

The following resolutions were referred to the

**Resolutions Committee**

25

WHEREAS, The 2021 Supervisors' Political Action Committee (SPAC) Reception, traditionally held during the NAPS Legislative Training Seminar (LTS) to recognize top SPAC contributors, was rescheduled and held during the 67th NAPS National Convention, and

WHEREAS, Due to the limited number of branches sending members to LTS, not all Ultimate- and VP-Elite-level SPAC contributors have the opportunity to attend LTS each year and be recognized for their generous SPAC contributions and participate in the traditional SPAC Reception, and

WHEREAS, Branches tend to send more members to a national convention than LTS, giving more Ultimate- and VP-Elite-level SPAC contributors the opportunity to attend a national convention, and

WHEREAS, The intent of the SPAC Reception is to recognize as many NAPS SPAC Ultimate and VP Elite contributors as possible in a given year, therefore be it

RESOLVED, That effective after the close of the 68th NAPS National Convention, in odd-numbered years, the annual NAPS SPAC Reception will be

held during LTS and in even-numbered years the annual SPAC Reception will be held during the national convention, and be it further

RESOLVED, That if LTS and the national convention are held during the same odd-numbered year, the SPAC Reception will be held during the national convention.

Wisconsin State Branch 956

26

WHEREAS, The NAPS resident officers, on election to their offices, in most cases, have the expense of taking care of two households, and

WHEREAS, Other federal employees currently enjoy locality pay no matter where they work, and

WHEREAS, NAPS wants to effectively attract and retain the best-qualified resident officers in high cost areas, and

WHEREAS, NAPS resident officers work many weekends attending NAPS functions for local branches without any additional compensation, and

WHEREAS, Inflation has dramatically increased over the past years, particularly housing, therefore be it

RESOLVED, That the NAPS resident officers be provided a \$1,500 monthly allowance for housing in the Washington, DC, area.

Mary Burkhard Branch 244

WHEREAS, NAPS is the premier postal management organization in which to be a member, and

WHEREAS, NAPS Headquarters has challenged all branches to increase membership by signing new members, and

WHEREAS, NAPS needs to transform the current member enrollment process to align with today's widely used digital environment, therefore be it

RESOLVED, That NAPS Headquarters obtains and uses a Quick Response (QR) code that will be incorporated with the membership packets sent out to prospective members, membership promotions and other correspondence deemed appropriate by NAPS Headquarters or branches, and be it further

RESOLVED, That this QR code takes the prospective member to the NAPS membership page where they will have the option of joining by completing an online or hard-copy NAPS *Form 1187*. Any required signature for the online form is a digital, and be it finally

RESOLVED, That the completed online form be submitted to NAPS Headquarters electronically after completion. The completed hardcopy version would be mailed or emailed to NAPS Headquarters.

WHEREAS, Growing and maintaining membership is vital to maintaining the strength of NAPS, and

WHEREAS, The effectiveness of NAPS' legislative efforts is dependent on the efforts of members and their financial contributions to the Supervisors' Political Action Committee (SPAC), and

WHEREAS, NAPS recognizes those who have made SPAC contributions through awarding pins, recognition in *The Postal Supervisor* and inclusion in group photos, therefore be it

RESOLVED, That NAPS begins recognizing the states and branches that gain the largest percentage of new members through *The Postal Supervisor* on a quarterly basis, and be it further

RESOLVED, That NAPS places an option box on *PS Form 1187* to allow each member to decide if they want to have their name placed as a new member in *The Postal Supervisor*, and be it further

RESOLVED, That NAPS recognizes each branch that maintains membership above 85% for the entire fiscal year with pins, magazine listing and a monetary award to be determined by NAPS Headquarters, and be it finally

RESOLVED, That NAPS gives additional recognition to each branch for recruiting the most members per month in the entire fiscal year.

Handelman-Palladino, NY, Branch 935

29

WHEREAS, *Form 1187* is used to enroll members in NAPS, and

WHEREAS, Organizations are permitted to modify the *Form 1187* to clarify its purpose and usage, and

WHEREAS, Occasionally, EAS employees are pressured to either not join or resign from NAPS by their managers, therefore be it

RESOLVED, That the *Form 1187* be amended to allow new members to indicate their preference that their name will not be published in *The Postal Supervisor* on enrollment.

