



2021 NAPS LTS Zoom Meeting

Talking Points

THANKYOU ... for meeting with us. We're here to talk with you about the Postal Service and service to your constituents. We have emailed some materials that are associated with our message today. [*Email NAPS Issues Brief prior to ZOOM meeting; also provide screen-share slides.*]

Slide 1—Capitol

We are members of the National Association of Postal Supervisors (NAPS). We are not a union; we are a postal management association. Our members supervise and manage mail processing, delivery, retail and support functions of the Postal Service. We help to assure that your constituents receive the best service possible. Recently, more than 500 postal supervisors met via Zoom. This week, we are using Zoom to meet with members of Congress and members of their staffs. *Note: Talk about the postal facility or facilities where you work and their role.*

Slide 2—Postal Supervisors and Managers Are Key to a Responsive, Universal and Affordable Postal Service

In 1980, Congress recognized the importance of postal supervisors and managers by enacting section 1004 of Title 39, which provides a process for consultation between the Postal Service and NAPS to assure fair pay and benefits. Regrettably, this process has failed to work; it is ineffective and unfair. The process needs to start earlier and the fact-finding decisions of the Federal Mediation and Conciliation Service need to become more binding. We ask you to support H.R. 1623, bipartisan legislation to improve our supervisory pay consultation process

Slide 3—Many Postal Managers Are Denied the Same Appeal Rights as Extended to Other Postal Supervisors and Managers

About 7,500 nonsupervisory managers in the Postal Service are locked out of MSPB appeal rights. Because of a narrow statutory interpretation by the courts, nonsupervisory managers are denied the right of appeal over adverse actions to the Merit Systems Protection Board, a right all other supervisory managers enjoy. For nonsupervisory managers, the only option is through an internal USPS process that lacks fairness and due process. H.R. 1624 would correct the situation and assure MSPB access to all Postal Service nonbargaining employees, regardless whether they supervise USPS operations.

Slide 4—Repeal the Government Pension Offset and Windfall Elimination Provision

H.R. 82 would fully repeal both Social Security provisions, which unfairly target federal retirees who participate in the Civil Service Retirement System or are the surviving spouses of such retirees. Both provisions reduce the Social Security benefits of these individuals.

Slide 5—The Constitution and the Postal Service

As you may know, the Postal Service and the nation's system of post offices is enshrined in the Constitution. Article 1, Section 8, empowers Congress to establish post offices and post roads. Consequently, our postal infrastructure and postal operations are crucial to our country. Our Founding Fathers regarded a postal system as a vital means for linking communities and commerce throughout the nation. Their vision stands true today.

Slide 6—Postal Service By The Numbers

The USPS generated \$73.1 billion in revenue in Fiscal Year 2020, employs 97,000 veterans and supports A \$1.6 trillion postal industry, accounting for about 7.6% of the nation's gross domestic product. It is number "1" in trust and is tops among government agencies in approval.

Slide 7—Economic Impact of the Postal Service

The Postal Service supports millions of jobs in virtually every other sector of our economy. Postal jobs contribute to the economic vitality of our congressional district and our state. We will be happy to provide you with further data.

It's important to note that _____ jobs _____ tax dollars are generated by the Postal Service in our congressional district. _____ jobs and _____ tax dollars are generated throughout our state.

Slide 8—Stabilizing Postal Finances

The Postal Service is NOT taxpayer-funded. By law, the Postal Service is self-funded and has operated that way since 1970. Our revenues come from sales of postage and mail products – not taxes. Americans pay for postal service at a cost far less than anywhere else in the industrialized world.

In 2006, a law was passed that included a provision that mandated the Postal Service prefund future retiree health benefits. The Postal Service is the only entity – public or private – required to prefund such benefits. This mandate has accounted for about 80% of postal losses.

In the previous congress, the House passed H.R. 2382, legislation to repeal the prefunding mandate. However, the Senate never moved a bill. NAPS urges you to support H.R. 695 and S. 145, legislation to repeal the prefunding mandate.

Slide 9—There Is an Urgent Need for Postal Restoration

The year 2020 demonstrated why the Postal Service is a key component of this nation's critical infrastructure. The Postal Service enabled communications, commerce and democracy. It also performed in the face of multiple natural disasters, including the pandemic and weather events. But flawed USPS Headquarters decisions, combined with the pandemic and a parcel surge, impacted postal performance and could undermine public confidence.

NAPS believes that legislation is needed to restore and sustain our Postal Service. Legislation being developed by House Oversight and Reform Committee Chairwoman Carolyn Maloney is a positive step toward restoration. NAPS believes legislation should include three major components: Fair and flexible postage rates; incentives to develop innovative products and services; and protection of the Postal Service's universal obligation. In addition, NAPS believes legislation should include "whistleblower" protection for front-line supervisors and managers

Slide 10—The Senate Should Promptly Confirm Qualified Nominees to the U.S. Postal Service Board of Governors

[If you're meeting with a member of the House.] (While I understand that the House of Representatives does not confirm members to the USPS Board of Governors, I wanted to share with our thoughts.)

The Postal Service is overseen by a Board of Governors, which hired the current Postmaster General at a time when only four of its nine members were installed. Since then, a number of significant operational changes have been implemented without review by a majority of the board. In addition, the Postal Service is deliberating over a major long-term strategic plan, which should be reviewed by a full Board of Governors before implementation.

Slide 11 – Postal Paradox – the 10-Year Plan

NAPS is still reviewing the Postmaster General's strategic plan. There are aspects that are positive, including support for repealing the retiree prefunding requirement, infrastructure investment, and updating postal delivery fleet. However, there are concerns about lengthening the delivery window for first-class mail, and potential plant and retail consolidations.

Slide 12 —Postal Bills to Co-sponsor

Please consider (or thank you for) co-sponsoring the bills referenced on page 13 of our Issues Brief.

Slide 13—Our Invitation

Finally, we are inviting lawmakers and staff to visit (or revisit) our local postal facilities to see and learn how the postal system works and the challenges we face in our district/state. Thank you for your support and for listening to us. Let us know whenever we can be helpful.

Note: Take a screen shot of everyone before ending the Zoom call.