

National Association of Postal Supervisors

NAPS National Auxiliary

NAPS 68th National Convention

One Book

New Orleans

Aug. 8-12, 2022

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New Orleans

Convention Program



Welcome!

Welcome to “The Big Easy!” New Orleans is an exciting place to be meeting for the NAPS 68th National Convention. As your NAPS president, having this city as the venue to preside over for my first national convention is humbling and exhilarating at the same time.



But firsts are nothing new for this majestic, American destination city. Here are a few leading-the-way points about NOLA:

1. The term “Dixieland” was developed from the name of the currency, the “dix,” that was Louisiana’s currency when states printed their own.

2. New Orleans City Park is the largest municipal park in the

United States.

3. The Ursuline Convent was founded in 1727 after the nuns faced a perilous, five-month journey across the Atlantic Ocean.

4. New Orleans was the largest city in the Confederacy during the Civil War.

5. The St. Louis Cathedral is the oldest, continuously operating cathedral in the United States.

6. The oldest, continuously operating restaurant in the United States is Antoine’s, established in 1840.

7. The first opera in the United States was staged in New Orleans.

8. The oldest college of commerce in the United States is Tulane University’s School of Business.

9. The Superdome is the largest structure constructed by steel that has no obstructing posts.

10. New Orleans has over 20 nationally registered historic districts, more than any other city in the United States.

How many of these facts about New Orleans did you know? How many were new?

New Orleans has a richness of heritage and culture surpassed only by its richness of some of the best dining experiences in the world. It’s no secret that

New Orleans is the epicenter of delicious cuisine, culture and exciting events in Louisiana. From scrumptious shrimp remoulade to a perfect Po’ Boy sandwich, haute cuisine is not to be missed. There is no shortage of amazing restaurants and bars to try.

Louis Pasteur (Dec. 27, 1822 – Sept. 28, 1895) was a French chemist and microbiologist renowned for his discoveries of the principles of vaccination, microbial fermentation and pasteurization. His research in chemistry led to remarkable breakthroughs in understanding the causes and preventions of diseases, which laid the foundations of hygiene, public health and much of modern medicine. Pasteur is quoted as saying, “Chance favors a prepared mind.”

Your host team, led by New Orleans Branch 73 President Tomica Duplessis, exemplifies this quote. She and her team have seen to every detail, dotting every “i” and crossing every “t.” I had the opportunity to visit earlier this year and it was abundantly clear that the team she put together was 100% committed to putting on the best NAPS national convention ever.

I was so impressed and appreciative of Tomica and her subcommittee chairs’ presentations on arrangements being made, all that was left for NAPS Headquarters to do was support every thought and effort. I hope I did not let this team down.

So, as we make our way around the beautiful Hyatt Recency New Orleans and you see the host team that is visible and available to assist delegates in navigating this venue, don’t forget to thank them for their service. They surely have poured their hearts and souls into bringing the very best of New Orleans to us at this, our 68th National Convention. *Laissez les bons temps rouler!*

In solidarity ...

Ivan D. Butts
NAPS President



Laissez les Bons Temps Rouler!

Greetings from New Orleans Branch 73 and the Central Gulf Area. Welcome to the Big Easy! And welcome back to those who attended the last NAPS National Convention in New Orleans in 1998. We are very excited to have everyone here.

NAPS is having an awesome year! New Orleans is a great place to celebrate our victories, as well as plan, discuss and focus on our goals and strategies as we continue to represent postal management. As we convene in New Orleans, we will focus on our purpose and the strength of our organization, all while having a great time!

We want to make sure you enjoy yourselves in New Orleans—a foodie's paradise. New Orleans also

offers a plethora of fun and exciting things to experience. The city is rich and vibrant in culture. Please take time on Wednesday to enjoy one of the tours; we

offer something for everyone.

We are excited to be in downtown New Orleans—just minutes from the French Quarter, Harrah's New Orleans, the River Walk and many shopping venues and restaurants. We are located very close to the streetcar lines. Of course, I can't leave out the fact we are right next door to the home of the New Orleans Saints—the Superdome. "Who dat?!"

If you have any questions or need anything, please do not hesitate to reach out to our branch members and volunteers. We want your stay in the Big Easy to be enjoyable.

You could have chosen to be anywhere this week, yet you chose to be here, in New Orleans, with us. For that, we are forever grateful and thankful. Welcome to New Orleans!

Tomica Duplessis

President

New Orleans Branch 73



New Orleans Host Branch 73



Front row, from left: Former NAPS President Louis Atkins, Kyle Laurendine, Bertha Brumfield, Branch 73 President Tomica Duplessis and National Auxiliary Secretary/Treasurer Bonita Atkins.

Middle row: Central Gulf Area Vice President Roy Beaudoin, Cassandra Duplessis-Collins, Shirley Clarke and Renette Dominick.

Back row: Ernest Parfait, Albert Feazell and Celestine Jackson.

Not pictured: Shandrika Jones, Safiyyah Raheem-Wilson, Rosalind Sevalia, Cornel Rowel, Maria Armour, Cabrini Hayes, Berryle Jordan and Michael Mayes.



