

National Association of Postal Supervisors

NAPS National Auxiliary

NAPS 67th National Convention

One Book



Gaylord Texan Resort & Convention Center
Aug. 30-Sept. 3, 2021



67th NAPS National Convention

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Convention Program





Welcome!

Welcome to the 67th National Convention, “Deep in the Heart of NAPS, Texas Style,” at the Gaylord Texan Resort in Grapevine, TX. Just as 2020 was a leap year, because of the COVID-19 pandemic we leapt right to 2021 to host our national convention. I am confident that, for our delegates, Auxiliary and guests, it was well worth the wait. I hope all will leap into action to make their 67th NAPS National Convention experience a fantastic one.



The Gaylord Texan Resort is a magnificent, beautiful and welcoming venue for our NAPS national convention. Once you enter the Gaylord, you will understand what Texans mean by the motto, “Everything’s bigger in Texas.”

From when you first walk into the Western-themed atrium of the Gaylord Texan and mosey through the various shops and food venues before stampeding your way down the road to the swimming hole known as Paradise Springs, your 67th NAPS National Convention will be nothing but memorable—deep in your heart, indeed.

Many thanks to our NAPS posse, also known as the Host Branch Committee, for all their hard work. Taking the lead was Host Branch Committee Chair Robert “Texas Bob” Bradford, Waco Branch 203, and his committee members from Branch 203, Dallas Branch 86 and Fort Worth Branch 124.

Our host branches have worked diligently to ensure our delegates, Auxiliary and guests have a positive experience and avoid any possible rough rides. Let me assure y’all that the team at NAPS Headquarters wants you to have a wonderful, Western good time, too.

During the week of the national convention, we will hear from postal leaders, accept committee reports, vote on resolutions, select the 2024 national

convention city and elect a new NAPS Executive Board. Although our week will be busy with convention business, there will be time to kick up your boots and have fun, relax and enjoy NAPS fellowship.

That fun begins Sunday night during the Host Branch Welcome Reception. We follow the trail of fun to Monday night’s NAPS Delegates’ Reception at the Glass Cactus for a boot scoot’n’ good time.

Wednesday is our free day to experience the Western culture the Texas area has to offer or make a big splash at Paradise Springs. We will end our convention with our traditional Grand Banquet on Friday evening, Sept. 3.

As this convention will not be the first rodeo for many of our delegates, I am confident our entire delegation, even the first-time tenderfoots, will deliver positive results from the convention floor. Remember, NAPS is family. As such, family may not always agree with one another, but still respect each other’s diverse thoughts and ideas. This respect is what makes the National Association of Postal Supervisors the largest, best and strongest postal management association in the country.

Here’s the final scoop! It’s been an honor to serve as your NAPS national president the past five years. Although my retirement was delayed a year as a result of COVID-19, when I sunset into retirement and end my NAPS presidency, I want you to know I had a great ride serving as your national president. And, of course, it’s been an absolute joy sharing my ice-cream flavors of the day, week and month recommendations with you over my many years as a resident officer.

I hope you enjoy your time at the Gaylord Texan Resort and that your experience at the 67th NAPS national convention is a memorable one! I know mine will be.

All the best,
Brian J. Wagner
National President

67th NAPS National Convention

Howdy Y'All!

Welcome to Texas and the 67th National Convention. Two sayings apply to this convention: "Better safe than sorry" and "Better late than never." Welcome and greetings from the branches supporting this 67th National Convention: Dallas Branch 86, Fort Worth Branch 124 and Waco Branch 203, with help from North Texas Branch 428 and Dallas NDC Branch 559.



While you are here, I hope you take advantage of the many sites to visit, such as attending a Texas Rangers baseball game at the new stadium. There also is a minor league team in Frisco. Fort Worth features a rodeo every day.

Be sure and visit the stockyards in Fort Worth to see a roundup of longhorn cattle, right in the middle of the stockyard. Five minutes from the hotel is a golf course that is a challenge to a player from the gentlemen's tee box. There are shops galore in the Metroplex that sell everything from gowns to Western wear.

After enjoying the stores and sights the Metro-

plex has to offer, we will get down to business and work hard on convention resolutions. These resolutions let our resident officers know the direction in which we want them to guide our organization.

After a hard day of debates, we can let our hair down and party hearty. We will have plenty of things to do after the business meetings end for the day. I hope you are ready to spend money on SPAC because in order to get into our hospitality suite, you must make a donation of at least \$10, with all money going to SPAC!

My wife and I have had an extra year to work on this convention. I don't know if this has helped or hurt the events, but I will really be glad to get my study back. I have not seen the floor for five years.

Welcome to the Metroplex! We hope you have a great time and take advantage of the many sights we have to offer. Also, spend some money! We need it after being shut down for a year.

Bob Bradford

Secretary/Treasurer

Waco, Heart of Texas, Branch 203





Host Branch Committee Members



Front row, front left:

Vesta Bartie, Dallas Branch 86

Liz Richardson, Branch 86

Gwen High, Branch 86

Freddie Evans, co-chair, Waco Branch 203

Shirley Bradford, co-chair, Branch 203

Barbara Trevino, Fort Worth Branch 124

Mae Tutt, Hospitality chair, Branch 86

Back row, from left:

Tony Berlan, Branch 124

Marilyn Barnes, Branch 86

Robert “Texas Bob” Bradford, chair, Branch 203

Karen Cooper, Branch 124

Manuel Trevino, Branch 124



NAPS 67th National Convention
August 30, 2021 - September 3, 2021

Gaylord Texan Resort & Convention Center
Grapevine, Texas

Come, Worship with us at the NAPS Non-Denominational Service



* We will join together in fellowship one with the other while we are away from our home Churches. Come and hear the word of God from His servant;

Reverend Prescott Butler, Pastor
Irvington & Orange United Methodist Churches
NAPS Branch President, Bob Towns Branch #327
Sunday, August 29, 2021, 1:30 to 3:00 p.m.



Gaylord Texan Resort
Grapevine A
Songs of Worship



FELLOWSHIP MISSION

Ephesians 6:10-18 (NIV)

The Armor of God

¹⁰ Finally, be strong in the Lord and in his mighty power. ¹¹ Put on the full armor of God, so that you can take your stand against the devil's schemes. ¹² For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. ¹³ Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand your ground, and after you have done everything, to stand. ¹⁴ Stand firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, ¹⁵ and with your feet fitted with the readiness that comes from the gospel of peace. ¹⁶ In addition to all this, take up the shield of faith, with which you can extinguish all the flaming arrows of the evil one. ¹⁷ Take the helmet of salvation and the sword of the Spirit, which is the word of God.

¹⁸ And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the Lord's people.



67th NAPS National Convention Agenda

This agenda is tentative as of July 1. Please refer to the Daily Newsletter for possible changes in the program.

Sunday, Aug. 29

6 a.m. - 6 p.m.

NAPS/Auxiliary Registration—Texas Ballroom Pre-Function Area

Delegates must bring the white copy of their credential form, signed by their branch president/designee, and their registration receipt to register.

8 a.m. - 5 p.m.

Exhibits Open—Texas Ballroom Pre-Function Area

9 a.m.

Tee Time, NAPS Golf Tournament at Cowboys Golf Club

1:30 - 3 p.m.

Non-Denominational Church Service—Grapevine A

3:30 - 4:45 p.m.

NAPS & Auxiliary Delegates' Orientation—Grapevine A

8 - 10 p.m.

Host Branch Welcome Reception; baseball theme (wear your favorite team's apparel); musical entertainment by Norris Perry—Grapevine Ballroom C & D

Committee Meetings

Audit: 9 a.m. - 5 p.m., San Antonio 5

Constitution & Bylaws: 9 a.m. - 5 p.m., Dallas 4

Postmaster: 9 a.m. - 5 p.m., San Antonio 4

Resolutions: 9 a.m. - 5 p.m., Dallas 3

Rules: 9 a.m. - 1 p.m., Dallas 2

Caucus Rooms

Northeast Region: San Antonio 1-3

Eastern Region: Austin 1-3

Central Region: Dallas 5-6

Southern Region: Austin 4-6

Western Region: Texas 2-3

Monday, Aug. 30

6:30 - 8:30 a.m.

Breakfast—Grapevine Ballroom

6 a.m. - 5 p.m.

NAPS/Auxiliary Registration—Texas Ballroom Pre-Function Area

8 a.m. - 4:30 p.m.

Exhibits Open—Texas Ballroom Pre-Function Area

Elect Ivan D. Butts for NAPS National President

INTegrity – Firm adherence to a code of especially moral or artistic values; an unimpaired condition; the quality or state of being complete or undivided.

Vision – The act or power of imagination.

Accountability – An obligation or willingness to accept responsibility or to account for one's actions.

Innovation – The introduction of something new: a new idea or method.

My pledge - I will continually use these principles as my Leadership model to help our Association continue to Emerge, Achieve and Sustain into the future.



Accomplishments

- ✦ Expanded Legislative footprint for NAPS in Washington DC and in home districts around the country.
- ✦ Incorporated data driven analytics into the consultative process with USPS HQ.
- ✦ Advocate for aide to Postal employees in times of need as member of Postal Employee Relief Fund Executive Board.
- ✦ Instituted the NAPS Executive Board gift card raffle.
- ✦ Served Federal Employees as member of the Thrift Savings Plan Advisory Board.
- ✦ Six years of record-breaking SPAC contributions at LTS from 2015-2021.
- ✦ Five years of record-breaking SPAC contributions during calendar years 2014-2019.
- ✦ Facilitated new legislative database for streamlined engagement with NAPS members and Legislators.



Leadership for the Membership
"STRIVING FOR EXCELLENCE, TOGETHER"



Donate at - Committee to Elect Ivan Butts, PO Box 478, Newell, NC 28126



Opening Ceremony

9 - 11:45 a.m.—Texas Ballroom

Convention Call to Order: **Robert “Texas Bob” Bradford**, Host Branch Committee chair

Invocation: **Reggie Quintero**, San Antonio Branch 103

Presentation of Colors: Grapevine City Fire Department Honor Guard

Pledge of Allegiance: **Vesta Bartie**, Dallas Branch 86

National Anthem: **Marquis Barnes**, grandson of Vesta Bartie, Dallas Branch 86

Memorial Service: **Manuel and Barbara Trevino**, Fort Worth Branch 124

Greetings:

William D. Tate, Mayor, Grapevine, TX

Postmaster, Grapevine, TX

Milford (Scott) Hooper, USPS District Manager, Texas 1

Passing of gavel to NAPS President

NAPS Headquarters introductions and special guest remarks

Special Recognitions and Presentations

Announcements



William D. Tate



Milford (Scott) Hooper

noon

Grab & Go lunch provided for attendees—**Grapevine Ballroom**

Monday Afternoon, Aug. 30

1:30 - 5 p.m.

NAPS Convention—**Texas Ballroom**

2:30 p.m.

Dr. Bruce Bishop, NAPS Parliamentarian



Dr. Bruce Bishop

5 p.m.

Recess for the day

5:15 p.m.

Area photos—**Northwest, Rocky Mountain, Pacific, Mideast and New York areas—Yellow Rose Ballroom**

6:30 - 10 p.m.

NAPS Delegates' Welcome Party—**Glass Cactus**

Transportation will be provided; delegates also may walk. A country feast will be served; cash bar. Wear your dancing shoes! A 10-piece rockin' band will provide entertainment.

Tuesday, Aug. 31

6:30 - 8:30 a.m.

Breakfast—**Grapevine Ballroom**

8 a.m. - 4 p.m.

NAPS/Auxiliary Registration—**Texas Ballroom Pre-Function Area**

8 a.m. - 4:30 p.m.

Exhibits Open—**Texas Ballroom Pre-Function Area**

67th NAPS National Convention

8:30 a.m. - noon

NAPS Business Session—**Texas Ballroom**

Invocation: **Roberta Hoag**, Vincent J. Lambusta, NJ, Branch 53

9 a.m.

Address: **Louis DeJoy**,
Postmaster General

Al Lum, NAPS Disciplinary
Defense Fund (DDF) pro-
vider



Louis DeJoy

Dillard Financial Solutions, Platinum Sponsorship
presentation



Al Lum

Noon

Break for lunch

12:15 p.m.

Area photos—**Southeast, Central Gulf, Cotton Belt, Texas and Capitol-Atlantic** areas—
Yellow Rose Ballroom

1:30 - 5 p.m.

NAPS Business Session—**Texas Ballroom**

5 p.m.

Recess for the day

6 - 9 p.m.—Grapevine C Ballroom

SPAC Dinner/Dance—for those 2020 contributors who achieved the President's Ultimate SPAC and VP Elite levels. Motown-themed, sit-down dinner and 10-piece Motown band.

Wednesday, Sept. 1

No official convention business.

Thursday, Sept. 2

6:30 a.m.

SPAC Walkathon—Meet at 6:15 a.m. at
entrance of hotel in the front lobby

6:30 - 8:30 a.m.

Breakfast—**Grapevine Ballroom**

8 a.m. - noon

NAPS/Auxiliary Registration—**Registration
& Credentials Office**

8 a.m. - 4:30 p.m.

Exhibits Open—**Texas Ballroom Pre-Function Area**

8:30 a.m. - noon

NAPS Business Session—**Texas Ballroom**

Invocation: **Patricia Grisby**, Sacramento, CA,
Auxiliary Branch 77

9 a.m.

Nomination of candidates for Executive Board
and presentations of cities vying to host the
69th NAPS National Convention in 2024

noon

Break for lunch

12:15 p.m.

Area photos—**Michiana, Illini, North Central, MINK and New England** areas—**Yellow Rose Ballroom**

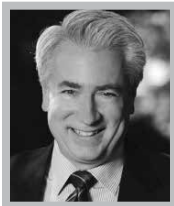
12:15 p.m.

Eastern Region Luncheon—**Grapevine D**
Western Region Luncheon—**Grapevine C**

1:30 p.m. - 5 p.m.

NAPS Business Session—**Texas Ballroom**

Bruce Moyer, NAPS Legal Counsel



Bruce Moyer



Bob Levi

Bob Levi, NAPS Director of Legislative & Political Affairs

5 p.m.

Recess for the day

Evening

Candidate/City Receptions—hosted by Executive Board candidates and cities vying to host the 2024 NAPS 69th National Convention; all delegates, family members and guests are welcome. Refer to the *Daily Newsletter* for specific locations and times.

5:15 p.m.

Area photos—**Pioneer Area—Yellow Rose Ballroom**

2020 SPAC photos—per the following order—**Yellow Rose Ballroom**:

1. Supporter (\$100)
2. Chairman's Club (\$250)
3. Secretary's Roundtable (\$500)
4. VP Elite (\$750)
5. President's Ultimate SPAC (\$1,000+)

Friday, Sept. 3

6:30 - 8:30 a.m.

Breakfast—**Grapevine Ballroom**

8 a.m. - 3 p.m.

Exhibits Open—**Texas Ballroom Pre-Function Area**

8:30 - 11:30 a.m.

NAPS Business Session—**Texas Ballroom**
Business to include election of Executive Board members and city to host the 69th NAPS National Convention in 2024.

Invocation: **Reginald “Reggie” Gramblin**,
MD/DC State Branch 923

noon

Break for lunch

noon - 1:30 p.m.

National Auxiliary Luncheon—**Grapevine C**
(*ticket required*)

1:45 p.m.

NAPS Business Session—**Texas Ballroom**

3:45 p.m.

Installation of Officers

4:30 p.m.

Adjournment

5:30 - 6:30 p.m.

Pre-Banquet Cocktail Hour (cash bar)—
Grapevine Ballroom Pre-Function Area

6:30 p.m.

Grand Banquet—**Grapevine Ballroom A, B, C & D** (*ticket required*)

Invocation: **First-Timer Stephanie Peters**,
Heart of Illinois Branch 255

Music and dancing after banquet, 10-piece band; cash bar—**Texas Ballroom**



Elect Chuck Mulidore

A Vision for the Future as your NAPS Executive Vice President

Now More Than Ever... Experience and Leadership Matters

- *Title 39 Reform on Capitol Hill through advocacy for HR 1623 and HR 3077*
- *Partnering with our congressional advocates on Capitol Hill to seek meaningful Postal and regulatory reform through support for HR 3076 and S 1720*
- *Expanding our SPAC presence at the State level, establishing relationships with state and local leaders, and promoting Vote by Mail initiatives at the State level*
- *Fight for all EAS access to MSPB through advocacy for HR 1624*
- *Effective management of the NAPS DDF with continued focus on quality representation and cost management*
- *Working with the Postal Service managing the consultative process to resolve national issues to benefit NAPS members*
- *Growing and managing SPAC revenues so NAPS can be even more effective in promoting our legislative agenda on Capitol Hill and beyond*
- *Maintaining NAPS strong voice on the PERF Executive Board, continually advocating for Postal employees in their time of need*
- *Representing NAPS and all Federal employees on the Thrift Savings Plan Advisory Board*

NAPS TOUGH

Chuck has been fighting for NAPS members as a proven leader from Pioneer Area VP to Eastern Region VP to NAPS HQ National Secretary Treasurer. Chuck fights hard for positive change for NAPS members and all EAS.

**A STRONG, EXPERIENCED LEADER
READY TO SERVE AS YOUR NAPS EXECUTIVE VP ON DAY ONE**





Credentials & Registration Committee

Following is the report of the Credentials & Registration Committee

	Monday 8/30	Tuesday 8/31	Thursday 9/2	Friday 9/3
First-Timers in Attendance				
Executive Board Attending				
Executive Board Possible Votes				
Branch Delegates Attending				
Branches Represented				
Possible Branch Votes				
Total Possible Votes <i>Branches and Executive Board</i>				
Total Registered in Attendance <i>NAPS Delegates, Auxiliary and Guests</i>				

Respectfully submitted by:

Rosemary Harmon, *Kentucky State Branch 920, chair, Credentials & Registration*

Roy Madden, *Massachusetts State Branch 924, assistant chair, Credentials & Registration*

Convention Meeting Rooms

Auxiliary Office	Dallas 7
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Auxiliary Business Sessions	Texas 4-6
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Auxiliary Luncheon, Friday	Grapevine C
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Caucus Rooms

Northeast Region	San Antonio 1-3
Eastern Region	Austin 1-3
Central Region	Dallas 5-6
Southern Region	Austin 4-6
Western Region	Texas 2-3

Committees—NAPS

Audit	San Antonio 5
Constitution & Bylaws	Dallas 4
Postmaster	San Antonio 4
Resolutions	Dallas 3
Rules	Dallas 2

Credentials & Registration Office	Dallas 1
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Delegates' Welcome Reception, Monday	Grapevine Ballroom C & D
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Eastern Region Luncheon, Thursday	Grapevine D
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Grand Banquet	Grapevine Ballroom A, B, C & D
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Host Branch Welcome Reception, Sunday	Grapevine Ballroom C & D
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NAPS & Auxiliary Delegates' Orientation, Sunday	Grapevine A
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NAPS Business Sessions	Texas Ballroom
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NAPS Headquarters Office	Texas 1
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Non-Denominational Worship Service, Sunday	Grapevine A
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Photo Area	Yellow Rose Ballroom
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Registration—NAPS and Auxiliary	Texas Ballroom Pre-Function Area
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Sheri Davies' Office	Texas 1
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Western Region Luncheon, Thursday	Grapevine C
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Convention Committees

Assistant Secretaries

Nancy McVicker, Branch 66, OR, *chair*
LaTasha Brown, Branch 131, MO, *assistant chair*
Clothelia Calhoun, Branch 354, FL
Marcia Jones, Branch 42, MD

Audit

Arnie Rosario, Branch 96, ME, *chair*
Stephnia Campbell, Branch 159, CA, *assistant chair*
LaShunda Davis-Haymer, Branch 14, IL
Scott Englerth, Branch 11, NY
Tira Lewis, Branch 42, MD
Velma McClinton, Branch 39, CA
Jackie Rominger, Branch 77, CA
Ken Ruckart, Branch 386, FL
Mozell Singleton-Belger, Branch 183, NC
Carolyn Williams, Branch 146, FL

Constitution & Bylaws

Richard Caruso, Branch 930, NE, *chair*
Joan Meadors, Branch 146, FL, *assistant chair*
Hans Aglidian, Branch 35, PA
Rose Allen, Branch 526, VA
Rafael Brathwaite, Branch 45, AL
Jackie Caffey, Branch 133, OH
Roger Finley, Branch 595, GA

Carmen Hughes, Branch 925, MI
Debra Johnson, Branch 354, FL
Valerie Loera, Branch 127, CA
Sean Mayes, Branch 29, OH
Kelly McCartney, Branch 919, KS
Olajide Okedina, Branch 489, IL
Edith Roundtree, Branch 154, FL
Robin Walker, Branch 39, CA
Sharon Wright, Branch 23, MI

Credentials & Registration

Rosemary Harmon, Branch 920, KY, *chair*
Roy Madden, Branch 924, MA, *assistant chair*
Sam Booth Jr. Branch 39, CA
Ted Burgasser, Branch 29, OH
Jeanette Carter, Branch 1, KY
Stacey Clark, Branch 41, TN
Pamela Cothrine, Branch 489, IL
Paul Foley, Branch 120, MA
Deborah Holley, Branch 526, VA
Delores Hunter, Branch 23, MI
Brandi Lien, Branch 929, MT
Ann Mitchell, Branch 124, TX
Debbie Moore, Branch 55, IN
Amirah Muhammad, Branch 82, GA
Nancy Muschette, Branch 135, DC
Renee Rafuse, Branch 102, MA
Lori Reed, Branch 698, CA
Constance Scales, Branch 53, NJ

67th NAPS National Convention

Melisande Shumate, Branch 928, MO
Ann Strickland, Branch 146, FL
Tonya Taylor, Branch 80, OK

Postmaster

Jimmy Salmon, Branch 246, AZ, *chair*
Kevin Moore, Branch 281, GA, *assistant chair*
Kanani Alos, Branch 214, HI
Joe Bodary, Branch 925, MI
Ernie Gonzalez, Branch 406, FL
Rene Hulin, Branch 225, SC
Stan Johnson, Branch 60, WA
Sammie Jones, Branch 405, FL
Rick Kindsvatter, Jr., Branch 929, MT
Steven Moreau, Branch 102, MA
Joseph O'Donnell, Branch 20, PA
Beverly Torain, Branch 177, NC

Resolutions

Junemarie Brandt Branch 526, *chair*
Kathi Clapp, Branch 940, *assistant chair*
Edward Adams, Branch 122, TX
Michael Belger, Branch 183, NC
Juanita Billups, Branch 17, IL
Osvaldo Camacho, Branch 595, GA
Dionne Davis, Branch 86, TX
Angela Garland, Branch 909, DE
Michael LeCounte, Branch 146, FL
Lenore Leone-Siegel, Branch 698, CA
Monique Mosley, Branch 8, IN
Greg Murphy, Branch 102, MA

Daniel O'Donnell, Branch 66, OR
Catherine Sutton, Branch 373, CA

Rules

Jim Isom, Branch 373, CA, *chair*
Gail Van Horn, Branch 154, FL, *assistant chair*
Mary DiGioia, Branch 698, CA
Chynita Evans, Branch 23, MI
Gale Ingram, Branch 589, TX
James McHugh, Branch 386, FL

Sergeant-at-Arms

Lloyd Cox, Branch 951, VA, *chair*
William McIntyre, Branch 458, KS, *assistant chair*
Lynn Yut, Branch 66, OR, *assistant chair*
Lisa Bodtke, Branch 276, OR
Jesse Dominguez, Branch 159, CA
Bjoern Gruetzmacher, Branch 31, WA
Larry Hamilton, Branch 209, LA
Sylvia Lyday, Branch 698, CA
Kenneth Marshall, Branch 526, VA
Melinda Pennix, Branch 157, NC
Cyndi Potter, Branch 268, MI
Malcolm Rawls, Branch 589, TX
Tammy Rosario, Branch 96, ME
Alvetia Smith, Branch 39, CA
Stephen Swimm, Branch 42, MD
Anitra Warren, Branch 36, MO
Paul Worley, Branch 322, KY
Kelly Worthman-Anderson, Branch 296, FL

Two Venues Bidding for 69th NAPS National Convention in 2024

Foxwoods Resort Casino



Hilton Minneapolis



	Foxwoods Resort Casino	Hilton Minneapolis
Dates Offered for 2024 Convention	July 31-Aug. 10; Aug. 7- 17; and Aug. 21-Aug. 31	Aug. 7-18
Sleeping room rate, single/double	\$175	\$214
Resort Fee Waived	Yes	Yes
Parking	Complimentary	Fees will apply; as of 2021, \$25/self-parking; \$45/valet
Internet	Complimentary, standard public bandwidth	Complimentary, standard guest-room internet
Distance from airport	45 miles	13 miles; 15 minutes
Number of restaurants on property	Over 30 dining options	One restaurant/bar; one grab-and-go snacks, made-to-order pizzas; will offer special pricing/menus for NAPS
Pools	One outdoor and three indoor pools	One indoor
Spa on property	Two full-service spas	No
Fitness center on property	Yes, multiple	Yes, renovated in 2020
Distance to shops and restaurants	All dining options are under one roof	Hotel is one block from restaurants, bars and shopping; all located off Nicollet Mall
Taxi fare to airport	\$60/one way	\$25-\$30/one way
Providing transportation from airport to hotel?	Yes, from Hartford and Providence airports	No
Coffee maker/mini refrigerators in sleeping rooms?	Yes	Yes
Recommended airport	TF Green (PFD), Providence, RI	Minneapolis-Saint Paul International Airport
NAPS local support?	Yes	Yes



Scan Here To
Schedule A
Benefits Review

Specializing in Retirement Benefits for NAPS Members!

*Get Your Updated
Retirement Information
At Our Table*

- Thrift Savings Plan Alternatives and Options
- The Latest Updates On All Of Your Postal Benefits
- Survivor Benefit Options
- Roth & Traditional IRA's & Spousal Benefits
- Analysis: TSP, Social Security, and FERS & CSRS Pension
- New Options For Lifetime Income For You & Your Spouse
- Life Insurance Options



Teresa Dillard
FRCSM

Steve Dillard
FRCSM

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online meeting app!



Zoom, FaceTime, Messenger Rooms, Skype, MS Teams, etc

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Applicants must be suitability requirements.

Returns are guaranteed by the reserves of the insurance companies.

DFS_140 NAPS

NAPS Executive Board



Resident Officers



Brian J. Wagner
President



Ivan D. Butts
Executive Vice President



Chuck Mulidore
Secretary/Treasurer

Regional Vice Presidents



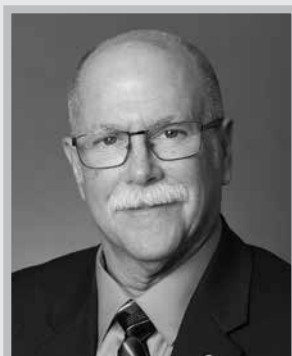
Thomas Roma
Northeast Region



Richard L. Green Jr.
Eastern Region



Craig O. Johnson
Central Region



Tim Ford
Southern Region



Marilyn Walton
Western Region

Area Vice Presidents



Lisa Douglas
New England Area



James "Jimmy" Warden
New York Area



Tony Dallojacono
Mideast Area



Troy Griffin
Capitol-Atlantic Area



Timothy Needham
Pioneer Area



Kevin Trayer
Michiana Area



Luz Moreno
Illini Area



Dan Mooney
North Central Area



Richard "Bart" Green
MINK Area



Bob Quinlan
Southeast Area



Roy Beaudoin
Central Gulf Area



Shri L. Green
Cotton Belt Area



Jaime Elizondo Jr.
Texas Area



Cindy McCracken
Northwest Area



Myrna Pashinski
Rocky Mountain Area



Chuck Lum
Pacific Area



Greetings from the **National Auxiliary**

It is with enthusiasm and assurance of your enjoyment that I welcome you to the Gaylord Texan Resort & Convention Center in Grapevine, TX. The hotel offers an unrivaled experience. We are just 30 minutes from the Dallas/Fort Worth International Airport and close to so many things to do and see.

For golf enthusiasts, you definitely will want to play a round of golf at the Cowboys Golf Club, the world's first themed golf course. Others may use their free time to walk or jog the area's scenic trails, enjoy the outdoor pool, Paradise Spring's lazy river playground or explore the Glass Cactus.



We are continuing our plan to attract new members. We invite you to visit the Auxiliary business session and encourage NAPS members to urge their spouses, immediate family members or designated representatives (over 16 years of age) to become active members.

I also would like to use this opportunity to thank NAPS members for the unwavering support they have provided during my tenure as National Auxiliary president. It has been a rewarding experience sharing the stage with NAPS President Brian Wagner and his awesome team. They have done a stellar job directing the organization through some very challenging times. The assistance of my winning team members has allowed us to accomplish goals we did not imagine as we navigated our support to NAPS.

Best wishes for a memorable event. Be safe and be sure to follow COVID-19 protocol that has been provided.

Patricia Jackson-Kelley

President

NAPS National Auxiliary

67th NAPS National Convention

National Auxiliary Executive Board

Patricia Jackson-Kelley
President

Laurie D. Butts
Executive Vice President

Bonita R. Atkins
Secretary/Treasurer

Regional Vice Presidents

Rick Hall
Eastern

Elly Soukey
Central

Beverly Austin
Southern

May Nazareno
Western

Area Vice Presidents

Cathy Towns
Mideast

Skip Corley
Capitol-Atlantic

Linda Rendleman
Illini

Mary Caruso
MINK

Jane Finley
Southeast

Willie Carter
Central Gulf

Felecia Hill
Texas



National Auxiliary Convention Agenda

Saturday, Aug. 28

3 p.m.

Auxiliary Executive Board Meeting

Sunday, Aug. 29

6 a.m. - 6 p.m.

Registration—**Texas Ballroom Pre-Function Area**

Auxiliary delegates must bring the pink copy of their credentials form and their registration receipt (from NAPS Headquarters) to register.

Committee Meetings

9 - 10:30 a.m.

Audit, **Fort Worth Room 1**

10:30 - 11 a.m.

Budget, **Fort Worth Room 1**

11 a.m. – noon

Resolution, **Fort Worth Room 1**

1:30 - 2 p.m.

Rules, **Fort Worth Room 1**

2 – 3 p.m.

Bylaws, **Fort Worth Room 1**

3:30 - 4:45 p.m.

NAPS & Auxiliary Delegates' Orientation—**Grapevine A**

8 - 10 p.m.

