

# 2023 Spring Executive Board Meeting Minutes

## March 29, 2023 – March 31, 2023



1. Call to order – 8:31 AM March 29, 2023 by Chairman Chuck Lum
2. Invocation – Led by New England Area VP Bill Austin
3. Pledge of Allegiance – Led by Northwest Area VP John Valuet
4. Sergeant-At-Arms – Eastern Region VP Richard Green  
Central Area VP Dan Mooney
5. Roll call – Warden - All Board members present
6. Welcome – Butts, Mulidore, Warden

**Ivan:** President Ivan Butts welcomed the Executive Board. We have a full agenda. This was probably one of the best LTS we ever had. Great engagement. We are receiving a lot of photos. Many of our delegates met with their elected official. Bi-Partisan legislation will be extremely important. Contact us about events locally so we can keep our legislative agenda moving forward.

**Chuck:** Vice President Mulidore welcomed all the Executive Board members. Glad everyone arrived. Chuck appreciated everyone's attendance and support. Great to see every Board member qualified for the SPAC reception. That shows great leadership. This year was the largest reception ever with 180 attendees at the SPAC reception. Pictures from the visits are coming in in great volumes which is good. Politics need to be about NAPS regardless of political party. Chuck stated that for elected officials to attend the LTS arriving directly from the airport means a lot to us in NAPS. Chuck mentioned the new chairs in the Board room as the previous were breaking. Lighting was also updated.

**Jimmy:** Secretary/Treasurer Warden welcomed all the Board members as well. He was happy to see everyone once again in person and that everyone was doing well. We just had a great LTS. In my opinion probably one of the best. Fantastic engagement, participation, and morale from those who attended. He looked forward to a productive executive Board meeting

### **Chairman's Report – Chuck Lum**

Chuck appreciates all the support he has received from the Board. He has sat in on the

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Consultative meetings and it was an eye opener as he seen how the Resident Officers push for the membership. Chuck stated he has been reaching out to the non-members as many are unaware of NAPS in trying to increase membership.

**Minutes of Previous Board Meeting** – Warden – Motion made by Brian Wagner to accept as written as it was previously sent to the Board, the Executive Board Meeting Minutes from the Fall 2022 Executive Board Meeting. This was Second by Marilyn Walton. A voice vote was taken and the motion passed unanimously.

### **Secretary/Treasurer's Report – Warden**

#### **A. NAPS Investments, Assets & Balance Sheet**

As of February 28, 2023, NAPS investments totaled \$7,981,467.53.

On June 1, 2022 NAPS investments totaled \$10,242,654.99. This is a 2022/23 fiscal year-to-date decrease of \$2,261,187.46 or 22.08%. \$2,000,000.00 of the decrease was from withdrawals to cover expenses. \$261,187.46 was stock market loss and fees.

As of March 10, 2023 the NAPS General Fund Signature FCU Checking account balance was \$435,509.89 and the Signature FCU Money Market account was \$70,248.98 for a total of \$505,758.87.

#### **B. NAPS Property Inc.**

As of January 31st, 2023, NPI has \$95,032 in cash on the balance sheet. There are \$57,779 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), leaving \$37,253 unencumbered.

Election Law terminated their lease for suite 350 400 s.f. \$23/psf, effective 10/31/22, which was previously scheduled to expire 5/31/2024, and simultaneously brokered a 38-month lease for Public Interest Legal Foundation for suite 100 4,086 s.f. \$21.50/psf with 2 months abated. Additionally, effective March 1<sup>st</sup>, LocalWorks has leased the full 1727 side of the 3<sup>rd</sup> floor, known as suite 305 7,250 s.f. This is a license agreement with profit sharing. It's assumed to be low risk, but also has no defined income model. After a period of 9 months, this tenant will be re-evaluated for a 5-year term, based on the income derived from this arrangement.

The current cash projections assume continued vacancy on the 2<sup>nd</sup> floor, as well as suites 105 and 350. An outside broker has been contracted to lease out the space at the market rate of \$29 psf. The overall pace of leasing activity remains slow.

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As stated by Eric Berlin our broker at Cushman & Wakefield the market in Old Town is not doing well. Vacancy in Old Town is 12%. It is the lowest of all submarkets but no positive. Every building around King Street Metro has a vacancy. Most tenants are downsizing now or when their leases come up, they are not going to stay in the same footprint. New buildings that are metro accessible will survive but everything else is in trouble and we are starting to see buildings being foreclosed on by lenders. The outlook is terrible and this is going to take years to all shake out

The cash forecast for the balance of the fiscal year assumes contributions of \$45K/month from the landlord to cover the deficit created by delinquency from LRB and current vacancies and building operating expenses; however, to the extent vacancies are leased out and/or LocalWorks becomes profitable, these contributions may decrease.

### **C. Web & Social Media Report**

1. [Facebook](#) followers as of Feb 28 – 3,843 followers (up from 3,310 Feb last year: up 16.1%)
  - Posts continue to garner an average of approximately ~300-1,000 views; the most engaging posts get ~1,000-4,000 views organically.
  - A few highlights:
    - The post with the highest reach during 2022 was from 8/13/22 (~4.2k+ reach/views) - Not only did the court overturn the federal district court judge's dismissal of our lawsuit filed in 2019 over the pay consultation process from 2016-2019, the court also recognized NAPS' rights we correctly have been claiming for over 40 years. Specifically, that claim is NAPS represents all EAS employees! Read more:  
[https://link.edgepilot.com/s/01d20c8c/Z6DPLPViaUm\\_v\\_tEYW7nlQ?u=https://naps.org/Post/A-Historic-Win-for-NAPS](https://link.edgepilot.com/s/01d20c8c/Z6DPLPViaUm_v_tEYW7nlQ?u=https://naps.org/Post/A-Historic-Win-for-NAPS)
    - The next highest posts/reach:
      - 4/20/22 (3.6k+): This article provides a history and timeline of the lawsuit, as well as the reasons behind the Appeals Court's decisions.  
<https://link.edgepilot.com/s/2b3d1e3f/niWGVln3fUSiPEWqw2cvTw?u=https://naps.org/Post/NAPS-Wins-Its-Appeal-in-Challenge-Over-Pay-Benefits-and-Representation>
      - 8/1/22 (3.3k+): Our historic victory in our lawsuit against the USPS has clarified three critical points that forever will reshape and define USPS EAS employees. First and most important for EAS employees is the decision has positioned... [Read More]  
<https://link.edgepilot.com/s/a6fd253b/h0afqhTG0UOB6cPD1TXRsA?u=https://naps.org/Post/Always-Serving-Our-Members>