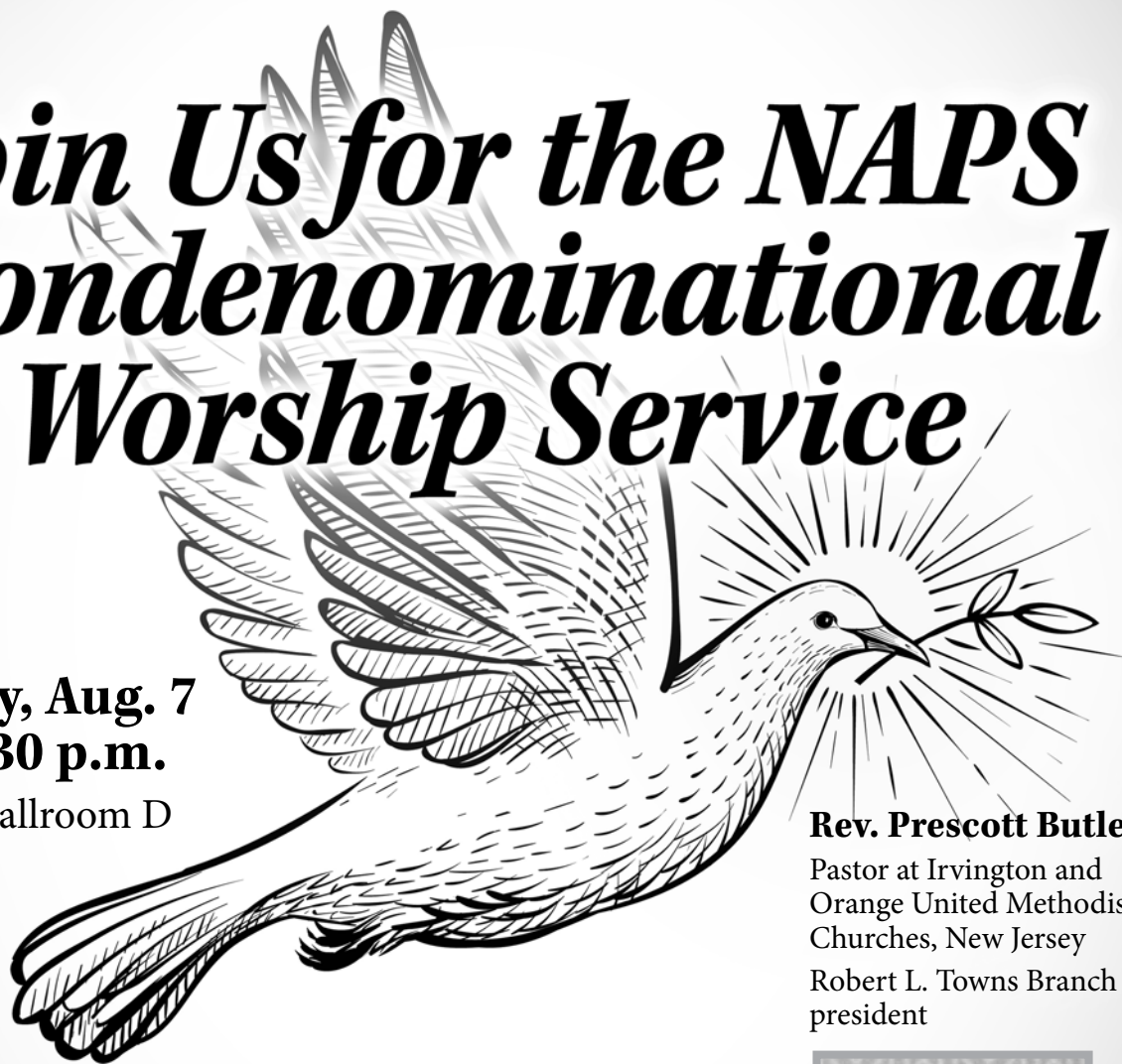
NAPS 68th National Convention
August 8 - 12, 2022

Hyatt Regency
New Orleans, Louisiana

Join Us for the NAPS Nondenominational Worship Service

**Sunday, Aug. 7
1 to 2:30 p.m.**

Empire Ballroom D



Rev. Prescott Butler

Pastor at Irvington and
Orange United Methodist
Churches, New Jersey

Robert L. Towns Branch 217
president

*This is a wonderful opportunity to come
together for worship and fellowship as a NAPS
community. Come hear the word of God.*

Matthew 18:20

"For where two or more gather in my name, there I am with them."



NAPS 68th National Convention Agenda

This agenda is tentative as of July 14. Please refer to the Daily Newsletter for possible changes in the program.

Saturday, Aug. 6

noon - 5 p.m.

NAPS/Auxiliary Registration—**Celestin Ballroom Foyer**

Delegates will be emailed a QR code before the start of the 68th National Convention. Delegates will scan their QR code at registration to print their name badge and all convention information.

Sunday, Aug. 7

8 a.m. - 5 p.m.

NAPS/Auxiliary Registration continues—**Celestin Ballroom Foyer**

8 a.m. - 4 p.m.

