) can be found on the NAPS website and also on the USPS Blue Page.



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

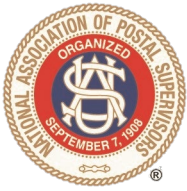
Over the past several months many Offices/Stations have had concerns regarding their supervisory complement. It is strongly recommended every Office/Station review their SWCs calculations on a monthly basis. The U.S. Postal Service runs the automated SWCs for every Office/Station on a monthly basis. The results are usually posted on the Blue Page between the first to the third day of each month. Every Office/Station should review the data and if it does not coincide with the actual staffing they have or if they are in or close to being in jeopardy of losing a supervisor, they should perform a manual SWCs. To locate the automated SWCs data on the USPS Blue Page perform the following steps:

- Under Human Resources click on Compliment Management
- At the top click on Staffing Tools
- In the dropdown box click on Supv Workload Credit (SWC)
- At the bottom click on SWC ALL September 2020 (The date will reflect the most recent report) (You will also find the SWCs instructions link on this page)

When the report opens drill down to a specific ~~your~~ District and the Offices/Stations can be viewed. As stated, if the staffing indicated is different from the actual staffing an Office/Station may have and are now in jeopardy of losing a supervisor, a manual SWC needs to be conducted adding the additional staffing. This should be submitted to the respective District Human Resource Manager along with all documentation. The committee also recommends notifying the local NAPS Branch President and respective NAPS Area Vice president. We have been successful with some cases performing a manual SWCs and keeping the supervisor.

The Zone of Tolerance (ZOT) has been an issue of significance recently. The business rule prior to November 2012 was when an Office/Station falls below the range to qualify for the supervisor, the junior supervisor would immediately become reassigned. This business rule still stands but with the addition of the ZOT. The business rule pertaining to the ZOT can be found in the agreement (instructions) in Section VII on pages 6 & 7. The SWCs agreement (instructions) can be found on both the USPS Blue Page and also the NAPS website.

Inquiries have been received regarding the SWCs work study that had been conducted. The new program has been submitted to Postal Headquarters. NAPS was informed it would be taken under consideration once the new PMG had taken office. There has not been any recent update. With the new restructuring and current changes that are taking place, we are anticipating the new SWCs calculation method will be considered.



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

Duties and Responsibilities Committee – there was no committee report at this Board meeting.

Legislative Committee – Chairwoman Marilyn Walton gave the board an update on legislative efforts by the committee members:

Legislation is all of the NAPS Board Members responsibility; however, our committee attempts to promote ideas and activities that others can replicate, expand on and help to educate and involve our entire membership in becoming Legislatively Smart and increase our SPAC funds to support NAPS friends in Congress!

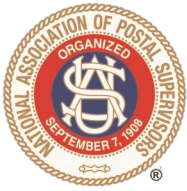
Legislative Reports:

My Team down in south Florida stayed as busy as they could be with COVID, they managed to get all the congressmen to support HR 6085. Central Florida could not get Congressman Webster to vote our way. I still have not gotten an answer from his office as to why he did not support the bill. North Florida did well with support.

It was very hard to collect SPAC funds because of COVID but Florida came through again with a SPAC Raffle of \$17,500, an outstanding job under the circumstances. Florida & Georgia are doing their best to stay connected to their legislative reps.

*Submitted by
Bob Quinlan*

The membership of the Northeast Region has been quite busy over the recent months regarding the Legislative front. They were asked numerous times to contact their respective Representatives and Senators seeking support in Legislation that will assist in enabling the United States Postal Service achieve economic sustainability. I with Regional V.P. Tommy Roma, Mideast Area V.P. Tony Dallojacono and New England Area Vice President Lisa Douglas along with the members from the local branches have attended numerous ZOOM meetings seeking support of Postal Legislation with their respective Representatives. Special thanks to two New York Representatives Congresswoman Nita Lowey D-NY 17th District and Congresswoman Carolyn Maloney D-NY 12th District. Congresswoman Lowey was the Sponsor who introduced H.R. 6800 The Heroes Act which passed by a vote of 208-199. The Representatives who Districts are within the Northeast Region voted 51 Yea 7 Nay 1 No Vote and 1 Vacant Seat (Buffalo NY). 6 of 7 the Nay votes were Republican Representatives. Congresswoman Carolyn Maloney is the Chair for the Committee on Oversight and Reform who Sponsored and introduced both Bills HR 7015 and HR 8015. Though HR 7015 did not make it to the floor for a vote 16 of the 36 Cosponsors were from