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- 6/1/22 (3.2k+): The June issue of The Postal Supervisor magazine is now available and can be downloaded from the NAPS website. Get it here: [https://link.edgepilot.com/s/3e260ad1/obG7LXQ-IEK7Ewb2Sor2DQ?u=https://naps.org/.../The Postal Supervisor- 6 June 2022.pdf](https://link.edgepilot.com/s/3e260ad1/obG7LXQ-IEK7Ewb2Sor2DQ?u=https://naps.org/.../The_Postal_Supervisor-6_June_2022.pdf)
  - 4/5/22 (3.1k+): The April issue of The Postal Supervisor magazine is now available and can be downloaded from the NAPS website. Get it here: [https://link.edgepilot.com/s/d170841c/QGJEU2sbAEOXGWcrBJ6LZA?u=https://naps.org/.../The Postal Supervisor- 4 April 2022.pdf](https://link.edgepilot.com/s/d170841c/QGJEU2sbAEOXGWcrBJ6LZA?u=https://naps.org/.../The_Postal_Supervisor-4_April_2022.pdf)
  - 8/8/22 (2.7k+): Getting ready to start in just a few minutes! 🌸 🌸 🌸 68th NAPS National Convention!!
    - Posted 5 photos from the convention for this post.
  - The competition for organic views on Facebook's timeline remains intense, as the platform continues to attract a significant amount of traffic. Every year, your page competes with numerous organizations, individuals, and pages to appear on people's timelines while scrolling through the platform. To expand your reach, boosting posts can be an affordable option. It is a cost-effective approach that can increase the number of people who see your posts.
  - Most of your web traffic from social media continues to come from Facebook (90%+); it's still very important to be on the other platforms for visibility (Instagram and LinkedIn).
2. [Instagram](#) followers as of February 28 – 395 (up from 331 Feb last year: up 19.33%)
  3. [LinkedIn](#) followers as of February 28 – 218 (up from 75 Feb last year: up 190.67%)
  4. [Twitter](#) – FYI Only – Account is no longer in use – followers as of February 28 – 703
    - Stopped posting per Ivan's direction/email on 11/2/22.
  5. NAPS Website Traffic
    - Your web traffic for 2022 showed a 29.87% overall increase in users over 2021. The number of overall page views increased by 33.32%. Also, the data shows that the users who are visiting the website are clicking through about the same number of pages when they visit the website as the previous year. We know this because the bounce rate has remained pretty flat.
    - Email remains a significant factor in boosting your website traffic and readership. The news pages and magazine articles that are regularly published online and distributed through email are also among the most popular pages. Reposting the printed magazine articles on your website is crucial since it offers your current and potential association members an additional means of accessing the information. Furthermore, it provides the website with consistent and fresh content, which is essential for Google and search

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purposes. In 2022, four of your top 25 pages (16%) were from The Postal Supervisor. So far this year, eight of your top 25 pages (32%) are from The Postal Supervisor.

- Online content recommendations - It may be worthwhile to create an ongoing content plan for publishing more original news, blog articles, or other types of original content on the website. While the magazine articles are popular, it is worth exploring the possibility of producing exclusive content specifically for the website, if feasible. This approach could help expand your messaging, increase website traffic and further attract potential members. Additionally, digital communication can be easily tracked.
- See Google website data attached (note – the file has 4 tabs).

### **D. Membership**

As of the January 2023 DCO (reflecting DCO membership through PP 3 and PP 4) NAPS had 25,971 members (24,513 active and 1,458 associates, 94.39% and 5.61%, respectively). Total membership from a year ago, (PP3 and PP4 2022) was 25,299 (23,921 active and 1378 associate); an overall total SPLY increase of 672 members or (2.59%).

As of the January 2023 DCO, the total number of active EAS non-members was 10,687. This number is based on the USPS payroll files of non-member EAS, who are coded non-postmasters. Based on current membership totals, there are approximately 30.34% non-members.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check and have established the “High Five Club” where a member could receive an additional check for \$25.00 when signing up five (5) new members within a ninety (90) day period. A promotion report is sent out to the Executive Board every pay period stating who received a promotion effective that specific pay period allowing Branches to then reach out seeking membership. In addition, a Postmaster promotion report is sent out monthly annotating new and present Postmasters who received a promotion the prior month.

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

### **E. Expiring Contracts**

We have no contracts pending expiration.

### **Cushman & Wakefield - Eric Berlin Senior Director & Jessica Miller Managing Director**

Eric has been in the business in Old Town since the mid-80s. Many Association buildings are being

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sold. Many companies are right sizing. We are not seeing the bounce back after the pandemic. The Market – 20% vacancy. Old Town Alexandria is at 11.7%. Surrounding areas Northern Virginia – 19.6%, 1-395 Corridor – 23.1% and Huntington/Eisenhower – 40.5%. Historically for Old Town Alexandria it was single digit 7%-8%. Many buildings are going residential. Subleases are high. Over 20 in Old Town with large square footage. Many companies signed leases prior to covid and now do not need the SQF so they are subleasing. To build out space its costing them 3 - 4 years of rent on a 10-year lease due to the rise in construction cost. Demand is low in Alexandria. Many are downsizing when their lease ends. Inventory is shrinking for commercial as buildings are turning over to residential.

A question was asked regarding licensing agreements. Licensing agreements is a shared profit. Rent isn't charged income starts when companies lease.

Competition – Allot of brokers in the market many don't follow up. We are in a period that is totally different from any event in the past. It is believed the pendulum won't fully swing back to pre-pandemic time. Presently this is the best time to buy a building not for selling a building. There is a building boom in the area but it's all residential. Amazon will have its own building to be completed soon. They will vacate all the space they now rent which will add to the vacancies in the area.

Marketing Efforts – Subleasing marketing flyer has been developed. Floor plans and photos. One positive is Old Town inventory is shrinking regarding commercial space with the continued residential conversions.

### **Conference Direct – Sheri Davies**

Review of the LTS Room pickup is coming back. 2020 – 1202 2022 – 997 2023 – 1313

LTS Sponsorship 2020 -\$9,500 2022 - \$29,675 2023 - \$24,000

SPAC Reception – Theme Starry Night – Van Gogh theme. Attendees received a Starry Night ornament and a candy dish.

At the LTS the breaks had grab and go. They did not have the normal breaks. Small bags of popcorn, donuts etc., small jars of yogurt and fresh fruit were available in the morning and afternoon as well as coffee and tea.

2022 costs – Lunch count 2022 - 445 2023 - 525 SPAC Reception 2022- 160 2023 – 183

2022 cost \$194,209.38 Total with credits \$152,659.38

2023 cost \$180,000.00

The SPAC Reception changing from buffet to a sit-down dinner saved \$30,000.00

Board members thanked Sheri for all your work making this LTS such a success.

### **Postal Health Benefit – Ms. Karla Kirby Executive Manager Postal Service Health Benefits, Ms. Dana Cotman Director Benefits and Wellness Also in attendance Tamika Duplessis, Paulita Wimbush and Bruce Nicholson Director of Labor Relations Policy and Programs. (zoom)**

The Postal Service Reform Act of 2022 mandated the implementation the Postal Service Health Benefits Program referred to as (PSHB). A FAQ sheet is being finalized by Postal

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HQ. Once finalized it will be shared.

PSHB Highlights:

All participants will transition to the PSHB plan

PSHB health plan carriers will be identified in F/Y 2024

Voluntary Medicare integration opportunity for existing retirees will occur on F/Y 24.

All employees and annuitants/survivors will be required to make a PSHB enrollment election in the beginning of F/Y 25.

PSHB plan enrollment will transition from PostalEase to a central enrollment platform (CEP administered by OPM).

Key Milestones

Launch Special Education Period (SEP) Communications 3/1/23

Complete coordination with OPM to enable successful implementation of program policies 4/6/23

Complete coordination with OPM pertaining to implementation regulations 4/6/23

USPS issues regulations demonstrating residency 9/30/23

Provide OPM of those residing abroad 9/30/23

Complete establishment of Health Benefits Education Program standard and regulations 10/6/23

In conjunction with OPM determine SEP eligible annuitants 12/31/23

Launch education 5/1/24

Launch training 5/1/24

Launch Open Season 11/11/24

Complete transition of eligible employees-annuitants to PSHB-Medicare to retirement 1/1/25

Requirement is based on primary insured. Everyone will have to go in during open season to enroll in a plan regardless if you wish to stay with the plan, you currently have and will (is) also be part of the new PSHB. Open Season is from 11/24 to 12/24. The new plan will take effect 1/25. Medicare if retired will be when you hit 65. You will have three months prior and after your 65<sup>th</sup> birthday to enroll. The special Medicare enrollment period will be from 4/1/24 – 10/24 if 65 to opt in without penalty.