Virginia State Branch 951

30

WHEREAS, Growing and maintaining membership is vital to maintaining the strength of NAPS, and

WHEREAS, The effectiveness of NAPS' legislative efforts is dependent on the efforts of members and their financial contributions to the Supervisors' Political Action Committee (SPAC), and

WHEREAS, NAPS recognizes those who have made SPAC contributions through awarding pins, recognition in *The Postal Supervisor* and inclusion in group photos, and

WHEREAS, NAPS has been encouraging individual members to recruit new members through cash awards and pins indicating membership in the High-Five Club, therefore be it

RESOLVED, That NAPS recognizes specific states and branches that gain the largest percentage of new members on a quarterly basis through recognition in *The Postal Supervisor*, and be it further

RESOLVED, That NAPS recognizes individuals who have recruited new members with group photos and inclusion in *The Postal Supervisor*, with additional recognition pins for recruiting more than five new members.

Virginia State Branch 951

31

WHEREAS, NAPS has been providing representation and training for postal supervisors and managers for over 110 years, and

WHEREAS, the United Postmasters and Managers of America (UPMA) is aggressively trying to gain membership among supervisors and managers by offering associate membership to craft employees aspiring to management positions, and

WHEREAS, UPMA is offering one year, free membership to new EAS employee members, and

WHEREAS, The benefits and advocacy provided to NAPS members are too valuable to offer on a complimentary basis, therefore be it

RESOLVED, That NAPS encourages member outreach to acting supervisors (204-Bs) with printed support materials outlining what NAPS provides, as well as offering tips on the EAS promotion process, and be it further

RESOLVED, That these 204-Bs be allowed to attend local branch meetings at a price determined by the local branch.

Handelman-Palladino, New York, Branch 935

32

WHEREAS, EAS employees are being charged AWOL when a call is placed for illness, emergency leave and dependent care leave, and

WHEREAS, Postmasters, OICs and station managers are leaving EAS employees in that AWOL status until they wish to make the change as required by the EAS employee, therefore be it

RESOLVED, That USPS management pay the EAS employee's requested leave at the time of the call per their submitted 3971.

California State Branch 905

33

WHEREAS, First-timers are the future of NAPS, and

WHEREAS, Participation in a convention could encourage members to be active in their local branches, and

WHEREAS, some state conventions do not charge registration fees for first-timers as an incentive to attend a convention, therefore be it

RESOLVED, That NAPS waives registration fees for all first-timers at national conventions.

Michigan State Branch 925

34

WHEREAS, With the current Postal Service higher-level rules, many EAS employees are required to perform higher-level duties, in addition to their normal duties, on a routine and recurring basis without appropriate compensation or recognition, and

WHEREAS, These EAS employees still are held accountable for the decisions they make performing higher-level duties, and

WHEREAS, The Postal Service could not effectively operate without EAS employees being placed into important decision-making positions on a daily basis, and



WHEREAS, It is not ethical or financially responsible to expect EAS employees to be placed into higher-level, decision-making positions on a daily basis, therefore be it

RESOLVED, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

RESOLVED, That a new higher-level compensation procedure be created that will serve to acknowledge and compensate EAS employees immediately when they are required to perform higher-level duties in shift durations.

Oregon State Branch 940

35

WHEREAS, The USPS is constantly changing, and

WHEREAS, The USPS is constantly adding new programs that require staffing by postal employees, and

WHEREAS, The Postal Service is not always equitable and fair when staffing for new programs before full-time positions are approved, and

WHEREAS, Current EAS employees often are overlooked when staffing NTE details and these opportunities are given to less-qualified craft employees, therefore be it

RESOLVED, That NAPS consults with the Postal Service to implement a policy where no NTE details will be granted to craft employees before EAS

employees are made aware of the opportunity and given the first opportunity for the detail.

Oregon State Branch 940

36

WHEREAS, There is no current Supervisor Staffing Workload Evaluation process for Mail Processing, and

WHEREAS, There is no current process to evaluate current SDO duties encompassed, therefore be it

RESOLVED, That NAPS enters into consultations with the USPS to develop and implement a Supervisor Staffing Workload model for Mail Processing facilities, and be it further

RESOLVED, That the Supervisor Staffing Workload Evaluation process encompasses all duties, employees, machinery and responsibilities of SDO positions.

Oregon State Branch 940

37

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 that were 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 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 consultation 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

38

WHEREAS, The Postal Service is not well-served when vacant EAS positions are not filled in a timely manner, and

WHEREAS, The Postal Service often times manipulates EAS postings to avoid timely filling of these positions, therefore be it

RESOLVED, That the USPS consults with local NAPS representatives prior to vacant EAS positions being held longer than 75 days.