Exhibits Open—**Celestin Ballroom Foyer/Storyville Hall—3rd floor**

9 a.m.

Tee Time, NAPS Golf Tournament at Timberlane Golf & Recreation, Gretna, LA

1 - 2:30 p.m.

Nondenominational Church Service—**Empire Ballroom D**

3:30 - 5 p.m.

NAPS & Auxiliary Delegates' Orientation—**Empire Ballroom D**

6 p.m.

Bid Whist Tournament—**Imperial 5**

Committee Meetings

Audit: 9 a.m. - 5 p.m., Strand 10

Constitution & Bylaws: 8:30 a.m. - 5 p.m., Strand 6

Credentials & Registration: Bolden 1

Postmaster: 9 a.m. - 5 p.m., Strand 7

Resolutions: 9 a.m. - 5 p.m., Strand 4

Rules: 9 - 11 a.m., Strand 5

Sergeant-at-Arms: Strand 3

Caucus Rooms:

Northeast Region: Strand 11A

Eastern Region: Strand 12

Central Region: Strand 11B

Southern Region: Strand 10B

Western Region: Strand 13

Monday, Aug. 8

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall—3rd floor**

8 a.m. - 4 p.m.

NAPS/Auxiliary Registration continues—**Celestin Ballroom Foyer**

Exhibits Open—**Celestin Ballroom Foyer/Storyville Hall—3rd floor**

Re-Elect Ivan D. Butts for NAPS National President

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

Vision – The act or power of imagination.

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

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

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



Accomplishments

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

Leadership for the Membership

“STRIVING FOR EXCELLENCE, TOGETHER”



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

NAPS 68th National Convention

Opening Ceremony

9 - 11:30 a.m.—Celestin Ballroom—3rd floor

Convention Call to Order: **Tomica Duplessis**,
New Orleans Host Branch 73 president

Invocation: **Cassandra Duplessis-Collins**,
Host Branch 73

Presentation of Colors: Louisiana National
Guard

Pledge of Allegiance: **Kyle Laurendine**, Host
Branch 73

National Anthem: **Rechelle Cook**

Jazz Funeral Memorial: **Bertha Brumfield**,
Host Branch 73

Entertainment: The Victory Belles

Welcome:

Rep. Troy Carter (D-LA)

Matthew Connelly, Post-
master, New Orleans

Courtney McKelvey,
Senior Plant Manager, New Orleans P&DC

James Tate III, Postmaster, Baton Rouge



Troy Carter (D-LA)



Matthew Connelly



Courtney McKelvey



James Tate III

noon

Lunch on your own

12:15 p.m.

Area photos—**Michiana, Illini, North Central**
and **MINK** areas—**Storyville Hall—3rd floor**

Monday Afternoon, Aug. 8

1:30 - 5 p.m.

NAPS Convention—**Celestin Ballroom—3rd Floor**

2 p.m.

Edmund Carley, national
president, United Postmas-
ters and Managers of Amer-
ica (UPMA)



Edmund Carley

4:50 - 5 p.m.

Good of the Association/
Delegate Recognition

5:15 p.m.

Area photos—**New England** and **New York**
areas—**Storyville Hall—3rd floor**

6 - 10 p.m.

Host Committee/NAPS Welcome Reception/
Dinner—**Entire Empire Foyer and Ballroom**
*Station food, cash bars, live music, mobile
photo booths, LED performers, Mardi Gras
showgirls, Mardi Gras Indians and Zulu
Tramps*

Tuesday, Aug. 9

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall—3rd Floor**

8 a.m. - 4 p.m.

NAPS/Auxiliary Registration continues—
Celestin Ballroom Foyer

8 a.m. - 5 p.m.

Exhibits open—**Celestian Ballroom Foyer/
Storyville Hall—3rd Floor**

8:30 a.m. - noon

NAPS Business Session—**Celestin Ballroom**

Invocation: **Bob Helfrich**, Indianapolis
Branch 8 treasurer

New Orleans



10:30 a.m.

Greg Gray, “The 93% Rule—
What People Really Listen To”



Greg Gray

noon

Lunch on your own

12:15 p.m.

Area photos—**Mideast,
Capitol-Atlantic and Pioneer areas—
Storyville Hall—3rd Floor**

1 - 5 p.m.

NAPS Business Session—**Celestin Ballroom**

4:50 - 5 p.m.

Good of the Association/Delegate Recognition

5:15 p.m.

Area photos—**Northwest, Rocky Mountain
and Pacific areas—Storyville Hall—3rd
floor**

Free Night

Wednesday, Aug. 10

No official convention business.

Thursday, Aug. 11

6:30 a.m.

SPAC Walkathon—Meet at the hotel lobby

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall—3rd floor**

8 a.m. - noon

NAPS/Auxiliary Registration continues—
Celestin Ballroom Foyer

8 a.m. - 5 p.m.

Exhibits open—**Celestin Ballroom Foyer/
Storyville Hall—3rd floor**



NAPS 68th National Convention

8:30 a.m. - noon

NAPS Business Session—**Celestin Ballroom**

Invocation: **Marilyn Jones**, California State Branch 905 president

9:30 - 11 a.m.