Host Branch Welcome Reception; baseball theme (wear your favorite team's apparel); music provided—**Grapevine Ballroom C & D**

Monday, Aug. 30

6:30 - 8:30 a.m.

Breakfast—**Grapevine Ballroom**

6 a.m. - 5 p.m.

Registration continues, **Texas Ballroom Pre-Function Area**

Auxiliary delegates must bring the pink copy of their credentials form and their registration receipt (from NAPS Headquarters) to register.

9 - 11:45 a.m.

Opening Ceremony, NAPS and Auxiliary—**Texas Ballroom**

noon

Grab & Go lunch provided for paid NAPS convention attendees, **Grapevine Ballroom**

1:30 - 5 p.m.

Auxiliary Business Session, **Texas 4-6**

6:30 - 10 p.m.

NAPS Delegates' Welcome Reception, **Glass Cactus**

Transportation will be provided; delegates also may walk. A Country Feast will be served; cash bar. Wear your dancing shoes! A 10-piece rockin' band will provide entertainment.

Tuesday, Aug. 31

6:30 - 8:30 a.m.

Breakfast, **Grapevine Ballroom**

8: a.m. - 4 p.m.

Registration continues, **Texas Ballroom Pre-Function Area**

Auxiliary delegates must bring the pink copy of their credentials form and their registration receipt (from NAPS Headquarters) to register.

9 a.m. - noon

Auxiliary Business Session, **Texas 4-6**

1:30 - 5 p.m.

Auxiliary Business Session, **Texas 4-6**

6 - 9 p.m.

SPAC Dinner/Dance—for those 2020 contributors who achieved the President's Ultimate SPAC and VP Elite levels. Motown themed sit-down dinner, open bar and 10-piece Motown band, **Grapevine C Ballroom**

Wednesday, Sept. 1

Free day. No scheduled National Auxiliary activities.

Thursday, Sept. 2

6:30 a.m.

SPAC Walkathon—Meet at 6:15 a.m. at entrance of hotel in the front lobby

6:30 - 8:30 a.m.

Breakfast, **Grapevine Ballroom**

9 a.m. - noon

Auxiliary Business Session, **Texas 4-6**

1:30 - 5:00 p.m.

Auxiliary Business Session, **Texas 4-6**

evening

Candidate/City Reception—hosted by Executive Board candidates and cities vying to host the 2024 NAPS 69th National Convention. Refer to the *Daily Bulletin* for specific locations and times.

Friday, Sept. 3

6:30 - 8:30 a.m.

Breakfast, **Grapevine Ballroom**

8:30 - noon

Auxiliary Business Session, **Texas 4-6**

noon - 1:30 p.m.

National Auxiliary Luncheon, **Grapevine C**
(ticket required)

1:45 - 3:30 p.m.

Auxiliary Business Session, **Texas 4-6**

5:30 - 6:30 p.m.

Pre-Grand Banquet Cocktail Hour (cash bar),
Grapevine Ballroom Pre-Function Area

6:30 p.m.

Grand Banquet, **Grapevine Ballroom A, B, C & D** (ticket required)
Music/dancing at 8:30 p.m., **Texas Ballroom A, B, C & D**

2020 SPAC Contributors



67th NAPS National Convention

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

Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Douglas, Lisa	CT	Branch 5
Bock, Robert	FL	Branch 406
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Quinlan, Robert	FL	Branch 154
Ruckart, Kenneth	FL	Branch 386
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Wommack, April	FL	Branch 386
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Murphy, Gregory	MA	Branch 102
Butts, Ivan	MD	Branch 355
Moss, Donalda	MD	Branch 135
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
McKiernan, Michael	NJ	Branch 74
Warden, James	NJ	Branch 100
Gawron, Dennis	NY	Branch 27
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Baselice, Francisco	NY	Branch 202
Evans, Darius	NY	Branch 85
Roma, Thomas	NY	Branch 68
Mulidore, Chuck	OH	Branch 133
Yut, Rachelle	OR	Branch 66
Croswell, Darnel	SC	Branch 225

Green, Shri	TN	Branch 41
Foster, Debra	TX	Branch 9
Allen, Rose	VA	Branch 526
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98

VP Elite (\$750)

Sutton, Catherine	CA	Branch 373
Garland, Angela	DE	Branch 909
Murray, Donald	FL	Branch 93
Moore, Kevin	GA	Branch 281
Lum, Chuck	HI	Branch 214
Rowel, Cornel	LA	Branch 73
Moreno, Richard	MA	Branch 498
Griffin, Troy	MD	Branch 42
Bunch, Kenneth	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Bollinger, Kathreen	MO	Branch 36
Dallojacono, Anthony	NJ	Branch 568
Englerth, Scott	NY	Branch 11
Jessmer, Spencer	NY	Branch 11
Austin, Jessie	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Mitchell, Annie	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132

Secretary's Roundtable (\$500)

Melchert, Pamela	AK	Branch 435
Blythe, Stephanie	CA	Branch 127
Cherry, Hayes	CA	Branch 466
Derden, Margaret	CA	Branch 39
Rominger, Jackie	CA	Branch 77
Swygert, Vontina	CA	Branch 127
Kerns, John	CO	Branch 141
Franco, Cheryl Ann	FL	Branch 296
Herzog, Rosemarie	FL	Branch 154
James, Suzette	FL	Branch 154
Jones, Patricia	FL	Branch 425
LeCounte, Michael	FL	Branch 146
Roundtree, Edith	FL	Branch 154
Tucker, Johanna	FL	Branch 425



Alos, Kanani	HI	Branch 214
Valuet, John	ID	Branch 915
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Norton, Paul	IN	Branch 8
Mason Jr., Garland	MD	Branch 592
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Carmody, Russell	NJ	Branch 74
Burke, Terriann	NY	Branch 11
Krempe, Keith	NY	Branch 11
Timothy, Pat	NY	Branch 548
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Skjelstad, Aric	OR	Branch 66
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50
Erickson, David	SD	Branch 946
Weber, Camron	SD	Branch 946
Brooks, Lamarcus	TN	Branch 41
Aaron, Donna	TN	Branch 947
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Davis, Pamela	TX	Branch 122
Lomba, John	TX	Branch 103
Trevino, Barbara	TX	Branch 124
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Taylor, Georgia	WA	Branch 31
Gruetzmacher, Bjoern	WA	Branch 61
Johnson, Stanley	WA	Branch 60
Simpson, Pamela	WA	Branch 66
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Chairman's Club (\$250)

Studdard, Dwight	AL	Branch 45
Norton, Charles	AL	Branch 208
Carson, John	AL	Branch 901
Bruffett, Shawn	AZ	Branch 376
Grayson, Yolanda	CA	Branch 39
Jones, Marilyn	CA	Branch 39
Randle, Carol	CA	Branch 39
Ayon, Celia	CA	Branch 88

Odell, Heather	CA	Branch 159
Danzy, Marsha	CA	Branch 197
Florentin, Diana	CA	Branch 244
Cruz, Cheryl	CA	Branch 497
Love, Valerie	CO	Branch 65
Pashinski, Myrna	CO	Branch 65
Roll, Gary	CO	Branch 65
Annon, Cynthia	CO	Branch 141
Collen, Helen	CT	Branch 3
Campbell, Frederick	DC	Branch 135
Johnson, Conrad	FL	Branch 81
McPhee-Johnson, Tayloria	FL	Branch 146
Goldstein, Diane	FL	Branch 156
Ford, Timothy	FL	Branch 353
Jones, Sammie	FL	Branch 405
Gucmeris, Algimantas	FL	Branch 420
Batastini, Kenneth	FL	Branch 478
Long, Pamela	FL	Branch 577
Sims, Reginald	GA	Branch 82
Eberhart, Keliinani	HI	Branch 214
Lum, Laurie	HI	Branch 214
Parker, Laroma	HI	Branch 214
Watabu, Iris	HI	Branch 214
May, Charles	IL	Branch 14
Randle, Kay	IL	Branch 369
Dittmann, David	IL	Branch 489
Wesley, Nancy	IL	Branch 493
Webb, Marcel	IN	Branch 8
Harmon, Rosemary	IN	Branch 920
Carter, Tonious	LA	Branch 421
Moore, Robert	MA	Branch 43
Jones, Marcia	MD	Branch 42
Wright, Marcellus	MD	Branch 135
Berger, Ricky	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Rosario, Tamara	ME	Branch 96
Hardin, Donald	MI	Branch 130
Glenn, Sandra	MI	Branch 140
Perkins, Ethel	MI	Branch 140
Bradley, Anthony	MI	Branch 142
Burcar, Robert	MI	Branch 508
Kuiper, Bruce	MN	Branch 16
Moore, Olin	MN	Branch 16
Moudy, John	MN	Branch 16
O'Donnell, Curt	MN	Branch 16
Baker, Neil	MN	Branch 104

67th NAPS National Convention

Newcomb-Evans, Theresa	MN	Branch 926
Brown, Latasha	MO	Branch 131
Price-Booker, Virginia	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Jackson, Abner	NC	Branch 299
Robinson, Theresa	NC	Branch 299
Olson, Chad	ND	Branch 937
Weiand, Heather	ND	Branch 937
Caruso, Richard	NE	Branch 10
Dennis Jr., Edward	NJ	Branch 53
Barrett, George	NJ	Branch 74
D'Martino, Pasquale	NJ	Branch 548
Kofsky, Jonathan	NJ	Branch 568
Pixley, George	NV	Branch 249
Wiggins, Derrick	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Lewis, Gillian	OH	Branch 2
Burgasser, Ted	OH	Branch 29
Saunders, Leslie	OH	Branch 33
Smith, Ronald	OH	Branch 46
Needham, Timothy	OH	Branch 186
Lahmann, Joseph	OR	Branch 276
Adams, Jeanine	PA	Branch 20
Wiskoski, Ann	PA	Branch 387
Lehman, Jason	PA	Branch 554
Bell, Andrew	TN	Branch 32
Proctor, Kevin	TN	Branch 32
Benjamin, Laquita	TN	Branch 41
Blakely, Kathy	TN	Branch 41
Hibbler, Marilyn	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Nettles, Mark	TX	Branch 9
Hill, Earnest	TX	Branch 122
Gavin, Angela	TX	Branch 159
Longoria, Richard	TX	Branch 229
Garcia, Mario	TX	Branch 288
Lyons, Lisa	TX	Branch 428
Brown, Lorraine	VA	Branch 98
Holley, Deborah	VA	Branch 526
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Moinor, Linda	WA	Branch 551
Sederholm Marti, Susan	WI	Branch 72
Baldwin, Craig	WV	Branch 212

Supporter (\$100)		
Brathwaite, Rafael	AL	Branch 45
Dangerfield, Carol	AL	Branch 45
Frazier, Rickey	AL	Branch 399
Nash, Leon	AL	Branch 45
Aceves, John	AZ	Branch 376
Kern, Stephen	AZ	Branch 246
Alarcon, Delmy	CA	Branch 244
Dominguez, Jesse	CA	Branch 159
Duncan-King, Shirley	CA	Branch 88
Dunn, Sandy	CA	Branch 373
Francisco, Daryel	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Gray, Glenn	CA	Branch 127
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Moore, Edward	CA	Branch 244
Moore, Tucker, Carolyn	CA	Branch 301
Rahming, Karyn	CA	Branch 77
Ruffin, Teriakyesha	CA	Branch 198
Salazar, Oscar	CA	Branch 244
Salcido, Joseph	CA	Branch 165
Sande, Kokoye	CA	Branch 127
Simpao, Sally	CA	Branch 88
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Trevena, April	CA	Branch 94
White, Martha	CA	Branch 127
Aldrich, Robert	CO	Branch 557
Alfred, Wilhlemina	CO	Branch 65
Bye, Angie	CO	Branch 65
Evans, Michell	CO	Branch 65
Flaherty, Donna	CO	Branch 65
Donegan, Margie	CT	Branch 5
Quinton, William	CT	Branch 228
Philpot, R.	DC	Branch 100
Calhoun, Clothelia	FL	Branch 354
Caruso, Karen	FL	Branch 154
Chiocchi, Lynne	FL	Branch 420
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Guevara, Richard	FL	Branch 154
Guyton, Patricia	FL	Branch 146
Hill, Otis	FL	Branch 146
Hinson, James	FL	Branch 353
Hoerner, Thomas	FL	Branch 420



James, Wayne	FL	Branch 154
Jimenez, Edilia	FL	Branch 146
King, David	FL	Branch 420
Lalone, Teri	FL	Branch 156
LeCounte, Karen	FL	Branch 146
Lopez, Ellen	FL	Branch 146
Lowrey, Robert	FL	Branch 154
Lupo, Frances	FL	Branch 420
Malcolm, Kirk	FL	Branch 321
Meadors, Joan	FL	Branch 146
Metcalfe, Thomas	FL	Branch 146
Munoz, Barbara	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Ortiz, Abel	FL	Branch 146
Rose, Nancy	FL	Branch 420
Ross, Randy	FL	Branch 81
Strasser, Brian	FL	Branch 386
Suarez, Eduardo	FL	Branch 146
Summerfield, John	FL	Branch 65
Terry-McCloud, Lancia	FL	Branch 386
Williams, Gale	FL	Branch 146
Finley, Roger	GA	Branch 595
Johnson, Sylvia	GA	Branch 595
Kindle, Delloria	GA	Branch 82
Wooley, Josephine	GA	Branch 82
Kamei, Lori	HI	Branch 214
Barkley, Bradley	IA	Branch 172
Billups, Juanita	IL	Branch 17
Cook, Carol	IL	Branch 14
Hayes-Graham, Dorethea	IL	Branch 14
Rendleman, Daniel	IL	Branch 255
Walsh, John	IL	Branch 289
Derby, Karen	IN	Branch 169
Mosley, Monique	IN	Branch 8
Macias, Juan	KS	Branch 205
Moats, Lori	KS	Branch 205
Waddell, Corey	KS	Branch 52
Smiley, David	KY	Branch 390
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Lastropes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Minor, Sandra	LA	Branch 209
Sevalia, Rosalind	LA	Branch 73
Ciccone, Alexander	MA	Branch 43
Duffy, John	MA	Branch 43

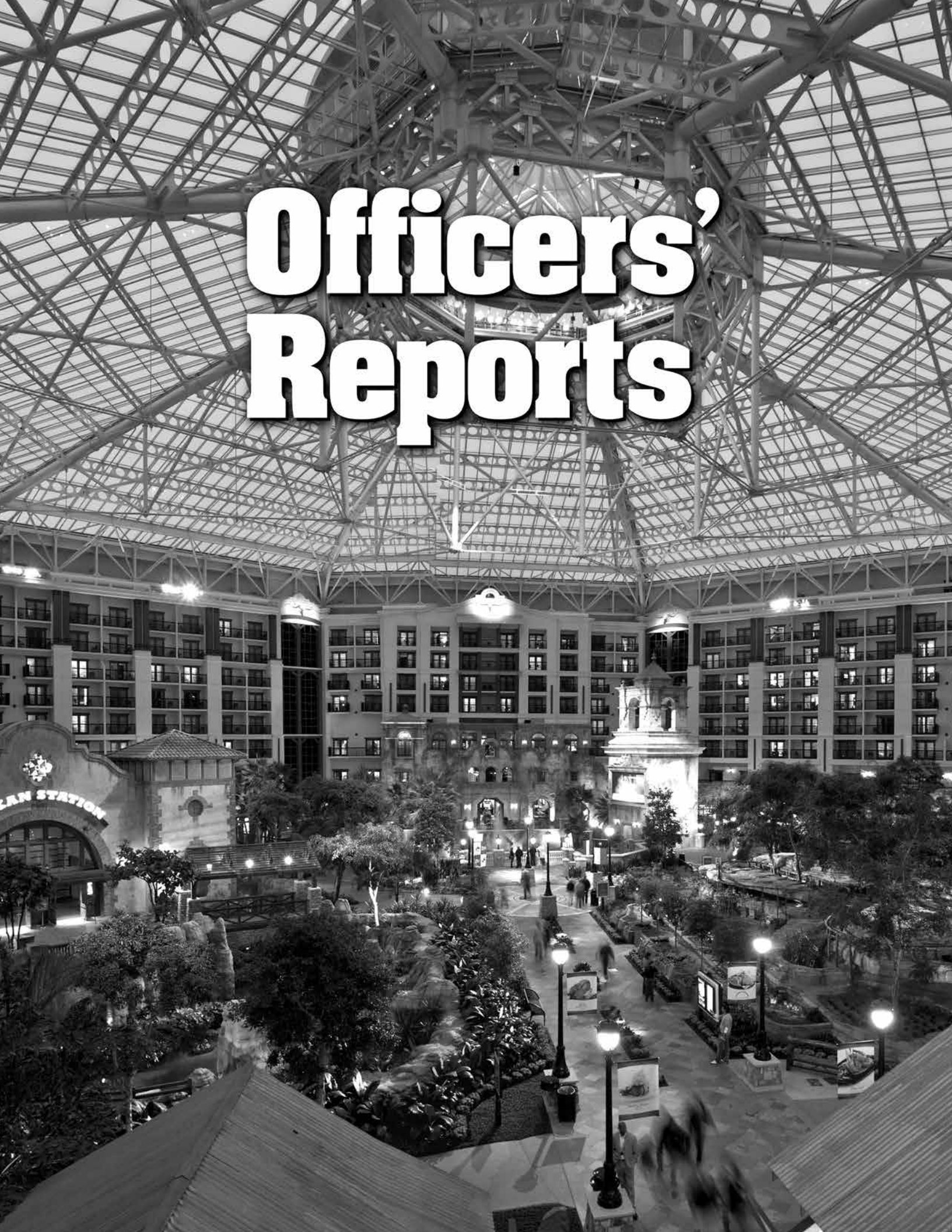
Lewin, Kim	MA	Branch 118
Longfellow, Ruel	MA	Branch 498
McClellan, James	MA	Branch 43
Michaud, Russell	MA	Branch 932
Russell, John	MA	Branch 43
Brownfield, Patricia	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Pulley, Cheryl	MD	Branch 42
Saccoccio, Michaela	MD	Branch 6
Wade, Harold	MD	Branch 526
White Jr., William	MD	Branch 526
Sadler, Amanda	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Byrum, Jimmy	MI	Branch 508
Cogar, Laurie	MI	Branch 268
Hommerson Jr., David	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
McCarthy, Bernard	MI	Branch 23
Orloski, Rose	MI	Branch 508
Roundtree, Wanda	MI	Branch 140
Scott, Jonathan	MI	Branch 142
Doerr, John	MN	Branch 104
Holland, Dana	MN	Branch 937
Soukey, Louis	MN	Branch 104
Bye, Kevin	MO	Branch 119
Crisafulli, Jeffrey	MO	Branch 36
Edwards, Marilyn	MO	Branch 928
Green, Bart	MO	Branch 36
Johnson, Karen	MO	Branch 36
Marley, Carol	MO	Branch 131
Warren, Anita	MO	Branch 36
Hill, Mildred	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Gilbert, Jevonda	NC	Branch 183
Hicks, Angie	NC	Branch 157
McLaughlin, Deborah	NC	Branch 183
Winters, Joseph	NC	Branch 177
Leingang, Michael	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Jahn, Shirley	NE	Branch 64
Ruggiero, Joseph	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Busciglio, Michael	NJ	Branch 287
Butler, Prescott	NJ	Branch 327
Henkel, Tammy	NJ	Branch 287
Robinson, Andrea	NJ	Branch 35

67th NAPS National Convention

Walker, Veronica	NJ	Branch 237
Schnepple, Kathleen	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Clayton, Jackie	NV	Branch 463
James, David	NV	Branch 463
McCinton, Velma	NV	Branch 39
Pelletier, Cecilia	NV	Branch 463
Arroyo, Victor	NY	Branch 85
Berry, Lawrence	NY	Branch 336
Deberry, Walter	NY	Branch 68
Hughes, Thomas	NY	Branch 100
Leto, Frank	NY	Branch 459
Robinson, Calvin	NY	Branch 85
Schirching, Christy	NY	Branch 27
Solomon, David	NY	Branch 100
Bennett, Kelley	OH	Branch 33
Fleck, Darren	OH	Branch 33
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Kolecki, Michele	PA	Branch 941
Lach, Joe	PA	Branch 20
O'Donnell, Joseph	PA	Branch 20
Cabrera, Antonio	PR	Branch 216
Rodriguez, Jose	PR	Branch 216
Disalvia, Betty	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Ravo, Steve	RI	Branch 105
Bednar, Margaret	SC	Branch 183
Kendrick, Beverly	SC	Branch 215
Blanck Lovelace, Deborah	SD	Branch 946
Nation, Linda	SD	Branch 946
Mallory, Sherry	TN	Branch 165
McMurry, Robert	TN	Branch 165
Shoemaker, Justin	TN	Branch 165
Shoemaker, Kathy	TN	Branch 165
Shropshire, Larry	TN	Branch 245
Armstrong, Aneka	TX	Branch 203
Baldazo, Regina	TX	Branch 9
Barnes, Marilyn	TX	Branch 86
Compton, Joel	TX	Branch 122
Hammock, Alessandra	TX	Branch 86
Hensley, Sheila	TX	Branch 124
High, Gwendolyn	TX	Branch 86
Howard, Marsha	TX	Branch 9
Irving, Mary	TX	Branch 122

McCloud, Regina	TX	Branch 589
Quintero, A. Reggie	TX	Branch 103
Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Jensen, Jill	UT	Branch 139
Tresner, Kristenut	UT	Branch 139
Foster, Steven	VA	Branch 165
Hartsel Jr., Robert	VA	Branch 22
Jackson, Alice	VA	Branch 526
Parks, James	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Andersen, Karen	WA	Branch 463
Haslett, James	WA	Branch 31
McCracken, Cindy	WA	Branch 61
Patterson, La Tanya	WA	Branch 61
Reedy, James	WA	Branch 61
Wong, On Bong	WA	Branch 61
Yuen, John	WA	Branch 100
Abrams, Darlene	WI	Branch 72
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Joers, Julie	WI	Branch 72
Knepfel, Kim	WI	Branch 549
Nelson, Matthew	WI	Branch 104
Sprewer, Victoria	WI	Branch 72

Officers' Reports



Report of **Brian J. Wagner** *President*

I am so glad to welcome everyone to the 67th NAPS National Convention at the beautiful Gaylord Texan Resort in Grapevine, TX. As you know, temperatures in Texas in August can get very hot; hopefully, it won't be too heated on the NAPS convention floor. However, we have some very cool activities for all convention attendees to beat the heat and enjoy the national convention experience.

It has been a joy, an honor and a privilege to represent the National Association of Postal Supervisors and all its members for the past five years as your national president. Thank you for your trust and the opportunity to represent the largest, best and strongest professional postal management association in the country.

Following this national convention, I will retire as your presiding president. Of course, I will continue my associate membership and remain a member of the NAPS Executive Board, per our NAPS *Constitution & Bylaws*, as immediate past president for one, two-year term following the convention. Therefore, as this is my last national convention report as your NAPS national president, here's the scoop!

EAS Pay Talks

After being reelected NAPS national president in 2018, I, along with the other resident officers and Executive Board members, hit the trail hard and fast, leaving a cloud of dust in our efforts to seal the deal on a favorable FY16-19 EAS pay package with the Postal Service.

Before the August 2018 National Convention, NAPS received a final FY16-19 EAS pay decision from the Postal Service on June 28, 2018. On July 6, 2018, the NAPS Executive Board unanimously voted to initiate fact-finding with the Federal Mediation and Conciliation Service. Even with the Postal Service issuing a modified EAS pay decision on July 20, 2018, NAPS' Executive Board again voted unanimously to continue with the fact-finding process.

On Dec. 10 and 11, 2018, fact-finding was held at NAPS Headquarters with a three-member panel of experts in supervisory and managerial pay policies to administer



the fact-finding process and review the USPS pay decision. It wasn't until April 30, 2019, that NAPS received a favorable report from the panel.

However, the final USPS EAS pay decision received on May 15, 2019, was not what NAPS expected. Therefore, by a unanimous vote of your Executive Board on Friday, July 26, 2019, NAPS filed a complaint in federal district court seeking declaratory and injunctive relief against the U.S. Postal Service for its failure to pay its supervisors, managers and other professional and administrative employees in accordance with federal law.

NAPS understands the USPS pay system for EAS employees is broken and inconsistent with expectations of the law.

Unfortunately, on July 17, 2020, a federal trial court dismissed NAPS' lawsuit against the U.S. Postal Service for violations of federal law relating to compensation of supervisors, postmasters and other managerial employees, as well as to the scope of NAPS' representation of those employees, ruling that the rights established by the Postal Reorganization Act are "not subject to judicial review."

In September 2020, NAPS filed an appeal of the court's decision. Our appeal is pending. However, I stand by my Executive Board vote, including the appeal, to seek the relief to which all supervisors, managers and postmasters are entitled with regard to EAS pay, benefits and representation.

Just when I thought our next round of USPS/NAPS pay talks would occur after our national convention in August 2021, NAPS was back in pay consultations just before the convention. At the time of this writing, consultations already have begun. I am hopeful that, by the time you read this report, NAPS was able to consult with postal leadership for a fair and equitable EAS pay agreement.

COVID-19

NAPS went through a very challenging fact-finding and pending lawsuit to ensure EAS employees received the pay and benefits they earned and deserved for the performance of their jobs. However, as a result of the COVID-19 pandemic, protecting NAPS members never

has been more important. This pandemic created a new level of NAPS support for all its members—active and associate.

NAPS always has had the backs of its members. However, during the pandemic, it wasn't just our members who needed protection, but their families, as well. Our members have been taxed physically, emotionally and mentally as a result of the pandemic.

I cannot adequately express my heartfelt appreciation and thanks to all NAPS members who persevered during this time to continue to “bind the nation together” by putting their lives on the line to deliver America's mail every day.

You are true heroes; be proud of yourselves! As outgoing NAPS national president, I am so very proud of all of you. My thoughts and prayers go out to the families of NAPS members and all postal employees who lost their lives as a result of this horrific coronavirus.

Due to COVID-19 and its uncertainty, the NAPS Executive Board—in the best interests of our association and to protect the safety and health of NAPS and Auxiliary members and guests—approved postponing and rescheduling our 67th NAPS National Convention to August 2021. This postponement extended my term as national president and delayed my retirement by a full year.

During a time of crisis, such as this pandemic, leaders lead—not leave. My commitment to NAPS was to finish my term and retire after the 67th National Convention as this was the right thing to do.

NAPS Representation

As I have said in past reports, everyone has their own interpretation and definition of representation. To me, it's the reason NAPS exists. As NAPS national president, my duty and responsibility have been to ensure our members are fully informed and represented at all levels of our organization. Representation also means making the tough decisions during tough times for the right reasons.

I am confident I stepped up to meet those challenges and made the right decisions during those challenging times. Please know my decisions always were made for the betterment of our association and members, with the ultimate goal of protecting members' rights and positively promoting their best interests and livelihoods.

It has been a privilege to represent members at NAPS Headquarters in numerous ways: monthly consultative meetings with the Postal Service and USPS Headquarters leadership meetings with former Postmaster General Megan Brennan and current PMG Louis DeJoy and their respective leadership teams, to name just a few.

I have been involved in all business aspects of the organization, including pay talks, board meetings, budgets, oversight of the NAPS building and as president of NAPS

Property, Inc., our headquarters building owners' association. I also was active with our legislative efforts by visiting congressional leaders on Capitol Hill, attending political events and, when called on, providing assistance to help make our annual Legislative Training Seminars successful.

My representation further extended to branches and members in the field. I am grateful for the many opportunities to attend state board and branch meetings, state conventions, training seminars, retirement recognition brunches and holiday dinners. There are so many highlights of my NAPS presidency, they are too long to mention in this report. While all are important, I have to say the one that stands out most is the honor to install branch officers, whom I consider the next generation of NAPS leaders.

Whether it was receiving a letter, call, email or text, my focus was to provide guidance and assistance to members to resolve their issues as quickly as possible. Not all members received the answer or resolution they were seeking. However, I am confident they received the representation they expected and deserved from NAPS.

Talking about representation, during my tenure as a NAPS resident officer, it was an honor to have Charlie Scialla serve as our NAPS Disciplinary Defense Fund provider (DDF), providing the best in advocacy for our members. After Charlie retired, NAPS did not miss a step when we hired Al Lum as our new DDF provider. Al has done a fantastic job stepping into Charlie's boots, as well as forging his own trail in successfully advocating for our members. To Charlie and Al—thank you!

NAPS Communication

Communication, like representation, also is important to our members. To that end, I wrote articles for our monthly magazine, *The Postal Supervisor*. Some of my articles may have been more controversial than others. I know some were misunderstood or interpreted differently by those in postal leadership, especially those regarding USPS initiatives or policy changes. My goal, however, was always to write about issues that had an impact on our members, the business of NAPS and topics of interest that would be of value to our members and provide resolution to an issue.

NAPS has the best and most professional postal management magazine in the country. It is all due to the hard work and attention to detail by our NAPS editor, Karen Young. She is the best in the business and NAPS is privileged to have her as part of the NAPS team and family. Karen again will be at the national convention, handling our convention newsletter and documenting convention activities. I hope you will take a moment to thank her for all she does for NAPS. She has earned it.

For the record, as a resident officer, especially as NAPS president, I have truly enjoyed doing actual research to provide members with an ice-cream-flavor-of-the-month recommendation. If you tried all my recommended flavors, you can thank me for any weight gain. Be honest—wasn't it worth it?

The NAPS Family

How priceless is our NAPS family? NAPS is a family organization of thousands. Like any family, we may not always agree with one another, but I think we can agree that, when times are tough, family comes together to look out for each other.

Thank you so much to our conference planner, Sheri Davies of ConferenceDirect. Sheri never ceases to amaze me with the magic she does to get the best value for our members when it comes to planning our national events. She is a true professional who is a priceless asset to NAPS.

To our NAPS property management company, STOLADI, many thanks to President Jim Stokes and his entire team of Stylianos, Stephanie, La Mia, Shaila, Suzanne and all the engineers for the 25-plus years managing

“The National Association of Postal Supervisors Vincent A. Palladino Building”—a gem in Alexandria, VA.

Speaking of gems, I truly appreciate Bruce Moyer, NAPS' legal counsel, for his years of guidance. During my NAPS presidency, we had many challenges and decisions to make on behalf of our association and members that involved legal matters. Many thanks to Bruce for his legal counsel and commitment to the betterment of NAPS.