Oregon State Branch 940

39

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

WHEREAS, Under 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 benefit, and

WHEREAS, The Postal Service, through postal reform legislation, now manages the health benefits of all Postal Employees—currently employed and retired, therefore be it

RESOLVED, That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

Oregon State Branch 940

40

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 into 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 program or task that is added, 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 be prioritized with current duties.

Oregon State Branch 940

41

WHEREAS, Pay equity between managers and postmasters and the subordinate EAS employees they supervise has deteriorated, caused by an EAS pay freeze and the lack of an EAS pay package, and

WHEREAS, When an EAS employee competes and is awarded a manager or postmaster promotion, added responsibilities are expected by the USPS, and

WHEREAS, With additional responsibilities comes respect, and

WHEREAS, Respect for an employee is equitable compensation from their employer, commensurate with their responsibilities, therefore be it

RESOLVED, That no EAS supervisor shall earn less than 5% more than the top of the pay scale of any craft employee they supervise, and be it further

RESOLVED, That no manager or postmaster shall earn less than 5% more than the top of the pay scale of any employee they supervise, including subordinate EAS employees.

Oregon State Branch 940

42

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

43

WHEREAS, The compensation of USPS craft employees has grown faster than the compensation of EAS employees over the past 20 years, and

WHEREAS, The lack of a COLA in the EAS pay agreement has not allowed the EAS pay to stay competitive with the private sector and similar pay grades in public service, and

WHEREAS, The craft differential provision in the EAS pay agreement has benefited the EAS initial-level supervisor and junior EAS employees, but it does not benefit all EAS employees, therefore be it

RESOLVED, That NAPS consults with the USPS to change the craft differential provision in the EAS pay package to benefit all EAS employees, and be it further

RESOLVED, That each time the base salary of the EAS initial-level supervisor is adjusted to comply with the craft differential guidelines, all EAS employees will be adjusted by the same amount.

Oregon State Branch 940

44

WHEREAS, Exempt field employees routinely are being required to work additional hours due to staffing issues and operational requirements, and

WHEREAS, Exempt field employees are working up to 12-16 hours per day, six or seven days in a service week and are unable to be equitably compensated for the time they are working, and

WHEREAS, The *ELM 519.733* allows exempt field employees to take a different day off during a service week for compensation of being required to work on a SDO, and

WHEREAS, Most exempt field employees are not able to take additional time off during the same service week to compensate them for the many additional work hours they are working on a regular basis due to staffing issues and operational requirements, and

WHEREAS, The *ELM 519.733* has no provision to compensate exempt field employees for being required to work additional hours due to staffing issues and operational requirements, therefore be it

RESOLVED, That *ELM 519.733* be amended to compensate exempt field employees for all additional hours they are required to work due to staffing issues and operational requirements, and be it further,

RESOLVED, That *ELM 519.733* be amended to allow exempt field employees who work additional hours be allowed to choose among:

1. Taking a day off not within the same service week,
2. Compensation with pay for all additional hours worked (additional time)

or

3. Compensation of one hour of annual leave for one hour of required additional work added to their leave balance.

Oregon State Branch 940



45

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

WHEREAS, The *ELM* 519.733 reads: “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor *may grant* [emphasis added] a full day of personal absence without charging it to official leave,” and

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

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

RESOLVED, That NAPS consults with the Postal Service to change the language in the *ELM* 519.733 to reflect: “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal 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

46

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

WHEREAS, The Postal Service needs the 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

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 non-scheduled day.

Oregon State Branch 940

47

WHEREAS, The USPS currently is issuing corrective actions against EAS employees without conducting an Investigative Interview with the impacted EAS employee, and

WHEREAS, The *ELM* 650 does not specifically require an Investigative Interview with an EAS employee in a situation where discipline may result, and

WHEREAS, This situation does not allow an EAS employee their “day in court” to explain their side of the story, which may help change the outcome of a dispute, therefore be it

RESOLVED, That NAPS consults with the USPS to stop this practice immediately, and be it further,

RESOLVED, That NAPS consults with the USPS to revise *ELM 650* to require a thorough investigation, including an Investigative Interview, prior to any corrective action being issued to an EAS employee.