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

the Northeast Region. HR 8015 did make it to the floor for a vote and passed with 257 Yea votes, 150 Nay votes and 24 not voting. Representatives whose District are within the Northeast Area voted 58 Yea and 2 Nay. 6 of the 8 Republican Representatives voted in favor of HR 8015. This was achieved by letter writing and phones calls to their local office as well as reaching out to our Democratic Champions asking them to also speak to the respective Republican peers specifically in New York State. Both Republican Representatives in the state of New Jersey voted in favor one of which is my Representative, Congressman Chris Smith, who also cosigned a letter dated May 5, 2020 addressed to Mitch McConnell Senate Majority Leader, Kevin McCarthy Republican leader in the House and Steven Mnuchin Secretary Department of the Treasury along with 25 other Republican Representatives requesting full consideration be given to addressing the needs of the Postal Service through proper legislation.

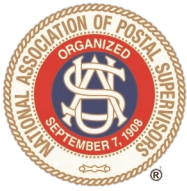
Long Island Branch 202 President Tom Barone invited democratic candidate Jackie Gordon for NY District 2 the seat being vacated by Republican Peter King who was always a friend of NAPS, to speak at their membership meeting. I along with Ivan Butts attended the meeting. In September Tommy Roma and I held a New York Area Branch President's Meeting. A SPAC raffle was held and \$2,170 was raised for SPAC. All Branch Presidents were encouraged to hold SPAC raffles at their meetings. NY Branch 100 at their membership meeting held a SPAC 50/50 won by Ms. Tu. Ms. Tu knowing the need and importance for SPAC donated her winnings back to SPAC. Long Island Branch 202 at their membership meeting held a 50/50 and also had a cigar bar following the meeting with proceeds going to SPAC.

Congresswoman Carolyn Maloney was in a tight democratic primary race in NY District 12 and came out the victor. NAPS was invited to attend her victory zoom celebration which I was honored to attend. Congresswoman Maloney praised Postal workers and promised to always fight for the Postal Service.

Thanks to Ivan Butts and Bob Levi for arranging all of the ZOOM meetings with our elected representatives.

*Submitted by,
Jimmy Warden*

Since our NAPS Springboard meeting there was the significant impact of COVID-19 impacts to all Postal Employees. Along with the unions the management associations I logged into daily zoom meetings to track the progress of COVID positive impacts and reporting any



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

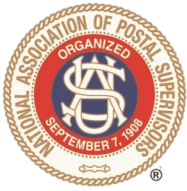
concerns from the field regarding proper PPE and hand sanitizers was big issue. We received daily, weekly reports on employees reporting positive COVID testing. The tracking continues to be an ongoing reporting system.

I Participated in the Legislative Chairs Zoom Meetings that focus on pursuing emergency Postal funding assistance. and encouraged our Legislative chairs and members to contact their representatives to support HR 7015 Also HR 6800 HEROES Act. As other proposed legislation was added send out requests to members to make legislative contacts. I did a lot of outreach through our California Postal Legislative Coalition to provided legislative updates to many of our retirees. Work locally on the GET OUT TO VOTE PLAN YOUR VOTE CAMPAIGN. Worked to support numerous people on how to VOTE by MAIL many people had not used the mail but due to COVID-19 decided to use mail in voting. I participated in numerous branches zoom meetings and used that opportunity to share any legislative updates, encourage members to contact their congressperson and both Senators to request support for Postal Legislation.

I had an opportunity to represent NAPS on a Zoom meeting with Congressman Ted Lieu, California District 33. Los Angeles area. There were representatives from the Entertainment / Movie Industry, Health Care, Tech and me representing NAPS/Postal Service. This was during the time when there was high media interest in the new PMG Postal changes. I was able to state that the Postal Service has delivered absentee ballots for 200 years and would be able to accomplish this task with confidence and integrity this year. We all shared concerns about our represented companies. I have been working with the West PAC Election Task Force Ambassadors to ensure they are receiving all updated information. I have logged on to the daily zoom meetings to ensure election mail concerns and issues are being addressed and shared with the field. Also, to ensure all policy instructions, stand up talks and training regarding political/election mail are being conducted. I continue to promote SPAC in my monthly blog and encourage NAPS members to contribute by payroll deduction or direct payment and too encourage all to get out the VOTE!