As for parliamentary counsel, Dr. Bruce Bishop, NAPS' parliamentarian, is second to none when it comes to providing guidance related to “Robert's Rules of Order” and NAPS' *Constitution & Bylaws*. It is surprising how many national and branch issues came up regarding the business of NAPS. However, it was no surprise that, with Dr. Bishop on NAPS' team, it made my job as national president much easier. Bruce and Bruce: Thank you and thank you!

Although NAPS Headquarters has seen some staff turnover since our 2018 convention, I am confident our new staff is the right mix to handle your membership needs. Our staff team of Emily Christophersen, Rebekah Rose-Leo, Charles Caburian and Bob Levi continue to do



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We make it easy.

a wonderful job serving our association and members. When you get a chance during the convention, I hope you will thank them, too.

I want to express my sincere thanks to our NAPS Auxiliary members who work tirelessly to support NAPS and our legislative agenda. Special thanks to National Auxiliary President Patricia Jackson-Kelley for her leadership. I wish her all the best as she ends her presidency.

Speaking of working tirelessly, I am very grateful and proud to have worked with a team of dedicated Executive Board members, past and present—especially Past President Louis Atkins for his never-ending support and guidance. Our current Executive Board members made history over the past three years by seeking fact-finding and filing a lawsuit against the USPS for EAS pay.

Your 2018-2020 Executive Board deserves a rowdy “thank you” for all they have done for their respective members. I have appreciated the board’s support of my presidency. They inspired me not only to be a better national president, but a better overall leader and person, as well. I also want to thank Ivan and Chuck for their NAPS commitment and counsel during my presidential term.

I have had the honor and privilege to represent the best interests of NAPS and our 27,000-plus members as national president. I am grateful for the opportunity to have served on the NAPS Executive Board for 17 years—11 as a resident officer due to the rescheduling of our 67th National Convention.

I served six years as national secretary/treasurer and the past five as national president. However, after 11 years, I have chosen to retire as a NAPS resident officer and from my presidential term at the end of this national convention. Again, I am thankful to NAPS members for trusting in me to lead our great association.

I am also thankful to all who have supported me during my NAPS career; it has meant the world to me. I give special thanks to Dan and Linda Rendleman, Susie Warren and Linda Wilson for all their years of support and counsel. They are dedicated NAPS and Auxiliary leaders, but, more importantly, they are the best of friends anyone could have. To the members of my home branch, Heart of Illinois Branch 255, I give heartwarming thanks for their endless support.

While serving as a resident officer and NAPS national president, I made some personal decisions and accomplished a few milestones of which I am proud. First, in 2016, after being elected president, I was committed to giving back to NAPS. Carol and I decided not to lease a NAPS president’s car. We believed the use of NAPS funds for a president’s car could be better used to support the members and association. Therefore, my personal car became the NAPS president’s car.

Second, I completed five Marine Corps Marathons in

the Washington, DC, area. At this writing, I am training for a sixth marathon in which I hope to earn a qualifying time to run in a future Boston Marathon.

Finally, in 2015, I was diagnosed with cancer. I was not going to allow cancer to keep me from fulfilling my duties and responsibilities as a NAPS resident officer, especially as president. By making smart decisions, I have been cancer-free for six years.

My Family

My ability to serve the NAPS family was possible and strengthened by the support of my immediate family. Without their support, I could not have accomplished so much. I must express my deepest thanks to my two sons, Justin and Ryan, and their spouses, Biz and Chrissy, respectively, for their continued support of my NAPS dream.

To my grandchildren Caelin, Izabella, Makenna, Colton, Evie and my new great-grandson Brooks (who has no clue about NAPS, except to take them): Thank you for letting me know that being NAPS national president was cool. I look forward to returning home to spoil all my grandkids and share some ice cream.

Lastly, I am forever thankful to my wife Carol for her unconditional love and support for my passion to serve as a NAPS leader, especially as national president. Over the years, Carol has been selfless, committed and dedicated to taking care of our home in Illinois while continuing to work until retiring in January 2016. She kept our family grounded, including me, so I could do the business of NAPS from Alexandria, VA.

Words can never express my love and appreciation for all the sacrifices she has made over the past 11 years in order for me to have a successful NAPS career. I look forward to spending more time and special moments with my family.

In conclusion, I am honored to have reached the pinnacle in NAPS leadership as national president. However, life is too short not to live it to the fullest. Therefore, it is time for me to move on and turn the gavel over to a new leader. As my second and final term as your NAPS national president comes to an end, I look forward to starting a new chapter in my life. I will retire with no regrets—only cherished memories and many lasting friendships. Thank you, all.

As one final NAPS national president directive, I will provide you with my ice-cream-flavor-of-the-day, -week, -month and -year recommendation (my all-time favorite): mint chocolate chip!

Goodbye and God bless!

Report of **Ivan D. Butts** *Executive Vice President*

Hello, NAPS family! Welcome to the beautiful Gaylord Texan Resort & Convention Center and our 67th NAPS National Convention. We certainly have had quite a journey to arrive at this moment in the history of our great association. I am continually humbled and grateful for the opportunity to serve you in representing issues of concern for the fair and equitable treatment of all supervisory and other managerial personnel and ensuring the sustainability of America's Postal Service.

Since bestowing your trust in me by electing me as executive vice president at our 64th National Convention at the Town and Country Resort in fabulous San Diego, we have been on this fantastic journey of focus, engagement and growth. I can hardly find the words to describe my development in leadership that you have allowed to take place.

I want to acknowledge and thank "Texas Bob" Bradford and his committee for hosting the convention. The group has seen to every detail to ensure we all have the most incredible experience while spending time in Grapevine, TX. Bob's leadership and support have been exemplary in coordinating this event.

Before speaking about my past two-plus years in office, I first would like to thank President Brian Wagner for his leadership during these ever-changing times for America's Postal Service. He has faithfully led our association with dignity and professionalism.

I genuinely appreciate Brian's strength shown in his decision to continue as our national secretary/treasurer to accomplish the goals he set for himself in that role back in 2014, which gave me the opportunity to seek the office of executive vice president to help elevate my leadership model of service to the membership. It has been my distinct pleasure to serve as executive vice president during his presidency.

The past two years for the leadership model have been highly active and productive to the advancement of NAPS' legislative agenda, legislative footprint and SPAC engagement. We have seen the introduction of groundbreaking legislation by NAPS in H.R. 1623—a bill to amend *Title 39*, United States Code, to modify procedures



for negotiating the pay and benefits of supervisory and other managerial personnel of the United States Postal Service and other purposes.

This is our landmark legislation to provide an avenue of resolve when the USPS fails to adhere to the good faith assumptions afforded them by federal laws. This legislation moved a step closer to reality on May 13, 2021, when the House Committee on Oversight and Reform approved by voice vote adding H.R. 1623, the "Postal Supervisors and Managers Fairness Act of 2021," and H.R. 1624, the

"Postal Employee Appeal Rights Amendments Act," to H.R. 3077. We no doubt have moved the ball further toward the goal line on both of these issues under my leadership, but the work must continue.

As referenced earlier, our legislative footprint has increasingly grown over the past two-plus years by continuous engagement with legislators in Washington, DC, and home districts around the country with your help and support. We have fueled our efforts with record-breaking SPAC donations year after year at our Legislative Training Seminars, culminating to date with our first-ever virtual LTS on April 18, 2021, by collecting over \$40,000 for our SPAC coffers. These efforts are making NAPS the most visible among the postal management associations.

I am proud and honored to be a voice for the members of our association in seeking fairness for all EAS employees and the sustainability of America's Postal Service. As we move forward, I pledge to you that the dedication and commitment I have shown since being honored to be elected your executive vice president will continue by staying true to you and my foundational platform of integrity, vision, accountability and innovation. Also, to always work for the membership delivering America's mail and essential supplies. With your continued support, we will navigate through these tough times to a better and brighter future.

In solidarity ...

Report of **Chuck Mulidore** *Secretary/Treasurer*

Welcome to the marvelous Gaylord Texan Resort & Convention Center for our 67th National Convention in beautiful Grapevine, TX! Special thanks to NAPS Branch 203 President Bob Bradford and all the dedicated members of the NAPS Texas Area for their hard work, resolve and teamwork in making this a special and memorable convention. We could not have done this without you!

Now, obviously, the convention was delayed a year by the terrible pandemic that changed our world and all our lives forever. While hope and help are on the way in the form of vaccines and treatments, we know we must remain vigilant to eradicate this plague from our lives and to remain safe. And I know we will because we are NAPS members. We are best when the battle is toughest.

Speaking of tough, it is with deep respect and admiration that we bid farewell to National President Brian Wagner, who is retiring after this convention. Brian has been a consequential president of NAPS, having served at NAPS Headquarters for over 10 years, first as secretary/treasurer, then as national president.

Brian has been a mentor to me, a colleague, a co-worker, at times an inspiration, but, more importantly, Brian has been, and will always be, my friend. It has been my honor to serve with him at NAPS Headquarters for the past five years.

For me, this truly has been a phenomenal ride, from my election at the NAPS 100th Anniversary Convention in Louisville, KY, in 2008 as Pioneer Area vice president, to the heart of the Magic Kingdom in Orlando, FL, in 2010, to the majesty of Reno, NV, in 2012, then on to beautiful and sunny San Diego in 2014, where I was elected Eastern Region vice president, to National Harbor, MD, in 2016, where I was honored to be elected to serve you at NAPS Headquarters as your national secretary/treasurer, then re-elected in 2018 at the Mohegan Sun Resort in Uncasville, CT.

I genuinely appreciate your confidence and trust in me to serve you in these Executive Board positions. It has been the honor of my life in NAPS to serve in the various



capacities I have. I hope I have served you well, for you have been a blessing to me.

We have had great successes over the past few years. Membership has grown to over 27,000 members, solidifying NAPS as the premier management organization in the Postal Service. Plus, our finances and investments remain strong, leaving NAPS well-positioned to meet any challenges and obligations for the long term.

We launched a new NAPS website and dramatically increased our presence on social media to provide relevant, timely and accurate information to our members.

NAPS is moving confidently into the future, knowing that our best days are yet to come.

Obviously, the past few years have seen the Postal Service continuing to face historic challenges and changes—RIFs, plant consolidations and scheduling changes that often led to major realignments not just in our jobs, but in our personal lives, as well. Not to mention the continuing need for legislative relief from the onerous burdens of the 2006 Postal Accountability and Enhancement Act.

We can be proud of the fact that we, as NAPS members, lead the way in the ongoing recovery of the Postal Service. Yet, we still seek the acknowledgement and acceptance of this fact by senior postal leaders and the recognition that, if those leaders seek true engagement with all EAS employees, then we must have a fair compensation system that recognizes and rewards our contributions to the success of the Postal Service—not a pay-for-performance system that encourages neither pay nor performance.

NAPS' lawsuit to appeal the result of the FY16-19 pay consultation process with the USPS is evidence of our resolve. As is the introduction of H.R. 1623, which would bring fairness and order to our current pay consultation process with the Postal Service. NAPS will continue to lead this fight and, ultimately, we will prevail because what we seek is just, right and fair!

While communication through email, websites and social media is important, so, too, is sharing information at NAPS meetings, training, conventions and national events.

I have travelled to branch meetings all across the United States to provide support, communication and information to our members.

Included in my travels for NAPS were meetings with plant managers, district managers and area vice presidents. At these meetings, I have built relationships with postal leaders and executives while representing the interests of NAPS members. While I truly believe that building knowledge, communication, information and relationships is our most effective tool as NAPS advocates, I never have been afraid to stand up for what is right.

I have been a tireless and relentless advocate for NAPS members in my 22-plus years of NAPS leadership. Yet, it remains an unfortunate fact of life that discipline and adverse actions continue to increase. So often, our work as supervisors, managers and postmasters is diminished in value and prominence as stress and harassment increase in the workplace.

We must continually train our seasoned advocates and mentor new advocates to keep our edge in representing our members in various corrective and adverse actions. Our Disciplinary Defense Fund (DDF) remains the best in the business, providing protection and representation as a benefit of membership in NAPS.

I have helped local branches with disciplinary actions and mediations, participated in the installation of officers and attended branch social functions and retirement dinners. I have come to know many of you very well and, in all of you, I have learned the true strength of our organization is in its people.

Throughout all the challenges we face from the Postal Service, with micromanagement of our jobs, endless reports, difficult working conditions, minimal wage increases and recognition and constant change, NAPS endures. We learned in Louisville, KY, that a group of 50 supervisors who founded this great organization nearly 113 years ago could change the world.

We have stood at this crossroads before. We know



the power that 27,000 united men and women can unleash today when we put our minds to the task! Our legacy and obligation to ensure the future of NAPS is to make sure this grand organization continues to survive, grow and flourish.

It is an enormous responsibility and, while hard work remains to make our jobs and NAPS better, I know we all are up to the challenge. That is who we are as NAPS members— committed, strong and resilient!

God bless you and your families. Thank you for the help and support you have given me in this challenging, yet rewarding, position as your national secretary/treasurer. Now as I move to seek election as your NAPS executive vice president, please know that I always will remain committed to you and the values for which NAPS always will stand as an organization, working tirelessly on behalf of our members.

Enjoy this week at another historic NAPS national convention. I look forward to seeing you and continuing to serve you well into the future.

Secretary/Treasurer's Financial Report

BALANCE SHEET May 31, 2020

Assets:

Cash and Investments	\$12,116,745.99
Dues Withholding Receivable	433,104.87
Prepaid Expenses and Other Assets	713,287.93
Total Current Assets	13,263,138.79
Building and Equipment, Net of Accumulated Depreciation	2,757,954.13
Total Assets	<u>\$16,021,092.92</u>

Liabilities and Fund Balances:

Accounts Payable	\$253,238.62
Accrued Expenses	400,534.64
Deferred Revenue	29,994.06
Dues to be Remitted to Branches	682,766.65
Total Liabilities	1,366,533.97
General and Designated Fund Balances	14,654,558.95
Total Liabilities and Fund Balances	<u>\$16,021,092.92</u>

STATEMENT OF REVENUES AND EXPENSES For the Two-year Period Ended May 31, 2020

Revenues:

Dues and Assessments	\$15,013,761.94
Less: Dues Remitted to Branches	10,162,513.16
Net Dues and Assessment Revenue	4,851,248.78
NAPS Property, Inc. Net (Loss) Before Depreciation	\$(25,176.60)
Less Depreciation	(386,705.54)
NAPS Property, Inc. Net Income	(411,882.14)
Advertising Income from <i>The Postal Supervisor</i>	47,963.87
National Convention Registrations	299,154.86
Legislative Conference Registrations	265,228.58
Royalties	38,642.09
Training Fees	54,477.24
Other	24,520.89
Revenues Before Investment Income	5,169,354.17
Investment Income	1,574,987.39
Total Revenues For the Period	6,744,341.56

Expenses:

National Headquarters	3,421,717.61
Executive Board	1,759,004.57
<i>The Postal Supervisor</i>	704,958.60
Legal/Fact Finding/Pay Consultation	768,265.74
National Convention Expenses	808,302.39
Legislative Training Seminar	595,107.70
Legislative Counsel	173,698.75
Legislative Expenses	89,700.15
Membership	194,778.52
Education and Training	139,170.61
Disciplinary Defense	768,495.57
Total Expenses	<u>9,423,200.21</u>

Expenses in Excess of Revenues	<u>\$ (2,678,858.65)</u>
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Substantially all disclosures required by GAAP are omitted.

The financial statements do not include a statement of cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

2018 National Convention

Uncasville, CT

Receipts and Disbursements

	Actual 2018 Uncasville
Receipts	
FY 2016 - 2017 Per Capita Tax (Actual Set Aside)	\$106,168.00
Based on average monthly total of Active & Associate Members - 26,542 x \$4	
FY 2017-2018 Per Capita Tax - (Actual Set Aside)	\$108,192.00
Based on average monthly total of Active & Associate Members - 27,048 x \$4	
Registration Fees Delegates & Auxiliary @ \$225 x 1,200 Delegates	263,074.86
Guest Registration Fee at \$225 x 50 guests	11,250.00
Registration Present Board Members and Guests Operating Budget (48 x \$225)	10,800.00
Registration Former Board Members and Guests Operating Budget (60 x \$225)	13,500.00
Funds from PNC Investments	\$144,469.12
Vendor Booth Fees	32,500.00
Golf Tournament	3,580.00
Extra Banquet Dinners (\$100 x 50)	-
Less refunds (25 x \$225)	(4,450.00)
Net Registration and other Fees	689,083.98
TOTAL RECEIPTS	<u>\$689,083.98</u>
Disbursements	
A. General Convention Services	
Host Branch	\$ 6,400.00
Advance Committees	34,897.42
Expenses of Guests (including rooms for Former Resident Officers)	58,469.27
Convention Insurance	2,500.00
Printing	36,435.58
Editor	8,795.95
Souvenirs	290.00
Briefcases & Lanyards	20,820.40
Transportation	16,357.38
Pre-Convention Planning	54,808.33
Postage & Shipping	3,753.47
Miscellaneous	22,966.09
Committee Per Diem	8,298.24
Audiovisuals	98,047.24
Adverse Action Consultant	4,094.80
Worship Services	550.00
Awards (Newsletters)	1,650.00
	<u>\$379,134.17</u>
B. Convention Services	
Headquarters Employees	1,268.00
Parliamentarian (Transportation & Per Diem)	11,524.59
Recorder	9,588.39
Photographer	14,300.86
	<u>\$ 36,681.84</u>
C. Entertainment Expenses	
Total Food Function Expenses:	
Former & Current Executive Board Dinner (Sunday) (Approx 155 attendees)	16,637.72
Continental Breakfasts	58,789.59
Entertainment	3,384.00
Delegate Reception (Monday) Approx 1,100 Delegates	76,410.00
Floral Arrangements	1,265.57
Officers' Reception	12,746.18
Auxiliary Luncheon Expenses	2,250.00
Appreciation Dinner	5,775.74
Reception & Banquet (Friday) Approx. 1,300 Delegates	96,009.17
	<u>273,267.97</u>
SUBTOTAL DISBURSEMENTS	\$689,083.98
TOTAL DISBURSEMENTS	<u>\$689,083.98</u>

Two-Year Expense Allowance Report

National Executive Board

June 1, 2018-May 31, 2020

A resolution adopted at the 1990 National Convention requires the printing of Executive Board members' expenses in the convention *One Book*. The report listed below is on a fiscal year basis. Expense allowances for the two-year period were as follows: \$66,240 each for the president, executive vice president and secretary/treasurer; \$44,160 each for the five regional vice presidents; \$35,420 each for the 16 area vice presidents.

Title/Member	Period	Transportation	Taxi, Tips, Tolls, Parking	Hotel	Subsistence	Food & Refreshments	Miscellaneous	Cell Phone Phone Equipment	Computers Electronics	Substitution Pay	Total
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National Officers

<i>President</i>											
Brian Wagner	Jun 18-May 20	\$ 25,113.43	\$ 3,596.70	\$ 12,922.60	\$ 3,129.44	\$ 18,900.54	\$ 3,888.89	\$ 1,012.08	\$ 3,083.98	\$ 0.00	\$ 71,647.66
<i>Executive Vice President</i>											
Ivan Butts	Jun 18-May 20	37,692.54	3,295.26	13,710.44	3,162.66	12,530.38	1,311.51	740.91	934.14	0.00	73,377.84
<i>Secretary/Treasurer</i>											
Chuck Mullidore	Jun 18-May 20	26,937.43	3,442.07	18,257.05	3,985.92	17,327.84	2,866.86	930.66	76.95	0.00	73,824.78
<i>Immediate Past President</i>											
Louis Atkins	Jun 18-Aug 18	363.52	108.00	1,551.92	12.05	674.37	3.13	156.36	0.00	2,400.00	5,269.35

Regional Vice Presidents

<i>Northeast Region</i>											
Thomas Roma	Jun 18-May 20	3,511.42	2,222.25	2,247.57	2,415.23	14,025.18	6,837.18	2,111.38	1,380.00	16,250.00	51,000.21
<i>Eastern Region</i>											
Richard L. Green Jr.	Jun 18-May 20	7,764.30	879.96	8,197.34	1,921.04	7,998.22	284.61	789.74	821.33	21,650.00	50,306.54
<i>Central Region</i>											
Craig O. Johnson	Jun 18-May 20	11,196.22	1,013.23	5,346.13	2,290.58	2,658.78	6,079.48	867.85	562.39	15,314.98	45,329.64
<i>Southern Region</i>											
Tim Ford	Jun 18-May 20	10,966.95	1,153.02	7,736.46	2,356.94	7,139.83	579.91	3,056.09	2,170.57	11,075.00	46,234.77
<i>Western Region</i>											
Marilyn Walton	Jun 18-May 20	14,586.82	944.05	11,817.24	1,657.89	6,326.96	462.33	2,704.33	89.00	2,500.00	41,088.62

Area Vice Presidents

<i>New England Area</i>										
Lisa Douglas	Mar 20-May 20	0.00	0.00	0.00	275.52	139.00	29.98	399.00	379.70	1,223.20
Cy Dumas	Aug 18-Jan 20	8,514.22	381.31	958.94	7,890.15	3,107.31	657.62	72.24	6,750.00	29,872.54
Greg Murphy	Jun 18-Aug 18	773.36	52.25	14.95	565.01	1,512.60	244.46	69.09	500.00	4,341.17
<i>New York Area</i>										
James Warden	Jun 18-May 20	12,048.94	3,344.69	7,624.46	6,704.51	5,527.77	1,173.81	2,126.71	0.00	40,572.05
<i>Mideast Area</i>										
Tony Dallojacono	Aug 18-May 20	8,605.94	1,202.83	3,816.64	2,278.58	229.59	0.00	2,126.38	5,303.70	25,454.67
Hans Agidian	Jun 18-Aug 18	996.29	114.55	906.29	2,045.27	93.35	0.00	0.00	0.00	4,745.97
<i>Capitol-Atlantic Area</i>										
Troy Griffin	Jun 18-May 20	10,954.43	1,365.59	6,491.73	9,651.62	3,551.23	279.95	0.00	0.00	35,185.57
<i>Pioneer Area</i>										
Timothy Needham	Jun 18-May 20	7,889.74	745.84	6,154.72	7,837.46	851.76	5,459.08	2,608.09	1,780.00	35,251.90
<i>Michiana Area</i>										
Kevin Trayer	Jun 18-May 20	6,161.09	286.00	2,372.14	13,838.71	3,193.73	3,162.61	1,272.96	9,742.40	41,000.00
<i>Illini Area</i>										
Luz Moreno	Jun 18-May 20	5,272.15	243.80	1,534.98	4,182.33	9,008.35	2,603.08	5,212.17	9,718.88	38,454.99
<i>North Central Area</i>										
Dan Mooney	Jun 18-May 20	7,699.68	262.00	3,746.55	9,352.76	4,540.33	5,933.15	3,637.14	4,980.00	40,982.60
<i>MINK Area</i>										
Richard Bart Green	Jun 18-May 20	6,630.76	646.71	999.09	16,720.40	8,241.69	0.00	375.13	3,452.56	37,384.14
<i>Southeast Area</i>										
Bob Quinlan	Jun 18-May 20	4,980.23	1,032.66	6,926.51	14,519.11	1,154.96	911.86	517.29	0.00	30,951.21
<i>Central Gulf Area</i>										
Cornel Rowel Sr.	Jun 18-May 20	4,046.25	452.46	2,929.72	14,799.80	5,276.63	3,991.18	3,747.69	2,800.00	38,930.81
<i>Cotton Belt Area</i>										
Shri L. Green	Jun 18-May 20	5,151.90	301.63	3,569.53	4,980.49	1,042.15	1,599.35	1,386.08	9,750.00	28,775.53
<i>Texas Area</i>										
Jaime Elizondo Jr.	Jun 18-May 20	8,811.05	1,124.74	5,554.77	8,612.80	3,691.23	286.67	1,288.10	8,770.00	40,005.51
<i>Northwest Area</i>										
Cindy McCracken	Jun 18-May 20	10,554.18	777.29	6,145.83	7,219.65	726.50	283.32	2,268.89	980.40	31,277.24
<i>Rocky Mt. Area</i>										
Myrna Pashinski	Jun 18-May 20	13,745.53	1,344.08	7,828.75	8,000.95	118.52	1,225.43	1,509.58	5,750.00	40,999.60
<i>Pacific Area</i>										
Chuck Lum	Aug 18-May 20	8,341.39	549.00	6,407.01	9,579.47	2,973.00	1,664.45	2,079.50	3,262.50	35,877.82
Hayes Cherry	Jun 18-Aug 18	0.00	0.00	0.00	0.00	0.00	0.00	1,347.84	0.00	1,347.84
Totals		\$269,309.76	\$30,881.97	\$156,945.67	\$43,498.32	\$77,293.60	\$41,875.40	\$41,162.24	\$143,110.12	\$1,040,713.77

National Association of Postal Supervisors

Voting Strength/Average Number of Members

FOR TWO YEARS
5/1/18-4/30/20

		Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
NEW ENGLAND AREA				
CONNECTICUT STATE BRANCH 908		*	*	1
003	NEW HAVEN	4444	85.462	9
005	HARTFORD	11807	227.058	23
047	FAIRFIELD COUNTY	4201	80.788	8
441	BRIDGEPORT	467	8.981	1
MAINE				
096	PORTLAND	6748	129.769	13
MASSACHUSETTS STATE BRANCH 924		*	*	1
006	WORCESTER	5444	104.692	10
043	BOSTON	16339	314.212	31
102	SPRINGFIELD	4976	95.692	10
118	SOUTH COASTAL	1605	30.865	3
120	SOUTHEASTERN MASSACHUSETTS	4763	91.596	9
419	BERKSHIRE COUNTY DISTRICT	795	15.288	2
498	NORTHEASTERN MASSACHUSETTS DISTRICT	6053	116.404	12
NEW HAMPSHIRE STATE BRANCH 932		5207	100.135	10
RHODE ISLAND				
105	PROVIDENCE	8405	161.635	16
VERMONT STATE				
235	BURLINGTON	2271	43.673	4

NEW YORK AREA

HANDELMAN-PALLADINO BRANCH 935		1633	31.404	3
007	SYRACUSE	4789	92.096	9
011	ANN KONISH	8271	159.058	16
027	SAL PACE	8970	172.500	17
051	POSTAL POLICE SUPERVISORS	2169	41.712	4
068	THOMAS ROMA BROOKLYN	9253	177.942	18

		Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
083	CAPITAL DISTRICT	3969	76.327	8
085	JAMAICA-JFK	5803	111.596	11
100	NEW YORK CITY	21390	411.346	41
110	VINCE PALLADINO	1683	32.365	3
164	FLUSHING	8271	159.058	16
166	LONG ISLAND CITY	867	16.673	2
192	ELMIRA	652	12.538	1
202	LONG ISLAND BRANCH	19039	366.135	37
330	ANTHONY LaGRECA MID-HUDSON	3453	66.404	7
336	WESTCHESTER COUNTY	11720	225.385	23
459	BRONX	4459	85.750	9
PUERTO RICO				
216	SAN JUAN	9045	173.942	17

MIDEAST AREA

DELAWARE STATE BRANCH 909		4139	79.596	8
NEW JERSEY STATE BRANCH 933		374	7.192	1
053	VINCENT J. LAMBUSTA BRANCH	5046	97.038	10
074	SOUTH JERSEY	9729	187.096	19
075	TRENTON	3767	72.442	7
079	ANGELO J. ROSSI	1697	32.635	3
099	PATERSON	3111	59.827	6
207	ESSEX COUNTY	1427	27.442	3
224	BERGEN-PASSAIC	3794	72.962	7
237	RICHARD PEREIRA BRANCH, NEW JERSEY	2373	45.635	5
287	SHORE AREA BRANCH 287	2876	55.308	6
327	ROBERT L. TOWNS BRANCH	5239	100.750	10
343	MORRIS COUNTY	1704	32.769	3
538	NJ BULK & FOREIGN MAIL CENTER	5446	104.731	10
548	DOMINICK V. DANIELS FACILITY	5776	111.077	11
568	MSC RED BANK DISTRICT	3255	62.596	6
PENNSYLVANIA STATE BRANCH 941		3122	60.038	6
012	LANCASTER	2388	45.923	5
019	WILLIAMSPORT	509	9.788	1
020	PITTSBURGH	16768	322.462	32
035	PHILADELPHIA	9571	184.058	18
044	READING	1036	19.923	2
048	BLAIR COUNTY	1353	26.019	3
050	HARRISBURG	7014	134.885	13
070	SCRANTON	3041	58.481	6
112	ERIE	1070	20.577	2
355	SOUTHEASTERN PENNSYLVANIA	7406	142.423	14
387	LEHIGH-POCONO	3954	76.038	8
554	PITTSBURGH BMC	4451	85.596	9

		Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
562	PHILADELPHIA BMC	2438	46.885	5

CAPITOL-ATLANTIC AREA

DISTRICT OF COLUMBIA

135	A. MILLIE CALLAWAY BRANCH 135	25406	488.577	49
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MARYLAND-DC STATE BRANCH 923

		1987	38.212	4
042	BALTIMORE	16479	316.904	32
403	MONTGOMERY COUNTY	5535	106.442	11
531	SOUTHERN MARYLAND GMF/NDC	7314	140.654	14
592	SUBURBAN GMF	1521	29.250	3

CAROLINAS BI-STATE BRANCH 936

		5917	113.788	11
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NORTH CAROLINA (SEE CAROLINAS BI-STATE BRANCH)

151	ASHEVILLE	676	13.000	1
157	GREENSBORO	9488	182.462	18
176	WINSTON-SALEM	1023	19.673	2
177	RALEIGH	10064	193.538	19
183	CHARLOTTE	10881	209.250	21
248	WILMINGTON	1395	26.827	3
299	FAYETTEVILLE	1953	37.558	4
596	HICKORY	749	14.404	1

SOUTH CAROLINA (SEE CAROLINAS BI-STATE BRANCH)

215	CHARLESTON	2294	44.115	4
225	COLUMBIA	5600	107.692	11
228	GREENVILLE	3660	70.385	7

VIRGINIA STATE BRANCH 951

		916	17.615	2
022	ROANOKE	3576	68.769	7
098	RICHMOND	11946	229.731	23
132	ADOLPH P. CHIAPPA MEMORIAL	5955	114.519	11
526	JAMES E PARKS JR NOVA DISTRICT	20775	399.519	40