Address: **Louis DeJoy**,
Postmaster General



Louis DeJoy

noon

Lunch on your own

12:15 p.m.

Area photos—**Southeast, Central Gulf, Cotton Belt and Texas areas—Storyville Hall—3rd floor**

Eastern/Northeastern Regions Luncheon—**Empire Ballroom A**

Western Region Luncheon—**Empire Ballroom B**

1 - 4:30 p.m.

NAPS Business Session—**Celestin Ballroom**

Nomination of candidates for Executive Board

3 p.m.

Charles Marshall, author of
“Seven Powers of Success:
Unlock Your Strengths”



Charles Marshall

4:50 - 5 p.m.

Good of the Association/
Delegate Recognition

Friday, Aug. 12

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall—3rd floor**

8 a.m. - 3 p.m.

Exhibits open—**Celestin Ballroom Foyer/
Storyville Hall—3rd floor**

8 a.m. - noon

NAPS Business Session—**Celestin Ballroom**

Invocation: **Prescott Butler**, Robert L. Towns
Branch 327 president

Election of Executive Board members

noon - 1:30 p.m.

National Auxiliary Luncheon—**Empire Ballroom A** (*ticket required*)

1:45 - 4:30 p.m.

NAPS Business Session—**Celestin Ballroom**

6 p.m.

Pre-Banquet Cocktail Hour—**Empire Foyer**
(*Open beer/wine bar, 6 - 7:30 p.m.; cash beer/
wine bar, 7:30 - 8 p.m.*)

7 p.m.

Grand Banquet—**Empire Ballroom** (*ticket
required*)

Invocation: Eastern Region Vice President
Richard L. Green Jr.



TROY A. CARTER
2ND DISTRICT, LOUISIANA

COMMITTEE ON TRANSPORTATION
AND INFRASTRUCTURE

SUBCOMMITTEES:

ECONOMIC DEVELOPMENT, PUBLIC BUILDINGS,
AND EMERGENCY MANAGEMENT

RAILROADS, PIPELINES, AND HAZARDOUS
MATERIALS

COMMITTEE ON SMALL BUSINESS

SUBCOMMITTEES:

UNDERSERVED, AGRICULTURAL, AND RURAL
BUSINESS DEVELOPMENT

CONTRACTING AND INFRASTRUCTURE

Congress of the United States
House of Representatives
Washington, DC 20515-1802

August 8, 2022

New Orleans Branch 73
National Association of Postal Supervisors
Post Office Box 50432
New Orleans, LA 70150-0432



Greetings!

On behalf of the Second Congressional District of Louisiana, I welcome the 1,300 delegates of National Association of Postal Supervisors to the City of New Orleans for the NAPS 68th National Convention. We're glad to have you in the Big Easy.

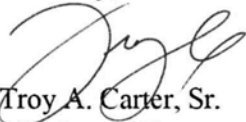
With a membership of approximately 27,000 active and retired United States Postal Service (USPS) supervisors, managers, and postmasters, I commend your commitment to promote the prosperity of your members and the Postal Service. You have grown from 50 Supervisors in Louisville, to nearly 300 local branches across the continental United States, Alaska, Hawaii, Guam, Puerto Rico, and the U.S. Virgin Islands.

Throughout my time in public service, I have seen first-hand the importance of the Postal Service. In the wake of Hurricane Katrina, the USPS played a critical role in connecting New Orleans residents with each other and with essential government services when they needed it most. In those tough days and in the times following it was the postal supervisors, postal managers and postmasters who kept their promise to the public, and who helped deliver democracy for America (i.e., absentee ballots) in the 2020 election during the height of the pandemic.

I want to congratulate you on your successful advocacy to pass the Postal Service Reform Act (HR 3076), legislation that will ensure the services of the postal service will be guaranteed for the next generation. I stand with you in supporting HR 82, the Social Security Fairness Act, which would eliminate the Windfall Elimination Provision and the Government Pension Offset. These two provisions threaten the Social Security benefits of many civil service retirement system annuitants, and I will continue to fight to end these damaging programs and protect your retirement benefits.

Again, welcome to New Orleans. I trust you will leave recharged, renewed, and revived. Keep up the great work you are doing as an organization.

Sincerely,


Troy A. Carter, Sr.
Member of Congress

506 CANNON HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-6636

DISTRICT OFFICES:

650 POYDRAS STREET
SUITE 2435
NEW ORLEANS, LA 70130
(504) 288-3777

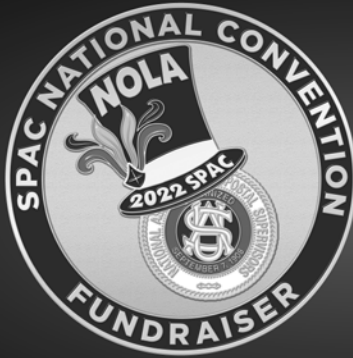
3401 GENERAL DE GAULLE DRIVE
SUITE 100
NEW ORLEANS, LA 70114
(504) 381-3970