*Submitted by
Marilyn Walton*

As with everyone, my activities were limited to attending several branch meetings via ZOOM. I joined the various groups and encouraged them to become politically involved. I, along with our Executive VP Ivan Butts and Legislative Director Bob Levi, have been working with several candidates to gain Democratic seats in the House. Our goal is to turn Texas blue. Specifically, I have worked with the following candidates:



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

Lizzie Fletcher – TX-07. Incumbent. Republicans trying to regain this seat. Influential (money) part of Houston.

Sri Kulkarni – TX-22. Growing county in Houston area. Won primary handily. Republicans also trying to win this seat.

Candance Valenzuela – TX-24. Dallas/Ft Worth. Seat held by for 12 years by a retiring Republican. Great opportunity to gain another seat.

Sylvia Garcia – TX-29. Incumbent. Strong foothold. Supporting to keep it that way.

Joaquin Castro – TX-20. Incumbent since 2013. Up and coming leader. Supporting efforts to turn Texas blue. Politically savvy. Is helpful to NAPS and supports our bills.

Gina Ortiz Jones – TX-23. Striving to win a seat held by s retiring Republican. District is now listed as *Tilting Democrat*. Opposition has Trump support and investing a lot of money on ads, etc. This is a large district spanning west side San Antonio to El Paso.

Colin Allred – TX-32. Involved with him last election. Invited him to visit nearby plant. I received a lot of questions from area. He fully supports NAPS and even visited the plant again recently. Involved with Pelosi so gaining influence on the Hill.

I covered our current bills on the Hill with all candidates and pointedly asked for their support. I shared USPS financial impact on their districts along with current number of facilities and employees. I spoke of the impact of the coronavirus on our budget and the monetary support we need. I checked voting records before each meeting to thank them for their support if they are co-sponsors or firmly ask for it if they have not.

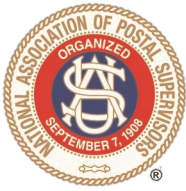
I continue to donate my fair share to NAPS SPAC and continue to encourage Texas members to do the same.

Respectfully submitted

Jaime Elizondo Jr.

NAPS TX Area

I keep pushing SPAC and payroll deductions that can be made automatically made to SPAC. I've attended or hosted several zoom meetings and to tell our officers to thank those in



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

Congress that support us and reach out to those that haven't and let them know true facts and importance of The USPS to the American public.

I had the privilege to be called upon by Congressman Fred Upton (R) of the 6th district in Michigan to tour one the Southwest Michigan Post Offices two days prior to the house vote on HR 8051.

I'm please to inform you the Fred was one the 26 republicans that crossed party lines. He made it known to Postal leadership that our relationship with goes back over 20 years. Congressman Upton is also part of a 50-member bipartisan group called the problem solvers. He and congresswoman Debby Dingle of Michigan both support whistle blower protection for EAS in the USPS.

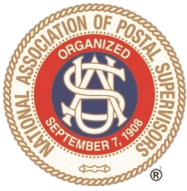
We need to reach out to those in that group to help move our agenda items that better working conditions and pay for all EAS.

Submitted by,

Kevin L. Trayer

Michiana Area VP

PFP Advisory Committee – Chairman Dan Mooney shared a file he had put together and a slide with the executive board. The file showed EAS NPA results by month from January – August (EOY was not available at this time). It showed, by month, and by Area and District, how many EAS were in blocks 1-15 (well really only blocks 2-10). He also shared some analysis showing that February was the best month for EAS payouts, relative to the highest number of EAS in payable NPA blocks. It was clear that February, pre- COVID was the best NPA performance month for EAS. Things slid downhill from there. The file also shared the same EAS EOY results by block from FY17, FY18 & FY19 for comparison purposes. We had some robust conversation about this year's NPA results and what options are on the table. The committee also showed a slide that showed the preliminary Area/District composite scores and rankings. Again, there was some discussion. Resident officers have reached out to USPS HQ and asked for some COVID mitigation with some suggestions and are awaiting a response. As you know, the EOY NPA results are released the same way as the quarterly NPA results, after the quarterly/EOY financial data is vetted and released by the USPS. This means it will be around Nov 13th before the numbers are released. That being said, the EOY NPA mitigation period will be fast approaching and members need to be prepared to file with their supporting documentation. The time line to file mitigation is only a few days. This is also a reminder it's not too early to start a file for your FY21 mitigation documentation. The