PIONEER AREA

INDIANA

055	EVANSVILLE	1458	28.038	3
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KENTUCKY STATE BRANCH 920

		2802	53.885	5
001	LOUISVILLE	7562	145.423	15
322	LEXINGTON	3895	74.904	7
390	EASTERN KENTUCKY AREA	1648	31.692	3

	Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
OHIO STATE BRANCH 938	1704	32.769	3
002 DAYTON	4080	78.462	8
029 CINCINNATI	9752	187.538	19
033 LONG-ISAAC-KEYES, OH	8798	169.192	17
046 CLEVELAND	17311	332.904	33
063 AKRON	2311	44.442	4
133 YOUNGSTOWN	3783	72.750	7
186 CANTON	1794	34.500	3
278 LIMA SCF	1015	19.519	2
WEST VIRGINIA STATE BRANCH 955	2283	43.904	4
212 CHARLESTON	5249	100.942	10

MICHIANA AREA

INDIANA STATE BRANCH 917	2432	46.769	5
008 INDIANAPOLIS	11337	218.019	22
169 SOUTH BEND	1826	35.115	4
171 GARY MSC	1894	36.423	4
204 FORT WAYNE	1870	35.962	4
576 MSC MUNCIE	735	14.135	1
MICHIGAN STATE BRANCH 925	1109	21.327	2
023 DETROIT	10896	209.538	21
130 GRAND RAPIDS	9349	179.788	18
140 FLINT	2100	40.385	4
142 SOUTHWESTERN	2767	53.212	5
152 LANSING	3929	75.558	8
190 SAGINAW	685	13.173	1
268 SOUTHEASTERN MICHIGAN	5312	102.154	10
508 ROYAL OAK	9924	190.846	19
545 DETROIT NDC	2256	43.385	4

ILLINI AREA

ILLINOIS STATE BRANCH 916	520	10.000	1
014 ELIZABETH R. FLAMON	20836	400.692	40
017 FOX VALLEY IMPC	1260	24.231	2
220 ROCKFORD	1296	24.923	2
255 HEART OF ILLINOIS BRANCH	10775	207.212	21
270 ILLINOIS NORTH SHORE	4002	76.962	8
289 WEST SUBURBAN	4627	88.981	9
369 CENTRAL ILLINOIS DISTRICT	3970	76.346	8
489 NORTH SUBURBAN FACILITY	8825	169.712	17
493 SOUTH SUBURBAN FACILITY	4692	90.231	9
541 CHICAGO BMC	2366	45.500	5

	Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
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NORTH CENTRAL AREA

MINNESOTA STATE BRANCH 926	3585	68.942	7
004 DULUTH-SUPERIOR	1045	20.096	2
016 MINNEAPOLIS	10439	200.750	20
104 ST. PAUL	7400	142.308	14
NORTH DAKOTA STATE BRANCH 937	2551	49.058	5
SOUTH DAKOTA STATE BRANCH 946	5315	102.212	10
WISCONSIN STATE BRANCH 956	1876	36.077	4
072 MILWAUKEE	9213	177.173	18
213 MADISON	3365	64.712	6
442 GREEN BAY DISTRICT	3628	69.769	7
549 SCF OSHKOSH DISTRICT	862	16.577	2

MINK AREA

IOWA STATE BRANCH 918	2473	47.558	5
172 DES MOINES	5517	106.096	11
539 CEDAR RAPIDS DISTRICT	1048	20.154	2
564 DES MOINES BMC	1940	37.308	4
586 WATERLOO DISTRICT	1118	21.500	2
KANSAS STATE BRANCH 919	1860	35.769	4
052 TOPEKA	1930	37.115	4
205 WICHITA DISTRICT	3858	74.192	7
458 KANSAS CITY, KS	3117	59.942	6
MISSOURI STATE BRANCH 928	4561	87.712	9
036 KANSAS CITY	8649	166.327	17
119 SPRINGFIELD	1815	34.904	3
131 GATEWAY BRANCH	16185	311.250	31
527 MID-MISSOURI	1834	35.269	4
NEBRASKA STATE BRANCH 930	1203	23.135	2
010 OMAHA	5814	111.808	11

SOUTHEAST AREA

FLORIDA STATE BRANCH 911	535	10.288	1
081 TAMPA	10879	209.212	21
093 JACKSONVILLE	10014	192.577	19
146 MIAMI	18951	364.442	36
154 WEST PALM BEACH	8698	167.269	17

		Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
156	ST. PETERSBURG	1612	31.000	3
231	PENSACOLA	3722	71.577	7
296	FORT LAUDERDALE	4396	84.538	8
321	ORLANDO	7010	134.808	13
353	DAYTONA BEACH	1410	27.115	3
354	TALLAHASSEE	1977	38.019	4
386	CLEARWATER	2483	47.750	5
405	GAINESVILLE	1070	20.577	2
406	CENTRAL FLORIDA	5163	99.288	10
420	SOUTHWEST FLORIDA	4903	94.288	9
425	SUN COAST	3079	59.212	6
478	HEARTLAND DISTRICT	2280	43.846	4
577	JAMES DODGE BRANCH 577	1130	21.731	2
GEORGIA STATE BRANCH 912		2363	45.442	5
040	SAVANNAH	936	18.000	2
082	ATLANTA	14681	282.327	28
125	AUGUSTA	1416	27.231	3
126	MACON	1802	34.654	3
281	COLUMBUS	835	16.058	2
567	ATLANTA NDC	1800	34.615	3
595	NORTH GEORGIA DISTRICT	5024	96.615	10

CENTRAL GULF AREA

ALABAMA STATE BRANCH 901		4007	77.058	8
026	MOBILE	1720	33.077	3
045	BIRMINGHAM	7718	148.423	15
208	MONTGOMERY DISTRICT	2427	46.673	5
399	HUNTSVILLE	1568	30.154	3
LOUISIANA-MISSISSIPPI BI-STATE BRANCH 921		3126	60.115	6
LOUISIANA (SEE LA-MS BI-STATE BRANCH)				
073	NEW ORLEANS	8142	156.577	16
170	SHREVEPORT	2428	46.692	5
209	LOUIS M. ATKINS	4222	81.192	8
279	LAKE CHARLES	501	9.635	1
421	LAFAYETTE	1408	27.077	3
MISSISSIPPI (SEE LA-MS BI-STATE BRANCH)				
199	JACKSON	3518	67.654	7
588	HATTIESBURG DISTRICT	1246	23.962	2

	Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
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COTTON BELT AREA

ARKANSAS STATE BRANCH 904	3736	71.846	7
173 PULASKI COUNTY	5342	102.731	10
379 NORTHWEST ARKANSAS DISTRICT	1443	27.750	3
OKLAHOMA STATE BRANCH 939	1808	34.769	3
080 OKLAHOMA CITY	7247	139.365	14
174 TULSA	3399	65.365	7
TENNESSEE STATE BRANCH 947	2077	39.942	4
032 MIDDLE TENNESSEE BRANCH	9189	176.712	18
041 DON LEDBETTER BRANCH	9204	177.000	18
097 CHATTANOOGA	3001	57.712	6
165 KNOXVILLE	4522	86.962	9
245 EAST TENNESSEE DISTRICT	779	14.981	1
555 MEMPHIS NDC	1479	28.442	3

TEXAS AREA

TEXAS STATE BRANCH 948	1230	23.654	2
009 AUSTIN	7436	143.000	14
049 GOLDEN TRIANGLE	1360	26.154	3
086 DALLAS	15270	293.654	29
103 SAN ANTONIO	11091	213.288	21
122 HOUSTON	12315	236.827	24
124 FORT WORTH	12621	242.712	24
136 EL PASO	2936	56.462	6
203 HEART OF TEXAS, TEXAS	1625	31.250	3
229 CORPUS CHRISTI	2758	53.038	5
233 AMARILLO	1379	26.519	3
265 LUBBOCK	1875	36.058	4
288 LOWER RIO GRANDE VALLEY	2279	43.827	4
313 PERMIAN BASIN	1310	25.192	3
428 NORTH TEXAS	5212	100.231	10
452 EAST TEXAS	1965	37.788	4
559 DALLAS NDC	2133	41.019	4
589 NORTH HOUSTON	10288	197.846	20

NORTHWEST AREA

ALASKA			
435 ANCHORAGE	4277	82.250	8
IDAHO STATE BRANCH 915	2633	50.635	5

	Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
MONTANA STATE BRANCH 929	7431	142.904	14
OREGON STATE BRANCH 940	232	4.462	1
066 PORTLAND DISTRICT	13452	258.692	26
275 CAPITAL BRANCH	2246	43.192	4
276 SOUTH WEST OREGON	3072	59.077	6
WASHINGTON STATE BRANCH 954	1851	35.596	4
031 TACOMA	4159	79.981	8
060 SPOKANE	3296	63.385	6
061 SEATTLE	13945	268.173	27
253 YAKIMA	860	16.538	2
551 SEATTLE BMC	1800	34.615	3

ROCKY MOUNTAIN AREA

ARIZONA STATE BRANCH 903	*	*	1
246 ARIZONA JEROME V. BLANTON	15175	291.827	29
376 SOUTHERN ARIZONA	4488	86.308	9
517 MESA	1258	24.192	2

COLORADO-WYOMING BI-STATE TERRY G BRADY MEMORIAL BRANCH 907	1555	29.904	3
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COLORADO (SEE CO-WY BI-STATE TERRY BRADY BRANCH)

065 MILE HIGH METRO, COLORADO	20147	387.442	39
141 COLORADO SPRINGS	3061	58.865	6
155 PUEBLO	873	16.788	2
557 NORTHERN COLORADO	1163	22.365	2
561 DENVER NDC	1918	36.885	4
584 COLORADO ROCKIES WEST	860	16.538	2

NEVADA

249 RENO	2537	48.788	5
463 LAS VEGAS DISTRICT	9959	191.519	19

NEW MEXICO STATE BRANCH 934	*	*	1
295 ALBUQUERQUE	6691	128.673	13

UTAH STATE BRANCH 949	*	*	1
139 SUNDANCE BRANCH	8273	159.096	16

WYOMING (SEE CO-WY BI-STATE)

300 CHEYENNE	1484	28.538	3
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	Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
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PACIFIC AREA

CALIFORNIA STATE BRANCH 905	2325	44.712	4
039 LOS ANGELES	21228	408.231	41
077 SACRAMENTO	11355	218.365	22
088 SAN FRANCISCO	11907	228.981	23
094 SAN JOSE, CALIFORNIA	5902	113.500	11
127 MARGARETE A. GRANT	14794	284.500	28
159 SAN DIEGO MO TWOMEY BRANCH 159	13618	261.885	26
197 CENTRAL VALLEY	3440	66.154	7
210 NAPA-SOLANO COUNTY DISTRICT	999	19.212	2
244 MARY BURKHARD	14708	282.846	28
266 SO. CALIFORNIA BAY DISTRICT	6030	115.962	12
274 FRESNO	3548	68.231	7
373 AL NAVARRO (QUAD COUNTY)	21236	408.385	41
466 SAN BERNARDINO DISTRICT	8704	167.385	17
497 NORTH COAST	3337	64.173	6
698 LONG BEACH	2498	48.038	5

HAWAII

214 HONOLULU	8252	158.692	16
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National Associate Members-At-Large

National Associate Members-At-Large	0	**	**
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* Denotes a state branch without any members. Such branches shall have one (1) vote at the national convention to recognize the entity of the state branch.

** National associate members-at-large do not have a vote

Branch Mergers

May 1, 2018 - April 30, 2020

- 24 Northern Michigan, MI, merged into Branch 130 Grand Rapids, MI, under Article IV, Section 5(b), on June 18, 2018
- 239 Richmond, CA, merged into Branch 127 Margarete A. Grant, CA, under Article IV, Section 5 (b), on Sept. 12, 2018
- 256 Johnstown, PA, merged into Branch 48 Blair County, PA, under Article IV, Section 5 (b), on March 30, 2019
- 600 Colorado River District, AZ, merged into Branch 246 Arizona Jerome V. Blanton, AZ, under Article IV, Section 5(b), on April 4, 2019

Executive Board Voting

As per Article VI, "Representation," Section 4, of the NAPS *Constitution*, "Each Executive Board member shall have a voice and vote in the national convention by virtue of his/her office."

For purposes of voting at the 67th National Convention in Grapevine, TX, the following Executive Board members will be casting one vote each by virtue of their position on the NAPS Executive Board:

Brian J. Wagner
Ivan D. Butts
Chuck Mulidore
Thomas Roma
Richard L. Green Jr.
Craig O. Johnson
Tim Ford
Marilyn Walton
Lisa Douglas
James "Jimmy" Warden
Tony Dallojacono
Troy Griffin
Timothy Needham
Kevin Trayer
Luz Moreno
Dan Mooney
Richard "Bart" Green
Bob Quinlan
Roy Beaudoin
Shri L. Green
Jaime Elizondo Jr.
Cindy McCracken
Myrna Pashinski
Chuck Lum

NAPS Regional Breakdown

As per Article IV, Section 6(a), of the NAPS *Constitution*, the U.S. and its possessions are divided into five regions: Northeast, Eastern, Central, Southern and Western. These five regions are defined as:

Northeast Region—New England Area, New York Area and New Jersey, except Branch 74.

Eastern Region—Mideast Area (Delaware, Pennsylvania and New Jersey Branch 74 only), Capitol-Atlantic Area and Pioneer Area.

Central Region—Michigan Area, Illini Area, North Central Area and MINK Area.

Southern Region—Southeast Area, Central Gulf, Cotton Belt Area and Texas Area.

Western Region—Northwest Area, Rocky Mountain Area and Pacific Area.

Report of **Thomas Roma**

*Northeast Region
Vice President*

Greetings, Northeast Region delegates. Welcome to Texas and the 2021 National Convention held at the beautiful Gaylord Texan Resort & Convention Center in Grapevine, TX. Much has happened since we last con-



vened at the Mohegan Sun Resort in Uncasville, CT.

Hurricanes, fires, tornadoes and, most importantly, COVID-19 have changed the way we Americans live. Staying at home and socially distancing are the new buzzwords with which we live. My hat's off to all first responders—

police, fire and sanitation departments for staying the course during these trying times. Kudos to our own Postal Service for reporting and delivering our mail during all these catastrophes.

On a positive note, the NAPS building in Alexandria, VA, was officially named “The National Association of Postal Supervisors Vincent A. Palladino Building.” The dream has become a reality! We await the results of our seven-day SWCs formula and, of course, the future of the Postal Service.

One of the famous attractions in my home borough of Brooklyn is the Cyclone Roller Coaster. The greatest of the “wood” coasters in Coney Island, the first drop remains an all-time, breathtaking experience. The past two years of my NAPS and USPS life have been a continual Cyclone Roller Coaster ride. I am sure many of even the most veteran of my colleagues would agree. Turbulence remains the name of the Postal Service game.

Normally, the NAPS officers' reports list the usual meetings, training sessions, conventions and more we have attended since the previous national convention. So in one sentence: “Yes! I attended all the usual NAPS functions.”

Sadly, the greatest portion of my NAPS life has been filled with representing members in various disciplinary difficulties, ranging from the ridiculous to the sublime. Unlike the craft unions, NAPS reps usually recognize when a member is wrong. We discuss the same with the member and their supervisor, manager, POOM or postmaster and try to resolve the problem without resorting to paper.

One of my earlier articles in *The Postal Supervisor* dealt with the “shock treatment.” I am appalled to say that it flourishes and valuable resources continue to be wasted on discipline at such a draconian level that it will never prevail.

As I have stated in the past, I believe the Northeast Region runs the best training seminars because we stick to hot-button issues and have subject-matter experts who share their knowledge with all attendees. Once again, I could not accomplish this task without the help of my three area vice presidents: Jimmy Warden, Tony Dallojaco and Lisa Douglas. Thank you!

In closing, let me say thank you to the greatest membership any regional vice president could have. Enjoy the convention; stay New York strong.

Report of **Richard L. Green, Jr.**

*Eastern Region
Vice President*

Greetings, Eastern Region delegates, and welcome to the 2020 (in 2021) National Convention at the luxurious Gaylord Texan in Grapevine, TX. We all know much has happened in the Postal Service during the past three years since we last met in Connecticut in 2018.



We have seen a change in leadership as a new postmaster general has been announced. There also have been massive changes in the structure of the Postal Service. As the agency is in the midst of transforming and re-

inventing itself, I am so proud to serve with NAPS members across the country who continue to provide leadership across all platforms of the USPS to provide the American public with the service they so greatly deserve. As chaos has consumed the Postal Service, you have continued to provide focused leadership on the agency's core mission: processing and delivering mail to the American public.

I want to thank you for all you have done for the American public and NAPS members during this scourge of pandemic. At a time when we have lost much, you have continued to serve NAPS members and the American public. You have been there daily to ensure that the trust the American public has placed in the Postal Service

has not been impacted by COVID-19.

In the midst of the pandemic, you were asked to do something never done before! You were asked to manage, process and deliver the most national election mail-in ballots ever in the history of the Postal Service. Not only did you succeed, you succeeded at levels of performance never before seen in the history of the Postal Service.

Your dedication in taking care of the workforce—when, sometimes, not even taking care of yourselves—has been above reproach. I want to thank you and your families for your sacrifices. They have not gone unnoticed!

With all that being said, we must focus on the task at hand and the future of NAPS members. I am honored and humbled to serve as your Eastern Region vice president. Working together with Area Vice Presidents Troy Griffin, Tim Needham and Tony Dallojacono, we will continue to stay focused and work together on issues of importance to members across the Eastern Region.

I take great pride that our region is a leader among the Executive Board in ensuring the concerns of EAS members are being addressed at quarterly meetings with senior Postal Service leadership and on the national level during our semiannual NAPS Executive Board meetings. The Eastern Region national officers will continue to work together as a team to ensure our members' voices are heard.

We also will continue to work together to ensure local officers are trained to vigorously and professionally represent our members in all endeavors. We will engage Postal Service senior leaders to make sure our members are being treated fairly and respected across the region. We must be ready to advocate at the highest levels of the organization to ensure our members receive pay that is commensurate with the work we do and a workplace where we can work without fear of retribution and where we are valued.

Serving as your regional vice president has been a joy. I could not do it without the loving support of my wife Hazel. I want to thank her and my entire family for their support and words of encouragement.

Enjoy the convention and make sure that the NAPS Eastern Region delegation voices are heard. Again, thank you for allowing me to serve as the Eastern Region vice president. I am truly humbled by this experience and look forward to serving you in the future!

Report of **Craig Johnson** *Central Region* *Vice President*

Welcome, Central Region delegates, to the 67th NAPS National Convention at the Gaylord Texan Resort in Grapevine, TX. Due to COVID-19, the 67th National Convention was rescheduled from 2020 to this



year. I'm looking forward to being able to get out and meet with all the NAPS delegates. I would like to thank everyone for their support as I have served as your Central Region vice president these past three years.

Some of you may or may not know that I suffered a heart attack while attending a NAPS event in Chicago on March 18, 2020. Needless to say, it was a life-changing event. God saw fit to spare my life and allow me to finish some of the work He has tasked me to do on Earth.

During my recovery, I read a book by Dr. Henry Cloud entitled, "Necessary Endings." It's a book I had purchased and read several years ago. During my recovery, I happened to run across the book again. It outlines the tools to use for necessary endings in order to help you give up something in order to move forward.

The past three years have been very challenging. We have experienced all the recent changes made since the selection of new Postmaster General Louis DeJoy. Also, Postal Headquarters changes in leadership, along with the postal areas being reduced from seven to four.

District offices were reduced from 67 to 50. There are pending changes to the MPOO structures in the near future. And we received notification of three additions to the Postal Board of Governors, including former Deputy Postmaster General Ron Stroman.

The NPA struggles continue and seem to get rolled out later and later each year. We have started pay talks; the lawsuit against the Postal Service is pending an appeal decision. There are the constant challenges of employee engagement, discipline and EAS employees not being treated with dignity and respect, as well as with violations of the Joint Statement on Violence.

There are the ever-present issues with involuntary reassignments and schedule changes without much notice. During COVID-19, EAS employees were being instructed to carry mail and work extended hours, but were

being threatened not to claim their T-Time. All this while pushing to make changes to SWCs for several offices in hopes of reducing EAS staffing.

President Brian Wagner has decided not to run for reelection, bringing about a change at the top of NAPS leadership after the 67th National Convention. Executive Vice President Ivan D. Butts is looking to become the new NAPS president.

Secretary/Treasurer Chuck Mulidore is running against Detroit Branch 23 President Kenneth Bunch for the office of executive vice president. Running for the secretary/treasurer position are New York Area Vice President Jimmy Warden, Northwest Area Vice President Cindy McCracken and Toni Coleman-Scruggs.

The convention will be filled with anticipation, excitement, expectations and challenges, just like any other NAPS national convention. Given the fact the 67th National Convention was postponed last year because of COVID-19, all Executive Board members will be seeking election for one-year terms in office.

It has been a pleasure to be on the Executive Board with friend and mentor President Brian Wagner. Getting the opportunity to replace Brian after he vacated the position of Central Region vice president truly has been an honor. I wish Brian and Carol all the best as he transitions back home to life in Peoria, IL.

My good friends and colleagues MINK Area Vice President Richard “Bart” Green, Michiana Area Vice President Kevin Trayer, North Central Area Vice President Dan Mooney and Illini Area Vice President Luz Moreno have helped the Central Region team exhibit great leadership and representation for their members. I want to personally thank them for all their support and help.

“The object of this association is to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve service.” Let’s continue to work together for the good of NAPS to promote its objectives.

I consider it an honor and privilege to have served as your Central Region vice president for the past 11 years. I hope to serve in this same capacity for another year. I believe in “United we stand, divided we fall.” As an organization, we only are as strong as our weakest link. Therefore, we have to continue to train and educate our members to do the right thing.

That is why it is important to attend local branch meetings, state conventions, Legislative Training Seminars and national conventions. All these venues offer a wide variety of information for our members.

In 2019, we had another successful Central Region Training Symposium in Minneapolis. I want to thank my four area vice presidents—Kevin Trayer, Bart Green, Luz Moreno and Dan Mooney—for their support in conducting the symposium. I also want to thank Sheri Davies of ConferenceDirect for all her help and efforts in making the symposium a success. I couldn’t have done it without their collaborative efforts.

We had over 165 delegates attend. We also had guests from California, Florida and Ohio. The training symposium offered a wide range of topics.

Additionally, I want to thank NAPS national and local Auxiliary officers Mary Caruso, Linda Rendleman, Cathie Clausen, Melinda McIntyre and Glenda McIntyre for all their efforts at the registration table and collecting for SPAC. It truly was a *team* effort. I want to thank everyone who helped in some form or fashion in making the symposium a benefit to those who attended.

The past three years, I have tried to keep my commitments to communication, SPAC and “See the People” (STP). Communication is a vital piece of giving and receiving information. SPAC is the source of funds that helps NAPS communicate with people on Capitol Hill. And STP is essential to my position as your Central Region vice president. The real work is done out in the field where members are living and working.

I hope I have served you well these past three years. I could not have accomplished anything without your support and belief in me. I believe I have represented the members well at the Executive Board meetings. I attended several postal leadership meetings in the Western and Great Lakes areas, as well as several state conventions, holiday parties and branch and Zoom meetings.

I served as chair of the Executive Board Ethics Committee. The committee had a few complaints to resolve the past three years.

As we gather for the 67th National Convention, I hope each of you realizes the importance of you being here. This should be a very enlightening and informative convention. Yes, we will have to deal with the challenges of COVID-19, but take time to listen to the issues and concerns of your fellow delegates.

Listen to the candidates running for national office. They will be tasked with leading us through the upcoming year. So, as you enjoy the Gaylord and all it has to offer, I hope all of you will get inspired and involved in the mission of NAPS. American author John Maxwell said, “Leaders become great not because of their power, but because of their ability to empower others.”

In closing I would like to thank all of you again for

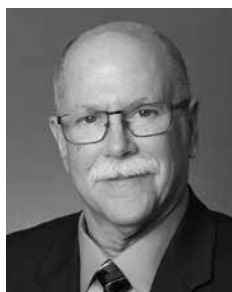
your support. I also would like to thank Bart, Dan, Luz and Kevin for their assistance and support as I traveled their areas.

I would like to give special thanks to my wife Adriane for her love and support while I spent a lot of time away from home representing you, the NAPS members of the Central Region. Also, my mother Idella Johnson, who has been my biggest fan and supporter in life. Finally, my children Tameca, Tiffany, Craig Jr., Portia and Christina.

Gone, but not forgotten, are NAPS giants Hayes Cherry, Mary Burkhard and Luther Manuel. Farewell and thanks for all you contributed over the years.

Report of **Tim Ford** *Southern Region* *Vice President*

Lawsuit! Pandemic! Elections! New leadership! Restructure! While this report covers three years, these five things have dominated our lives, our organization and how we did business for the past year. The impact



these issues have had on all of us is dramatic; we now are living in the new norm.

During these critical times, NAPS has been an active participant in implementing solutions to some of these issues and we have adapted to many of these changes. We have implemented Zoom

branch meetings, provided training by Zoom, conducted Executive Board meetings and legislative training by Zoom and participated in many district and area telecons via Zoom, all the while maintaining an active website providing the latest information for our members.

The Postal Service has changed leadership and implemented changes in processing and delivery, as well as support functions, that have resulted in changes to our services. Yet, for the past three years, you somehow have managed to overcome these challenges, dealt with destructive natural disasters and personal issues and still managed to get mail processed and delivered to our customers. For that, you should be very proud. You *truly* are essential workers.

As the Southern Region vice president, I began 2018 attending and participating in branch meetings, state

conventions, area training seminars, Legislative Training Seminars, Executive Board meetings and telecons, as well as district and area meetings with the Postal Service.

For the first two years, all meetings were live and in person, often including travel. Our membership was steady, our finances secure and there was regular dialogue between the Postal Service and NAPS regarding work-related issues.

NAPS also was involved in pay consultations during this time. We made many unsuccessful attempts to reach a fair and equitable pay agreement for all EAS employees. When that was not successful, NAPS pursued fact-finding in accordance with *Title 39* and presented a case that resulted in a three-member, Federal Mediation and Conciliation Service panel unanimously agreeing that changes were needed.

Because the Postal Service did not accept the findings of the panel, I, with the entire NAPS Executive Board, voted to file a lawsuit challenging pay and consultative issues on your behalf. NAPS continues to pursue legal and legislative remedies to the many pay inequities we have suffered over the past several years.

Immediately after returning from the March 2020 Legislative Training Seminar, COVID-19 dominated much of our business. Face-to-face meetings ceased, our members were challenged with providing service to our customers while striving to protect the safety and health of our employees, as well as dealing with their own safety concerns.

NAPS national officers began adapting with employees working from home and Zoom meetings began. Membership functions continued, monthly consultative meetings with Postal Headquarters were held electronically, information was provided via the NAPS website and e-mails flourished.

NAPS then had to evaluate the impact COVID-19 would have on our national convention scheduled for 2020 and, with your safety in mind, the convention dates were changed to August 2021. Following that, the NAPS Executive Board made the decision to hold the 2021 LTS as a virtual meeting and support local meetings with our elected officials to convey our legislative message.

These tough decisions were made to protect NAPS members and still provide a venue to continue our mission—to improve the service, raise the standard of efficiency and widen opportunities for our members.

You, the members of the Southern Region, have placed your trust in me as your Southern Region vice president. I am humbled and grateful for that trust and accepted the responsibility. But this is not a singular position. Beginning with local branches, you are the first

link in the NAPS chain. You represent your local members daily.

State branches have added their knowledge and support to your efforts and the majority of issues members have are resolved at this level. I cannot thank every branch and state officer enough for the work you do.

Along with your Area Vice Presidents Bob Quinlan, Shri Green, Jaime Elizondo, Cornel Rowel and Roy Beaudoin, we have represented the Southern Region proudly on your behalf in every aspect of your employment. It is the NAPS Southern Region team that makes us effective; I thank you for all you do.

My first mentor in NAPS, Mikki McRee, took the time to explain all the things for which NAPS stood and worked, how it impacted my job and how my involvement could make things better. But, most importantly, she confided in me that the people you will meet and get to know will be the most rewarding aspect of NAPS membership.

Throughout the years, I have made more friends than I can count. But it was not until this pandemic that I have learned the importance of Mikki's advice. I have missed you, my friends; it is good to see you all again. Be safe, stay healthy and do the right thing. Welcome to Texas!

Report of **Marilyn Walton**

*Western Region
Vice President*

I am asking for your continual support and, most importantly, your vote. Life has changed. After concluding our 2018 National Convention at the Mohegan Sun in Connecticut, we were looking forward to a productive



next two years. Our goals were simple: increase membership (retirees and new), recruit and train new NAPS representatives, prepare for pay talks and promote an aggressive legislative agenda.

Here's a recap of what has happened since then:

As 2018 moved into 2019, we focused on in-person NAPS meetings, training at state conventions, retirements and holiday events. During 2019, NAPS' focus was on pay talks. The goal was for fair pay, as well as complying with convention resolu-

tions as a means to redefine NPA/PFP, making it reasonable and have achievable goals. All that would provide a positive payout to EAS employees.

NAPS hired professional pay consultants and, after months of consultations with USPS Headquarters, there was no acceptable resolution. Therefore, we chose fact-finding, which resulted in a positive finding for NAPS, but was rejected by the USPS, which reverted to its original pay proposal. The NAPS Executive Board unanimously voted to sue the Postal Service in federal court. We still are responding to ongoing appeals.

We hoped for a better year in 2020. We prepared for our annual Legislative Training Seminar (LTS) and visits to lawmakers on Capitol Hill to present our concerns. Our meetings were fruitful, but we started hearing warnings that we would not be shaking hands on our visits to the Hill. We were advised to use hand sanitizer and socially distance when meeting. Little did we know what was to come and how it would affect our lives.

I returned to California on March 13; by March 16, we started the lockdown due to COVID-19. Next, we went from in-person to Zoom meetings and telecon updates. The Postal Service was moving packages and medications at a volume beyond the previous year's peak season.

By April, we thought the lockdown would translate to a significant drop in COVID cases, but that did not happen. The East Coast was struggling; the West Coast was somewhat calm. USPS employees worked tirelessly to move the increased package volume.