200 DERBIGNY STREET
SUITE 3200
GRETN, LA 70053
(504) 381-3999

125 REGALA PARK ROAD
SUITE K135
RESERVE, LA 70084

6803 PRESS DRIVE
SUITE 166
NEW ORLEANS, LA 70126

801 HARDING BOULEVARD
BATON ROUGE, LA 70807
(225) 726-2070



NAPS New Orleans Challenge Coin

SPAC Form

Pay and drop off forms at SPAC table, Celestin Ballroom Foyer, beginning Sunday morning

For a contribution of \$25, you will get this specially designed challenge coin

Number of Coins Purchased _____ x \$ 25 = Total Purchase \$ _____

Name _____

Home Address _____

City _____ State _____ ZIP _____

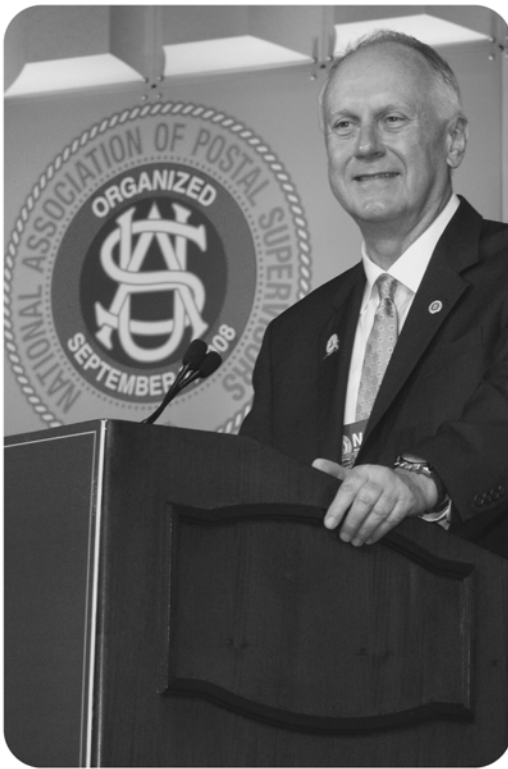
Branch _____ EIN _____

Check or Money Order _____ Cash _____ Credit Card _____

Credit Card Number _____

Expiration Date _____ Security Code _____

All contributions to the Supervisors' Political Action Committee (SPAC) are voluntary, have no bearing on NAPS membership status and are unrelated to NAPS membership dues. There is no obligation to contribute to SPAC and no penalty for choosing not to contribute. Only NAPS members and family members living in their households may contribute to SPAC. Contributions to SPAC are limited to \$5,000 per individual in a calendar year. Contributions to SPAC are not tax-deductible.



A Record of Success:

- ✓ Successful Pay Consultations for the 2020-2023 Pay Cycle
- ✓ Success in Seeing the NAPS Lawsuit to Victory in the Federal Courts
- ✓ Success in Passing Long Sought Postal Reform Legislation in HR 3076
- ✓ Successful 2022 Legislative Training Seminar

"I committed to you when I sought this position at our national convention in Texas that I was ready to go to work for you on day 1."

Important Work Ahead:

- Promoting Title 39 Reform and securing MSPB rights for all EAS through advocacy of HR 1623 and HR 1624 on Capitol Hill
- Effective management of the NAPS DDF with continued focus on quality representation and cost management
- Continuing to work with the Postal Service through the consultative process to resolve national issues beneficially to NAPS members
- Growing and managing SPAC revenues so NAPS can be even more effective in promoting our legislative agenda on Capitol Hill, establishing relationships with state and local leaders, and promoting vote by mail initiatives at the state level
- Maintaining NAPS strong voice on the PERF Executive Board, advocating for Postal employees in their time of need
- Representing NAPS and all Federal employees on the Thrift Savings Plan Advisory Board

Re-Elect Chuck Mulidore

NAPS EXECUTIVE VICE-PRESIDENT



Credentials & Registration Committee

Following is the report of the Credentials & Registration Committee

	Monday 8/8	Tuesday 8/9	Thursday 8/11	Friday 8/12
First-Timers in Attendance				
Executive Board Attending				
Executive Board Possible Votes				
Branch Delegates Attending				
Branches Represented				
Possible Branch Votes				
Total Possible Votes <i>Branches and Executive Board</i>				
Total Registered in Attendance <i>NAPS Delegates, Auxiliary and Guests</i>				

Respectfully submitted by:

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

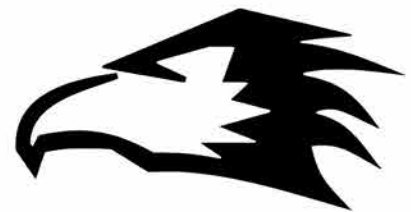
Roy Madden, *Massachusetts State Branch 924, assistant chair, Credentials & Registration*



**Consider us your
unofficial HR,
but better!
We work for you!**

Helping people retire successfully since 2008!