[www.keepingposted.org](http://www.keepingposted.org) website to keep updated on health benefits and consumer guide to compare plans.

New regulations should be out in the next couple of weeks by OPM.

Then will work on the specific Postal policies.

The PSHB Team from Postal HQ is looking to:

Collaborate on Employee and Annuitant communications

Present at NAPS events (President Butts took a list of upcoming events from the Executive Board and has submitted the list to Postal HQ inviting them to speak at NAPS events)



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Disseminate USPS Education and Training materials to NAPS members  
Emphasize Employees and Annuitants must maintain up to date mailing address.

### **HERO Program – Kellie Calderon Director Compensation Programs also attending Paulita Wimbush and Tamika Duplessis**

Performance pilots in the HERO system. Started in 2021.

An overview was presented pertaining to the HERO program.

Midyear will open in a few weeks.

HERO - Compensation HQ employees to individual contributions

Flexible system that allows for shifting priorities

Drive a culture of continuous feedback and transparency

Meaningful performance discussion focused on employee progress

Evaluators equipped with tools and models to provide meaningful feedback and coaching

Employee side - Pilot focusing on learning and understanding the new system. Follows the SMART goal system. Contributes to performance conversations. Looking for improved performance

Evaluator side – equipped with tools and training to have the discussion AND DIFFICULT CONVERSATIONS. Avoid bias decisions.

Rating anchors are 1 – 5. 1-Unsatisfactory 2-Minimally Successful 3-Fully Successful 4 – Exceeds Fully Successful 5 – Outstanding

Merit based salary increase and Variable bonus pay out.

#### Merit Based Salary

Cell 1 – 5    Box 1- 0    Box 2- 2%    Box 3- 3%    Box 4-3.5%    Box 5-4%

#### Lump sum bonus

1-10 Box 1-4 is a zero    Box 5-2%    Box 6-2.5%    Box 7-3%    Box 8 3.5%    Box 9 – 4%    Box 10 – 5%

Lump sum payouts begin when functional area scorecard meets or exceeds target.

April 3<sup>rd</sup> start midyear. Go to the end of the month. Three weeks to do the mid-year. 4/3 – 4/21 for individual evaluation then evaluator is from 4/21-4/28. System locks on 4/28.

After the 2022 pilot a survey was taken. Most liked the system and creating individualized goals. Liked having meaningful conversations. Disliked it wasn't easy, too many clicks, goals were not individualized. Some managers didn't have any or had non effective conversations.

Survey - Goal setting 70% met with them 10 didn't Hero system easy to use 60% liked 20 didn't

Training and tools about a 50 50 split. 50% said FAQs and help desk and job aids were helpful.

FY 2022 payouts in HERO Averaged Merit Base salary \$2,534.00 Average Lump Sum payout \$1,947



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Not determined if it will be expanded in 2024.

The individual rating is the average of the midyear and end year rating.

Discussions are mandated in HERO. The 1% penalty for not completing discussions or ratings does not apply in HERO. Under the pilot no but could in the future. Detail assignments must be entered into HERO if more than 30 days. If detail is more than 90 days you will be evaluated. Details must be authorized. Whatever program one is in most of the year will determine.

Looking to move away from PES.

### MOTION'S & RESOLUTION'S

**Motion # 1** – I move that the Executive Board pass the Fiscal Year 2024 budget as presented by Secretary/Treasurer Jim Warden – Submitted by Chuck Mulidore second by Richard Green.

Motion Failed 5-17 Abstained – 1 Absent - 1 Voting Yes - Chuck Mulidore, Richard Green, Ed Laster, Dwight Studdard, Pamela Davis Voting No – Ivan Butts, Tommy Roma, Craig Johnson, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Troy Griffin, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Shri Green, Myrna Pashinski, John Valuet, Brian Wagner, Abstained Jimmy Warden Absent Jaime Elizondo

**Motion # 2** – I make a motion to reduce the fall Executive Board meeting by one day. Thus, creating a potential savings of funds to NAPS. Submitted by Craig Johnson second by Luz Moreno. A motion was then made to amend the original motion. To amend the original motion #2 to be effective at the conclusion of the current Executive Board housing contract with the Embassy Suites. Amendment submitted by Chuck Mulidore second by Kevin Trayer. Voice vote amendment passed.

Motion Failed 2-22 Voting Yes Chuck Mulidore, Dwight Studdard Voting No Ivan Butts, Jimmy Warden, Tommy Roma, Richard Green, Craig Johnson, Jaime Elizondo, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Troy Griffin, Ed Laster, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Shri Green, Pam Davis, Myrna Pashinski, John Valuet, Brian Wagner

**Motion # 3** – I make a motion to reduce the fall Executive Board meeting by one day. Thus, creating a potential savings of funds for NAPS. Submitted by Richard Green Second by Luz Moreno A motion was made to amend motion #3. Amended to also state Subject to a review and presentation to the NAPS Executive Board no later than April 15, 2023. submitted Charles Mulidore Second by Ed Laster Voice Vote Amendment Failed. Another amendment was submitted stating That the reduction of 1-Day of the Fall Board Executive meeting become effective at the NAPS 2023 Fall Board meeting. Amendment submitted by Brian Wagner second by Kelly McCartney. After discussion maker of the original motion Richard Green withdrew the motion as was the amendment to the amendment withdrawn.

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**Motion #4** – That starting with the Fall 2023 Board meeting, we will go to a virtual environment for the fall board meeting. Also, the Resident Officers will enter negotiations with the Embassy Suite Hotel and Conference Direct to determine mitigation cost to change contract and provide report to Executive Board NLT May 15, 2023. Submitted by Richard Green Second by Tommy Roma

Motion Failed 9-14 Absent – 1 Voting Yes Jimmy Warden, Tommy Roma, Richard Green, Jaime Elizondo, Marilyn Walton, Dee Perez, Troy Griffin, Shri Green, Myrna Pashinski Voting No Ivan Butts, Chuck Mulidore, Craig Johnson, Tony Dallojacono, Ed Laster, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Dwight Studdard, Pam Davis, John Valuet, Brian Wagner Absent Bill Austin

**Motion # 5** – I motion based on the Fiduciary responsibility bestowed on me when taking my NAPS Oath of Office and based on the opinion of our investment bankers in respect to the volatility and path of the stock market in the upcoming year as well in addition to the direction that will be taken by our Association in pursuing our law suit for proper pay of our members, I motion that the Resident Officers contact our Event Planner, Conference direct, to seek getting out of part of our contract with the Embassy Suites for the Fall 2023 and fall 2024 Board Meetings. Said meeting(s) will then be conducted via ZOOM. Number of days to be determined by the President. Potential cost savings would be at a minimum \$180,000.00. The Resident Officers will request that Conference Direct seek minimal damages by breaking the contract and seek a contract with the Hilton Hotel for Spring 2026, 2027 and 2028 Board Meetings to possibly offset any damages that may be incurred with Embassy Suites as it is the same hotel corporation. The object should be to break the contract without penalty. Conference direct will submit a report of a possible contract to the resident Officers by April 14, 2023. Findings will be presented to the Executive Board by April 19, 2023 for decision. The executive Board will then have as an agenda item on the Spring 2024 and if needed Spring 2025 Board Meetings, to discuss whether to continue this practice or return to an in-person meeting for the 2025 Fall Board meeting. The objective of this motion should be to not incur any cancellation fee or at the least minimize and cancellation fee as well as have a positive impact on our investment portfolio substantiating our fiduciary responsibilities. Submitted by Jimmy Warden Second by Craig Johnson