Oregon State Branch 940

48

WHEREAS, Rank-and-file EAS employees do not believe NAPS is doing enough to convince the USPS to decrease the number of hours they are being required to work to complete their duties, and

WHEREAS, EAS employees do not believe NAPS supports a healthy work-life balance for EAS employees through the consultative process with the USPS, therefore be it

RESOLVED, That NAPS issues a position paper that states: “NAPS supports the concept that all EAS employees be able to perform their duties within eight hours on a regular basis.”

Oregon State Branch 940

49

WHEREAS, The USPS is failing to recruit, hire and train enough entry-level craft employees to adequately staff all postal facilities, and

WHEREAS, USPS service levels and Customer Service levels are negatively affected by the inadequate staffing of all postal facilities, which affects EAS pay, and

WHEREAS, Inadequate staffing levels negatively affect EAS employees, requiring extra workhours to manage the staffing shortages, and

WHEREAS, In many cases, EAS employees are being required to perform work for vacant craft assignments, and

WHEREAS, EAS employees are currently required to try to recruit, hire and train entry-level craft employees using USPS processes that are not effective, and

WHEREAS, EAS input is critical to update and change these processes, therefore be it

RESOLVED, That NAPS consults with the USPS to partner with the agency to improve processes, pay and benefits used to successfully recruit, hire and retain entry-level craft employees.

Oregon State Branch 940

50

WHEREAS, A craft employee for the USPS on the designated Christmas holiday is paid a premium pay, and

WHEREAS, All USPS employees should be compensated equally, therefore be it

RESOLVED, That all EAS employees be paid a premium when working Dec. 25, and be it further

RESOLVED, That this resolution is included in pay talks.  
Greenville, SC, Branch 228

51

WHEREAS, The USPS currently is first posting EAS Level-18 postmaster positions to craft employees before posting to EAS employees, and

WHEREAS, This processes bypasses eligible EAS Employees, therefore be it RESOLVED, That NAPS consults with the USPS to ensure all vacant EAS positions be posted to EAS employees prior to being posted to craft employees.  
Oregon State Branch 940

52

WHEREAS, There are many questions that need answering or discussing between convention delegates and the resident officers, Executive Board and legal team after not being able to see and engage with them for two years between conventions, and

WHEREAS, There is no scheduled question-and-answer session existing in any convention program for airing these concerns, rather, there is a haphazard,

unscheduled squeeze-in of time found to do so, generally at the end of the convention, and

WHEREAS, This has proven to be counterproductive and affects the questions to be asked by not allowing adequate time to formulate and ask well-thought-out questions for consideration, therefore be it

RESOLVED, That at every convention there be scheduled a two-hour period for questions and inquiries of the Executive Board, resident officers and legal team on the first day of the convention to air and address any questions or concerns the delegates may need to be addressed, and be it further

RESOLVED, That each delegate be allotted five minutes to ask their questions at the microphones, and be it further

RESOLVED, That such time be suspended when the answer is rendered from the resident officers, Executive Board or legal team to allow for discussion and clarifying questions, and be it finally

RESOLVED, That the time will restart when the answer from the aforementioned parties is concluded until the delegate's time expires.

Georgia State Branch 912

WHEREAS, The Initial Management Inquiry Process (IMIP) allows managers, postmasters and supervisors to whom an employee brings a complaint to get enough information at the outset to do the following:

1. Determine whether there is an immediate need to separate the harasser and harassee.
2. Determine whether there is an immediate need to recommend that an employee seek Employee Assistance Program (EAP) counseling.
3. Determine whether other employees are being harassed.
4. Assess the nature and scope of the problem in the workplace.
5. Decide if you, as the manager or supervisor, can remedy the problem or whether to refer to your manager, Human Resources (for Headquarters and Headquarters field units, manager, HR Headquarters) for further investigation because of the individuals involved or the nature and scope of the charges, and

WHEREAS, The IMIP-trained investigators currently have minimal training and without any regular follow-up training (i.e., annual training), and

WHEREAS, The current IMIP process *does not* allow the “accused” to review any documentation that was submitted, and

WHEREAS, Currently, the IMIP investigators, at the completion of their investigation, submit their findings to the district HR manager who will decide on the matter, without an appeal process in place, therefore be it

RESOLVED, That all IMIP investigation teams should have at least one vetted NAPS representative who all are thoroughly trained, with follow-up training as deemed necessary, and be it further

RESOLVED, That the accused EAS employee and NAPS representative be afforded the right to review evidence gathered during the investigation, and be it further

RESOLVED, That if there should be a need to separate the alleged harasser and harassee, it should not be automatically assumed that the EAS employee is moved, as that has its own negative implications, and be it finally

RESOLVED, That an appeals process be initiated to appeal adverse decisions.