There was constant communication among the management associations and the unions, providing daily briefings and notifications of positive COVID cases. The Centers for Disease Control and Prevention set protocols to deal with the pandemic. The USPS provided liberal leave. We were trying to keep our members informed at the beginning of an uneasy time, with mixed messages, fear of the unknown and no clear end in sight.

State branches cancelled their conventions. NAPS postponed the 2020 National Convention, which had not been done since World War II.

By May, mostly outdoor venues were slowly re-opening, believing people could ease back into a somewhat sense of normalcy. The mail continued to move, even as more employees tested positive. Did anyone else notice the correlation between holidays and an increase in cases?

In June, we began to see an increase in COVID cases. Our attention, though, was on the naming of a new postmaster general and significant changes in the USPS reporting structure and processing realignments. Postal Service employees worked to avoid getting the virus, at

the same time moving the mail with new rules and staffing challenges.

July arrived with another holiday and an increase in cases that continued to impact our communities and employees. Besides the media, Congress began questioning the Postal Service regarding on-time service; customers were complaining, as well. Why was processing equipment being removed and, in some cases, demolished? Why were collection boxes being removed?

We were told the changes were for good reasons; the trucks will run on time! There must be a plan, but it was—and continues to be—slowly articulated to the field.

In August, California continued to experience peaks and valleys with positive cases. Many people became weary, wondering when it would end and missed engaging with family and friends. Wearing a mask and keeping socially distanced became the new norm.

I am in awe of the Postal Service management and craft employees who showed up at work every day, hoping they would not catch the virus. Every challenge was overcome and postal employees continued to serve the public.

There was civil unrest, but the mail kept moving. California, Oregon and Washington were affected by fast-moving wildfires—at times, knocking out power. But the mail continued to move. Many of us had bags packed, ready to run; we continued to provide daily communication briefings to our members.

At the start of fall, we began focusing on the national elections. COVID raised more concerns, so we were relieved to be able to vote by mail. Most of the Western states have easy access to voting by mail. The challenge was the negative attention on the Postal Service, with the media questioning the agency's ability to deliver ballots on time.

Again, postal employees stepped up, working above and beyond expectations to deliver on behalf of the American public. Management associations and union representatives served on election mail task forces; I worked with the Pacific Area team. Despite all the challenges, political mail and ballots were delivered!

Soon after, we moved into peak season. The mail moved, with challenges, and reached its destinations. Last year was a year we will look back on and share with those who come after us.


We entered 2021 with vaccines and a hope that a new normal was on the horizon. The past three years have been a journey, an adventure and a learning process while dealing with isolation and coping with the unknown.

We have developed our online communications skills and realized how fortunate we are to be able to communicate with the country from our homes. Through Zoom and telecon meetings, mailings and emails, we have kept going and communicating.

Since my travels abruptly ended in March 2020, I have maintained continual contact with officers and members throughout the Western Region. I attended all the virtual USPS Pacific Northwest Area meetings, as well as all NAPS Executive Board, state and local branches and installation meetings. I also have attended online training, responded to inquiries and researched questions, when requested.

Besides publishing a monthly NAPS blog, I chair the Executive Board Legislative Committee. I also am the communication liaison for the California Postal Legislative Coalition.

It appears 2021 slowly is getting back on track. We are hopeful that, by year's end, we will be back to normal. I will continue to share my knowledge, collaboration and leadership experiences. And that is why I am asking for your support to represent NAPS' Western Region members as your vice president.



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Report of **Lisa Douglas**

*New England Area
Vice President*

Greetings, NAPS family. In February 2020, I was appointed New England Area vice president and am truly grateful for this opportunity. I started in this position just as COVID-19 started affecting us. When I re-



turned home after the 2020 Legislative Training Seminar, I was the only passenger in business class on an Amtrak train to Connecticut. COVID-19 changed how we lived and did business.

Despite the obstacles, we have been able to meet via Zoom.

We first met via Zoom with an Employee Assistance Program staff member; with change comes stress factors. We needed to remain as whole as possible during these times. All in-person meetings had been cancelled.

Initially, in the New England Area, now retired USPS Area Vice President Eric Chavez gave us approval to have Zoom meetings with postal officials. I thought this would be a good way to continue conversations throughout the pandemic. Actually, our first such meeting was with Chavez, congratulating him and offering best wishes on his retirement.

Our next official meeting was with Acting Area Vice President Dane Coleman who was in the midst of leaving the post as a result of Phase I of the restructuring process. We also met with Ron Stroman to say our farewells and “see you later.” Mainly, though, we wanted to thank him and show our appreciation for his service as deputy postmaster general. It seemed everyone was leaving us and jobs were frozen.

We periodically checked in for NAPS updates and to see when this all would end. Buildings were vacant; everyone was masked. Election season arrived, with big issues regarding transportation. All that was reconciled, though, because we had to deliver the vote. We did our jobs as we always have done—and did them well, even during a pandemic.

Peak season continued with a vengeance. We were slammed with packages; trucks were at a standstill. We did the best with what and who we had. Every challenge was executed. Now, we are at a phase of consolidations, realignments and new organizational structures and staffing.

A second VER has been offered; retirements have increased among craft and EAS employees. During all this time, any postal official with whom we needed to talk did not hesitate to meet with us.

On May 6, we had a Zoom meeting with an Atlantic Area Learning Development/Diversity specialist for HERO training. This was an opportunity to learn how to maneuver within this site. Now, we are preparing for jobs to open back up and the RIF process to begin.

We presently are in the process of slowing returning to normal and reopening. We also should open our minds to all the changes coming our way. I look forward to seeing everyone at the convention.

Report of **James ‘Jimmy’ Warden**

*New York Area
Vice President*

Welcome, everyone, to the fabulous Texas Gaylord in Grapevine, TX. I can’t believe it is convention time again. Where does the time go? It is difficult to comprehend just how rapidly the past three years have gone for me.



This past year has been an unprecedented year with COVID-19. Let us not forget those families, friends and members who have been lost to this terrible pandemic. Always keep them in your hearts and prayers; let us build off their strengths to

move NAPS forward.

Let me start by saying thank you! First and foremost, I must thank my better half—the person who always has stood by my side and inspired me to do the right thing: my beautiful wife Ivonne. I thank her for allowing me to be as active as I am in NAPS. Without her, I would not be the person I am today and for that I am ever so grateful and say thank you!

I also must say thank you to the New York Area branch presidents, officers and members for allowing me the privilege of representing you as the New York Area vice president. Thank you for your tireless efforts in representing the membership through these difficult times and challenges we all have experienced, especially this past year and a half.

I know there have been many times when you have

had to put your personal life on hold in order to represent a member. And for your unselfish dedication, I truly thank you on behalf of myself and all your fellow members.

Last, but definitely not least, I would like to thank Northeast Region Vice President Thomas Roma. I thank Tommy for his leadership, dedication and, most importantly, his friendship. He is exceptionally committed to ensuring the rights of members are not violated; his passion is his driving force. We are fortunate to have Tommy as our regional vice president.

Over the past three years, we have been able to be extremely proactive in devising open and constructive communication in the districts our New York Area team represents in the Northeast and Eastern areas, which have now become the new Atlantic Area. Training seminars have been held where many Postal Service decision-makers attended and spoke. Constructive training sessions addressed issues of concern to branch officers, with visual aids given out for future reference.

As chair of the NAPS Executive Board SWCs Committee, my committee members and I developed a SWCs program. The work study has been performed and the SWCs program has been built. The new program is pending at Postal Headquarters. I anticipate a resolution in the near future. I thank everyone for your patience as this process has been extensive.

I would like to acknowledge my fellow SWCs committee members: Thomas Roma, Tony Dallojacono, Troy Griffin and John Aceves. Thank you for taking on this significant and difficult task.

For the past eight years, I have been a member of the Legislative Committee chaired by Western Region Vice President Marilyn Walton. I truly want to thank all the New York Area branches for their effort in our letter/email campaign in February 2021 to New York Governor Mario Cuomo. We insisted Postal Service employees be allowed to receive the COVID-19 vaccine after he went against the CDC's recommendation of these employees to be in group 1-B.

We were successful! It was announced on March 10 that postal employees were placed in the "Public Facing" category and allowed to start receiving the vaccine on March 17.

Thanks also to the members of New York for helping the state rank fourth in total SPAC contributions in 2020. Our legislative agenda is at the forefront, advocating to better the lives and working conditions of our members, as well as protecting our benefits.

I also have been a member of the Pay-for-Performance Committee chaired by Northeast Area Vice President Dan Mooney. As such, I evaluated the PFP system

and goals offered by the Postal Service and then provided feedback to our resident officers.

As a member of the Membership Committee, I am immensely proud to say the New York Area is number one in membership. Being on this committee is not about achieving a number for me, but about enabling EAS employees to realize the importance of being a member before they may need NAPS rather than after the fact. Membership always has been a priority.

I would like to thank everyone who attended the training seminars and presidents' meetings over the past three years in the New York Area. I hope you found them beneficial in representing members.

Being the New York Area vice president has been a tremendous honor for me. I wish my successor all the best in their endeavor. Thank you and I look forward to a positive convention that will shape and lead us into the future!

Report of **Tony Dallojacono** *Mideast Area* *Vice President*

I would like to welcome everyone to the wonderful Gaylord Texan Resort in Grapevine, TX, for our national convention. I hope everyone has stayed healthy and safe through this changing time. It was a great honor and privilege to be elected in 2018 to represent New Jersey, Pennsylvania and Delaware as the Mideast Area vice president.



I want to thank the Mideast Area for giving me the opportunity to represent and guide you through this challenging time. It has been a pleasure working with my fellow area vice presidents, Eastern and Northeastern regional vice presidents and resident officers during this term.

I want to thank all the Mideast Area state and branch officers in assisting me with their efforts, sometimes putting their personal lives on hold to represent our members.

I believe in membership. In my area, we try to recruit members through membership drives, new NSP classes and by word of mouth. Thank you to all who initiate and sign new members. Remember, one person is not a family; the more we sign, the bigger and stronger

our family will be. We are and always will be a NAPS family—a family that sticks together and fights as one.

I believe in training and will continue to offer training. It has been difficult this past year to get around as much as I wanted. But, now that we can start meeting again in person, I want to offer more in-person training.

Times have changed these past three years as never before seen due to a pandemic that affected many of our members and families. Our members all experienced a new way to meet, one of the most popular platforms being Zoom. Some people like it, some don't. I have attended meetings when invited and met with state and branch presidents and postal executives to try and resolve issues. We cannot resolve all issues, but we must work as a team to better our workplaces and the future of the Postal Service and its employees.

We must remember that our members are why we are here. We do this because we all have a passion for fighting for what we believe in—either on Capitol Hill or at Postal Headquarters. This is a fight we must continue.

As the Postal Service changes, we all must adapt to change. With some change we will agree, with some we won't. But, in the end, we must all be united, as one team—that is the NAPS team.

Lastly, I would like to thank my lovely wife Jean

and my children for understanding and putting up with me, standing by my side and allowing me to be involved with NAPS.

Report of **Troy Griffin** *Capitol-Atlantic Area* *Vice President*

Hello, NAPS delegates. Welcome to our 2021 National Convention here at the Gaylord Texan. So much has happened in the past three years since we last met at the 2018 National Convention in Connecticut. We



have seen a change in USPS leadership as all three top postal executives have moved on and left the agency, including the PMG.

We, as a country, have experienced an ongoing pandemic that has resulted in unprecedented package volume, employee availability, mail delays and other

problems with which our members have to deal during the day-to-day operations. Our members also managed the processing and delivery of the most-ever electoral mail ballots in our country's history this past fall (during said pandemic).

Although some postal leaders have not publicly acknowledged the work our members do, I would like to publicly say thank you to the Capitol-Atlantic Area, as well as the rest of our members across the country, for the unprecedented job you did and continue to do.

Serving as the Capitol-Atlantic Area vice president, I have had the honor of representing NAPS members of four states and Washington, DC, covering over 20 branches. I have ensured that the concerns of the Capitol-Atlantic NAPS membership are heard and addressed.

I have enjoyed working closely with Steve Shawn (MD/DC state president), Lloyd Cox (VA state president) and Rodney Charles (NC/SC bi-state president). I would like to thank them for their support. I also would like to thank Richard Green, Eastern Region vice president, for his guidance and support for myself and the entire Capitol-Atlantic Area's membership.

While we currently are going through a RIF and organizational restructure, I and the entire NAPS Executive Board pledge to be available to assist with any questions our members may have during this time. I look forward



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to engaging postal leadership in the future to make sure NAPS and its members have a voice in the viability and success of the Postal Service for years to come.

I hope you enjoy your time here at the Gaylord Texan. Please, have fun, ask questions, network and, above all, stay safe.

Again, thank you for allowing me to serve on the NAPS Executive Board as the Capitol-Atlantic Area vice president. I am up to the challenges ahead and look forward to ensuring that all our members are compensated fairly and treated with dignity and respect.

Report of **Timothy Needham**

*Pioneer Area
Vice President*

Howdy, Pioneer Area NAPS members, family and friends. Welcome to the gorgeous Gaylord Texan Resort & Convention Center. First and foremost, I want to thank every NAPS member in the Pioneer Area for the



opportunity to serve as your area vice president for the past seven years. I never will take for granted the trust you place in me to be your voice on the Executive Board. I continue to be humbled that you had the faith to reelect me to represent the Pioneer Area in August 2018 at the national

convention in Uncasville, CT.

In my previous convention report, I outlined how I focused on and addressed training and membership over the previous two years as your area vice president. At the time, it was my belief those were the two largest obstacles we would face as an organization. Presently, we still face these hurdles.

Fast forward to 2020. No one could foresee the COVID-19 pandemic and the effect it would have on our lives professionally, as well as personally. COVID-19 truly is the most significant obstacle we continue to face as an organization and as human beings.

As things begin to change around us and we embark on the journey to this national convention in 2021, I want to take the time to thank all the NAPS members and their families for the extraordinary efforts during the pandemic. I would like to thank them for the continued commitment to providing guidance, training and representa-

tion to the members of our great organization. And to do it while facing adversity unlike we ever have seen in our lifetime shows the remarkable character that exists in every facet of NAPS at the local, state, area, regional and national levels.

Before the pandemic, from a training point of view, I continued to reach out to local and state branches to find out what specific training their members needed. I scheduled and conducted training in conjunction with the tri-state meeting in Youngstown, OH, and at the Kentucky State Branch meeting in Evansville, IN.

Advocacy training was held at the Kentucky State meeting and leadership training was provided at the tri-state convention. The training is centered on developing our members in providing representation the right way and in the appropriate situation, while displaying quality leadership in their roles as representatives of NAPS.

As stated in my previous board report, members are the lifeblood of any organization—without them and their voices, NAPS does not exist. That is why I continued to focus on promoting and increasing membership locally, regionally and nationally.

Pre-pandemic, I attended Career Awareness conferences in West Virginia, Northern Ohio, the Ohio Valley and Kentucky to promote and bolster membership in NAPS. Also, to make certain we are educating current and future members about the finest representation possible among the postal management associations.

Congratulations to Tim Kopcash and Youngstown Branch 133, as well as the entire Pioneer Area, for working together to make the 2nd Tri-State Convention in August 2019 in Youngstown an incredible event. I am so proud of the Youngstown Branch; it was extra special to have my hometown as the host city.

It started with an exceptional golf outing and some great hospitality with local food and flavor. Next, I am sure no one could have envisioned what transpired to open the ceremonies in Youngstown. A local band with NAPS and postal ties blew the roof off the Holiday Inn to get things started for all in attendance.

We then heard from Eastern Area Vice President Josh Colin, Northern Ohio District Manager Sharon Young, Ohio Valley District Manager Melvin Anderson and Appalachian A/District Manager Rochelle Parker. In addition, leadership training was provided by former NAPS Capitol-Atlantic Area Vice President John Geter. The convention ended with an outstanding banquet and dance.

The Eastern Region Cabinet meeting in January 2020 was hosted in the Pioneer Area by Rosemary Harmon and the Kentucky team at the Tropicana in Evans-

ville, IN. Once again, Rosemary and her team proved they are legendary in NAPS circles for hosting events.

I, along with Eastern Region Vice President Richard Green, Mideast Area Vice President Tony Dallojacono, Capitol-Atlantic Area Vice President Troy Griffin and Rosemary's team worked together to put on an exceptional event for the members of the Eastern Region. I thank the entire Eastern Region and its members who deserve recognition for another successful cabinet meeting.

One of the most essential duties and responsibilities of my position is working with postal leadership. Although there have been many changes, I continue to build and strengthen relationships with Postal Service leaders in our districts, area and at Postal Service Headquarters. As an area vice president, it is crucial to listen to members' challenges, express those challenges to postal leadership and get appropriate resolves to those challenges.

If I am fortunate to be reelected as your area vice president in Texas, I pledge to advance the relationships at the local, regional and national levels. Additionally, I commit to assist all members as needed while the Postal Service continues to transition into the future.

It will be my pleasure to see all of you here this week at the NAPS national convention. I continue to look forward to serving all NAPS members in the future. May God bless all of you.

Report of **Kevin Trayer** *Michiana Area* *Vice President*

I have to start my report by saying thank you for again trusting in me to be your area vice president. The Postal Service and its families have faced wildfires, hurricanes and polar vortices. It goes without saying that



2020 was the toughest year I have ever seen in the U.S. Postal Service.

We all have seen our postal family affected by the pandemic. The toughest moments were when one of our co-workers died from COVID-19. I cannot say it enough: Having NAPS and being

a member of this strong family could not have been more important than this past year.

We have worked hard and made great progress

aggressively promoting our legislative agenda for NAPS members. We—officers and members—need to do our individual parts to push our legislative agenda to a final resolve.

I have had the unfavorable task of having to bring to light the terrible conduct of executives and mid-level managers toward front-line EAS employees. My 100% focus has been to resolve matters and point out the errors of these upper-managers' ways. When that was not successful, I then made sure they no longer were in positions to ever again treat members in the Michiana Area poorly.

I hope you all have seen the great value in this organization and realize we only can be the strongest and most effective if we stick together. We all need to make sure everyone is paid for their work, treated fairly and the United States Postal Service stays the viable institution it has been over its nearly 250-year existence.

Report of **Luz Moreno** *Illini Area* *Vice President*

I would like to take this opportunity to express my gratitude to the entire Illini Area for allowing me to serve as your 2018-2021 area vice president. It has been an honor representing every one of you these past three years.



During my fourth term as Illini area vice president, I have had the opportunity and pleasure to work with so many wonderful NAPS members throughout Illinois. To the Illinois NAPS advocates in our wonderful state, it is members like you who make my job much easier. When you step up to the plate and help your fellow members in need, it becomes a NAPS team effort that goes a long way.

Working with our NAPS team has allowed me and the Illini Area to be on top of issues I take to the local districts, the Great Lakes Area and, at times, NAPS Headquarters on behalf of our membership. I want to personally thank every Illini Area NAPS member for your continued support and commitment to NAPS.

As I reflect back over the past three years, it seems like yesterday we were in Connecticut where I was re-elected. Now, here we are in Texas for our next national convention. These past three years have been difficult,

especially having to deal with the pandemic.

During these trying times, I have attended telecons, trying to get answers and help for our members. The NAPS Executive Board is front and center, helping our members get supplies and equipment to keep our postal families, as well as our NAPS family, safe during this crisis.

I have attended local branch meetings and events throughout the state. I have helped local branches run our annual state convention. Illinois has five districts in which our members belong, depending on what part or area of Illinois they work or live.

I have participated in quarterly meetings in the Lakeland, Hawkeye, Chicago, Central and Gateway districts. Also, on your behalf, I have attended the NAPS Executive Board meetings and LTS.

Now, our state is under Illinois 1 and Illinois 2 leadership due to the Postal Service reorganization recently introduced. These also are many changes to which we have to adapt.

Traveling throughout Illinois, I have had the opportunity to meet many of the members I am honored to represent. I have found new and lasting friends during my visits, whether it was a branch meeting or special-event gatherings such as holiday and retirement parties. You have given me the warmth of being part of your branch and the NAPS family in your area.

I want to thank each of you whom I have met for your dedication to NAPS. It is members like you who have helped build our organization to what it is today.

Working together and communicating with each Illini Area member and elected officers is a collective commitment I have made while serving as your area vice president. At times, we may disagree, but that does not mean I will not help you with your issues. I stand for the issues and concerns at all times.

I believe I have provided an open line of communication to our members. Those who reach me via email or phone, I always have gotten back the same day they contacted me. I have helped EAS employees, even while I am out of state or the country.

You are a very important Illinois NAPS member! We all have busy lives, but, when I get messages from you, I know you need a listening ear and help. I am here for you.

I would like to thank our resident officers—President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore—for their guidance and helping hand. To all the regional and area vice presidents, thank you for your friendship as a member of the Executive Board.

Special thanks to Central Region Vice President Craig Johnson, Michiana Area Vice President Kevin Trayer, North Central Area Vice President Dan Mooney and MINK Area Vice President Bart Green for everything we stand for and the Central Region family we are. Thank you for your friendship the past three years and years to come.

Report of **Dan Mooney** *North Central Area Vice President*

Welcome to the Gaylord Texan Resort! What a fantastic place to host our 67th National Convention. It's been three, long years since we have been together for a convention. We have lots of business to address and friendships to rekindle.



We all have experienced some very trying times these past 18 months. Our normal was dissolved; we have had to adapt to new, sometimes unknown ways of doing things. We have not yet found what the new “normal” will be. Some members have contracted COVID, some have had family, friends and co-workers contract COVID. Some have experienced the devastating loss of a loved one or friend to COVID.

We will be forever changed by the COVID pandemic; it's not over yet. Please be mindful that each of us is sensitive to the virus in different ways as we interact with each other at this convention. Respect the fact that some are more cautious than others.

Welcome, first-timers! I look forward to meeting you. Please seek me out during the convention and say, “Hi.” I will try to have a pin for you. I was a first-timer 25 years ago; I know what it is like. Ask questions, keep your eyes and ears open, soak in as much as you can—you are the future of the organization.

Well, its convention number 13 for me as the number keeps growing. I am proud to have represented North Central Area members as their vice president the past three years. We all have become Zoom experts the past 18 months and have learned and adapted to the new way of meeting. Actually, Zoom has given me more opportunities to attend many more meetings with area and district postal leadership in the past 18 months than I nor-

mally would have had.

Many weeks/months were consumed with 15-plus telecons, interacting with postal leadership and working our way through trying times. I will continue to represent North Central Area members with strong NAPS leadership on the Executive Board.

I helped NAPS Headquarters testify in the 2018 fact-finding hearing in which NAPS had a resoundingly successful ruling from the fact-finding panel. Unfortunately, the Postal Service did not honor that ruling and, in fact, ignored it, which led to the Executive Board voting to sue the Postal Service.

As a member of NAPS, you play a pivotal role in the organization. Your local engagement and involvement in your local branch is more important now than ever. We need local branches to be strong, active and engaged. We need future leaders in branches to step up and ask questions; see something, say something.

Use branch meetings as networking opportunities to help, teach and mentor each other. Strong branches mean strong representation, which helps grow membership. Become and stay active in your branch!

We all know what has been happening in the Postal Service the past year. A new postmaster general; new structures in Headquarters, area, districts and support; VERs; RIFs; plant closings and more. Now is the time for NAPS—from the Executive Board to the branch level—to be active and engaged and provide feedback up and down the line to help our members in these stressful times.

You are the ones who manage the company. You manage the workforce; you know the realities of what works and does not work. Communicate that up the NAPS ladder so NAPS Headquarters is speaking on your behalf.

I am one who is thankful the new PMG has come out publicly and said the service standards you and I were held to via NPA the past several years have been unrealistic. While frustrating to hear, it's also refreshing to hear an outsider come in and speak the truth.

We have been held to unrealistic service standards. We always have known it and said it, but, now, we are being told it by the Postal Service itself. I will continue to fight on behalf of NAPS members for a fair and equitable NPA program as long as the Postal Service forces us to use one. I continue to work with NAPS leadership to point out NPA's many "flawed" issues.

Do not forget to contribute to SPAC while here and when you go home. Become a "Drive for 5" member. It is the easiest way to contribute and helps NAPS Headquarters better plan for SPAC distributions.

I hope you enjoy your time here at the Gaylord Texan. Take advantage of the many amenities available.

In closing, I want to point out that Minneapolis is one of two choices to host the 2024 NAPS National Convention.

Minneapolis hosted the national convention back in 1924. If you so choose, Minneapolis would love to show you a good time 100 years later. Come see part of God's country in August. There is no better time to enjoy the city and its surrounding splendor. Come visit where you never have been before!

In closing, I would like to thank the members of the North Central Area for your hospitality the past three years. It has been a great honor to represent you as your North Central Area vice president. God bless and have a great convention!

Report of **Bart Green**

*MINK Area
Vice President*

Good afternoon, fellow NAPS members and delegates, as well as our esteemed family members in attendance. What a wild ride it has been since I was re-elected at the 2018 National Convention at the Mohegan



Sun. This term has been like nothing I have ever seen or experienced.

In 2019, we held the MINK Convention in Kansas City. It was a memorable one, for sure. Who knew that what we had started there would, over the next few years, temporarily be the "new norm." As always, we had wonderful speakers from the district level offer training, as well as some much-needed training from fellow Area Vice President Kevin Trayer.

We welcomed new Mid-America District PCES Postmaster Eddie Morgan, as well as Gateway District Manager Chuck Sciurba. Both leaders provided great presentations to the attendees.

That training was followed with some much-needed and greatly appreciated financial training from the Western Area team. Kevin and Kelly McCartney did a learner's representation and advanced representation training from which we all benefited.

We also had the privilege of being the first group to have new HERO training presented by former Mid-America District Manager Gail Hendrix and Mindi Doleshal, representing Learning Diversity and Development at

Headquarters. At the time, we may not have fully understood or appreciated that training being rolled out, but, as many of you know, this now is the future of our company.

In October 2019, we successfully hosted the Central Region Symposium in Minneapolis. What a beautiful city! As always, Central Region Vice President Craig Johnson, as well as the other Central Region Area vice presidents, put on a wonderful event. When planning the symposium, we concentrated on getting back to its original intent: Focusing on training and educating our NAPS representatives at the local level to be able to provide the best people for our members who may need our help. It's hoped that, when we resume, we will continue to move the symposium from city to city.

Around that time, we had made plans for the 2020 MINK Convention to be held in Des Moines, IA. We found a beautiful hotel, right in the heart of the city. The planning meeting went off without a hitch; we were preparing for another great convention with some eager Iowa folks ready to host us. About a month later, we were attending the Legislative Training Seminar in Washington, DC, when it happened.

After members returned home from the LTS, we began our spring Executive Board meeting. Who knew that would be the last time we would see each other face to face until the 2021 (yes, you read that right) National Convention? In the midst of the board meeting, the coronavirus pandemic began to sweep across the globe.

Not really knowing anything, we took some precautions, but conducted the business at hand not knowing the risks being taken. I've never flown out of DC on such an empty flight or seen the airport almost abandoned as it was then.

All of a sudden, the MINK convention was in jeopardy, as well as all other events. Don't worry, Iowa, 2022 is our year to be back.

Things changed. The Postal Service went through uncharted waters. A new postmaster general was selected; the NAPS 2020 National Convention was postponed to 2021. The best part though, is that you, our dedicated and hardworking members, fought through it all—doing your part to ensure the job got done. You put your lives on the front line and risked everything, not knowing what you were facing, but still showing up every day to ensure the mail moved.


The Postal Service had a period of about six to seven months where it was more about thank you for showing up and getting the mail delivered. We then hit peak season, which was unlike anything we had seen before. Yet, day in and day out, you were there, making things happen.

Daily telecons were conducted, trying to understand COVID and the new norm. Headquarters, areas and districts focused on ensuring we had what we needed to be safe. We were on more telecons than you could count, daily or weekly, to make sure we had everything to keep our members safe.

Given COVID's impact, it was decided to delay the 2020 and 2021 MINK conventions—not because we didn't want information out there or to see people, but mostly as a precaution. Almost all of us had experienced some impact from COVID.

So many of our members and retirees could or would have been at risk until the pandemic got under control. After the year and a half since COVID struck, we've had several members with underlying health conditions decide it was not safe to attend. Thus, the decision to hold off until a later date.

That helped create the whole Zoom environment in which we now are working. We experienced that at the 2019 MINK Convention. It was the first time we had an open invitation to all MINK members to attend certain classes via WebEx and an overhead intercom. It was pretty neat we had that for the first time. And most of us thought it would be crazy! There still is a learning curve with Zoom for some, but we still could be together and




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In 2020 and 2021, I hosted Zoom meetings to update our members on events taking place at all levels of the organization. We were proactive in the pending RIF/reorganization of the USPS. As of our national convention, it is hoped everyone who wanted a job has a job. I did and will continue to do everything in my power to ensure we find everyone a landing spot.

The biggest issue is the degree of turnover at the district level over the past few years. District and plant managers are coming and going, left and right. But we held it together; we got through it as a team. The relationships we have been building with the district were solidified.

My goal always has been to work with our local branches and districts to avoid any and all situations before they arise. You are an asset and a driving force behind this. Because of our relationships with the districts and area, we have been able to avoid a lot of serious cases on behalf of our members.

Back to the business at hand, though. After my first term on the NAPS Executive Board, I learned a lot about what my role is and how decisions in which I was involved affected our members—not just in the MINK Area, but nationally, as well. This term has allowed me to grow as a representative and the voice of our members.

From day one, I always have done what our members think is best. I will continue to do that. We talk so often. I hear the issues at hand in each district, which allows me to get a pulse on what members need.

I supported NAPS' lawsuit against the Postal Service in order to get better pay and benefits for our members. As of this writing, our appeal still is pending. Filing suit against the USPS was the right decision. Our members should be rewarded, especially after the past year and a half we have endured.

When I decide how to vote, it's not just my voice up there. It's every one of you, speaking loud and clear. I'm just a humble servant. I appreciate the continued support you have given me over the past three years. I hope I can continue to give you what you need as members.

I expect some big changes to come after the national convention. I've proposed some ideas that members have shared with me over the past few years that I believe we can make happen. It will strengthen our numbers and help our members in the long run.