Motion Passed 23-1 Voting Yes Ivan Butts, Chuck Mulidore, Jimmy Warden, Tommy Roma, Richard Green, Craig Johnson, Jaime Elizondo, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Ed Laster, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Dwight Studdard, Shri Green, Pamela Davis, Myrna Pashinski, John Valuet, Brian Wagner Voting No Troy Griffin

**Motion # 6** – That NAPS HQ erect and maintain a memorial plaque in memory of the 23 EAS on record as killed in the Line of Duty or associated with their duty as Leaders in the United States Post Office. Submitted by Ivan Butts Second by Richard Green

Motion Passed Unanimously 24 - 0

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### **Motion # 7 – TO INCREASE THE AMOUNT OF SUBSTITUTION PAY FOR RETIRED EXECUTIVE BOARD MEMBERS, RESIDENT OFFICERS EXCLUDED**

WHERE AS, the largest number of EAS represented by NAPS are eligible for the Supervisor Differential Adjustment (SDA); and

WHERE AS, The USPS March 11, 2023 Supervisor Differential Adjustment (SDA) increased in all EAS categories for working EAS to an average daily rate of pay of \$299.89, and where the mid-range average daily pay of the of an EAS-17, per the USPS January 14, 2023 EAS Annual Salary Chart is \$292.81; and

WHERE AS, NAPS Executive Board retirees, except resident officers, forego accepting full or part-time work/pay during retirement in order to perform their Executive Board duties and responsibilities by attending NAPS events to support and represent the members of their respective areas and regions; and

WHERE AS, the minimum retiree executive board substitution pay should be commensurate with the approximate average daily pay of all EAS represented by NAPS; therefore, be it

RESOLVED: That the daily substitution pay rate of NAPS' retired area and regional vice presidents of the executive board be increased to \$300.00 per day to be commensurate with the approximate average of EAS entitled to receive SDA; and does not increase the current board allowance account amount; and be it further

RESOVLED, The \$300 daily substitution pay rate only applies to the Allowance Accounts of the respective area and region vice presidents and does not change the current \$250 daily substitution rate paid by NAPS HQ to retired board members for attending LTS, National Conventions or when given a Presidential assignment. Submitted by Kevin Trayer Second by Jaime Elizondo

Motion Passed 18-6 Voting Yes Ivan Butts, Chuck Mulidore, Jimmy Warden, Tommy Roma, Craig Johnson, Jaime Elizondo, Marilyn Walton, Bill Austin, Dee Perez, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Dwight Studdard, Pamela Davis, Myrna Pashinski, Brian Wagner Voting No Richard Green, Tony Dallojacono, Troy Griffin, Ed Laster, Shri Green, John Valuet

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**Motion # 8** – Whereas the NAPS organization has historically maintained a strong financial foundation, and Whereas the pandemic and other global issues have negatively affected the NAPS’ portfolio and Whereas, this impact has driven NAPS HQ to use portfolio monies to supplement the funds needed to run the organization, and Whereas, the NAPS Executive Board will begin addressing this situation that is depleting our investments, therefore be it Resolved, that for NAPS fiscal year 2024 (June 1, 2023 – May 31, 2024) the expense account of every Executive Board member will be reduced by 10%. At the beginning of NAPS Fiscal Year 2025 (June1, 2024) the expense accounts for all EB members will be returned to previous levels. Submitted by Jaime Elizondo Second by Tommy Roma

Motion Failed 6-18 Voting Yea Ivan Butts, Chuck Mulidore, Jimmy Warden, Tommy Roma, Jaime Elizondo, Pamela Davis Voting No Richard Green, Craig Johnson, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Troy Griffin, Ed Laster, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Dwight Studdard, Shri Green, Myrna Pashinski, John Valuet, Brian Wagner

**Motion # 9** – That starting June 1, 2023 all Board member expense accounts be reduced by \$1,500.00 yearly. Submitted by Troy Griffin Second by Chuck Mulidore

Motion Failed 6-18 Voting Yes Ivan Butts, Chuck Mulidore, Jimmy Warden, Jaime Elizondo, Troy Griffin, Pamela Davis Voting No Tommy Roma, Richard green, Craig Johnson, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Ed Laster, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Dwight Studdard, Shri Green, Myrna Pashinski, John Valuet, Brian Wagner

**Motion # 10** – That the Executive Board be given local per diem meal expense for all Board Meetings, National Conventions and LTSS, and any other Presidential assignments designated or required by to be attended by Board members, any expense over the local per diem needed or used by Board members should come out of respective Board members expense account. In addition, former Board members registered and approved by the Executive Officers be given the same local per diem. Submitted by Troy Griffin Second by Tony Dallojacono

Motion Failed 8-16 Voting Yes Ivan Butts, Chuck Mulidore, Jimmy Warden, Jaime Elizondo, Tony Dallojacono, Troy Griffin, Kelly McCartney, Shri Green Voting No Tommy Roma, Richard Green, Craig Johnson, Marilyn Walton, Bill Austin, Dee Perez, Ed Laster, Kevin Trayer, Luz Moreno, Dan Mooney, Robert Bock, Dwight Studdard, Pamela Davis, Myrna Pashinski, John Valuet, Brian Wagner

**Motion # 11** – The secretary/Treasurer provide the Executive Board Quarterly line-item YTD reports reflecting actual vs approved budget expenditures. Submitted by Kelly McCartney Second by Brian Wagner

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Motion Failed 1 – 23 Voting Yes Brian Wagner Voting No Ivan Butts, Chuck Mulidore, Jimmy Warden, Tommy Roma, Richard Green, Craig Johnson, Jaime Elizondo, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Troy Griffin, Ed Laster, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Dwight Studdard, Shri green, Pamela Davis, Myrna Pashinski, John Valuet

**Motion #12** – Effective the 2023 Fall Board Meeting that the Executive Board receive \$100 per day subsistence for any NAPS HQ required attendance. Any group meals during these events, excluding any scheduled NAPS HQ meal event, be charged to individual allowance accounts. Submitted by Kelly McCartney Second by Ivan Butts

After discussion the Motion was withdrawn.

**Motion # 13** – That the NAPS Resident Officers complete a thorough review of the budget and reports back to the Executive Board by NLT May 5, 2023 with a list of potential cost reductions for the Executive Board to consider. Submitted by Richard Green Second by Ivan Butts.

Motion Passed 23 – 0 Voting Yes Ivan, Butts, Chuck Mulidore, Jimmy Warden, Tommy Roma, Richard Green, Craig Johnson, Jaime Elizondo, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Troy Griffin, Ed Laster, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Dwight Studdard, Shri Green, Pamela Davis, Myrna Pashinski, John Valuet, Brian Wagner Absent Robert Bock

**Motion # 14** – As NAPS is involved in litigation against the USPS and there is/may be no end in sight, therefore that NAPS create a legal defense fund with Branches paying \$1.00 per pay period per member to fund future legal action against the USPS. This monies will be placed in a separate GL and can only use for legal action against the USPS. Submitted by Richard Green Second by Tommy Roma

After discussion the motion was withdrawn.