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

PFP chair Dan Mooney thanked his committee. The PFP committee consists of Chair Dan Mooney, Jimmy Warden, Jaime Elizondo, Cindy McCracken and Richard Green.

Postmaster – Update on the committee efforts to increase postmaster membership in NAPS. I really don't have to report on since the USPS have opposed on this issue in court and we seeking representation for Legal and through the court system. This should not stop us from bringing concerns on behalf of the Postmasters and the area, State and local levels, and when where speaking to our members of Congress.

Training and Advocacy – Committee chairperson Myrna Pashinski Since the Spring Board Meeting the committee has met twice and had email communications discussing the tasks, we assigned ourselves in March.

PowerPoint presentations are coming together. Officer training by titles need final review, 650 Training needs reviewed, Leadership Essentials is also in final review. How to Stay Out of Trouble is still a work in progress.

The article looking for SMEs that we said would be placed in the Postal Supervisor Magazine is still pending. No real excuse however the pandemic kind of got in the way.

Pending topics to develop training on are-

- What do the OIG look for when doing audits
- Dealing with generational differences in the workplace
- Importance of maintaining and updating your local NAPS Br Constitution and Bylaws
- Staying on top of membership recruitment (use of change report)

Copy of the Motion is included with this report

Below are the meeting notes-

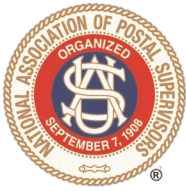
Committee Meeting October 15, 2020

ZOOM started at 8:30 PM ET all committee members were on the meeting

Discussed the Officer PowerPoints

Chuck Lum sent his draft on Leadership Essentials.

Tim reported Rebecca was working on his How to Stay out of trouble. Issues with the template.



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

This weekend Myrna will break down 650 into 3 parts on the template

We discussed the draft motion for NAPS HQ for ZOOM business account. Tim was going to streamline the motion and get it back to me.

Meeting ended at 9:44 PM ET

Training Committee Report October 1, 2020

All Committee Members were on the ZOOM meeting.

Meeting started at 5:30 ET and ended at approximately 7:30 ET

Discussed that all training will be on Tan Template and saved as PDF files.

Membership – All Executive Board members are responsible to increase membership.

Plant Committee - Chairman Chuck Lum, Shri Green, and Luz Moreno:

USPS structure changes to Logistics and Processing has created complement uncertainties within the plant operations. Effective August 15, 2020, Transportation reporting structure is removed from the plant operation with each Transportation Manager reporting to a Division Director of Logistics. Changes include specific craft positions (Ramp Clerks, General Expeditors) reporting directly to the Logistics function. Many local questions and concerns have been submitted to the Division Directors regarding this transition.

Continued reduction to letter and flat volume. Increase to package and parcel processing.

Seeking Plant Champion for committee to partner with to drive improvement initiatives.

Due to the transition period of Logistics and Processing, the committee has agreed to table all Actionable Items until the USPS has established the planned structure changes.

Items to review:

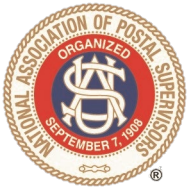
Will Logistics supervisor staffing increase with the additional responsibilities to manage Ramp Clerks and General Expeditors?

Will these craft employees transition to Function 3A or remain in Function 1?

What will be the impact to SDO positions with the change of these employees?

Ensure hubs and annexes are included with plant initiatives (Needham).

Unfinished Business – Items brought forward from March 2020 meeting



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

Re-evaluation of Plants and re-structuring status?

What are the additional supervisory tasks?

What are the changes of annex and hubs within a Plant?

Survey members within their area of all plant concerns.