I want to thank the new members on the board and the ones who have left us for their efforts and friendships. Serving with these men and women is an honor and privilege like no other. Most of you know Craig Johnson had a major medical scare right after the spring

Board Meeting, at the beginning of the pandemic. I'm elated he's healing and on the mend. Craig has been and always will be a close friend, mentor and travel buddy, almost like my big brother.

The second event that was hard to swallow was Cornel Rowel stepping down from the board. He was there for me from day one and has been a great friend ever since. Anytime I needed a neutral opinion, he always was there. I wish him nothing but the best in his retirement and hope he enjoys every minute with his family.

Enjoy your time at the Gaylord Texan. Tell those stories we haven't been able to tell since forever ago. Visit with those friends you haven't seen in years and catch up. Make the most out of this event to be together and do great things for NAPS. I look forward to seeing every one of you soon. Again, thank you for your support and belief in me.

Report of **Bob Quinlan** *Southeast Area* *Vice President*

Wow! It's now three years since our past national convention. How do I start?

It's been an unbelievable one and a half years with COVID. I hope you all are vaccinated and back on track



to the way we were or something close to that. My prayers go out to all who have lost loved ones and co-workers.

Dignity and respect! As I always say, treat people the way you want to be treated. Remember, the same people you pass on your way up are the same ones you pass on the way back down.

We have our hands full with the shortage of help in mail processing and delivery. But I know we will be successful because of you, the front-line managers in the Postal Service. You are the best at what we do year after year.

I want to thank all my NAPS family members with whom I have served and worked. It has been a privilege and honor to represent you in the Southeast Area.

I also want to thank Roe Herzog, Florida State president, and Marie Smith, Georgia State president. What an amazing job they have done over the past three

years and more. Ken Ruckart and Kevin Moore—the Florida State and Georgia State secretary/treasurers, respectively—what a tremendous job they have done. I want to thank all the branch presidents and their executive boards.

It has been a tough year for legislation, but we keep fighting for postal issues. Thank you, Ann Strickland, Florida, and Jose Smyly, Georgia. We now have been number one for 17 years in a row in SPAC contributions. We could not have achieved this without all your SPAC support.

God willing and with your continued support, I look forward to serving you again for the next year. Have a great national convention in Texas. Please, God, keep our troops safe and bring them home to their families.

A big, magical thank-you to my wife Jennifer. She has been by my side for 32 magical years. I love you with all my heart.

Report of **Roy Beaudoin**

*Central Gulf Area
Vice President*

I want to thank President Brian Wagner for having confidence in me by appointing me in October 2020 to complete the remaining term of Central Gulf Area Vice President Cornel Rowel after his resignation. I commend Cor-



nel for his dedicated service to the Central Gulf Area and look forward to completing his term on the Executive Board. I commend NAPS executive leadership President Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and their administrative team for their

unprecedented leadership during this unprecedented time.

Now, to the members. It has been an honor to see firsthand how rapidly managers, supervisors—indeed, all postal employees—have adapted to the fast-paced changes brought on by the global pandemic. And how impressive it was to observe how the USPS, led by NAPS managers and supervisors, delivered stellar service during the historic election of 2020.

We've had Zoom meetings with many branches, shared important information via NAPS memos, published *The Postal Supervisor*, updated and posted info on

the NAPS website and held “virtual” LTS training in an effort to keep lines of communication open among all NAPS members. I have spoken to many of you via phone, email and/or Zoom. I look forward to seeing many of you in person soon.

As usual, labor matters are at the forefront of the issues with which NAPS deals. Now, more than ever, we have proven how “essential” postal services are to the American people. We are better equipped than ever before to go into negotiations well-armed with supporting documentation.

All NAPS Executive Board members are committed to negotiations that serve the needs of all postal managers. Our ability to deliver during these difficult times has further demonstrated “strength in numbers.” Those of you who are long-time members, I thank you and encourage you to attend meetings (Zoom or in person), read your NAPS publications and invite nonmembers to join NAPS.

Since the 2020 NAPS National Convention was postponed and rescheduled for August 2021, I've hoped to have the opportunity to see and speak to many of you in Grapevine, TX. I will be running to serve as Central Gulf Area vice president for the 2021-2022 term.

I will continue to pray for our NAPS family and all postal employees.

Report of **Shri Green**

*Cotton Belt Area
Vice President*

Hello and welcome to Texas for our postponed 2020 NAPS National Convention. This convention has been a long time coming; I'm glad you made the sacrifice to attend. We all have been waiting for the opportunity to convene together again. This is the time!



March 2019 started the shift from what we once called normal to getting used to the “not so normal.” Our country was hit with the dreaded COVID-19 pandemic that affected each one of us in some way. As I was leaving the 2019 NAPS spring Executive Board meeting, travel began to shut down.

Once home, I began contacting the presidents in the

Cotton Belt Area to check on them, their families and members. I also was tasked with daily telecons with USPS areas and districts with updates of employee COVID-19 status with number of employees on tracker, positive, self-quarantined and resolved cases. NAPS appreciated the USPS keeping us informed and partnering with us to emphasize the importance of wearing masks, social distancing and staying safe and healthy.

Although COVID was rapid and fierce, the business of NAPS and the Postal Service continued. It was a necessity for NAPS Headquarters to communicate and handle NAPS business with the Executive Board, even though we could not meet face to face. We used Zoom, in addition to conference calls. This eventually found its way to NAPS areas and branches also using ZOOM.

From March 2019 to present, I have been able to connect and share information with the Cotton Belt Area via Zoom meetings with branch presidents. I suggested the presidents try Zoom meetings so they could stay connected and continue to share and train local members. Although we are not meeting face to face, we are staying connected and handling the business of NAPS. I am proud of each NAPS branch in the Cotton Belt Area for

their commitment and dedication.

I have conducted training for the branches through Zoom, in addition to attending their monthly Zoom meetings. This keeps me connected to each branch and gives me the opportunity to share national NAPS news.

I participated in this year's Legislative Training Seminar, which was conducted via Zoom. I encouraged the branches in the Cotton Belt Area to participate, as well. LTS by Zoom afforded more of our members the opportunity to attend than if they had to travel to Washington, DC. I was elated that we had many first-timers experience LTS. As a result, they have become more interested in the legislative process.

The Tennessee State Convention was cancelled due to the pandemic, but a training session on Adverse Action and SWCs was conducted in June 2021. There will be other training provided to Arkansas and Oklahoma later this year.

On average, the Cotton Belt Area has 70% membership; we are trying to increase membership by at least 10%. Each branch is focused on membership. I am encouraging them to monitor the monthly nonmember list in their recruitment efforts.

In addition to signing new members, we also are trying to retain retirees as associate members. The focus on membership, including membership drives with incentives, is increasing membership in the Cotton Belt Area.

Unfortunately, it seems as if adverse actions have increased in the Cotton Belt Area—and in all areas, I'm sure—over the past year. NAPS representatives and I have been quite busy. Time and time again, our NAPS representatives urge members to document, document and CYA. EAS employees are not receiving proper training, if any at all, but are being held respon-



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sible, which often results in adverse actions.

Regarding the fair treatment of EAS employees, we must hold the Postal Service accountable and to policies outlined in the *ELM*. NAPS is a partner with the USPS and always is willing to work together for the good of its members and the Postal Service.

With our new postmaster general and the announcement of his 10-year plan, we must stand up as EAS employees and let the current administration know what we need to be successful. We must help turn around the Postal Service so we're truly proud to say we work for the United States Postal Service.

Customer service is nearly nonexistent; mail processing is untimely. To receive a local letter four to five days after it was mailed within city limits is unacceptable. We must not be silent and respond to legislation that impacts the Postal Service and our success. When called on, contact your senators and representative and encourage them to vote in favor of the USPS. We must do this! Our families, as well.

Thank you, Cotton Belt Area, for your support through the years. I appreciate each of you for your dedication and commitment to NAPS. I wish you enjoyment, excitement and engagement during the 2021 convention.

Stay healthy, safe and masked!

Report of **Jaime Elizondo Jr.**

*Texas Area
Vice President*

Hello from the great state of Texas. I want to wish everyone a safe, healthy and productive convention. All the Texas delegates are ready, willing and able to help you with anything you need.



I continue to consider it a privilege to be Texas' voice at NAPS Headquarters. I remain steadfast in my belief that I am here to represent my members' thoughts, opinions and wishes. I will continue to listen to Texas members and express their feelings to NAPS Headquarters.

I would like to take a moment to mention some somber events. At the end of the 2018 National Convention, the NAPS family lost a great leader, Armando Entenza. What made it more heart-breaking was that Armando had



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just retired from the USPS after 43 years of service.

Armando was a colleague and mentor whom I called Dad. Like a dad, he helped shape who I am today. Like a son, I sometimes ignored his fatherly advice, only to realize later that he was on point with the guidance he was sharing. I think of and miss him daily. I cherish his memory and the great times we shared at NAPS events. *Hasta la proxima, mi amigo.*

Texas lost another couple of great leaders. Bob Conley was Austin Branch 9 president who simultaneously served as Texas Area 3 vice president. He was a long-time representative who defended his members with wisdom and purpose. His sudden passing left a huge hole in the Austin area leadership base. Rest easy, Bob. You earned it.

Rick Longoria was another stalwart defender of NAPS members. He, like Bob, took on a dual role by being Corpus Christi Branch 229 president and Texas Area 4 vice president. We still are reeling from his loss. We held out hope he would be able to beat the beast that is COVID-19. Alas, it was not to be. He now sits in Heaven with our Father God. I enjoyed your company, Rick, and loved your passion in defending members. It always invigorated me as I charged back into battle.

I also would like to mention two other long-time representatives who are stepping down: Joe Burke and Mae Fletcher. Joe served as Fort Worth Branch 124 president, Texas Area 2 vice president and Texas State President. Joe stepped down from representation to spend more time with his grandkids.

Mae spent a number of years as Austin Branch 9

president. For the past few years, she has served as the Texas State secretary/treasurer. Mae will be focusing on leading her church as its pastor. NAPS has been blessed to have had all these leaders for all these years. I am optimistic that their replacements are trained and ready to assume the helm and continue to staunchly defend NAPS members.

Now, at the forefront, consolidations and restructuring loom like dark clouds. We still have not secured solid legislation to help provide the needed relief for the USPS, although recent legislation did provide monetary relief for coronavirus protective equipment and supplies.

In November 2020, we elected a Congress that historically has been pro-NAPS. I worked the preceding year with many candidates in Texas, helping them with grassroots campaigns to secure needed votes for their elections. I worked closely with NAPS Director of Legislative & Political Affairs Bob Levi in joining these candidates in many Zoom meetings to discuss our NAPS agenda.

Unfortunately, we did not win a Senate seat, but we gained ground in the House. Mid-term elections look promising. As of May 2021, we have several NAPS-promoted bills that have come out of committee and will be going to the floor for discussion and a vote. Here's hoping they are passed; most notably, legislation that would give all EAS employees MSPB appeal rights and make federal mediation fact-finding decisions binding on the Postal Service.

We must continue to engage Congress and make use of Zoom-type meetings to stress to our congressional representatives they must pass critical legislation necessary to ensure we can continue to provide the affordable, universal mail service mandated per the U.S. Constitution. SPAC is our key to their door.

I am proud to be part of a NAPS Executive Board that has been fiscally responsible in keeping our NAPS monies not only intact, but prospering. We continue to make fiscally sound decisions and keep our investments in the black. We have done well, yet there still is occasional talk of increasing dues.

I find it distressing that the board would even enter into that type of discussion. We are a member organization established solely for the greater good of our members. We must continue to be vigilant in keeping an eye on our finances. Nonmembers are up, so our incoming dues are down. Thus, our three options are cutting expenses, raising dues or signing new members.

Every, single EAS supervisor should be a member of NAPS. We continue to have EAS employees enjoying the rewards of the hard work NAPS has done to secure pay and benefits without paying anything toward the cost

of securing those benefits. We still are awaiting an appeal decision from the federal court. We remain ever hopeful for a fair and equitable final outcome.

I attended branch Zoom meetings and conducted installations via Zoom for Texas branches during the past year and a half. I want to thank every NAPS member for stepping up to the challenge. And a challenge it has been with the pandemic impacting our staffing.

We still are saddled with long hours and customers' sometimes unreasonable expectations. We continue to stretch the limits of how much our people can humanly endure. Hopefully, with the vaccines readily available, our staffing levels will return to normal and we again can work normal hours.

Use time at this national convention to build positive energy. Build your faith. This will help you meet life's challenges. Invest time in your spiritual well-being. The Lord will guide you and give you strength. Remain grateful, always.

Spend time in fellowship here at the Gaylord Texan. Enjoy the company of old friends, but, please, make time to create new friendships. Seek out help and advice with job-related problems, but be sure to enjoy yourself and have a good time. Take advantage of this opportunity to relax. God bless.

Report of **Cindy McCracken** *Northwest Area* *Vice President*

It's hard to believe it's been three years since my past board report. We started off great, then were hit with COVID. Our world, as we knew it, stopped. We were told not to travel, stay home if we could and wear a mask when out of our house.



Nursing homes were shut down to visitors, we were asked not to visit family members outside our homes, schools were shut down, hospitals were overflowing and everything pretty much came to a standstill. We did not have our 67th National Convention in

Texas. Officers stayed in the positions in which they were currently for the next year.

The fall Executive Board meeting was conducted via Zoom, as well as the Legislative Training Seminar

and the spring Executive Board meeting. We slowly are coming out of the COVID coma to what still is uncertain. Will we go back to what we were? It still is unknown.

I was able to attend many events before the world changed. I was honored to attend the stamp unveiling of our First Responders in Missoula, MT. It was great to be part of this experience honoring not just doctors, nurses and firefighters, but also employees of the USPS. I was able to meet my childhood hero, Smokey Bear.

I've traveled to Alaska many times, meeting with district staff and NAPS members. These times are memorable as Alaska rolls out the red carpet for our meetings. All senior staff attend our meetings, which are very open; we don't have any time constraints.

These meetings always are constructive. We have the ability to talk about issues and reach a resolve, as well as what is on the horizon for the Alaska District. After meeting with senior staff, there is a general membership meeting where most of the senior staff attends (they are members) and over 25 members attend meetings.

I really enjoy attending these meetings in Alaska. We have a great time with friends discussing not just postal issues, but what is going on in the world. I also attended a mediation in Sitka, AK. What a beautiful place! Sitka is a small island, part of the Alaska Panhandle.

We had our yearly presidents' meeting in Boise, ID, where we discussed training for the upcoming year. We had great training in Whitefish, MT, where we discussed advocacy, membership and current affairs.

The Western Region training was in Henderson, NV, with installation dinners and brunches. I attended our board meetings, where we discussed our finances, resolutions and upcoming issues. We met with USPS Headquarters representatives.

The Northwest Area is a beautiful region filled with mountains and rivers that provide amazing opportunities for hiking and camping. I am looking forward to seeing you all again in person.

Report of **Myrna Pashinski** *Rocky Mountain Area* *Vice President*

What a crazy time since the 2018 National Convention at the Mohegan Sun in Connecticut. In 2020, the pandemic set us all on a different course of how we worked and conducted NAPS activities. COVID-19 protocols and PPE became daily



tasks for everyone. Social distancing limited branch meetings and area and regional training; Zoom became the way of doing NAPS business.

The 2020 National Convention was postponed a year and the Legislative Training Seminar was held virtually. While we all learned new ways of doing business, I, as your Rocky Mountain Area vice president, continued to reach out and assist branch officers and members in the Rocky Mountain Area.

This report covers three years, rather than the normal two between conventions. Between September 2018 and August 2021, I attended 50 branch meetings and 20 Zoom branch or board meetings. For most of the in-person meetings, branch officers and I met with district managers, postmasters, plant managers and MPOOs. In conjunction with these in-person meetings, basic training was provided on *ELM* 650 appeals with the officers of four branches.

In 2019, Phoenix hosted the Rocky Mountain Area Training; 35 members attended. In August 2019, the Western Region Training Seminar was held in Henderson, NV. Of the 180 NAPS members in attendance, 45 were from the Rocky Mountain Area.

The Rocky Mountain Area Training scheduled for April 2020 was cancelled. In May and June 2021, state conventions were held for Arizona and New Mexico on May 22; Colorado/Wyoming Bi-State, June 5-6; and Nevada and Utah, June 19.

As your area vice president, I participated in all Executive Board meetings, Legislative Training Seminars and committee meetings held in kick-off and end-of-year meetings during 2018-2020. I also participated in Western Area COVID-19 daily Zoom meetings and district Zoom meetings when I was available.

Over the course of this unusual, three-year cycle, I've been as diligent as possible to meet the needs of

NAPS members in the Rocky Mountain Area. I'll continue my dedication to all of you. You always can reach out to me.

Report of Chuck Lum

*Pacific Area
Vice President*

NAPS had not postponed a convention since 1945 at the end of World War II. This is a moment we have long awaited. I am so grateful to be back and welcoming all of you to the Gaylord Texan Resort & Convention



Center in Grapevine, TX, to commence our 67th National Convention!

This sure is a different time. We last met for a national event in March 2020 in Crystal City, VA, to attend the Legislative Training Seminar. We were very fortunate to depart the Washington, DC,

area without any significant impact from the coronavirus pandemic.

It has been an incredible honor and privilege to serve the members of the Pacific Area these past three years as your area vice president. I want to thank the California and Hawaii state officers and our local branch leaders for their efforts taking care of NAPS business. Your dedication to this great organization is appreciated as we continue to strive as one *ohana*, working together to achieve common goals.

During my term, I have attended local branch meetings, installations of officers, retirement celebrations, postal leadership meetings and a bi-state convention. In September 2019, with assistance from the Al Navarro and Long Beach branches, Pacific Area membership experienced an awesome training session at the Pala Casino Resort.

It was such a pleasure to meet NAPS members and develop friendships at these different events. Then, at once, everything came to a grinding halt after returning home from the 2020 Legislative Training Seminar.

As a member of the NAPS Executive Board, I serve with fellow Training Committee members to update and revise all training material for NAPS members. I also chair the Plant Staffing Committee that focuses on strategies to improve working conditions and EAS comple-

ment in the plant environment.

We all have faced considerable changes throughout our careers. During this past year, we've experienced even more significant challenges and uncertainty. A new postmaster general, new reporting structure, new direction and, for many of us, a new boss. The most important thing to do when change is happening at work is to acknowledge it. Recognizing and accepting change is one of the first steps toward managing it.

I would be remiss if I didn't pay tribute to the Pacific Area NAPS leaders we lost since our past convention in Uncasville, CT. Thank you to Tom Wong, Mary Burkhard, Bridget Evans and Hayes Cherry for their leadership and immense contributions to our mission at NAPS throughout the years. You all are very missed!

To my fellow Executive Board members, thank you for your contributions to NAPS. I want to thank my Western Region partners—Marilyn Walton, Myrna Pashinski and Cindy McCracken—for all their assistance and guidance during the past three years.

Congratulations to Brian Wagner who is retiring from his position as NAPS president: Thank you for your decade of service and dedication to our members. Finally, I want to thank my wife Laurie for her unwavering support in allowing me to serve NAPS.

Resolutions



The following resolutions were referred to the
Constitution & Bylaws Committee

1-14

1

WHEREAS, Article III, Section 3(a), of the NAPS *Constitution & Bylaws* sets the criteria for a former active member to become an associate member at the time of their postal retirement, and

WHEREAS, There is no time frame required for how long an EAS employee must be an active member in good standing prior to their postal retirement, and

WHEREAS, In accordance with Article IX, Section 2, of the NAPS *Bylaws*, the Disciplinary Defense Fund (DDF) may be used only for active and associate members, including individuals who were members in good standing at the time of retirement, and

WHEREAS, A nonmember eligible for membership may join NAPS as an active member the day prior to their official postal retirement date without paying any active membership dues and immediately become eligible for associate membership and respective association benefits on their postal retirement with access to the DDF, and

WHEREAS, There is no clear definition of the term “good standing,” therefore be it

RESOLVED, That Article III, Section 3(a), be changed to read as follows:

“Section 3. Associate Members

“Former active members who were active members for at least 90 days prior to the date of their official postal retirement are considered to be in good standing with the association at the time of retirement and may not be denied associate membership. Associate members may affiliate with the local or state branch of their choice.”

NAPS Executive Board

Committee Action: Convention Action:

Vehicled by # _____ Concurrence

_____ Concurrence _____ Concurrence
as amended

_____ Concurrence
as amended _____ Nonconcurrence

_____ Nonconcurrence

_____ Objected to during
first reading

2

WHEREAS, Article III, Section 8, of the NAPS *Constitution & Bylaws* reads: “The secretary of each local and state branch, upon the addition of new members, shall immediately furnish the Secretary/Treasurer with the original and a copy of Forms 1187 for members on dues withholding, and/or the names, addresses and social security numbers of direct pay and associate members,” and

WHEREAS, The NAPS *Constitution & Bylaws* is unclear as to when NAPS membership is actually effective, including membership benefits, once an eligible person and respective branch officer signs and dates a Form 1187, and

WHEREAS, The NAPS Disciplinary Defense Fund (DDF) has an eligibility requirement based on when a person’s membership begins, therefore be it

RESOLVED, That a second paragraph be added to Article III, Section 8, clarifying that NAPS membership is effective the date when a local, state or national officer signs and dates the Form 1187 after the eligible person has signed and dated their respective Form 1187. The effective date of membership cannot be prior to the date signed by the respective local, state or national officer, and

3

WHEREAS, Not living in close proximity to a local NAPS branch is detrimental to a NAPS members' ability to actively participate and gain fellowship in NAPS branch activities, and

WHEREAS, Requiring NAPS branch membership to be defined by state borders is not always in the best interests of its members, therefore be it

RESOLVED, That the NAPS *Constitu-*
tion be amended to allow members to belong
to a local branch in another state if no local
branch in their home state is not located
within 50 miles of their assigned work loca-
tion, and be it further

RESOLVED, That the following c) be added to Article III, Section 6, of the NAPS *Constitution*:

“c) When no local branch in a members’ home state is located within 50 miles of their assigned work location,” and be it finally

RESOLVED, That Article IV, Section 1,
be revised to read:

“**Section 1.** A local branch is not a state branch, but recognized as a branch within the state in which it is located. A local branch may not accept for membership current or eligible active members who are in employing offices outside the local branch’s respective state, unless there is no local branch in their home state located within 50 miles of their assigned work location, unless in accordance with Article III, Section 6.”

Oregon State Branch 940

4

5

WHEREAS, The three levels of leadership on the NAPS Executive Board have become redundant and need to be redefined to best serve NAPS members, and

WHEREAS, NAPS members would be better served by only two levels of Executive Board leadership, therefore be it

RESOLVED, That the NAPS Executive Board be restructured, and be it further

RESOLVED, That the five regional vice president positions be eliminated, and be it further

RESOLVED, That Article IV, Section 6 a) be removed from the NAPS *Constitution & Bylaws*; Article IV, Section 6 b) becomes Section 6 a), and be it finally

RESOLVED, That this resolution would take effect on completion of the 2021 National Convention; the newly elected regional vice presidents would serve as non-voting trustees until the start of the 2022 National Convention.

Oregon State Branch 940

<u>Committee Action:</u>	<u>Convention Action:</u>
Vehicled by # _____	_____ Concurrence
_____ Concurrence	_____ Concurrence as amended
_____ Concurrence as amended	_____ Nonconcurrence
_____ Nonconcurrence	
_____ Objected to during first reading	

6

WHEREAS, The districts have been realigned by states, and

WHEREAS, Michigan's Upper Peninsula has only 25% reporting to Michigan Branches, while 75% report to Green Bay, WI, and

WHEREAS, The entire Upper Peninsula now reports to Michigan 2 District, and

WHEREAS, NAPS leaders will have to work with the district manager in a different state over NAPS members' issues from the Upper Peninsula without familiarity of that district or its leaders, and

WHEREAS, Keeping the state of Michigan together shows unity, therefore be it

RESOLVED, That Article IV, Section 6 (b) of NAPS *Constitution & Bylaws*, which currently reads:

“(b) The US and its possessions shall be subdivided into sixteen (16) areas, each to be represented by an Area Vice President. The areas are identified as follows:

“New England Area: The states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont.

“New York Area: The state or territories of New York, Puerto Rico and Virgin Islands.

“Mideast Area: The states of Delaware, New Jersey and Pennsylvania.

“Capitol-Atlantic Area: District of Columbia and the states of Maryland, North Carolina, South Carolina and Virginia.

“Pioneer Area: The states of Kentucky, Ohio and West Virginia, and Evansville, IN, Branch 55.

“Michiana Area: The states of Michigan, except Upper Peninsula 498-499, MI Branch 21, and Indiana, except Evansville, IN,

1 Branch 55.
2
3 “Illini Area: The state of Illinois.
4
5 “North Central Area: The states of Min-
6
7 nesota, North Dakota, South Dakota, Wis-
8
9 consin and Upper Peninsula 498-499, MI
10
11 Branch 21.
12
13 “MINK Area: The states of Missouri,
14
15 Iowa, Nebraska and Kansas.
16
17 “Southeast Area: The states of Florida
18
19 and Georgia.
20
21 “Central Gulf Area: The states of Ala-
22
23 bama, Louisiana and Mississippi.
24
25 “Cotton Belt Area: The states of Arkan-
26
27 sas, Oklahoma and Tennessee.
28
29 “Texas Area: The state of Texas.
30
31 “Northwest Area: The states of Alaska,
32
33 Idaho, Montana, Oregon and Washington.
34
35 “Rocky Mountain Area: The states of
36
37 Arizona, Colorado, Nevada, New Mexico,
38
39 Utah and Wyoming.
40
41 “Pacific Area: The states or territories of
42
43 California, Hawaii, American Samoa and
44
45 Guam.”
46
47 Be changed in the following two areas to
48
49 read:
50
51 “Michiana Area: The states of Michigan
52
53 and Indiana, except Evansville, IN, Branch
54
55 55.
56
57 “North Central Area: The states of Min-
58
59 nesota, North Dakota, South Dakota and
60
61 Wisconsin.”
62
63 *Michigan State Branch*

<u>Committee Action:</u>	<u>Convention Action:</u>
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66	Vehicled by # _____ Concurrence
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68	_____ Concurrence _____ Concurrence
69	as amended
70	_____ Concurrence
71	as amended _____ Nonconcurrence
72	
73	_____ Nonconcurrence
74	
75	_____ Objected to during
76	first reading
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7

82 **WHEREAS**, Article VI, Section 1, of
83 the NAPS *Constitution & Bylaws* establishes
84 that votes of state and local branches in
85 national conventions shall be based on the
86 average number of active and associate mem-
87 bers for whom the branch has paid dues each
88 pay period during the preceding biennial
89 period, June 1 to May 31, and

90 **WHEREAS**, When the Dues Check-Off
91 (DCO) Reports are generated, the member-
92 ship information is from the previous month’s
93 membership data (i.e., the May DCO Report
94 is for April membership numbers), and

95 **WHEREAS**, During a national conven-
96 tion year, the May 31 time frame creates a
97 challenge in calculating and auditing the
98 local and state branch voting strength to be
99 completed in time for publication in the
100 national convention *One Book* prior to the
101 start of the national convention, and

102 **WHEREAS**, Changing the time frame
103 between national conventions to May 1 to
104 April 30 will not change the number of pay
105 periods or methodology for calculating the
106 average number of active and associate mem-
107 bers for whom the branch has paid dues each
108 pay period during the preceding biennial
109 period to establish a branch’s voting strength,
110 therefore be it

111
112 **RESOLVED**, That Article VI, Section

113
114 1, be amended to read as follows:

115
116 “**Section 1.** Votes of state and local
117
118 branches in national conventions shall be
119
120 based on the average number of active and
121
122 associate members for whom the branch has
123
124 paid dues each pay period during the preced-
125
126 ing biennial period, May 1 to April 30,

1 of the 2021 National Convention, all board
2 members seeking office shall be responsible
3 for their own expenses at the national con-
4 vention, and be it further
5
6
7
8
9 **RESOLVED**, That NAPS will cease and
10 desist from paying substitution pay, hotel,
11 registration, per-diem, travel and guest
12 expenses if they are campaigning so that all
13 dues-paying members will be treated equally,
14 and be it finally
15
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21 **RESOLVED**, That any officer who
22 campaigns at a convention, training, LTS,
23 meeting or any event paid by NAPS shall be
24 responsible for their own expenses.
25
26
27
28
29 *South Suburban, IL, Branch 493*
30
31
32 Committee Action: Convention Action:
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34 Vehicled by # _____ _____ Concurrence
35
36 _____ Concurrence _____ Concurrence
37 as amended
38 _____ Concurrence
39 as amended _____ Nonconcurrence
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41 _____ Nonconcurrence
42
43 _____ Objected to during
44 first reading
45
46
47
48 **10**
49
50
51 **WHEREAS**, NAPS has no set stan-
52 dards, policies or rules in its *Constitution &*
53 *Bylaws* regarding time limits, dates for
54 receiving officer spread sheets, how much
55 time candidates running for resident officer
56 positions are allowed to speak, nominations
57 or what items they need to run for office, and
58
59 **WHEREAS**, Members not currently on
60 the board do not receive information on con-
61 ventions, when their campaign information is
62 required and are denied the ability to serve
63 on convention committees if they are running
for office,
WHEREAS, In some cases, they do not

64 receive information until much later after the
65 current board members to send out campaign
66 literature, although they announced their can-
67 didacies in the fall before the convention
68 year, which puts the member at a disadvan-
69 tage, and
70
71 **WHEREAS**, Candidates seeking office
72 as a resident officer are allowed three min-
73 utes to speak to the body at the convention
74 and five minutes for nominations; vendors,
75 depending how much money they pay for
76 vendor space, are allowed more time then
77 candidates to address the body, therefore be it
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RESOLVED, That candidates seeking a
resident officer position shall be allowed no
less than 10 minutes to address the body at a
national convention and five minutes for
nominations, and be it further
RESOLVED, That NAPS will create a
booklet or provide the information on the
NAPS website regarding how much time is
allowed to address the body, what size and
how many banners are allowed at the con-
vention, and be it further
RESOLVED, That all candidates seek-
ing office who have notified NAPS Head-
quarters shall receive the list of branch offi-
cers no later than Feb. 1 of the convention
year; the list will be distributed to all candi-
dates at the same time, and be it finally
RESOLVED, That NAPS shall further
email all candidates a list of state conven-
tions or other events that board members
receive so everyone can campaign equally.
South Suburban, IL, Branch 493

1 **RESOLVED**, That, beginning with the
2
3 2022 National Convention, no officer will
4
5 serve in the same position for more than two
6
7 terms. If a member is elected to the Execu-
8
9 tive Board, they may not serve in the same
10
11 position for more than one term, and be it
12
13 further

15 **RESOLVED**, That if they run for secre-
16
17 tary/treasurer, executive vice president or
18
19 president, they can go to another Executive
20
21 Board position, but still be limited to one
22
23 term in that position. They cannot run again
24
25 for a previously held position for the good of
26
27 the membership, and be it finally

29 **RESOLVED**, That any current board
30
31 member who currently has served in their
32
33 current position more than six terms effective
34
35 at the 2022 National Convention will be inel-
36
37 ible to run for that office.