**Motion # 15** – Any line item (GL) that is overspent in excess of 10% over what was budgeted be explained to the Executive Board at the first Board meeting following the close of the F/Y. If a line item was not budgeted any money but money was spent in that line item, that reason would also be explained at the same time. Submitted by Dan Mooney Second by Luz Moreno

Motion Passed 20 -4 Voting Yes Ivan Butts, Jimmy Warden, Tommy Roma, Richard Green, Craig Johnson, Jaime Elizondo, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Troy Griffin, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Shri Green, Myrna Pashinski, John Valuet, Brian Wagner Voting No Chuck Mulidore, Ed Laster, Dwight Studdard, Pamela Davis

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**Motion # 16** – I make a motion that Article VII Section 1 ( C ) of the National Association of Postal Supervisors Constitution & Bylaws be changed from; 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 to read: At the time of their election or appointment to the Executive Board or within 5 days of the adoption of this provision, whichever is later, NAPS Executive Board members shall relinquish any office they hold in a state or local branch of NAPS and any membership in any other postal management organization. Submitted by Tony Dallojacono Motion is considered a Constitution and Bylaw change.

Motion was given to the Duties & Responsibilities Committee who then gave it to the Constitution & Bylaw Committee.

**Recommendation #1** – Respectfully request that the President create a standing budget committee, description of committee's oversight, to include major events and major purchases to recommend expenses that could be cut or delayed until a later time. Submitted by Myrna Pashinski Second by Marilyn Walton

Recommendation Passed Voice vote taken and could not decide. Vote taken by raise of hands and Recommendation passed 16 – 8.

**Recommendation #2** – I make a recommendation that the Executive Board propose to raise the National per capita tax (dues) to 143.00 per year effective January 1, 2025. Submitted by Troy Griffin Second by Dee Perez

Recommended Passed by voice vote. Recommendation sent to the Constitution & By Laws committee.

**Recommendation # 3** – I recommend that due to the fall board meeting now being zoom that the spring 2024 board meeting be extended on day (to include Saturday depart Sunday) to ensure that all business is taken care of and not rushed in preparation for our 2024 National Convention. Submitted by Troy Griffin Second by Brian Wagner

After discussion the recommendation was withdrawn.

**Recommendation # 4** – I recommend that our DDF Provider be scheduled to present out one day at our 2024 Spring Board meeting and expenses be limited to travel, accommodations and expenses the day of presentation, prior day (arrival) and following day (departure). Submitted Troy Griffin Second by Dan Mooney

After discussion the recommendation was withdrawn.



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### Isaac Cronkhite – Chief Processing Operations Officer and Executive Vice President

Mr. Cronkhite explained the structure of Mail Processing Operations. The structure was not positioned to transform change in the beginning. The system was broken. Example running trucks on time but the trucks need to have mail. Mail Processing is now two Regions. East and West. East has Eastern and Southern. West has West and Central. The two Regions have 13 Regions with divisions within the regions. COVID period was a great impact. 40% increase in package volume, employee availability etc. all major impacts. First focus in January 2021 was to stabilize. Two issues to stabilize. First is staffing. Staffing had to be addressed. Conversions were done to career. Second was to run a consistent operating plan. Everyone cannot run the same operating plan. Site specific operating plans were developed. Each site developed their plan and is now held accountable to their plan. Presently the Plants are stabilized. Now begins optimization. The heart of optimization is developing a winning culture. Overtime in the plant is at 3% overtime. Plants are somewhat overstaffed. Prior had 75,000 career and 25,000 part time. Total 100,000 Presently there are 120,000 employees. This is the reason why overtime is 3%. 1.6 million hours below budget. Also saving 80 million dollars in S&Bs. Plant is successful and meeting the budget. Trucks routes are being established to have more direct line of travel and eliminate dock transfers. Looking to eliminate annexes.

RP&DCs to eliminate NDCs there is a concern with space allocations. It has been said staging areas have minimal space allocated. Response staging is one of the key elements in standardizing. Buildings will have more than sufficient staging areas. Mr. Cronkhite said staging is a major component in the standardization process.

HCR (Highway Contract Routes) contracts have been cancelled to insource transportation. Mr. Cronkhite believes there will be some staffing proposals coming in the future. With a stable compliment that would give additional supervisors as compliment increases. Also, they are looking at relief supervisors. They are looking to get away from 204-Bs. Looking at proposal to adjusting Plant rankings. Annexes are a problem with the ratio. The new network design will be a better help.

Mr. Cronkhite stated communication will improve with NAPS regarding issues with Plants. There is a concern regarding people working in unauthorized positions. Is this approved? Mr. Cronkhite does not believe they are authorized. This is why they are looking at the ranking. Once completed they will address this issue.

### DDF – Disciplinary Defense Fund – Al Lum & Chuck Mulidore

NAPS FY 23 Total cases 51. Total Cases Closed are 35 with 16 pending.

**Total MSPB Cases 42** – Settled 25 cases 59%, Won 1 case 2%, Loss 2 cases 5%, Withdrawn 2 cases 5% and Pending cases are 12 which is 29%.



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**Total Debt Collection Cases 8** – Settled 1 cases 12%, Win 4 cases 50%, Pending 3 cases 38%  
**Total ELM 650 Cases 1** – Pending 1 – 100%

The three highest number of charges are first Performance, second Falsification and third Attendance. The Board was informed the number of cases filed from each NAPS Area.

Mr. Lum spoke on methods to send in appeals. They still can be mailed (Express) but may be faxed or scanned in an email. Photos should not be taken they need to be scanned. Copies need to be clear. If it is a large file then mail it. Highly recommended to Express Mail the package. If sending Express Mail send the tracking number via email to [LRAG.PO@gmail.com](mailto:LRAG.PO@gmail.com).

Labor Relations Admin Group LLC  
P.O. Box 25822  
Brooklyn NY 11202  
[LRAG.PO@Gmail.com](mailto:LRAG.PO@Gmail.com)  
Fax 718-425-9873

Many Branches are using old forms and sending cases to the incorrect address. This delays the filing of the case. If a case is filed late the court will not accept it. It is the responsibility of the Branch to end the case to the correct address.

Mr. Lum needs the following in order to file a case with **MSPB**. 1) MSPB Gorm 185 2) Letter of 3) Notice of Proposed Adverse Action 4) A completed NAPS Disciplinary Defense Fund Representation Request Form Do NOT send the entire case file. The Advocate will contact the sender for the case file.

For **ELM 650 Appeals** send 1) A completed NAPS Disciplinary Defense Fund Representation Request Form 2) Copy of the decision Letter 3) Copy of the Notice Proposed Adverse Action. Do NOT send the entire case file. The assigned advocate will contact the sender for the case file.

**For Debt Collection Petition** 1) Completed NAPS Disciplinary Defense Fund Request Form 2) Copy of the Notice of Involuntary Administrative Salary Offset under the Debt Collection Act 3) Copy of the Letter of Debt Determination Do NOT send the entire case file. The assigned Advocate will contact the sender for the case file.

It is extremely important to send the above documents as soon as possible. There are deadlines to filing. For MSB only 30 days from the effective date, ELM 652 appeals only 15 days and debt collection only 15 days.

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### **Legislative/SPAC Report – Bob Levi**

Approximately 50% (200 surveys) of the surveys from LTS and Congressional visits have been received. 70% stated overall excellent/good. 1 survey stated not happy. 60% of first timers rated the First-Timers Session excellent/good. 5% First Timers rated Unsatisfactory. The Town Hall meeting rated 67% excellent/good and the Legislative Training rated 70% excellent/good. Congressional presentations overall average rated overall positive % excellent/good as the rating differed for each presenter. 20 laptops were utilized in the room to enable zoom for those that had zoom meetings scheduled. At times all 20 laptops were being utilized. One concern was one could hear what another on a zoom was saying. It should be spread out more effectively. On the surveys there was great positive feedback having members of both political parties (Republican & Democrat) attend and speak at the LTS. The total amount raised at the LTS for SPAC was SPAC \$13,187.00. The online raffle prior to the LTS raised \$15,105.00. This gave a grand total of \$28,292.00 for SPAC.