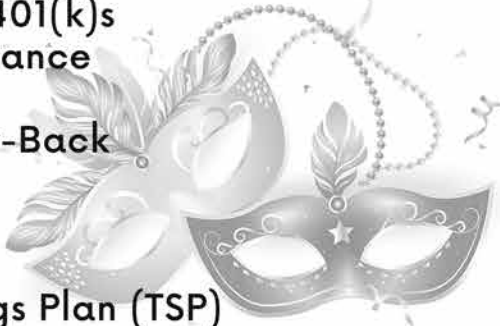
FESA



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(512) 687-6202**



- Retirement Income Planning
- Social Security Maximization
- Pensions & 401(k)s
- Health Insurance
- Medicare
- Military Buy-Back
- FEGLI
- FERS
- CSRS
- Thrift Savings Plan (TSP)



Client Testimonials

"It was nice to work with someone that was so knowledgeable on all the different aspects that encompass this tangled web of the retirement process. Joy took what felt like a 12 lane highway heading off in all different directions and turned it into a single lane country road. The experience has felt like my first breath of retirement...and it feels good!"

- Gladys



"I learned about income at retirement, social security and info on estimated benefits, life insurance now and after retirement, thrift savings plan info and options. George was very helpful in providing information and answers to questions I didn't know I had."

- Gwendolyn



"I really appreciated the way my Benefits Specialist took the time to explain how my benefits worked. He was very helpful and professional. I will definitely recommend him to my coworkers and friends. Every federal employee needs this kind of support."

- Lenard



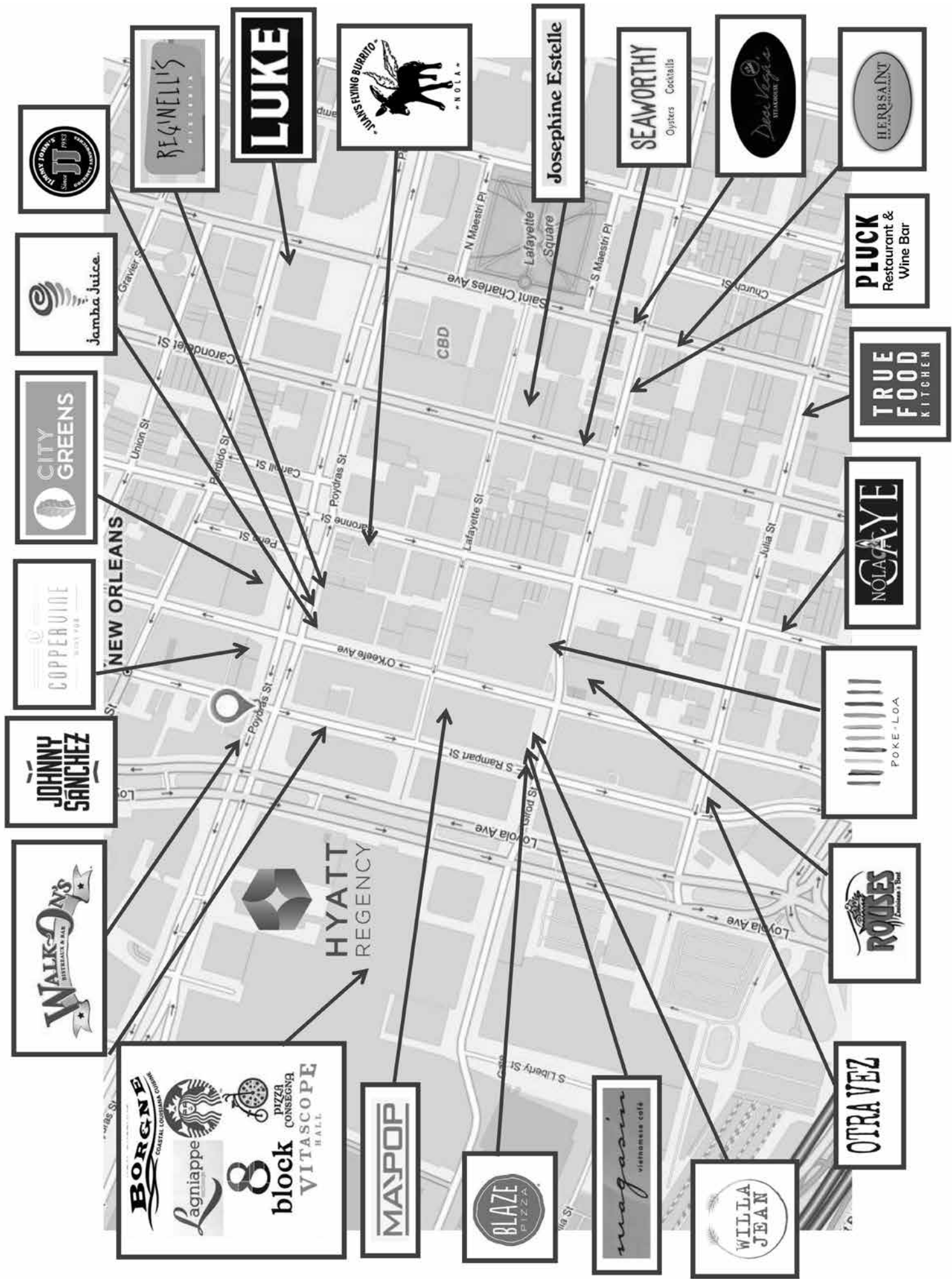
"My benefits specialist from FESA was very polite and knowledgeable. He took the time to understand our situation. He explained the benefits and answered all our questions and concerns. He supplied us with the phone numbers and other resources to contact to answer any further questions. He will stay in touch until we finish all the retirement process. We sincerely appreciate his assistance"