39 *South Suburban, IL, Branch 493*

	<u>Committee Action:</u>	<u>Convention Action:</u>
42		
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44	Vehicle by # _____	___ Concurrence
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46	___ Concurrence	___ Concurrence
47		as amended
48	___ Concurrence	
49	as amended	___ Nonconcurrence
50		
51	___ Nonconcurrence	
52		
53	___ Objected to during	
54	first reading	

64 **13**

65

66 **WHEREAS**, Branches cannot have 204-

67 Bs as members in our association, therefore

68 be it

70 **RESOLVED,** That any person serving
71
72 in an EAS position in the USPS is eligible to
73
74 join NAPS as a special member, and be it
75
76 further

78 **RESOLVED**, That the individual will
79
80 be able to attend all branch meetings and
81
82 national events and be able to speak on all
83
84 subjects, but will not be able to vote on
85
86 issues or hold any NAPS elected office, and
87
88 be it further

90 **RESOLVED**, That the dues will be set
91
92 at one-half branch dues.

94 *Handelman-Palladino, NY, Branch 935*
95 *Executive Board*

	<u>Committee Action:</u>	<u>Convention Action:</u>
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99		
100	Vehicled by # _____	_____ Concurrence
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102	_____ Concurrence	_____ Concurrence
103		as amended
104	_____ Concurrence	
105	as amended	_____ Nonconcurrence
106		
107	_____ Nonconcurrence	
108		
109	_____ Objected to during	
110	first reading	

14

WHEREAS, At the 2018 fall Executive Board meeting, the board voted to increase their expense accounts, and

WHEREAS, This information was not published in accordance with resolutions passed by the body such as Resolution #63 adopted at the 2010 National Convention, and

WHEREAS, The cost to the membership is not justified, and

WHEREAS, Board members are using

1	additional monies to attend picnics, barbe-	64
2	ques and swearings-in of officers at one-day	65
3	events, and	66
4	WHEREAS , Monies were used for over	67
5	15 board members to attend an event renam-	68
6	ing a branch for an Executive Board member,	69
7	costing the organization and members exces-	70
8	sive expense to pay for airlines, hotels, per-	71
9	diem and substitution pay, therefore be it	72
10		73
11	RESOLVED , That, effective immedi-	74
12		75
13	ately, just as the <i>Constitution & Bylaws</i> state	76
14		77
15	that raises are voted on by the body, any pro-	78
16		79
17	posed increases to any Executive Board offi-	80
18		81
19	cer's expense account shall be voted on by	82
20		83
21	the body at the national convention.	84
22		85
23	<i>South Suburban, IL, Branch 493</i>	86
24		87
25		88
26	<u>Committee Action:</u> <u>Convention Action:</u>	89
27		90
28	Vehicled by # _____ _____ Concurrence	91
29		92
30	_____ Concurrence _____ Concurrence	93
31		94
32	_____ Concurrence as amended	95
33	as amended _____ Nonconcurrence	96
34		97
35	_____ Nonconcurrence	98
36		99
37	_____ Objected to during	100
38	first reading	101
39		102
40		103
41		104
42		105
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Numbers reserved for late resolutions

NUMBER	ACTION		BY BRANCH	SUBJECT
	COMMITTEE	CONVENTION		
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The following resolutions were referred to the
Resolutions Committee

30- 62

30

WHEREAS, The USPS business model is changing, allowing for delivery of parcels on Sunday, and

WHEREAS, The Postal Service needs revenue from this process to survive financially, and

WHEREAS, The Postal Service has not adjusted EAS schedules to compensate for delivery processes encompassing seven days, and

WHEREAS, It is a hardship for EAS postmasters, managers and supervisors to work six and seven days in a week, therefore be it

RESOLVED, That the Postal Service compensate all special-exempt and non-exempt EAS employees who work a non-scheduled day in a service week at a rate of 150% of their calculated base hourly rate for all hours worked on a nonscheduled day.

Oregon State Branch 940

Committee Action: Convention Action:

Vehicled by # _____ _____ Concurrence
_____ Concurrence _____ Concurrence as amended
_____ Concurrence as amended _____ Nonconcurrence
_____ Nonconcurrence
_____ Objected to during first reading

31

WHEREAS, The compensation for EAS employees has not kept pace with the cost of living, and

WHEREAS, An equitable salary is necessary to attract and keep the most qualified employees in EAS positions, therefore be it

RESOLVED, That NAPS consults with the USPS to implement a COLA adjustment process to the EAS pay package.

Oregon State Branch 940

Committee Action: Convention Action:

Vehicled by # _____ _____ Concurrence
_____ Concurrence _____ Concurrence as amended
_____ Concurrence as amended _____ Nonconcurrence
_____ Nonconcurrence
_____ Objected to during first reading

32

WHEREAS, In cases where a Postal employee is married to a spouse who also is a postal employee, two health benefits are earned, and

WHEREAS, According to current FEHB regulations, if one spouse has selected a family coverage option, the remaining spouse is required to be covered under the family plan and does not receive their earned health benefits, and

WHEREAS, The Postal Service, through postal reform legislation, intends to manage the health benefits of all postal employees, both currently employed and retired, therefore be it

RESOLVED, That NAPS consults with the USPS to reimburse the full cash value to

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17 **35**

25 **RESOLVED**, That the United States
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27 Postal Service provides two days' administra-
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29 tive leave to any delegate who attends the
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31 entire week of a NAPS national convention.

	<u>Committee Action:</u>	<u>Convention Action:</u>
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38	Vehicle by # _____	___ Concurrence
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40	___ Concurrence	___ Concurrence
41		as amended
42	___ Concurrence	
43	as amended	___ Nonconcurrence
44		
45	___ Nonconcurrence	
46		
47	___ Objected to during	
48	first reading	

31
52 **36**

62 **WHEREAS**, EAS management is lim-
63 ited to pay increases after achieving a Level-

RESOLVED, That employees with out-
standing (or equivalent) performance ratings
may be considered for additional, quality
step increases (maximum one per year).

37

WHEREAS, The USPS continues to reflect quarterly losses due to the decline of mail, and

WHEREAS, Operating costs continue to rise, and

WHEREAS, The USPS business model is not sufficient to meet expenses, therefore be it

RESOLVED, That payment for all penalty overtime hours be eliminated, resulting in payment of only regular and overtime hours used in operation of the USPS.

Indianapolis Branch 8

Committee Action: Convention Action:

Vehicled by # _____ _____ Concurrence
_____ Concurrence _____ Concurrence
as amended
_____ Concurrence _____ Nonconcurrence
as amended
_____ Nonconcurrence
_____ Objected to during
first reading

38

WHEREAS, EAS employees earn over 2,080 hours of sick leave, and

WHEREAS, EAS employees use sick leave at the end of their final year in the Postal Service, and

WHEREAS, EAS employees who use sick leave before retiring prevent other EAS employees from bidding on positions and advancing their careers, and

WHEREAS, There already is a shortage of EAS personnel, and

WHEREAS, Using 204-Bs relegates the carrier craft to cover management positions, and

WHEREAS, Covering carrier positions due to 204-B use leads to excessive overtime and penalty overtime (POT) in the carrier craft, therefore be it

RESOLVED, That all EAS management with 2,080 or more hours of sick leave be

given two times the credit—4,160 hours—or double the earned amount toward retirement with the requirement to retire in a timely manner.

Submitted by Indianapolis Branch 8

Committee Action: Convention Action:
Vehicled by # _____ _____ Concurrence
_____ Concurrence _____ Concurrence
as amended
_____ Concurrence _____ Nonconcurrence
as amended
_____ Nonconcurrence
_____ Objected to during
first reading

39

WHEREAS, EAS employees earn 2,080 hours or more of sick leave, and

WHEREAS, EAS employees use sick leave at the end of their careers before retirement, and

WHEREAS, EAS employees who use sick leave before retirement prevent other EAS employees from bidding on and advancing positions, therefore be it

RESOLVED, That the USPS grant one year credit or up to the sick leave amount accrued by the EAS employee and pay the amount equal to 2,080 hours or the amount saved by the EAS employee, in addition to the one-year credit that would result in the EAS employee's immediate retirement, thus freeing positions and opportunities for other EAS employees.

Indianapolis Branch 8

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42

1 **WHEREAS**, EAS employees have,
2 each year, been losing purchasing power and
3 effectively having their wages lowered due to
4 not having either COLAs or locality pay,
5 therefore be it

6
7 **RESOLVED**, That NAPS Headquarters
8 works with USPS Headquarters and/or the
9 USPS Office of Inspector General to create a
10 strategic locality-pay plan for EAS employ-
11 ees and seek legislative action for implemen-
12 tation.
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19 *San Francisco Branch 88*

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22 Committee Action: Convention Action:
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24 Vehicled by # _____ ___ Concurrence
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26 ___ Concurrence ___ Concurrence
27 as amended
28 ___ Concurrence
29 as amended ___ Nonconcurrence
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31 ___ Nonconcurrence
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33 ___ Objected to during
34 first reading
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38 **43**

39
40 **WHEREAS**, The number of manager
41 and supervisor positions in post offices,
42 branches and stations is established through
43 SWCs, and

44 **WHEREAS**, SWCs is the nationally
45 recognized program for maintaining correct
46 staffing of EAS employees in all offices, and

47 **WHEREAS**, SWCs does not allow any
48 extra manager or supervisor EAS position in
49 case of extended leave (medical or military),
50 and

51 **WHEREAS**, Many post offices,
52 branches and stations have only two EAS
53 employees on their management teams, and

54 **WHEREAS**, Extended leave for one of
55 those EAS employees results in the remain-
56 ing EAS employee working six and often
57 seven days because no replacement is given
58 to the office for various reasons, and

59 **WHEREAS**, These offices either cannot
60 find an employee interested in becoming an
61 acting supervisor or, in most cases, cannot
62 afford to lose a craft employee locally, there-
63 fore be it

64 **RESOLVED**, That the MPOO/CSOM
65 and/or district management office be required
66 by the Postal Service to supply a relief EAS
67 employee or acting supervisor to said office
68 no later than two weeks from the date that
69 the extended leave period began to ensure
70 proper management staffing and, thus, the
71 proper tools are supplied for the successful
72 completion of required duties of said offices.
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82 *Madison, WI, Branch 213*

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85 Committee Action: Convention Action:
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87 Vehicled by # _____ ___ Concurrence
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89 ___ Concurrence ___ Concurrence
90 as amended
91 ___ Concurrence
92 as amended ___ Nonconcurrence
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94 ___ Nonconcurrence
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96 ___ Objected to during
97 first reading
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100 **44**

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103 **WHEREAS**, Exempt employees are
104 routinely required to work a sixth day, and

105 **WHEREAS**, *ELM* Section 519.733
106 reads: "When an exempt employee is
107 directed to work a full day on a holiday or
108 other full day in addition to normal work-
109 days, the supervisor *may grant* [emphasis
110 added] a full day of personal absence without
111 charging it to official leave," and

112 **WHEREAS**, The supervisor rarely
113 approves a full day of personal absence, and

114 **WHEREAS**, The exempt employee is
115 not compensated for working a sixth day,
116 therefore be it

117
118 **RESOLVED**, That NAPS consults with
119 the Postal Service to change the language in
120 *ELM* Section 519.733 to: "When an exempt
121 employee is directed to work a full day on a
122 holiday or other full day in addition to nor-
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mal workdays, the supervisor *shall grant* a full day of personal absence without charging it to official leave, *of the employee's choosing.*"

Oregon State Branch 940

<u>Committee Action:</u>	<u>Convention Action:</u>
Vehicled by # _____	_____ Concurrence
_____ Concurrence	_____ Concurrence as amended
_____ Concurrence as amended	_____ Nonconcurrence
_____ Nonconcurrence	
_____ Objected to during first reading	

45

WHEREAS, The USPS is continuing to increase the number of required programs and duties to manage Customer Service Operations, and

WHEREAS, The USPS has continued to reduce Support and Human Resources functions and incorporating programs and duties that formerly were performed by eliminated positions in management of Retail, Delivery and Collection Operations, and

WHEREAS, There is no current process that accurately accounts for the actual time needed to effectively manage and supervise Customer Service Operations, therefore be it

RESOLVED, That each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how much time is required to effectively perform each new added program or task, and be it further

RESOLVED, That each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how each new program or task

is to be integrated into the existing workload and prioritized with current duties.

Oregon State Branch 940

<u>Committee Action:</u>	<u>Convention Action:</u>
Vehicled by # _____	_____ Concurrence
_____ Concurrence	_____ Concurrence as amended
_____ Concurrence as amended	_____ Nonconcurrence
_____ Nonconcurrence	
_____ Objected to during first reading	

46

WHEREAS, The business model for the USPS has continued to change since the last SWCs model implementation many years ago, and

WHEREAS, The Postal Service has continued to assign duties formerly performed by Human Resources and support staff without consideration of the effects on a reasonable and manageable workload, and

WHEREAS, With all the new responsibilities added to Customer Service Operations, the Postal Service has not shown the consideration to adjust EAS staffing to a level needed to ensure that Customer Service Operations are effectively managed to ensure excellent customer service and employee and customer safety, therefore be it

RESOLVED, That NAPS enters into consultations with the USPS to finalize and implement a SWCs process that encompasses all duties and responsibilities of a supervisor, Customer Service, within six months of the acceptance of this resolution.

Oregon State Branch 940

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1 tive interview (II) has been conducted for
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3 EAS employees as part of the corrective
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5 action process, it is to be completed and
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7 issued within 30 days from the date of the II,
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9 and be it further

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11 **RESOLVED**, That any formal correc-
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13 tive action issued beyond 30 days after the II
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15 should be deemed untimely and procedurally
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17 defective.

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19 ***Greensboro, NC, Branch 157***

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22 Committee Action: Convention Action:
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24 Vehicled by # _____ _____ Concurrence
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26 _____ Concurrence _____ Concurrence
27 as amended
28 _____ Concurrence
29 as amended _____ Nonconcurrence
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31 _____ Nonconcurrence
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33 _____ Objected to during
34 first reading
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38 **50**

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40 **WHEREAS**, The current formula used
41 to determine the number of supervisors
42 earned per local unit is outdated and anti-
43 quated, and

44 **WHEREAS**, There are many more fac-
45 tors than number of employees, which RCAs
46 and maintenance employees assigned to a
47 Customer Service unit are not counted that
48 need to be considered, including, but not lim-
49 ited to, volumes, mandatory performance-
50 review programs such as 4000 As and Bs,
51 1838cs, 3999s, stamp stock audits, atten-
52 dance reviews and training, along with 360
53 communications, not to mention the normal
54 day-to-day activities and duties associated
55 with operating a local unit, and

56 **WHEREAS**, Postal operations are six-
57 and, in increasingly more instances, seven-
58 day operations, local units are understaffed at
59 the front-line supervisory level, therefore be
60 it

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62 **RESOLVED**, That USPS Headquarters,
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64 with NAPS officers, jointly create a formula
65
66 that takes into account as many indicators as
67
68 possible to effectively develop a system
69
70 whereby local units are properly staffed with
71
72 numbers of front-line EAS supervisors nec-
73
74 essary to successfully and profitably operate
75
76 a local unit.

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78 ***Michigan State Board***

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81 Committee Action: Convention Action:
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83 Vehicled by # _____ _____ Concurrence
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85 _____ Concurrence _____ Concurrence
86 as amended
87 _____ Concurrence
88 as amended _____ Nonconcurrence
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90 _____ Nonconcurrence
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92 _____ Objected to during
93 first reading
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99 **51**

100 **WHEREAS**, EAS employees are
101 required to perform street duties on a daily
102 basis, and

103 **WHEREAS**, EAS employees are
104 required to attend meetings, visit customers,
105 perform Business Connect duties, handle
106 accidents, perform street observations and
107 other miscellaneous duties, and

108 **WHEREAS**, The USPS does not cover
109 the use or damage of an EAS employee's
110 personally owned vehicle (POV), and

111 **WHEREAS**, EAS employees should not
112 be required to use their POV for USPS
113 responsibilities, therefore be it

114 **RESOLVED**, That one USPS vehicle be
115
116 provided for EAS employees' use to each
117
118 Level 18-20 office and two USPS vehicles be
119
120 provided to each Level 21-22 office.

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122 ***Indianapolis Branch 8***
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83 **53**

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99 **56**

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RESOLVED, That, after the expiration of the 30 seconds for follow-up, the microphone be switched off, the delegate thanked and the next member acknowledged.

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1 Committee Action: Convention Action:
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3 Vehicled by # _____ Concurrence
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5 _____ Concurrence _____ Concurrence
6 as amended
7 _____ Concurrence
8 as amended _____ Nonconcurrence
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10 _____ Nonconcurrence
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12 _____ Objected to during
13 first reading
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19 **WHEREAS,** At the 2016 National Con-
20 vention, the body voted and adopted Resolu-
21 tion 104, and

22 **WHEREAS,** The Ethics Committee and
23 other board members arbitrarily rewrote the
24 resolution in order to deny members the right
25 to file ethics charges against board members
26 and be heard in accordance with Resolution
27 104, and

28 **WHEREAS,** the Ethics Committee and
29 some board members used the changes to
30 intimidate, harass, humiliate, discriminate
31 and bully members who exercised their rights
32 under Resolution 104, therefore be it

33
34 **RESOLVED,** That Resolution 104,
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36 passed at the 2016 National Convention, be
37
38 reinstated as written and adopted by the
39
40 body, and be it further

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42 **RESOLVED,** That the board will cease
43
44 and desist from rewriting any resolutions
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46 after they have been concurred with and
47
48 adopted by the assembly of delegates.

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50 *South Suburban, IL, Branch 493*
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64 Committee Action: Convention Action:
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66 Vehicled by # _____ Concurrence
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68 _____ Concurrence _____ Concurrence
69 as amended
70 _____ Concurrence
71 as amended _____ Nonconcurrence
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73 _____ Nonconcurrence
74
75 _____ Objected to during
76 first reading
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81
82 **WHEREAS,** The National Association
83 of Postal Supervisors has a Whistleblower
84 Policy that is reported to the IRS on its 990
85 tax documents that the organization complies
86 with such policy, and

87 **WHEREAS,** The policy applies to staff,
88 vendors and all board members, and

89 **WHEREAS,** Dues-paying members of
90 this organization have been told they cannot
91 be a whistleblower or report wrongdoings
92 because this policy does not apply to dues-
93 paying members that are not on the board,
94 therefore be it

95
96 **RESOLVED,** That the Whistleblower
97
98 Policy be updated and states that any dues-
99
100 paying member of this organization can
101
102 report suspected wrongdoing under the
103
104 Whistleblower Policy, and be it further

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106 **RESOLVED,** That a copy of the policy
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108 be a permanent document found on the
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110 NAPS website.

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112 *South Suburban, IL, Branch 493*
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3	<i>Des Moines, IA, Branch 172</i>	66
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6	<u>Committee Action:</u> <u>Convention Action:</u>	69
7		70
8	Vehicled by # _____ _____ Concurrence	71
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10	_____ Concurrence _____ Concurrence	73
11		74
12	_____ Concurrence as amended	75
13	as amended _____ Nonconcurrence	76
14		77
15	_____ Nonconcurrence	78
16		79
17	_____ Objected to during	80
18	first reading	81
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Numbers reserved
for late resolutions

ACTION				
NUMBER	COMMITTEE	CONVENTION	BY BRANCH	SUBJECT
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For the Good of the Order

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WHEREAS, Marilyn Walton has served all the branches of the Western Region with outstanding loyalty, commitment and caring, and

WHEREAS, Marilyn Walton has proven, without a doubt, to be reliable, enthusiastic, responsible, outspoken, knowledgeable and honest, and

WHEREAS, Marilyn Walton always is ready, willing and able to assist Los Angeles Branch 39 and San Diego Branch 159 with all of their needs, as well as all NAPS members in California, the Pacific Area, the Western Region and all of the United States, therefore be it

RESOLVED, That the members of Los Angeles Branch 39 and San Diego Branch 159 enthusiastically endorse and support Marilyn Walton for NAPS Western Region vice president or any office to which she aspires.

Los Angeles Branch 39 and San Diego Branch 159

81

WHEREAS, Percy “Chuck” Lum is effectively serving members of the Pacific Area as its Pacific Area vice president for California & Hawaii, and

WHEREAS, Percy “Chuck” Lum always is ready, willing and able to assist his fellow NAPS members throughout the Pacific Area, and

WHEREAS, Percy “Chuck” Lum is knowledgeable, experienced and dedicated, and

WHEREAS, Percy “Chuck” Lum continues to work hard toward improving the working conditions and opportunities for all EAS employees in the Pacific Area, therefore be it

RESOLVED, That the members of Los Angeles Branch 39 and San Diego Branch 159 enthusiastically endorse and support Percy “Chuck” Lum for NAPS Pacific Area vice president or any office to which he aspires.

Los Angeles Branch 39 and San Diego Branch 159



National Association of Postal Supervisors

Constitution & Bylaws

Revised August 2018

Constitution

ARTICLE I

NAME

Section 1. The Association, organized September 7, 1908, shall be known as the National Association of Postal Supervisors (NAPS).

Section 2. The National Association of Postal Supervisors shall maintain offices in the locale in which the United States Postal Service (USPS) Headquarters is located.

ARTICLE II

OBJECT

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

ARTICLE III

MEMBERSHIP

Section 1. NAPS shall have three classes of members. These classes of members shall be (1) active, (2) associate, (3) honorary.

Section 2. Active Members

(a) Included are all supervisory/managerial and postmaster personnel who are not subject to collective bargaining agreements under Chapter 12 of *Title 39*, US Code, and who are employed in processing and distribution centers and facilities, including but not limited to, Headquarters, area and district offices; post offices; network distribution centers; and other installation personnel.

(b) NAPS is not the representative of personnel employed as PCES installation heads, postal inspectors or other PCES positions in USPS field facilities or at

USPS Headquarters.

Section 3. Associate Members

(a) Former active members of this Association who were in good standing at the time of retirement may not be denied associate membership. Associate members may affiliate with a local or state branch of their choice.

(b) Associate members shall be entitled to all the same benefits granted active members.

(c) Associate members shall pay dues at the national or branch level no less than an amount one-half the national per capita tax, which will include a subscription to *The Postal Supervisor*.

(d) Associate members who hold offices at the national level shall pay the full share and same dues and assessments as active members of their branches.

Section 4. Honorary Members

(a) Members of this Association who are in good standing at the time of retirement or promotion shall be entitled to honorary membership.

(b) Honorary members shall not be required to pay dues, and, except for attending meetings, shall not be eligible for any of the benefits described in Section 3.

Section 5. Any employees eligible for active membership, who are employed in an installation having a local branch, or in an installation affiliated with a state branch, shall be eligible for NAPS membership only by affiliation with said local or state branch.

Any employees eligible for active membership who are employed in an installation that is not affiliated with a local branch shall become a member of the state branch. Where there is no state branch, the applicants will become members of a local branch within the state.

Section 6. A member's place of residence does not qualify as a criterion for requesting an exception to affiliate with another branch. NAPS Headquarters shall accept requests from members for branch affiliation exceptions in the following situations:

a) When members are affected by Postal Service-initiated consolidations, or

b) When a member's office of physical domicile is different from his or her employing office (USPS Fi-

nance number of record).

In both cases, the member's attendance and participation at branch meetings and activities would be hampered by physical distance from their employing office. The member's current area vice president shall investigate written exception requests and report said findings to NAPS Headquarters for concurrence by at least two-thirds of the resident officers.

Section 7. If an installation has been realigned to an area outside the area of the present state, branches and/or state branch members may affiliate with either state branch.

Section 8. The secretary of each local and state branch, upon the addition of new members, shall immediately furnish the Secretary/Treasurer with the original and a copy of Forms 1187 for members on dues withholding, and/or the names, addresses and social security numbers of direct pay and associate members. Branches shall notify the Secretary/Treasurer of those direct pay and associate members that they wish to have removed from their rolls for whatever reason.

Section 9. NAPS will not discriminate, for any reason, against any eligible persons seeking membership in NAPS, or any of its chartered branches, or in any action taken by the Association or its members.

ARTICLE IV

ORGANIZATION

Section 1. A local branch is not a state branch, but recognized as a branch within the state in which it is located. A local branch may not accept for membership current or eligible active members who are in employing offices outside the local branch's respective state, unless in accordance with Article III, Section 6.

Local branches may be established within the provisions of this Constitution and Bylaws upon application by a majority of, but not fewer than ten (10) members, to the president of the existing NAPS branch and to the NAPS area vice president, who shall review and forward the application to the Secretary/Treasurer, who shall in turn issue a charter. An office would be limited to only one charter. (For purposes here, the word "office" means those units that fall under the direct dominance of an installation head and/or a PCES manager-in-charge who reports to an area vice president or directly to USPS Headquarters.)

Section 2. Local branches may likewise be

formed upon application of ten (10) or more members who constitute a majority of each of two (2) or more post offices. Members of other offices in the vicinity may affiliate with a local branch by consent of the local branch, provided that the application to affiliate shall be signed by a majority of members of such office.

Section 3. (a) State branches may likewise be formed by application of ten (10) or more members, or two (2) or more local branches in a state, and when two (2) or more adjoining states desire, if approved by a majority vote of members from each state, they may affiliate to become a bi-state or tri-state branch. A state may withdraw from a bi-state or tri-state branch by a vote of the majority of the members of that state.

(b) Any chartered branch of a state branch that has been realigned to an area outside the area of their present state may affiliate with either state.

Section 4. Secretaries of chartered branches shall notify the state secretary and Secretary/Treasurer of any changes in the membership of said branch.

Section 5. The NAPS Headquarters office may dissolve a chartered branch of the Association under the following conditions and with the indicated consequences:

(a) The membership of the branch falls below the required minimum needed to charter a branch and stays below that minimum for a period of six (6) months or more. The members of the dissolved branch shall then be made members of a local branch within the state, if no local branch exists with the state, then the members will belong to the state branch.

(b) The area vice president requests the dissolution of a branch that has not had an elected or appointed officer for one year or more and when, after contacting the members of said branch, the area vice president has not been able to persuade the membership to elect officers or merge with another branch. The members of said branch will then be made (1) members of the nearest local branch within their respective state or (2) members of their respective state/bi-state branch as members-at-large.

Section 6. (a) The US and its possessions shall be divided into five (5) regions to be known as Northeast, Eastern, Central, Southern and Western, each region to be represented by a National Vice President. These five (5) regions are further defined as the:

Northeast Region: New England Area, New York Area and New Jersey, except Branch 74.

Eastern Region: Mideast Area (Delaware, Penn-

sylvania and Branch 74 only), Capitol-Atlantic Area and Pioneer Area.

Central Region: Michiana Area, Illini Area, North Central Area and MINK Area.

Southern Region: Southeast Area, Central Gulf Area, Cotton Belt Area and Texas Area.

Western Region: Northwest Area, Rocky Mountain Area and Pacific Area.

(b) The US and its possessions shall be subdivided into sixteen (16) areas, each to be represented by an Area Vice President. The areas are identified as follows:

New England Area: The states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont.

New York Area: The state or territories of New York, Puerto Rico and Virgin Islands.

Mideast Area: The states of Delaware, New Jersey and Pennsylvania.

Capitol-Atlantic Area: District of Columbia and the states of Maryland, North Carolina, South Carolina and Virginia.

Pioneer Area: The states of Kentucky, Ohio and West Virginia, and Evansville, IN, Branch 55.

Michiana Area: The states of Michigan, except Upper Peninsula 498-499, MI, Branch 21, and Indiana, except Evansville, IN, Branch 55.

Illini Area: The state of Illinois.

North Central Area: The states of Minnesota, North Dakota, South Dakota, Wisconsin and Upper Peninsula 498-499, MI Branch 21.

MINK Area: The states of Missouri, Iowa, Nebraska and Kansas.

Southeast Area: The states of Florida and Georgia.

Central Gulf Area: The states of Alabama, Louisiana and Mississippi.

Cotton Belt Area: The states of Arkansas, Oklahoma and Tennessee.

Texas Area: The state of Texas.

Northwest Area: The states of Alaska, Idaho, Montana, Oregon and Washington.

Rocky Mountain Area: The states of Arizona, Colorado, Nevada, New Mexico, Utah and Wyoming.

Pacific Area: The states or territories of California, Hawaii, American Samoa and Guam.

(c) Where regional boundaries divide a state, a proportionate share of the votes will be allotted for electing national vice presidents. The votes of a state

branch will be prorated at one-tenth for each member employed in the area.

ARTICLE V

MEETINGS

Section 1. National conventions of this Association shall be held biennially during the month of August, September or October of each even-numbered year, the convention site to be selected four (4) years in advance. If there is no application from any city desiring the convention, or if the final applicant remaining withdraws the invitation, the selection of a convention city shall be made by the Executive Board.

Section 2. The Executive Board shall meet at least once each year, and more frequently if conditions require. Such meetings shall be held at the call of the President or by petition to the President, signed by at least twelve (12) Executive Board members. A summation of the minutes of Executive Board meetings shall be reported in subsequent issues of The Postal Supervisor.

Section 3. A convention shall be called upon the written request of twenty (20) percent of the chartered branches filed with the Secretary/Treasurer ninety (90) days prior to the proposed meeting. The Secretary/Treasurer shall give notice of such call to all branches not later than ten (10) days after such request.

ARTICLE VI

REPRESENTATION

Section 1. Votes of state and local branches in national conventions shall be based on the average number of active and associate members for whom the branch has paid dues each pay period during the preceding biennial period, June 1 to May 31, between national conventions. Each branch shall be entitled to one (1) vote for each ten (10) members, or major fraction thereof, of the average paid membership during the preceding biennial period. All branches shall be entitled to a minimum of one (1) vote.