Some of the recommendations for the 2024 LTS are:

Coffee Breaks

Long Tables

Build in Q and As

Panel Discussion with Congressional Staff

More Legislative training at the State level

More time dedicated to Legislative issues

More delegate engagement

**Consultative** – Bruce Nicholson, Tomika Duplessis, Paulita Wimbush, Melissa Pfluke

Written responses from the Postal Service are forthcoming.

### **PNC Bank – Amy Bartosh**

Inflation is still high at 6%. Interest rates increased .25%. The failure of two banks and what is occurring in Europe the Government is still focused on inflation. Possibly another interest rate increase in May 2023. Strong numbers from the employment standpoint. More price increases on services than goods. Believe recovery phase is early 2024.

Ms. Bartosh then reviewed our investment portfolio with the Executive Board.

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### **Point of Personal Privilege**

Dwight Studdard asked the Board to make a personal donation to Board member Ed Laster who in his community is help feeding families in need.

### **Bruce Moyer – Legal Counsel Update**

Bruce informed the Board that this is the 25<sup>th</sup> year he has been with NAPS. Bruce began as the Legislative Counsel. Ten years ago, he then also became the Legal Counsel of NAPS in addition to being our Legislative Council.

Montgomery case (Scialla and Simpson) She filed for further review with the US Supreme Court. The Supreme Court receives approximately 6,000 cases a year and only accepts approximately 75. Our legal team strongly feels the Supreme Court will deny the case.

The Board went into Executive Session. Mr. Moyer spoke of the pending lawsuit against the U.S. Postal Service.

## **Committee Updates**

### **Committee Reports**

#### **PFPP Committee -**

Committee Chair Dan Mooney, Brian Wagner, Richard Green, Dee Perez, Troy Griffin

Last Board meeting a recommendation was made and ranted to meet quarterly with Don Flak. They did meet on Tuesday to discuss data on how score cards were going. It took a while to get the data to review. The data wasn't received until the Friday prior. The committee reviewed the data prior to the meeting. At the meeting they discussed with Don Flak concerns. A concern was raised if the goal is measured at the district level, then only the Installation Head could mitigate the goal. Each indicator was reviewed. S&DCs is a concern regarding DPH with the additional street time added. Don Flak said they are looking at it. Don Flak also said some of the concerns he will look further into and get back to us.

#### **SWCs Committee -**

Committee Chair Tommy Roma, Tony Dallojacono, Troy Griffin, John Valuet, Ed Laster, John Aceves and Jimmy Warden

The new SWCs has been granted. Waiting on verbiage to meet every 6 months to review. Also, the new SWCs instruction sheet is in the process of being updated to reflect the new changes. Tommy thanked everyone for their patience and finally we have succeeded.

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### **Ethics Committee** -

Committee Chair Craig Johnson, Richard Green, Tommy Roma, Marilyn Walton

No ethics issues were presented to the committee.

### **Constitution & By Laws Committee** –

Committee Chair Jaime Elizondo, Bill Austin, Dan Mooney, Myrna Pashinski, John Valuet

They were given a Resolution from the Duties and Responsibilities Committee for consideration and also a Board Motion for the 2024 National Convention.

### **Duties and Responsibilities Committee** –

Committee Chair Shri Green, Ivan Butts, Luz Moreno, Pamela Davis

Submitted a Resolution pertaining to The Constitution & By Laws. The Resolution was submitted to the Constitution & By Laws Committee for review.

### **Legislative Committee** –

Committee Chair Marilyn Walton, Chuck Mulidore, Dee Perez, Kevin Trayer, Bobby Bock

### **Spring Board Legislative Report March 2023**

At the fall board meeting the Legislative team project was to prepare and distribute a legislative guide for local and state legislative representatives.

After including the team's content input, it was published with added graphics inserted by Bob Levi. The final product was completed for distribution in November. So far positive feedback has been received.

Since last October I have been involved with working with The California Postal Legislative Coalition on mid-term elections in California. We worked on the Get out the vote! California has vote by mail. Every registered voter receives a register of Voter guide with info on all the candidates and ballot initiatives, including a sample ballot. Once the actual ballot arrives voters have enough information to vote, sign the ballot and return postage paid.

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The coalition's efforts were to remind people to vote and on time. We always see a problem on mid-term voting the election went well. There is rank choice voting in California. We have seven new congressional representatives. It will be important to make contact with the new members and ensure they understand our position on Postal legislation.

The coalition used the fall months to plan our 24th Annual California Legislative Coalition the first time in two years since COVID restrictions were lifted.

In February, we had over 100 attendees, and all National Legislative Directors from the Unions, UPMA, NARFE and our special in person guests was Bob Levi, NAPS Legislative Director and Katie Maddocks, National Legislative Director Mail handlers.

Bob and Kathi presented a great team Legislative presentation.

This year the coalition discussion was led by NALC and APWU.

Bob featured several of the original members on his weekly PODCAST.

We spent a great Sunday sharing legislative information that if initiated could support all Postal employees and retirees!

More recently I have been coordinating with our new California Legislative Consultant helping her update the new listing for 118th Congress California delegation 52 Congress persons and two Senators. We have to make sure all visits are covered and confirmed.

As we prepare for our California State Convention, we are focused on working to meet or exceed last year's contribution. I will also be working with additional Western Region State to encourage more participation in SPAC.

Along with the SPAC contribution campaign we are also promoting membership and attempting to encourage retirees to maintain their membership in NAPS.

Western Region's goal is to increase SPAC contributions and membership too!

Marilyn Walton, NAPS  
Western Region VP  
Legislative Chairperson

### **Legislative report submitted by Kevin Trayer Michiana Area VP:**

Since the last board meeting, I've very busy bringing awareness to negative impact the S and DC process will have in the Michiana Area. First let me mention that my 25-year relationship with Congressman Fred Upton helped greatly in open the doors I needed to make contacts with such as, the media and local government agencies.

Congressman Upton Meet with me and Kalamazoo Br. 142 Vice President Anthony Bradley as soon as I return from the fall board in 2022. Upon briefing him on the Postmaster General plans to consolidate delivery operations of Kalamazoo and Lansing into two mega delivery units. His response was! what about employees' safety and the service and delivery delays to affected communities.

Upton agreed with NAPS position on the lack of transparency to the communities and the USPS Management staff in these two sites. He had his staff immediately call a press conference with local and national media

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outlets. He also sent the invitation to attend to local and county leaders to be present. The turnout was fantastic! It open doors to NAPS to meet with City, County and State leadership. I was invited to speak at several Board, and council meetings as well as the Kalamazoo County Orad commissioners meeting who wrote a letter on traffic concerns. Myself and the Michigan State President Tony Viers were also invited to speak at the Michigan Townships Association meeting held in December of last year in Frankenmuth Mi.

Not just one but every one of those meetings resulted in letters being sent to Postmaster General, opposing his plan as being highly inefficient and delay even already poor services. They were all highly offended that he hadn't followed Public 109 and the Postal Accountable and Enhancement Act, which clearly states the communities impacted by such moves would be able to give public input.

With redistricting in many states this also brought new opportunity to start a new relationship with Congressman Bill Huizenga's chief of staff in the Holland Michigan office. In fact, his chief staff told to mention when I go to these events, I was their first constituent since opening the new office.

To date: I have been quoted in four newspaper articles, one press conference which included two television stations, newspapers and radio station WMUK were also was interviewed in person, WMUK is and NPR affiliate station.