South Jersey Branch 74

54

WHEREAS, *Title 39* stipulates, in part, that “compensation benefits and other terms and conditions of employment shall continue to apply to officers and employees of the Postal Service, and that no variation, addition or substitution shall result in a program of fringe benefits which on the whole is less favorable to the officers and employees than fringe benefits in effect on the effective date of this section of law,” and



WHEREAS, The strict interpretation of *Title 39* in this area would prohibit any changes in any fringe benefit detrimental to the whole to be just as damaging as the elimination, variation or substitution of any fringe benefit, while maintaining the benefit as a benefit, but reducing said benefits rates and percentages to levels far below what were in effect at the enactment of the Postal Reorganization Act of 1970, and

WHEREAS, There is evidence of variations, substitutions and changes in fringe benefits that have resulted in unfavorable fringe benefits in comparison to the fringe benefits guaranteed by law in the 1970 Postal Reorganization act; for example, annual and sick leave accrual rates for newer managers, percentages of employee contributions to health care plans and life insurance, higher rates for health and life insurance, etc., therefore be it

RESOLVED, That NAPS take an exhaustive look at all fringe benefits that were in effect at the codification of *Title 39* and make a comparative study as to the benefits, levels of benefits, percentages and all other governing factors of such benefits, and be it further

RESOLVED, That if it is legally found that detrimental variations of any of the above are found, that the Postal Service be notified of such aberrations and given a 30-day period to address these issues with plans to correct the violations of law and return the guaranteed fringe benefits to the levels guaranteed to the lock-in

period prescribed in the 1970 *Title 39* levels, with all affected employees made whole for any amounts due because of the illegal variation, and be it finally

RESOLVED, That if the time limits are exhausted for correspondence or NAPS' initial correspondence is ignored, NAPS immediately goes to court to address this issue.

Atlanta DNC Branch 567

55

WHEREAS, The first paragraph of *Title 39* stipulates, in applicable part: “The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the government of the United States, authorized by the Constitution, created by act of Congress and supported by the people,” and

WHEREAS, Because the law instructs the Postal Service is a service and not a business, it is inappropriate to mandate financial goals to a service organization and its managers that are not in the business of making a profit, but are tasked with providing service funded by the American people to serve the American people by law, and

WHEREAS, No market share, revenue or income data requirements were included in the law that factor into any salary requirements for non-bargaining employees, such inclusion indicating *ultra vires* action by the Postal Service imposing pay requirements that are illegal according to established law, and

WHEREAS, Goals of this type are legal only for bonus purposes, and

WHEREAS, Only PCES managers qualify for these bonuses by law—these requirements are not legal for EAS managers and supervisors, therefore be it

RESOLVED, That NAPS does not discuss or accept any pay package for EAS employees that includes any revenue goals, suggestions or auspices, no income items, no market dominant share requirements, no competition matrices or requirements or operating expense costs as an avenue for pay increases or a pay schedule solely, and be it further

RESOLVED, That such requirements or goals be a basis for bonus compensation only to appropriate managers and supervisors.

Atlanta NDC Branch 567

56

WHEREAS, *Title 39* stipulates that no variation, substitution or addition with respect to fringe benefits shall result in a program of fringe benefits, that, on the whole, are less favorable than fringe benefits in effect on the effective date of the section of law, and

WHEREAS, The USPS has violated this law by reducing the night differential paid to employees from 10% to an estimated 7% or less, and

WHEREAS, Federal law prescribes that all employees not covered under a bargaining unit are locked into their fringe benefits at the rates, auspices and

conditions prescribed under Section 1005, Part F, including the rate paid for night differential, and

WHEREAS, Since the Appeals Court in our lawsuit has ruled that the USPS has acted “in a ‘chicanerous manner’ in adequately compensating EAS employees, all modes of chicanery must be corrected according to law and all affected must be made whole,” therefore be it

RESOLVED, That NAPS immediately meets with USPS officials and demands that the law be followed to the letter concerning night differential rates and any other fringe benefits enjoyed by non-bargaining unit employees and make all employees affected whole from the time that this law has been violated until now at the lowest possible taxable rate, and be it further

RESOLVED, That if the USPS does not comply with its obligation to follow this law to the letter within 60 days of its notification by NAPS of this issue, immediate research and action in a lawsuit must follow, and be it finally

RESOLVED, That with the end result, all affected employees be made whole from the time that this law has been violated and prescribed differentials must be maintained as prescribed by law.