Section 2. Any branch may be represented by one (1) or more delegates, the vote to which the branch is entitled to be prorated if necessary. A duly elected state delegate may be authorized by his/her local branch to likewise represent said local branch of which

he/she must be a member.

Section 3. Any state branch without any members shall have one (1) vote at the national convention to recognize the entity of the state branch.

Section 4. Each Executive Board member shall have a voice and vote in the national convention by virtue of his/her office.

ARTICLE VII

ELECTIONS

Section 1. (a) There shall be a President, Executive Vice President, Secretary/Treasurer, five (5) National Vice Presidents and sixteen (16) Area Vice Presidents.

(b) These officers, all of whom must be active or associate members, shall hold office for a two-year period between biennial conventions, or until their successors are duly appointed or elected, unless ineligible under provisions of Article III, Section 2, provided that not more than one (1) member from any one (1) local branch may hold any of these offices.

(c) NAPS Executive Board members shall relinquish any offices they might hold in a state or local branch at the time of their election or appointment to the Executive Board.

Section 2. On or before the afternoon of the next to final day of the convention, the President shall appoint a Ballot Committee of three (3) or more members, and declare the convention open for the nomination of candidates for the various offices.

President, Executive Vice President and Secretary/Treasurer shall be elected on a nationwide basis in accordance with Article VI. Candidates for all other national and area vice president positions shall be eligible for election to office only if they are active or associate members of a branch within the area or region served and shall be elected only by the votes of the duly accredited delegates from the area or region served.

Each of the officers shall have equal voice and vote in all Executive Board action.

The Ballot Committee shall assume full control of the election. Before the opening of the morning session of the final day, ballots shall be prepared containing the names of all candidates for the various offices and the names of the cities desiring the next convention. Where only one person is nominated for any office, and no eligibility considerations under Section 1

(b) are involved, the convention may decide to waive the balloting for such office and elect the nominee by acclamation or otherwise.

The first order of business on the final day of the convention shall be the distribution of the ballots to the accredited delegates who shall deposit them in a ballot box provided by the committee. Balloting shall close fifteen (15) minutes after the roll call is completed.

The candidates receiving a majority of the votes cast shall be declared elected in the order in which they are listed in Section 1 (a). If there are more than two (2) candidates for any office, or more than two (2) cities desiring the convention, and a majority vote is not obtained by a candidate or city, a runoff election shall be held between the two (2) candidates, or cities, receiving the greatest number of votes. If then, because of eligibility considerations under Section 1 (b), an otherwise elected candidate shall be ineligible to serve, a new election shall be conducted in such manner as shall be recommended by the Ballot Committee to fill the vacancy thus occurring. The newly elected officers shall assume their respective offices at the close of the convention and shall hold office for their respective terms or until their successors are elected and qualified. The city receiving a majority of the votes cast shall be declared the next convention city.

In the event a runoff election is necessary in the case of any office, or for the selection of the convention city, such runoff election shall be made the first order of business following the noon recess on the final day of the convention, and shall follow the procedure outlined in the fifth paragraph of this section.

Section 3. Vacancies, other than that of the President, occurring between conventions shall be filled by an interim appointment by the President, subject to the approval of the Executive Board, to serve until the next national convention. National or Area Vice President vacancies must be filled after consultation with the state presidents from the areas involved, for their input before a final determination is made. National or Area Vice President vacancies must be filled by a member from the region or area in which the vacancy exists.

Section 4. A branch interested in hosting a national convention in its city or geographic area shall express such interest by contacting NAPS Headquarter in writing on or before Dec. 31 of the year prior of the selection of the convention city. NAPS Headquarters handle the Request for Proposal (RFP) on behalf of the local branch. NAPS Headquarters will confirm the proposed host city

meets NAPS' convention criteria.

The convention criteria require that the assembly hall where the general convention session will be hosted, along with committee rooms and accommodations for delegates, must be within walking distance and no more than one-quarter mile from the front door of the main facility hosting the general convention session. A sufficiently large block of rooms must be available from the Friday before the convention through the Saturday following the convention. When the Executive Board is satisfied that a convention is feasible based on the results of the RFP, it shall report its findings to the convention.

Nomination of cities desiring the convention shall follow the nomination of officers. Any city that has not fulfilled the requirements outlined in the preceding paragraph concerning the written proposals shall not be eligible for nomination. In the event no proposals are acceptable, the Executive Board shall be empowered to select a city. Balloting on the convention city shall be conducted as provided in Section 2.

Should new construction or renovations prevent the necessary rooms from being available, the Executive Board shall attempt to relocate the convention to the city chosen runner-up for that convention year.

ARTICLE VIII

EXECUTIVE BOARD

Section 1. The Executive Board shall consist of the President, Executive Vice President, Secretary/Treasurer, five (5) National Vice Presidents, sixteen (16) Area Vice Presidents and the Immediate Past President, who shall serve for not more than one (1) two-year term provided the Immediate Past President continues to be an active or associate member during such term.

Section 2. It shall be the duty of the Executive Board to carry out the orders of NAPS and conduct all business of NAPS during the interim of the conventions. The Executive Board shall have the power to levy assessments upon the membership. The Executive Board shall have the power to authorize necessary expenditures, and to draw vouchers for them upon the treasury. The Executive Board shall provide for the editing and publishing of a written communication, known as The Postal Supervisor, as appropriate to every NAPS member. The expenses of the Executive Board members in attendance at Board meetings and at

the national convention shall be paid by NAPS.

The Executive Board shall not assume any financial obligation in staging a national convention that is in excess of the amount reported available by the Secretary/Treasurer for that convention. At the conclusion of each convention, any money not used for the convention shall be transferred to the general fund.

Section 3. There shall be such other committees appointed by the President as may be authorized by the Association or Executive Board. Members called for service on national committees (other than convention committees) shall be paid at their regular daily rate of postal pay for the time necessary to serve on these committees, plus per diem allowance as authorized by the Executive Board.

Section 4. If a member of the Executive Board accepts a detail to the US Postal Service Headquarters for a period of six (6) months or more, the position shall be declared vacant and the President shall appoint a replacement, subject to the approval of the Executive Board.

Section 5. There shall be no business or financial interest on the part of any member of the Executive Board or its agents which conflicts with their duty to the Association or its members.

ARTICLE IX

PRESIDENT

Section 1. The President shall preside at all meetings of this Association; shall call special meetings when ordered to do so, according to Article V; shall appoint committees and Sergeants-at-Arms; shall fill all vacancies which may occur, subject to the approval of the Executive Board; shall decide all questions of order (subject to an appeal to the convention); shall enforce the laws and rules of the Association; shall approve/disapprove all vouchers drawn on the treasury, and shall perform such other duties as pertain to the President's office. The President shall be a full-time paid officer of this Association with headquarters at the national office.

Section 2. In the event of a permanent vacancy in the office of the President, through death, resignation or permanent disability, the Executive Vice President shall become the President.

If for any reason the Executive Vice President shall not be able to assume the duties of President, the

Secretary/Treasurer shall assume the duties of the President. In the event the Secretary/Treasurer shall not be able to do so, the Executive Board shall meet and select a President, determined by two-thirds vote.

ARTICLE X

EXECUTIVE VICE PRESIDENT

Section 1. The Executive Vice President shall serve in the absence of the President.

Section 2. The Executive Vice President shall maintain liaison with members of Congress and shall endeavor to have bills introduced as mandated by national conventions.

Section 3. The Executive Vice President shall prepare briefs and make oral testimony before committees in the House of Representatives and Senate of the United States when necessary to promote legislation of interest to NAPS.

Section 4. The Executive Vice President shall process all resolutions.

Section 5. The Executive Vice President shall assume such other duties and responsibilities as assigned by the President.

Section 6. The Executive Vice President shall be a full-time paid officer of this Association with headquarters at the national office.

ARTICLE XI

SECRETARY/TREASURER

Section 1. The Secretary/Treasurer shall keep an accurate record of the meetings of the Association, including the Executive Board; shall have charge of all correspondence; and, shall be the statistician of the Association.

Section 2. The Secretary/Treasurer shall be the custodian of all funds of the Association. The Secretary/Treasurer shall receive and record all funds for the Association, deposit them in federally insured financial institutions and transfer them to an operating and/or investment account. The Secretary/Treasurer shall review all Association expenditures, furnish quarterly financial reports and publish them in *The Postal Supervisor*. The Secretary/Treasurer shall be a permanent Budget Committee member.

Section 3. The Secretary/Treasurer shall prepare for the Credentials Committee at the national convention a list of all state branches showing the number of votes that each one is entitled to as shown on the Secretary/Treasurer's roster, as provided for in Article IV, Sections 1 and 4.

Section 4. The Secretary/Treasurer shall assume such other duties and responsibilities as assigned by the President.

Section 5. The Secretary/Treasurer shall be a full-time paid officer of this Association, with headquarters at the national office.

Section 6. The Secretary/Treasurer will ensure that *The Postal Supervisor* magazine is published monthly, except during National Convention years, when 11 issues of *The Postal Supervisor* will be published, which will include a special national convention issue.

ARTICLE XII

NATIONAL VICE PRESIDENTS AND AREA VICE PRESIDENTS

Section 1. The five (5) National Vice Presidents, one (1) from each region, shall co-chair the Membership Committee and shall assume such other duties and responsibilities as assigned to them by the President.

Section 2. The National Vice Presidents shall coordinate activities of the Area Vice Presidents and shall be the chief liaison officers between the Association and the USPS area office in the regions they represent.

Section 3. The sixteen (16) Area Vice Presidents shall be responsible for membership, grievances and other problems of the members in their respective areas. They shall coordinate the activities of the state and local branches and provide proper and adequate representation in all matters of concern to the membership within their areas. They shall report to their designated National Vice President.

ARTICLE XIII

DUES AND ASSESSMENTS

Section 1. The national dues (the national per capita tax) of this Association shall be \$91 per active member, per year, effective January 1, 2005. Active members shall have the option of paying national dues

by signing *Form 1187*, authorizing dues to be withheld from their paychecks bi-weekly, or by paying a lump sum at intervals determined by their state or local branches.

Section 2. For members who do not elect to have dues withheld from their paychecks, the local and state branches shall be responsible for collecting the dues of such members using the direct pay method. Direct pay members shall pay national dues to their branches at intervals determined by their branch.

Direct pay members will be placed on the computerized dues check-off print-out and the national per capita tax will be deducted for such members from the money that is returned to the branch.

Any branch having direct pay members must have sufficient money returned to the branch monthly on the dues check-off print-out to cover the monthly payment to be deducted for such members. Any branch not having sufficient money to cover the monthly payment to be deducted for its direct pay members shall have its members' monthly withholdings automatically raised to an amount no less than sufficient to cover such dues.

Section 3. Payments of dues and per capita tax on members in good standing who are called into active military service shall be waived during such service and said members shall be removed from the active roster until returned from active duty and restored as active branch members. *The Postal Supervisor* will be mailed only upon receipt of the necessary expenses thereof.

Section 4. Associate member national dues of the Association shall be one-half the national per capita tax. Associate members shall pay national dues to their branches at intervals determined by their local or state branches. Branches shall bill their associate members at the determined intervals to keep their membership records and dues current.

Associate members will be placed on the computerized dues check-off print-out and the national per capita tax will be deducted monthly for such members from the money that is returned to the branch.

Any branch having associate members must have sufficient money returned to the branch monthly on the dues check-off print-out to cover the monthly payment to be deducted for such members. Any branch not having sufficient money to cover the monthly payment to be deducted for its associate members shall have its members' monthly withholdings automatically raised

to an amount no less than sufficient to cover such dues.

Section 5. Local and state branches will be required to pay the cost charged by the USPS, if any, for collecting dues for those in the dues withholding program.

Section 6. Funds received from Postal Data Centers by the Secretary/Treasurer will be processed by deducting one-twenty-sixth of the annual per capita per pay period, the remainder to be remitted to the branch secretaries monthly.

A list of the members from whom deductions are made will be prepared and a copy sent to the respective branches.

Section 7. The amount of \$14 of the annual per capita of each dues-paying member shall be set aside for a subscription to *The Postal Supervisor*.

The amount of \$4.00 of the annual per capita of each active and associate member shall be set aside for the national convention fund to be administered by the Executive Board.

The amount of \$4.00 of the annual per capita of each active and associate member shall be set aside for the Education and Training Fund annually, to be administered by the Executive Board.

The amount of \$13 of the annual per capita of each active member shall be set aside for the Disciplinary Defense Fund (DDF), to be administered by the Executive Board.

Section 8. All branches are required to be on "Direct Deposit" for receipt of dues withholding checks.

ARTICLE XIV

BRANCHES

Section 1. Branches shall set their own dues, fees and assessments which shall be no less than the national per capita.

Section 2. Local or state branches may enact a constitution and bylaws not in conflict with the national Constitution and Bylaws of the Association.

Section 3. Local branches shall hold at least two (2) membership meetings per calendar year and state branches shall hold at least one (1) meeting per calendar year.

Section 4. Each local and state branch must hold elections of officers at least once every two years to elect two or more officers, with one officer being the

1 president. Elected officers of a local branch must be
2 members of that respective branch. Elected officers of
3 a state branch (i.e., state, bi-state, or tri-state) must be
4 members of the respective state branch or a member
5 affiliated with a local branch within that state (i.e.,
6 state, bi-state or tri-state). Branches should report a
7 change in branch officers to NAPS Headquarters
8 within 30 days of any said change with the submission
9 of all the relevant meeting minutes.

11 **ARTICLE XV**

12 **REFERENDUM VOTE AND** 13 **AMENDMENTS**

14 **Section 1.** (a) Propositions or proposed amend-
15 ments to this Constitution may be submitted to referen-
16 dum by the Executive Board, or upon the request of
17 twenty (20) percent of the local and the state branches,
18 provided the President and the Secretary/Treasurer
19 shall certify that such endorsement was by referendum
20 in their respective branches.

21 (b) The Association in convention assembled
22 may, by majority vote, refer any resolution or amend-
23 ment for referendum vote.

24 (c) Propositions for referendum to be voted by the
25 membership shall be filed with the Secretary/Treasurer,
26 who will order them printed in the next issue of *The*
27 *Postal Supervisor*. Propositions or amendments shall be
28 so stated that a “yes” or “no” vote can be registered. No
29 more than four (4) pages of the succeeding two (2) issues
30 in *The Postal Supervisor* shall be devoted to arguments
31 on both sides of the question and space shall be divided
32 evenly between the two (2) sides.

33 The President shall appoint a Ballot Committee
34 of no fewer than three (3) members, composed of rep-
35 resentatives of both sides of the issue. Immediately af-
36 ter the arguments are concluded in *The Postal Supervi-*
37 *sor*, the Ballot Committee shall prepare and mail a bal-
38 lot to each individual member of this Association in
39 good standing.

40 To ascertain the validity of the voter and to en-
41 sure secrecy of the ballot, the double-envelope system
42 shall be used. After marking the ballot, the voter shall
43 place it in an inner envelope which shall be plainly
44 marked “ballot” and sealed with no identifying marks.
45 The outer envelope shall be addressed to the Ballot
46 Committee. The voter shall sign the outer envelope to
47 permit checking his/her validity as a voter. Unsigned

48 outer envelopes will render the ballot invalid. The
49 outer envelope shall be addressed to the Ballot Com-
50 mittee at National Headquarters, and shall have plainly
51 indicated space for signature and return card of the
52 voter, who shall be instructed to sign his/her name and
53 address as it appears on the national roster to permit
54 easy identification. Ballots must be returned within
55 sixty (60) days of the date of mailing.

56 At the expiration of the sixty-day period, the
57 Ballot Committee shall assemble at National Head-
58 quarters to tabulate the votes. Outer envelopes shall be
59 checked against the roster to ascertain the validity of
60 the voter and inner envelopes shall not be opened until
61 the entire accumulation of outer envelopes have been
62 stripped of their contents. The results of the referen-
63 dum shall be published in the next issue of *The Postal*
64 *Supervisor*. If a majority of the members voting favor
65 the amendment or the proposition, the same shall be
66 operative on the first day of the succeeding month,
67 provided no referendum shall be effective unless fifty
68 (50) percent or more of the members of NAPS shall
69 have voted on the proposition.

70 (d) After the proposition or amendment has been
71 placed before the membership for referendum and
72 vote, it shall not again be submitted for referendum
73 within a year.

74 **Section 2.** (a) Constitutional amendments not
75 printed in the convention resolutions book must be
76 read at one business session prior to being discussed
77 and acted upon at a second business session.

78 A business session is defined as a meeting com-
79 pleted by noon, or between noon and 6:00 p.m., or be-
80 ginning after 6:00 p.m.

81 (b) This Constitution may be amended at any
82 convention of the Association by a two-thirds vote of
83 the delegates present at the time the vote is taken, pro-
84 vided that if a roll call vote be demanded, each vote
85 shall be by branches and each branch represented shall
86 be empowered to cast the number of votes to which it
87 is entitled, regardless of the number of delegates.

88 Any division of delegates of a branch shall be
89 adjusted by the President by allowing each delegate
90 present to have the prorated number of votes to which
91 the delegate is entitled, unless it can be conclusively
92 shown that such delegation is bound by the instructions
93 of such branch to vote as a unit.

94 This procedure shall also govern all roll call
95 votes at the national convention.

Bylaws

ARTICLE I

QUORUM

In any convention of the Association, twenty-five (25) branches duly represented shall constitute a quorum.

ARTICLE II

ORDER OF BUSINESS

The following order of business shall be observed, unless varied by vote:

- Report of Credentials Committee;
- Roll Call of Executive Board members;
- Appointment of Committees;
- Report of Officers;
- Report of Committees;
- Unfinished Business;
- New Business;
- Election of Officers and Convention City; and,
- Adjournment.

ARTICLE III

PARLIAMENTARY PROCEDURE

Section 1. “Robert’s Rules of Order Newly Revised” shall govern the proceedings of this Association except where otherwise provided for by the Constitution and Bylaws or rules adopted by the convention in session.

Section 2. The President shall appoint a parliamentarian at the opening session of each convention, and any set of rules proposed shall be reproduced and distributed to the delegates for study. No vote to approve or reject such rules shall be taken until the Credentials Committee has made its initial report of the convention voting strength.

ARTICLE IV

COMMITTEES

Section 1. The President shall appoint the following committees for the convention: Credentials, Resolutions, Audit, Rules and such other committees as deemed necessary.

Section 2. Prior to the convention, the President shall appoint and direct to report to the convention city, prior to the opening date, such committees as the President deems necessary to expedite consideration and reports to the convention. For such days in advance of the opening of the convention the members of such committees shall be compensated at the headquarters hotel single room rate plus taxes and fees. The Executive Board shall determine the amount to be paid each delegate for food based on the cost of living in the area where the convention is being held, but not less than the Postal Service per diem rate.

Section 3. (a) The Sergeants-at-Arms shall be appointed by the President at the opening of the convention.

(b) Their duties shall be to maintain order and to compel the attendance of members at sessions when directed to do so by the President.

ARTICLE V

BONDS

The President, Executive Vice President, Secretary/Treasurer and all employees of the Association shall be bonded in such sums as may be determined by the Executive Board. Such bond shall be executed by a reputable surety company and the premium shall be paid by the Association.

ARTICLE VI

CHARTER FEE

The charter fee for branches shall be \$5 and shall accompany the application.

ARTICLE VII

**NATIONAL CONVENTION
REGISTRATION FEE**

The Executive Board shall establish and collect a national convention registration fee from delegates and visitors.

ARTICLE VIII

SALARIES

The salaries of the President, Executive Vice President and Secretary/Treasurer are currently set as follows:

The salary of the President is currently \$162,697.60 annually.

The salary of the Executive Vice President is currently \$154,627.20 annually.

The salary of the Secretary/Treasurer is currently \$154,627.20 annually.

Salary and/or merit increases shall be automatically granted at the same time as those granted supervisors by the USPS on an annual basis or at whatever frequency is in use by the Postal Service to compensate EAS employees.

Salary or merit increases for NAPS resident officers shall be equal to the average national payout for active EAS employees for the compensation program in use in the applicable year for current and future years automatically at the same time salary increases are provided to active EAS employees.

In the event EAS employees experience a pay freeze, now or in the future, the resident officers' salaries also will be frozen in the same manner and for the same duration as active EAS employees.

ARTICLE IX

DISCIPLINARY DEFENSE FUND

Section 1. NAPS is committed to representing its membership in all areas, including adverse action. The Disciplinary Defense Fund (DDF) was established by the membership, for the membership, to provide representation for NAPS members in appealing adverse actions, RIFs and debt collection actions taken against them.

NAPS is a professional organization of supervisors and managers (as opposed to a union). Under this classification, NAPS is not obliged to defend each and every member, regardless of the charges they may face. The integrity of NAPS, both national and local, and the interests of the Postal Service must be considered when receiving a request for DDF advocacy.

Section 2. The DDF only is to be used for active and associate members, including individuals who were members in good standing at the time of retirement. To be eligible for representation through the DDF, an active member must meet the following criteria:

“(a) the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft, or “(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and “(c) any additional criteria outlined in the ‘Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents’ in the NAPS *Officer Training Manual*.”

Section 3. The DDF shall be administered by the Executive Board.

Section 4. The NAPS resident officers shall review requests for evidentiary expenses resulting from a member's DDF representation, and, when deemed necessary, authorize payment in an amount not to exceed \$1,000 above the normally authorized fees and expenses as outlined in “Disciplinary Defense Fund: Authorized DDF Provider” in the *Officer Training Manual*.

ARTICLE X

AMENDMENTS

These Bylaws may be amended by majority vote at any national convention under the same voting procedure as provided for amendments to the Constitution.

Rules

**Proposed for the 67th
National Convention**



I. Operation of the Convention

1. The Convention shall be called to order in joint session with the Auxiliary at 9 a.m. on Monday and remain in session until noon. Delegates shall reconvene at 1:30 p.m. The Convention shall be called to order on Tuesday, Thursday and Friday at 8:30 a.m. and remain in session until noon and reconvene at 1:30 p.m., except Friday afternoon if a session should be determined necessary by the convention chair. In addition to the morning and afternoon sessions, an evening session shall be held on Thursday, if necessary, observing such hours for business as may be decided upon by the delegates and officers of the convention.
2. Admission to the business sessions of the convention shall be on presentation of credential cards held by delegates. Associate members with credential cards shall be seated in the same area with other delegates. Only registered delegates certified by their branches may speak. Future credential cards must be in a different color from the name badge.
3. A resolution submitted any time after the deadline established for printing the Convention Resolutions shall bear the name and number of the Branch and the signature of the officer of the Branch or the delegate submitting same. All signatures must be clear and easy to read. All such resolutions must be filed with the Executive Vice President by 4:30 p.m. on Monday, together with that number of copies determined by the Executive Vice President necessary to provide a copy for each registered delegate. Resolutions pertaining to "late-breaking" items can be approved for submission by the President by the close of business on Tuesday. A resolution or other original main motions not submitted by such time shall be considered only upon unanimous consent of the Convention and then only as an entirety, without division or amendment.
4. The preliminary report of the Constitution & Bylaws Committee will be made on Monday afternoon. No consideration will be given to any resolution or changes in the Constitution & Bylaws having to do with the restructuring of NAPS introduced after the preliminary report of the Constitution & Bylaws Committee on Monday.
5. In the preliminary reports of committees, a delegate who objects to a resolution will so state and, without debate, the resolution will be carried over to the final report, at which time full discussion will take place.
6. Any delegate who does not have the opportunity to object to a resolution during the preliminary report of a committee due to absence caused by attendance at another committee meeting shall be entitled to have such resolution reconsidered in the final report of the committee, provided such request is filed with the Secretary/Treasurer before the close of the Tuesday-afternoon session, report of Constitution & Bylaws Committee excepted.
7. The Chair shall be given authority to suspend the regular order of business at his or her discretion for the purpose of presenting distinguished guests and to provide for a Memorial Service.
8. Smoking, including the use of e-cigarettes, shall be banned in the convention facility.
9. All pagers, cell phones and other electronic devices are to be set on vibrate or mute while delegates are attending the business sessions of the convention. Anyone receiving calls must exit the convention floor.
10. Announcements made from the podium shall

be at the discretion of the Chair.

11. An amendment made on the floor shall be submitted in writing to the appropriate committee chair or designee immediately upon being presented to the convention. The amendment shall include the name and number of the branch and the signature of the delegate proposing the amendment.

12. At the Chair's discretion, a delegate occasionally may give instructions to the body at large. However, it is within the Chair's discretion to rule the delegate out of order should it be of the chair's opinion that such directions are obstructing the conduct of business on the convention floor.

13. The registration of convention delegates will close at noon on Thursday.

14. When a division is called for, no one can leave or enter the convention floor until the count is completed.

II. Procedure for Legislation

1. Delegates who are recognized by the Chair must identify themselves by name, branch and national office (where appropriate) before speaking.

2. The reports of committees shall be subject to amendments and substitutions from the floor of the convention, the same as other motions and resolutions.

3. A motion shall not be open for discussion until it has been seconded and stated from the Chair.

4. Speeches in debate shall be limited to three minutes, unless extended by unanimous con-

sent. Consideration of any resolution shall be limited to 30 minutes, unless extended by a majority vote of the delegates present at that session. The time in debate shall be equally divided, as much as possible, between proponents and opponents of the resolution.

5. A delegate shall not speak more than twice on the same question until all who wish to speak have had an opportunity to do so.

6. No delegate shall interrupt another, except to raise a point of order.

7. Should two or more delegates rise at the same time to speak, the Chair shall decide who is entitled to the floor.

8. No debatable motion or resolution shall be voted on until the mover has had a chance to speak on it, if he or she so desires.

9. If a delegate, while speaking, is called to order, he or she shall, at the request of the Chair, refrain from speaking until the point of order is decided.

10. When a question is pending before the convention, no motion shall be in order, except to adjourn, lay on the table, previous question, postpone to a certain time, commit or refer, divide or amend or postpone indefinitely, which motions shall have precedence in the order named.

11. Any delegate or delegates wishing to call for the question or make any other motion must be in line at a microphone and await his or her turn to be recognized by the Chair. A call for the question will be ruled out of order if at least one delegate at a microphone wishes to address the heretofore-unaddressed side of the motion.

12. A motion to lay on the table shall not be debatable.

13. A motion to reconsider shall not be authorized, unless made by a delegate who voted with the prevailing side and shall receive a majority vote.
14. A roll call on any motion shall be at the request of 40 percent of the registered delegates present at that session or at the request of the Chair.
15. When a roll call has been ordered, no adjournment shall take place until the result has been announced.
16. When a roll call has been taken and all delegates present have had an opportunity to record their votes, the balloting shall be declared closed.

III. Election and Balloting

1. Nominations for nationally elected office shall be limited to four minutes each, with no seconds. Nominations for all other offices shall be limited to two minutes each, with no seconds.
2. Nominated convention cities may not exceed 15 minutes for their presentations, with the order of presentation decided by lot.
3. At the close of all nominations, only nominees for nationally elected office may address the delegates from the dais for two minutes, if they so desire.
4. As the first order of business at the Friday-morning session, the chairman of the Ballot and Election Committee will declare unopposed candidates duly elected by casting one ballot for the convention, region or area.
5. After having performed the functions of Rule 4, the election of contested offices will take place

and balloting shall close 30 minutes after the roll call is completed for the distribution of ballots. All ballots may be picked up at the beginning of the roll call, so all delegates will have the same amount of time to vote. In the event a runoff election is necessary for any office or convention city, it shall be scheduled as the first order of business at the Friday-afternoon session, with balloting closing 30 minutes after the roll call is completed for the distribution of ballots; all doors will be secured.

IV. Parliamentary Authority and Order of Business

1. "Robert's Rules of Order, Newly Revised," shall be the guide on all matters that are not herein provided.
2. The following order of business is followed:

Order of Business

1. Opening Ceremony and Introductions
2. Call to Order
3. First Report of Credentials and Registration Committee and Declaration of a Quorum
4. Roll Call of Officers and Executive Board
5. Report of Rules Committee
6. Appointment of Convention Committees
7. Preliminary Reports of Convention Committees
8. Final Reports of Convention Committees
9. Nominations of Officers and Convention Cities
10. Election of Officers and Selection of Convention City
11. Unfinished Business
12. New Business
13. Installation of Officers, Friday
14. Adjournment

Past NAPS Convention Sites

1908 Louisville, KY	1950 Washington, DC
1909 Chicago, IL	1952 Pittsburgh, PA
1910 Pittsburgh, PA	1954 Miami, FL
1911 Dayton, OH	1956 Omaha, NE
1912 Memphis, TN	1958 Louisville, KY
1913 Toledo, OH	1960 Philadelphia, PA
1914 Atlantic City, NJ	1962 Denver, CO
1915 Atlantic City, NJ	1964 Miami, FL
1916 Louisville, KY	1966 Boston, MA
1917 Cleveland, OH	1968 San Francisco, CA
1918 Atlantic City, NJ	1970 Cincinnati, OH
1919 Atlantic City, NJ	1972 Phoenix, AZ
1920 Detroit, MI	1974 Atlanta, GA
1921 Washington, DC	1976 St. Louis, MO
1922 Denver, CO	1978 Milwaukee, WI
1923 Richmond, VA	1980 Denver, CO
1924 Minneapolis, MN	1982 Las Vegas, NV
1925 Cleveland, OH	1984 Baltimore, MD
1926 Atlantic City, NJ	1986 Nashville, TN
1927 Niagara Falls, NY	1988 San Antonio, TX
1928 Louisville, KY	1990 San Diego, CA
1929 Baltimore, MD	1992 Louisville, KY
1930 Dallas, TX	1994 Buffalo, NY
1931 San Francisco, CA	1996 Portland, OR
<i>The national convention frequency was changed to biennial, effective with the 1933 national convention.</i>	
1933 Chicago, IL	1998 New Orleans, LA
1935 Kansas City, MO	2000 Anchorage, AK
1937 Nashville, TN	2002 Greensboro, NC
1939 Boston, MA	2004 Kansas City, MO
1941 Indianapolis, IN	2006 Las Vegas, NV
1943 War year; no convention	2008 Louisville, KY
1945 War year; no convention	2010 Orlando, FL
1946 Chicago, IL	2012 Reno, NV
1948 Los Angeles, CA	2014 San Diego, CA
	2016 National Harbor, MD
	2018 Uncasville, CT



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