Our entire board and NAPS membership needs to call out the Postmaster general for the lack of transparency! I'm quoting the Portage City Mayor Patricia Randall " how do think slowing down delivery services and raising prices is could business plan"!

We are working getting started in Indiana as well.

Respectfully submitted by,

Kevin Trayer  
Michiana Area VP  
Member of the Legislative committee

### **NAPS Legislative Committee Report FY 2023**

This past October 2022 was a challenging year due to many congressional seats up for reelection and a few senate seats which determined who controlled the majority in both houses. The Postal service did whatever was humanly possible to deliver every single ballot on time and was successful in performing this objective for the American public.

My contribution to this successful process as an active Postmaster level 21 while also being a NAPS NY Area VP and executive board member; was to be involved in this process and be fully engaged within my area of responsibility as their representative. I have messaged out through my email distribution list all of NAPS's concerns when it comes to legislation and the new concern which is now taking place called the S&DC which also has political ramifications attached to it. I've also brought my engagement level as the NAPS chairman of the Postmasters committee to my Postmasters committee members as well, by having zoom meetings and

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having NAPS guest speakers discussing the important legislative topics that will benefit NAPS and its membership.

- 10/25/22 – I was asked to contribute to a new updated NAPS Representative Guide, my input on this assignment was primarily to help educate our members while understanding their roles and responsibilities in legislation.
- 10/21/22 – I help promote through my email contact distribution mailing list the Grass Roots power point, discussing – *Grass Roots Legislation@ home, Your role as an advocate in grassroots@ home, - Why does NAPS need you? Qualities, Additional opportunities to meet with your representatives and Review.*
- 11/16/22 – I messaged via email to all my membership Postmasters & Supervisors to stress the importance of being totally engaged with legislation at every turn. This is why I informed them that the Oversight & Reform Subcommittee on Government Operations. The hearing began at 2:00 PM EST and was live-streamed. If you are unable to view it live, you can still view the hearing on the link.
- 11/28/22 - I sent emails out to my entire area of responsibility in addition to the Postmasters on my committee the message that came from the NAPS executive vice president Mr. Chuck Mulidore to have each member contact their congressional leaders and email them through the NAPS legislative tool on the NAPS website a form letter that was developed by the NAPS legislative committee, concerning the new S&DC.
- 1/23/23 – I email my distribution mailing list the SPAC rules for collecting donations and directed them to the SPAC webpage on the NAPS website from Mr. Robert Levi.
- 2/13/23 – I sent out the first of numerous notices for Powering up in 23 SPAC Raffle through 3/6/23.
- 3/1/23 – I received an email from US Congressman Andrew Garbarino replying to my inquiry to the ZOOM meeting to discuss the following legislation that is important to NAPS, such as HR 594 & 595 along with requesting the reintroduction of the Postal Police bill.
- 3/2/23 – On this Thursday @ 3 PM Mr. Butch Maynard and I met with the congressman to discuss the reintroduction of the postal police bill he co-sponsored last year, which he agreed again to reintroduce. I also explained to him the importance of both HR 594 & 595, he said he was on board and was very happy to support NAPS. At this meeting, I took advantage to educate him that NAPS now represents Postmaster and all EAS even in the Postal headquarters.
- 3/8/23 – I held a ZOOM meeting with my NY Area membership and had the NAPS Executive Vice President Mr. Chuck Mulidore as my guest speaker, reviewing the agenda for the upcoming LTS, in addition, he also explained the bills pending and why they were very important to NAPS and have



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them passed.

- 3/13/23 – I held another ZOOM meeting only this time with my Postmaster committee membership and my guest speaker was Mr. Robert Levi, the NAPS Legislative Representative who discussed the upcoming HR bills 594 & 595 and why it's important to NAPS to have them passed.
- 3/28/2023 – I will be attending a labor community reception honoring Congressman Andrew Garbarino in Washington DC.
- 4/28-29/ 2023 – The Northeastern Area is having its training seminar in Puerto Rico, last year in April of 2022 we collected a then record for the Northeastern Area of \$11,020.00, this year we are challenged to break that record. I'm having a SPAC run, walk or crawl event on Saturday morning at 6:45 AM on 4/29/23 and I'm selling a long sleeves blue beautiful shirt made up of quality material that will not shrink for \$35.00 for anyone who wants one, you don't necessarily have to partake in the event. Naturally, 100% of the proceeds go to SPAC. With this added boost I hope to break last year's \$11,020.00 benchmark for SPAC.

In closing, I have promoted political participation and engagement within my Area of responsibility by emailing my branch managers to update the name of the person from each branch who is currently the legislative chairperson of said branch. I requested and received this information from my state legislative chairman Mr. Joe Amash. This information along with several more emails was necessary to make the necessary appointments on Tuesday, March 28<sup>th</sup> to visit our congressional representatives on the hill and receive their support on NAPS-supported legislation concerns.

Respectfully submitted,

Dionis "Dee" Perez

NAPS NY Area VP, Executive Board member & Legislation committee member

### **Subject: Legislative Report**

Since our last board meeting, I have been working with Florida & Georgia to increase SPAC. I have attended over dozen NAPS function. This gives me an opportunity to speak about SPAC. In fact, this year SPAC Florida came in third place for SPAC funds raised. We missed second place by a couple thousand dollars. This coming year Florida is going back to their raffle. In the past this has been very successful.

In addition, I have a new Congressman. His name is Cory Mills. I have visited the local office and attended his town hall meeting. After the town hall I had a couple minutes to speak to him. I am also in the process of educating his staff on postal issues.

I look forward visiting the Washington's office on Tuesday.

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Respectfully Submitted,

Robert Bock

### **Postmasters Committee –**

Committee Chair Dee Perez, Kevin Trayer, Kelly McCartney, Tony Dallojacono, Pamela Davis

## **NAPS Chairman of the Postmasters Committee Report**

By Mr. Dioenis Dee Perez, N.Y. Area V.P.

The executive board members who participated in this committee, were Mr. Tony Dallojacono, Mr. Kevin Trayer, and Miss Pamela Davis.

I am happy to report that this committee has brought together Postmasters and welcomed them into the NAPS family with open arms, by having constructive ZOOM meetings to bring the four specific Regional Areas together, which encompasses the entire Nation regionally.

The NAPS Postmaster committee was established to be an inclusive part of NAPS for those NAPS members who own the title of Postmaster, which has now been recognized by the USPSHQ as officially being a representative for the pay & benefits of Postmaster through the lawsuit court of appeals decision in favor of NAPS back on February 14, 2022.

I established within this committee a Regional Area of responsibilities given to each executive board member on my committee which covers the entire nation with the business concerns of Postmasters. I have held quarterly ZOOM meetings as I promised I would back in the fall executive board meeting, and I have encouraged the NAPS committee, President Mr. Jimmy Salmon to encourage his committee member to contact their respective executive board members with their concerns while keeping me in the loop. If there is a Postmaster USPS policy concern, then NAPS leadership will be consulted. At no time will this Postmasters committee replace any Regional or Area Executive board member's responsibility to their area members which overlaps with the Postmasters committee.

Thus far the feedback from all the Postmasters on this committee has been positive, the committee has established with each of their regions an overall genuine sense of being a part of the NAPS family. To date, all communication I have received from NAPS HQ that is allowed to be shared with the membership has been shared, in addition to my additional excessive amounts of emails communications, encompassing various reminders of daily, and weekly topics for those who are active while educating those Postmasters who are retired. This is done to inform our retired members of the inner workings of today's Postal Service so they can better understand their member's concerns themselves and not feel out of touch.