Georgia State Branch 912

WHEREAS, The PFP and NPA systems have been ruled as being in violation of federal law as the method of determining compensation for EAS employees, and

WHEREAS, Any pay talks or work groups convened being held to determine compensation inclusive of this system of pay are inappropriate and illegal, therefore be it

RESOLVED, That NAPS no longer discusses or accepts any pay proposals that include, refer to or allude to any PFP- or NPA-type goals, auspices or conditions, and be it further

RESOLVED, That if the USPS attempts to implement PFP- or NPA-type goals, immediate corrective, legal action be enacted in federal court to address this violation of law.

Georgia State Branch 912

WHEREAS, *Title 39* stipulates, in part, that compensation benefits and other terms and conditions of employment shall continue to apply to officers and employees of the Postal Service, and that no variation, addition or substitution shall result in a program of fringe benefits which on the whole is less favorable to

the officers and employees than fringe benefits in effect on the effective date of this section of law, and

WHEREAS, *Title 5* of the United States Code provides for hazardous duty pay for employees in the Executive Branch of the United States Government—of which the Postal Service is a part—when exposed to virulent biological substances that are likely to cause serious disease or fatality and for which protective devices do not afford complete protection, and

WHEREAS, EAS employees were and are on the front exposed lines of the COVID-19 pandemic, ensuring the prompt, efficient receipt, processing, dispatch and delivery of mail, COVID test kits and parcels, keeping the nation connected and functioning during this time, and

WHEREAS, Correspondence has been forwarded to the Postal Service concerning this issue, and

WHEREAS, The Postal Service has responded by saying it is not authorized to pay this premium to its employees without citing or explaining the legal reasons for refusing to do so, when NAPS has provided its quotation of law, therefore be it

RESOLVED, That NAPS seeks legal opinion on this law and forwards correspondence to the Postal Service concerning the findings if the law does address this item in our favor, and be it further

RESOLVED, That NAPS imposes a 30-day time limit for the USPS to respond and either provide legally acceptable reasons for not complying with this law or implement a plan for compliance with this law, and be it further

RESOLVED, That if this time limit is missed or ignored, or the legal foundation for non-compliance is not correct, NAPS immediately files a lawsuit to have the courts act to instruct the Postal Service to fulfill its obligations under law, and be it finally

RESOLVED, That no settlement be agreed to without the consultation of the body of delegates assembled at this convention.

Georgia State Branch 912

59

WHEREAS, The U.S. Appeals Court has ruled that the plain, legal language of *Title 39* concerning consultative items in pay talks is legal and binding, and

WHEREAS, *Title 39*, Section 1004 section(e) states that within 45 days of the largest bargaining-unit reaching agreement with the USPS that the USPS shall make a proposal for any pay policies and schedules and fringe benefit programs for members of the Supervisors' Organization that are to be in effect during the same period as covered by such agreement, and

WHEREAS, There has been no pay schedule as required by law contained in any pay agreement since the advent of the Pay-for-Performance/National

Performance Assessment system implementation, which has been found by the Appeals Court to be illegal and must be replaced, and

WHEREAS, This has resulted in an unfair, untenable and unmanageable disparity of pay among all employees categorized as EAS in the USPS, resulting in a de facto pay freeze due to no clear avenue or schedule for raises in the EAS pay system for ascension to the top of the pay scale as was envisioned when this title was written, and

WHEREAS, The USPS has been shown as untrustworthy in the development of a pay schedule, legally accepted pay packages and pay comparability as demonstrated by their refusal to do so, being referred to as demonstrative of chicanery, and must be compelled by the law as enforced by the courts to do so, therefore be it

RESOLVED, That at the next consultative meeting, NAPS and the USPS meet with the assistance of the court to establish a pay schedule for all EAS employees, regardless of position, to be implemented by direct court action, and be if further

RESOLVED, That any future issues concerning this issue be forwarded directly to the courts for adjudication and resolution without delay as provided for in the decision by the appeals court.

Georgia State Branch 912



60

WHEREAS, The Hatch Act prohibits employees of the United States Postal Service from running or holding bipartisan political office on the local, state or federal level, and

WHEREAS, All citizens should have this opportunity, therefore be it

RESOLVED, That the Hatch Act should be amended to allow those who are employed by the USPS to run for and hold political office on the state and local level, and be it further

RESOLVED, That NAPS lobbies to amend the Hatch Act to allow those employed by the USPS to run for office.