- Thomas



Convention Meeting Rooms

Auxiliary Office	Bolden 3
Auxiliary Business Sessions	Empire Ballroom C
Auxiliary Luncheon, Friday	Empire Ballroom A
Breakfast—Monday, Tuesday, Thursday and Friday	Storyville Hall, 3rd floor
Caucus Rooms	
Central Region.....	Strand 11B
Eastern Region.....	Strand 12
Northeast Region.....	Strand 11A
Southern Region.....	Strand 10B
Western Region.....	Strand 13
Credentials & Registration Office	Bolden 1
Delegate's Welcome Party, Monday	Empire Foyer and Ballroom
Eastern/Northeastern Regions Luncheon, Thursday	Empire Ballroom A
Grand Banquet	Empire Foyer and Ballroom
NAPS & Auxiliary Orientation, Sunday	Empire Ballroom D
NAPS Business Sessions	Celestin Ballroom, 3rd floor
NAPS Headquarters Office	Bolden 6
Nondenominational Worship Service, Sunday	Empire Ballroom D
Photo Area	Storyville Hall, 3rd floor
Registration, NAPS and Auxiliary	Celestin Hall
Sheri Davies' Office	Bolden 6
Vendors	Celestin Hall
Western Region Luncheon, Thursday	Empire Ballroom B



Convention Committees

Assistant Secretaries

Nancy McVicker, Branch 66, OR, *chair*
LaTasha Brown, Branch 131, MO, *assistant chair*
Roberta Hoag, Branch 53, NJ
Marcia Jones, Branch 42, MD

Audit Committee

Arnold Rosario Jr., Branch 96, ME, *chair*
Stephnia Campbell, Branch 159, CA, *assistant chair*
Deborah Barclay, Branch 133, OH
Scott Englerth, Branch 11, NY
LaShunda Haymer, Branch 14, IL
Tira Lewis, Branch 42, MD
Velma McClinton, Branch 39, CA
Sally Sampao, Branch 88, CA
Mozell Singleton-Belger, Branch 183, NC
Carolyn J. Williams, Branch 146, FL

Constitution & Bylaws

Rafael Brathwaite, Branch 45, *chair*
Celia Dianne Ayon, Branch 88, *assistant chair*
Hans Aglidian, Branch 35, PA
Osvaldo Ozzie Camacho, Branch 595, GA
Chad Itami, Branch 940, CA, *first-timer*
Roger A. Finley, Branch 595, GA
Natasha Guevar, Branch 29, OH
Jo Ann Hutton, Branch 29, OH
Suzette James, Branch 154, FL

Debra Johnson, Branch 354, FL
Edward Laster, Branch 46, OH
Sean Mayes, Branch 29, OH
Monique Mosley, Branch 8, IN
Angela Gavin Mitchell, Branch 159, TX
Olajide Okedina, Branch 489, IL
Edith B. Roundtree, Branch, 154, FL

Credentials & Registration

Rosemary Harmon, Branch 920, KY, *chair*
Roy Madden, Branch 924, MA, *assistant chair*
Sam Booth Jr., Branch 39, CA
Maxine Campbell, Branch, 42, MD
Jeanette Carter, Branch 1, KY
Pamela Cothrine, Branch 131, MO
Paul J. Foley, Branch 120, MA
Tom Hoerner, Branch 420, FL
Delores Hunter, Branch 23, MI
Jill Jensen, Branch 139, UT
Tommy D. Johnson, Branch 228, SC, *first-timer*
Debbie Moore, Branch 55, IN
Amirah F. Muhammad, Branch 82, GA
Nancy B. Muschette, Branch 135, MD
Renee Rafuse, Branch 102, MA
Loretta “Lori” Reed, Branch 698, CA
Constance Scales-Bradley, Branch 53, NJ
Melisande Shumate, Branch 928, MO
Charles Singer, Branch 322, KY
Ellen Spaulding, Branch 14, IL, *first-timer*
Ann Strickland, Branch 146, FL
Meyaka T. White, Branch 29, OH, *first-timer*

Postmaster

Kevin Moore, Branch 281, *chair*
Jimmy Salmon, Branch 246, *assistant chair*
Kanani Alos, Branch 214, HI
Susan Bartko, Branch 941, PA
Margaret “Peggie” Bednar, Branch 631, SC
Joseph K. Bodary, Branch 925, MI
Al Gucmeris, Branch 420, FL
Stan Johnson, Branch 60, WA
Leo Kindsvatter Jr., Branch 929, MT
Joseph O’Donnell, Branch, 20, PA
Beverly Torain, Branch 177, NC
Paul Worley, Branch 322, KY