Attain list of daily supervisor tasks.

Attain current plant structuring within their area.

Information and data gathered by committee will be used to develop strategies to drive the mission of the Plant Staffing Committee.

Postmaster General Louis DeJoy Remarks to NAPS Executive Board

October 20, 2020, 4:30 – 5:30 pm ET via Zoom

Welcome by President Brian Wagner

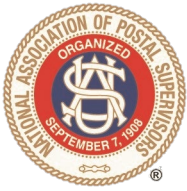
Introduction of Board Members by Chairman of the Board Tim Ford

Postmaster General Louis DeJoy thanked NAPS for the invitation, recognizing that working together with NAPS was important to the Postal Service and solicited NAPS's help. He stated that he's the type of leader that prefers working through problems and enjoys direct conversations to identify what's important and identify matters that need to be addressed. He works with his direct reports and two levels below that so he can hear ideas that can help align the mission of the organization. He emphasized that front-line supervisors are the backbone of the organization.

He shared his views on his first four months with the organization upon his appointment. He reflected on his unique experiences with the media and his testimony before Congress. Upon accepting the job, he assumed that he would largely be dealing with organization problems and the \$22 billion loss.

PMG DeJoy shared some of his vision for the Postal Service that will be dedicated to improving the Postal Service to better serve the public, including:

- Addressing financial issues
- Business model
- Operational efficiency
- Investing in people
- Generating new business streams



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

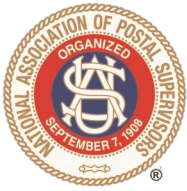
He has conducted much review and research since June on the Postal Service, including reviewing of hundreds of reports issued by the Office of Inspector General. A portfolio of initiatives has been established by a strong team that he and his direct reports are evaluating. If adopted, he and his leadership team will engage and deploy resources to reach the expected outcomes.

Mr. DeJoy has had the opportunity to meet many people in the organization and has visited Lake Charles, Houston, Richmond and Philadelphia and heard of different issues from employees and witnessed and learned of what we do very well in serving America.

He agrees that the Postal Service's mission is unbelievable in that we deliver 45-50 million pieces of mail to 161 million addresses each day across the nation, to every community, including during disasters. The Postal Service is a conduit for commerce as well as a career path within it. He believes we have a base to build from with a huge amount of public support that wants us to be successful. He's an optimist and sees that we have a very talented workforce. There are always financial issues, volume declines, and restrictions around any change. He feels that the organization needs to better align with the mission and he wants to move the organization forward with success. He is delighted and proud of how the entire organization responded to aligning and protecting our employees around the pandemic and the organization and its employees should be applauded for it. Having this kind of focus is something that he wants to apply towards our daily mission to improve service and reduce costs.

He sees a gap between our service standards and our performance and wants to align our mission within the parameters of the law. Precision is lacking across core operations and this will be a major focus going forward. He believes that supervisors are important to transactional success and needs NAPS's support.

Mr. DeJoy reflected on his days growing up in Brooklyn, NY as a young man freshly out of college, taking over the family trucking business. The company operated out of a trailer and with little use of technology. He pioneered the use of technology to arrive at some of the most complex logistics in the world. He has experience working with the Postal Service under the authority of multiple PMGs. His company grew to 100K employees. He merged his company in 2014 and retired. He received a call on whether he would be interested in the position of Postmaster General. At first, he offered to lend advice and share ideas but admitted he has always been fascinated with the Postal Service and its rich history. He got excited at the opportunity to lead a very important and prestigious organization, its public mission and the opportunities to lead the Postal Service towards success.



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

Mr. DeJoy believes that despite all the talents of postal employees, the organization is not where it should be. The Postal Service should be playing a larger role in ecommerce shipping and a more interactive role in the communities we serve. The Postal Service should be operating at a higher level, and must become financially self-sustaining. He explained that the Postal Service's obligations of a 6 days/week delivery standard helps to sustain its mission.

He wants to make change that's better for the organization by greater use of our delivery services, making them more interactive and thus the preferred delivery service for the American people.