Shore Area, NJ, Branch 287

61

WHEREAS, Postal reform legislation includes the requirement that postal retirees must enroll in Medicare B, and

WHEREAS, This requirement is unfair to all postal retirees, and

WHEREAS, It places an unfair financial burden on postal retirees as it requires them to pay for health care coverage they may not need or want, and

WHEREAS, If retirees do not enroll in Medicare B, they are subject to losing health care coverage in the FEHB as a result, therefore be it

RESOLVED, That NAPS oppose legislation that would “require” postal retirees to enroll in Medicare B and strip them of their choice on eligibility.

Detroit Branch 23

62

WHEREAS, Postal Service retirees are impacted by the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), resulting in lower Social Security income than normal for them, and

WHEREAS, This is unfair to postal retirees who become fully eligible to receive Social Security benefits, and

WHEREAS, Legislation has been proposed to reduce the impact WEP/GPO has on Postal Service retirees, therefore be it

RESOLVED, That NAPS initiates immediate action to support legislation that could result in reducing or eliminating the impact of WEP/GPO on Postal Service retirees.

Detroit Branch 23

63

WHEREAS, Postal Service civil service annuitants are negatively impacted financially by the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP), and

WHEREAS, These provisions reduce Social Security benefits earned prior to, during or after a civil service retirement, and

WHEREAS, There is no sound reason for reducing earned Social Security benefits just because an individual was covered under the civil service system, and

WHEREAS, Civil service retirees should be able to receive all the funds eligible they paid into Social Security during their working years, therefore be it

RESOLVED, That all NAPS members support and request their representative to co-sponsor H.R. 82 and S. 1302 that would repeal the GPO and WEP that unfairly target federal retirees who participated in the Civil Service Retirement System, as well as their surviving spouses, and reduce the Social Security benefits of these individuals.

California State Branch 905

64

WHEREAS, The Postal Police Reform Act, H.R. 5587, would restore the duties of Postal Police, and

WHEREAS, USPS Headquarters determined that Postal Police no longer can work outside of the facility assigned, and

WHEREAS, Due to increased threats to postal employees, carriers, drivers and customers in the community, and

WHEREAS, Postal Police are law enforcement officers and work in conjunction with Postal Inspectors to avert or solve postal crimes and respond to crimes in the field, including stations and branches, therefore be it

RESOLVED, That NAPS members contact legislators and ask them to co-sponsor H.R. 5587 to ensure postal employees have the support and assistance of Postal Police in cities and communities where they are assigned.

California State Branch 905

65

WHEREAS, NAPS has become increasingly participative in legislation, and

WHEREAS, NAPS' participation relies heavily on the membership contacting their respective legislators, and

WHEREAS, This contact should be both, written and personal, and

WHEREAS, The vast majority of NAPS members are remiss in doing so as a result of the time and effort necessary to contact their legislators, and

WHEREAS, Web-based "Legislative Action Centers" are designed specifically to enable constituents to contact their legislators regarding specific legislation, therefore be it

RESOLVED, That NAPS takes immediate action to modify the NAPS "Legislative Action Center" to enable our members to either support or oppose specific legislation in writing to their legislators, and be it further

RESOLVED, That a specific section be created to facilitate the member adding their own comments regarding the legislation so their true feelings can be conveyed to their legislators.

Detroit Branch 23

66

WHEREAS, NAPS and NARFE have some legislative issues that are supported by both organizations, therefore be it

RESOLVED, That the NAPS National Legislative Representative contact and consult with NARFE about issues and bills in Congress that we should pursue as a joint effort.

Minnesota State Branch 926

67

WHEREAS, It has taken 16 years for H.R. 3076 to be passed and signed into law, and

WHEREAS, H.R. 3077 now needs to be a focus, and

WHEREAS, H.R. 3077 would extend MSPB rights to non-supervisory managers, and

WHEREAS, Currently, EAS non-supervisory employees only can appeal adverse actions through the USPS 650 process, and

WHEREAS, There is no cost to passage of this legislation, merely a legal and policy change, therefore be it

RESOLVED, That all EAS employees support this legislation by contacting their representatives and asking them to co-sponsor the bill or thank them for supporting the bill.