I held five ZOOM meetings since the NAPS Executive Fall Board meeting was held back in October through March 13, 2023. A U-Tube ZOOM meeting was held on 12/15/22 with NAPS Executive V.P. Chuck Mulidore and shared with each Postmaster committee member(s) through an email. Below are the dates of each ZOOM meeting that was held.

- 11/1/2022 with NAPS President Mr. Ivan Butts as our guest speaker

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- 12/15/2022 with NAPS Executive V.P. Mr. Chuck Mulidore as our guest speaker
- 1/25/2022 with NAPS Secretary Treasure Mr. Jimmy Warden as our guest speaker
- 2/28/2023 a general round table Zoom meeting was held to address all Postmaster's concerns
- 3/13/2023 a pre-LTS Zoom meeting was held with Mr. Robert Levi to review our upcoming LTS HR bills of concerns with HR 594 & 595 in addition to being informed that the Postal Police bill will be reintroduced this year.

Currently, this committee is working on a video to remind any member who wishes to sponsor a new member what their responsibilities are when signing them as a new NAPS member. The team assembled to make this video is Mr. Tony Dallojacono, Mr. Kevin Trayer, Mr. Jimmy Salmon, Mr. Jimmy Warden, and myself, this video will be up to ten minutes long, and it will discuss 1187 & 1188, DDF, NAPS versus UPMA, and the NAPS lawsuit. This video once it's been completed will be shared with the entire executive board via email.

The Postmaster Committee encourages the executive board members to send the video out through their email distribution mailing list when it is shared with them and to have it shown at their regional & state conventions/ training seminars to encourage the current membership to participate in signing new members for NAPS the correct way and to have the link placed in the NAPS HQ Facebook page along with the Postal Supervisor magazine.

This committee has developed a spreadsheet that allows us to track new Postmasters being signed in each regional area, however, we are missing key data indicators that would help us immensely in tracking regional 1187 activities from each branch. Moreover, perhaps this spreadsheet can be provided to NAPS office personnel to send out monthly since they receive all 1187 from every branch and they could input the required data and send it out monthly along with the DCO reports. This will allow each Regional & Area VP to understand their percentages of members versus non-members and the work they need to do to make the NAPS association more financially solvent by increasing both our membership and understanding our weakness in membership in certain regions/ areas.

The Postmaster's committee is monitoring the new S&DC that is currently open in the Atlanta Georgia area, Texas area, Utica NY area, and Michigan area. With concerns on how it will affect Postmasters and their current levels/ existence once they are housed in one finance unit/ S&DC in addition to their newly assigned duties in their offices.

I attended the grand opening of the Utica NY S&DC on February 22, 2023, with seven other NY Area NAPS Branch members, the facility was still undergoing some renovations and at the time only one zip code was housed within this facility which anticipates hosting a total of thirteen total zip codes. The NY 3 District manager Marcellina Del Pizzo invited us back in June when she anticipates they will be fully up and running.

Mr. Kevin Tryer has been a pioneer in leading the charge in his area with the S&DC with both the local community stakeholders as well as informing his local congressional representatives. He has been on the local television newscasts in addition to newspaper articles outlining the controversial S&DC program being rolled out by the USPS HQ while pointing out the obvious flaws that affect our Postmasters & Supervisors. Miss Pamela Davis has also been involved with her Texas area S&DC and is currently monitoring the activities taking place that would affect both Postmasters & Supervisors also, I understand a site visit is currently being planned by her, with more details to follow.

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This Postmaster committee feels that the corrective action currently being issued to EAS is punitive and not corrective in nature. All too often the Postmaster & Supervisor are issued corrective action when they have nothing on file, then are faced with adverse action being given. We are not discussing an action related to a zero tolerance/ violence issue or missing funds. If both labor & Human Resources are the guardrails in keeping discipline in line with being corrective and not punitive by abiding by the just cause rules, then these occurrences would be less frequent. However, the committee feels regardless of who the manager of Labor & Human Resources is, they are being told to issue a certain degree of corrective action regardless of it being excessive, hence the committee feels corrective action is being rubber-stamped by these departments instead of issuing the actual levels of corrective action that is correct.

The Postmaster's committee has been encouraged to meet with both their labor & Human Resource managers to have this conversation, so their District has an understanding to be consistent and fair when issuing corrective action, a rubber stamp of approval because a higher-level manager deems it necessary, is not an acceptable practice any longer and we want this practice stopped.

In closing, I want to thank my colleagues on the executive board, Mr. Tony Dallojacono, Mr. Kevin Trayer, and Miss Pamela Davis who have all contributed to the success of this Postmasters committee along with each Postmaster on the committee. I want to thank everyone who has participated in our ZOOM meetings and brought up their concerns in their respective areas and voiced their opinions on various topics which are important to both themselves along with their membership.

This committee has attained its groundbreaking objective and will continue to share information while always including our Postmasters in the NAPS family.

Respectfully submitted,

Dioenis "Dee" Perez  
NAPS NY Area VP  
Executive Board Member & Chairman of the NAPS Postmasters Committee

### **Training and Advocacy –**

Committee Chair Myrna Pashinski, Brian Wagner, Richard Green, Chuck Lum,

The committee received a letter from a member from the Dakotas asking for changes to the OTM about where branch funds could be put. The state had an investment account that wasn't in a FDIC protected institution. He was concerned the branch would get in trouble. He also wanted NAPS headquarters to put in the OTM authorized investments they could invest in. The committee held a ZOOM meeting to discuss what how to respond to his request. Brian Wagner spoke with him and I meet with him at LTS. The actual request was to change wording in section seven to include language on other investments. The committee will work on proposed language and present it to the board.

# 2023 Spring Executive Board Meeting Minutes

## March 29, 2023 – March 31, 2023



### **Plant Committee** –

Committee Chair Chuck Lum, Shri Green, and Luz Moreno, Dwight Studdard

No updates to report

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

Much discussion on reaching out to the non-members. Boots on the ground is the best way to reach out to a non-member and tell them about NAPS and to join. Discussion regarding the upcoming Career Conferences and support NAPS HQ will give the local Branch. Increasing membership was also discussed to help the F/Y 2023/2024 budget.

**Budget Discussion** – Friday 3/31/23 Executive Board Meeting was mostly devoted to discussion pertaining to the proposed Fiscal Year 2023/2023 NAPS Headquarters Budget. Richard Green began a conversation on our Fiduciary responsibilities confirmed by Marilyn Walton. Discussion included registration fees for the LTS and National Convention as they cover a small fraction of the cost.

### **New Business**

1187s need to be sent to the email address [join@naps.org](mailto:join@naps.org). Clear copies must be received. Photo copies are not acceptable.

Question asked could we reach out to BOG for their position on S & DCs. NAPS's position on the S&DC is transparency. We need transparency. Information is slow. There is a telecom every two weeks. Athens and Bryant, no impacts to Supervisors. Currently no impacts to Supervisors. As for or against we are against the non-transparency but for the process. Current Postal Leadership is doing things differently for the good. Not necessarily save money but more stream line the system. S&DCs in Texas have been going smoothly.

Postal Service Career Conference. If a Branch submits us a receipt for the \$100 registration for the table, NAPS HQ will reimburse them. We will supplies give away pens. We will purchase new roll up banners in the near future. Mostly craft employees attend the career conferences.

### **Final Remarks Good of the Association**

President Butts thanked everyone for pressing through to get the business of the Association done. Wished everyone safe travels home. Ensured the Board we will be doing the work of the Association.

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22. Closing prayer – Led by Past President Brian Wagner

23. Chuck Lum made a motion to adjourn Second by. All were in favor.

Respectfully Submitted,

James “Jimmy” Warden

NAPS Secretary Treasurer