The economy has changed and he sees that we have been slow to evolve with those changes. We need to become a public service that carries its own weight. He explained that part of his legacy will be providing good visibility and good ability to address change that awaits the organization. Destination storefronts, including connecting carriers and communities with service into one integrated unit. Delivery services in the marketplace requires a winning culture. He's an advocate for employee advancement, and wants to share our vision with employees so they understand how and why we're rowing in a new direction. He knows it's a big commitment, and we'll need more definition into what we're leaning into.

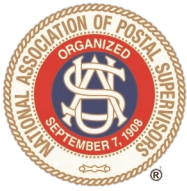
He's focusing on the non-career workforce and feels that it's beneficial to have a stabilized routine that relies on supervisors, one that is vibrant with inclusion. Working for the same objectives will lead to better precision in our practices, higher service and will get a portion of growth in our economy. That will give us greater revenue, growth and financial stability.

He noted two important areas where progress has been made:

First, he required trucks to adhere to a schedule during the summer. That's important because the network is vital to what we do. When trucks leave on time, they stay on time. Domino's does this. Networks must operate on a schedule. It provides reliability, predictability and stability.

He was surprised by the operational weakness of requiring adherence to schedules. People need performance goals, ours is a transactional business.

Second, a new organizational structure was announced in August, designed to align performance and outcomes. He is confident that this restructure will be looked back on as the key change in finding new levels of competition that drive performance improvement.



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

He confirmed that he and the Postal Service will work with NAPS as the agency structure is aligned. He defines the workplace as reassessing processes and aligning them with Postal Service goals. To help, supervisors can enhance performance, otherwise, it's more chaos that's not helping the organization move forward.

PMG DeJoy indicated he committed to this and it will be a positive step forward. He recognizes that we need to attract top talent. He's proud to be the agency's leader, including in what we do each day. Every day, supervisors set the tone for our culture. Initiatives are announced and implemented and the supervisors are the ones that translate Postal Service goals into actions.

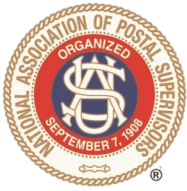
He will rely on supervisors to operate at a high level to assure we handle election mail, holiday volumes and future challenges. In the coming months, the portfolio of initiatives will be refined and be shared with NAPS and he would appreciate feedback and the sharing of views on broader business strategies. This alignment is necessary.

Postmaster General DeJoy stated that he has a mandate of change to better serve the public. He thanked NAPS for the opportunity to address it Executive Board.

Ivan Butts comments: Thank you for taking time out to address the Board as you move forward as PMG. I previously served on the PERF Board, thank you for your support on this.

Chuck Mulidore comments: Great to meet you, you've come in at a time of high drama, hopefully things will settle down shortly. The one thing that was lacking this summer was communication. Change happens slowly within USPS. As you strive to make changes, consider communication an ally.

DeJoy: If I had to do it over again, it would have been to first reorganize, then go for precision. Not everyone is judged the same on transactional initiatives. Thanks for mentioning communication. You can have no management and 60% of the work would happen every day. Management helps to make it better. But if you're not communicating, you're not helping the situation. There's a lot of tribal knowledge in how things get done. Sometimes I think there's too much judgement that's going on, but we need to improve, we're not there yet.



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

Board Questions:

Q: Any plans for early retirement?

DeJoy: There's no plan for an early out and right now, we will use attrition. We're light on supervisors. I haven't taken a look at the supervisor ratio and models yet. I'm more interested in how we engage supervisors and make them feel better.

Q: Any plans for plant closures or consolidations?

DeJoy: We need to get the utilization flow and I see some change in that, but not consolidation. Our plants are part of a network that's the best in the world. Plenty of capacity on trucks and carriers. Need to run the network efficiently.

Q: What is your plan for changing the culture of supervisors?

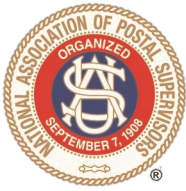
DeJoy: I've had discussion with the Executive Leadership Team on this and how to connect better to the American people. How do we engage them? I have an expectation to come up with ideas to do this. Without giving a lot of details, we're working on an initiative to better engage with the public, using supervisors and management throughout the entity. We can't win the battle without doing that. A holistic approach, align, communicate, deploy resources, engage in a fulfilling way.

Q: Our fleet is 30 years old. What are your replacement plans?