California State Branch 905

68

WHEREAS, On Jan. 6, 2021, an armed group of insurrectionists conspired in and attempted to overthrow the United States 2020 presidential election, thereby overthrowing the current government, and

WHEREAS, There were some congresspersons and senators who were a party to this conspiracy by refusing to certify the Electoral College vote that expressed the will of the American people, and

WHEREAS, There are some congresspersons and senators who refuse to acknowledge the legitimacy of the current government of the United States, therefore be it

RESOLVED, That NAPS makes no political contributions to any congressperson or senator who was involved either directly or indirectly in the conspiracy to overturn the 2020 presidential election, and be it further

RESOLVED, That NAPS makes no political contributions to any congressperson or senator who voted against the certification of the 2020 Electoral College vote, and be it finally

RESOLVED, That NAPS make no political contributions to any congressperson or senator, or candidate for such, who refuses to acknowledge that Joe Biden legitimately won the 2020 presidential election.

Detroit Branch 23

69

WHEREAS, Every NAPS delegate at a national convention receives a “One Book,” and

WHEREAS, This booklet contains pertinent information to enable the delegate to understand the proceedings, as well as the activities of their elected representatives, and

WHEREAS, There is no need for inclusion of campaign material for candidates seeking national office, therefore be it

RESOLVED, That campaign material for any individual seeking national office not be allowed or included in the “One Book” at future NAPS national conventions.

Detroit Branch 23

WHEREAS, NAPS comprises active and retired postal supervisors, managers, postmasters and employees designated as Executive and Administrative Salary (EAS), and

WHEREAS, NAPS conducts national conventions in even-numbered years, and

WHEREAS, NAPS holds the Legislative Training Seminar and other national events, and

WHEREAS, NAPS supports the Postal Service as the USPS employs or has employed all our members, and

WHEREAS, Delegates and vendors who use the Postal Service for their shipping needs want to send packages and other items for use at our national convention to hotel properties selected by NAPS, and

WHEREAS, There are hotels that do not accept shipments delivered by the United States Postal Service as some hotels have contracts with USPS competitors, requiring our members and vendors to use Postal Service competitors, therefore be it

RESOLVED, That any hotel selected to host NAPS must accept delivery of packages and/or shipments for NAPS conventions from the United States Postal Service or the hotel cannot be selected for NAPS national conventions.



WHEREAS, When employees interview for PCES positions, actual salaries upon promotion are discussed, and

WHEREAS, When a position is filled, the PCES employee knows what their salary will be, and

WHEREAS, During EAS interviews for positions there is no discussion of a salary increase or if it is discussed, the employee doesn't know how much they are going to receive; they see how much when they get their first pay statement after promotion, and

WHEREAS, With the system in place now, position salaries are too subjective, and

WHEREAS, When salaries are discussed as part of the interview process, the amount should be set, which gives the employee more information to make a decision on accepting the promotion, and

WHEREAS, Position salaries are in a range from low to high and usually a percentage is awarded, therefore be it

RESOLVED, That upon selection, the EAS employee's salary is discussed and resolved in writing before finalizing the selection.

WHEREAS, Resolutions are adopted at NAPS national conventions, and

WHEREAS, These resolutions set the direction and management of NAPS,  
and

WHEREAS, When adopted, resolutions set the structure and guidelines and  
determine the direction of NAPS for the coming years, and

WHEREAS, Resolutions adopted define the administration of the NAPS  
resident officers and Executive Board, including salaries, and

WHEREAS, Resolutions serve as direction for the NAPS resident officers  
and Executive Board and define their duties and responsibilities, and

WHEREAS, NAPS members expect adherence to resolutions adopted at a  
NAPS national convention, therefore be it

RESOLVED, That the NAPS resident officers and Executive Board adhere  
to the actions and/or direction established through passage of resolutions at the  
NAPS national convention, and be it further

RESOLVED, That the NAPS resident officers and Executive Board abide by  
the wishes and concerns of NAPS membership in alignment with resolutions  
adopted at the NAPS national convention.

WHEREAS, NAPS area vice presidents have a defined term expense allowance to be used for the purposes of engaging, supporting and facilitating training NAPS members in the area of their responsibility, and

WHEREAS, When the term of this expense allowance expires, unused funds are returned to NAPS' General Fund, and

WHEREAS, It is not always possible for a NAPS area vice president to spend all of their defined term expense allowance within the defined term for a number of reasons, therefore be it

RESOLVED, That excess, defined term expense allowance funds not used by a NAPS area vice president be rolled into the next defined term for purposes of engaging, supporting and facilitating training NAPS members in their area of responsibility.

Oregon State Branch 940