DeJoy: Very valid question. We need trucks. We had this \$10B loan that had remained unfilled. I've been talking with the Treasury and Senate. When we take on obligations, it can result in losses. In my opinion we should be able to keep the loan and use it for capital. If I need to get low-interest financing, I can do that. We're in the initial procurement phase for vehicles, we need to move ahead. We're behind on so many investment needs. It's understandable. We need to make those necessary moves to grow business, get costs out, and get legislation. Vehicles are very important. I'm on it!

Q: What value do you see NAPS as providing and how do we partner?

DeJoy: The biggest thing is who you represent. I need to lay out my vision in more tangible terms and what are my expectations of contributions from supervisors and management. Then you need to tell me how to align. Goal is to get your members to align to make the changes that we need, with an open mind, that is the most important thing. It's all about people. You're the most important group in our organization.



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

Closing Comments from Brian: Thank you for meeting with EB. We want USPS to use NAPS as a resource to make it successful.

DeJoy: Thank you for your service on the Vote by Mail task force. Despite the bad press and trip-ups, we've communicated the message to mail early. We know where USPS is right now, we can't stay at the same place. There are a lot of smart people, who've helped to build the place. You have an important component to the success of our plan; I look forward to future exchanges.

Sheri Davies, Conference Direct

Sheri Davies provided the Board an update on continued planning for the 2021 NAPS National Convention in Grapevine, Tx as well as options for holding the 2021 Legislative Training Seminar virtually rather than in person due to the ongoing pandemic.

Stacey Herndon, PNC Investments

Gave the Board an update on NAPS investments. There has been volatility in the market, but NAPS has a good investment strategy that is conservative and balanced in nature, thus it is recommended that NAPS stay the course. Not a good idea to pull out of the market at the bottom, and attempt to buy in when the market rises. 40% of NAPS portfolio has no exposure to risk.

Stoladi NPI

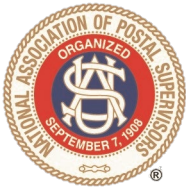
Jim Stokes and the Stoladi team provided the board an update on leasing the vacant office space in the Vincent A Palladino NAPS HQ building, as well as an overview of various issues that arise in the normal day to day operations of the onsite Stoladi building management team at the NAPS HQ building.

Motions and Recommendations

Motion #1 – Submitted by Bart Green, 2nd by Richard Green.

The NAPS Executive Board reappoint Tim Ford as Chairman of the Board until the next Executive Board meeting that follows the next NAPS National convention.

(Motion Passed 10/18 /2020 – 23 yes, 1 abstain Tim Ford)



National Association of Postal Supervisors

2020 Fall Executive Board Meeting

October 18-20, 2020 via ZOOM

Motion #2 – Submitted by NAPS Executive Board Training Committee.

NAPS HQ purchase a master ZOOM business account (or its equivalent) with a minimum of 22 entities (users). The initial annual expense is estimated to be \$4399/year, not to exceed \$5000 vs an estimated cost of individual purchases at a total of \$5399, a savings of an estimated \$900. The single national account would include the following: host up to 300 participants, single sign on, cloud recording transcripts, managed domains, and company branding.

(Motion Passed 10/ 20 /2020)

Voting yes: (17) Wagner, Mulidore, Roma, Johnson, Walton, Douglas, Warden, Trayer, Moreno, Mooney, Quinlan, Beaudoin, Shri Green, Elizondo, Pashinski, McCracken, Lum. Voting no: (6) Butts, Richard Green, Dallojacono, Griffin, Needham, Bart Green. Not voting: Ford, Board Chairman.

17. LTS 2021 and Spring EB Meeting Dates – March 28-31, 2021. EB arrives March 27. Spring 2021 EB meeting March 31 – April 3, 2021.

18. Good of the Association – None

19. Final Remarks – President Wagner thanked the Board and all our guests and vendors for participating in this very first Executive Board ZOOM meeting. He wished blessings and good health on all our NAPS members across the country during these difficult times.

20. Closing prayer – Led by Bart Green.

21. Adjournment – Motion to adjourn by Craig Johnson, 2nd by Kevin Trayer.

Motion adopted.

Respectfully Submitted,

Chuck Mulidore
NAPS Secretary Treasurer