Resolutions

Junemarie Brandt, Branch 526, MD, *chair*
Angela Garland, Branch 909, DE, *assistant chair*
Michael Belger, Branch 183, NC
Catherine Brady, Branch 420, FL
Toni Coleman-Scruggs, Branch 493, IL
Mary Etta Johnson, Branch 20, PA
Michael C. LeCounte, Branch 146, FL
Lenore Leone-Siegel, Branch 698, CA
Beverly J. Marriott, Branch 177, NC
Gregory Murphy, Branch 102, MA
Daniel O’Donnell, Branch 66, OR
James E. Parks, Branch 526, VA
Diane Peters, Branch 122, TX
Catherine Sutton, Branch 373, CA
Gregg Walker, Branch 74, NJ

Rules

Jim Isom, Branch 373, CA, *chair*
Gale M. Ingram, Branch 589, TX, *assistant chair*
Mary DiGioia, Branch 698, CA
Yvette Jackson, Branch 75, NJ
LaNeda Pitts, Branch 14, IL
Gail Van Horn, Branch 154, FL

Sergeant-at-Arms

Lloyd Cox, Chair Branch 951, VA, *chair*
William McIntyre, Branch 458, KS, *assistant chair*
Gina Hellerman, Branch 926, *assistant chair*
George Barrett, Branch 74, NJ
Dallas Brooks, Branch 151, NC
Arthur Christopher, Branch 122, TX
Dorothy Gray, Branch 131, MO
Bjoren Gruetzmacher, Branch 61, WA
Alice M. Jackson, Branch 526, VA
Kenneth T. Marshall, Branch 526, VA
Felicia Pennington, Branch 39, CA
Shasta Phillips, Branch 580, IL, first-timer
Malcolm Wayne Rawls, Branch 589, TX
Tamara E. Rosario, Branch 96, ME
Alvetia E. Smith, Branch 39, CA
Katherine Smith, Branch 561, CO
Stephen G. Swimm, Branch 42, MD
Anitra D. Warren, Branch 36, MO
Wesley Whitehead, Branch 20, PA, first-timer
Darrell C. Young, Branch 135, MD
Lynn Yut, Branch 66, OR

Hyatt Emergency Procedures

Emergency Evacuation Procedures

In the event it becomes necessary to evacuate the hotel:

Notification—There will be a public address announcement that states the building emergency (e.g., fire condition or explosion) and will tell you what to do. Listen carefully.

What to do—Follow the instructions of hotel staff and proceed to the nearest emergency exit/stairwell. Follow the evacuation route out of the building to a designated assembly area.

Where to go—At the assembly area, please inform a hotel staff member of your room number and whether or not you require any medical attention.

How you can help—Assist injured persons to receive medical attention. Help account for persons you are traveling with. Stay calm and await further guidance.

Emergency Shelter-in-Place Procedures

In the event it becomes necessary to shelter in-place within the hotel:

Notification—There will be a public address announcement that states the building emergency (e.g., imminent tornado or active shooter) and will tell you what to do. Listen carefully.

What to do—If you are in your room, stay there; shelter inside the bathroom. If you are in a public area, follow the instructions of hotel staff and proceed to the nearest emergency refuge area.

Where to go—Once in a refuge area, secure it. Await further instructions from hotel staff or responding law enforcement/emergency services. Inform someone if you require any medical attention.

How you can help—Assist injured persons to receive medical attention. Help others to stay sheltered until assistance arrives. Stay calm and await further guidance.

Reporting Security or Safety Incidents

The security and safety of our guests and associates are of utmost importance. Our security team is on duty 24 hours each day to assist you. If a health, safety or security situation arises that should be brought to our attention, please observe the following reporting protocol:

- If the situation is an emergency, call 911; then call Hotel Security at 55.
 - If the situation is not an emergency, dial 0 from any hotel phone, ask to speak to the Security on Duty and report the matter accordingly.
-

Dillard

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We are Fiduciaries for your retirement needs. Here at Dillard Financial Solutions, we strive to always act in the best interest of our clients.

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SAMS # PDKEKWCGXW35

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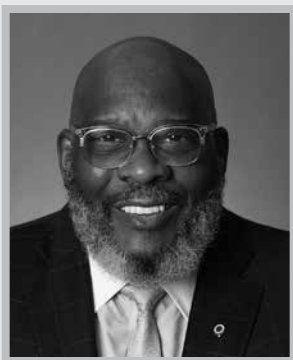
Federal Retirement Consultants

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NAPS Executive Board



Resident Officers



Ivan D. Butts
President

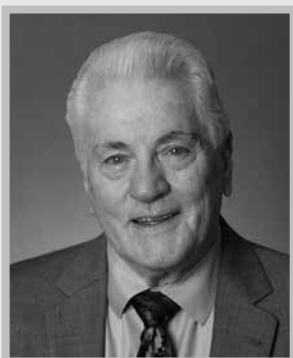


Chuck Mulidore
Executive Vice President



James "Jimmy" Warden
Secretary/Treasurer

Regional Vice Presidents



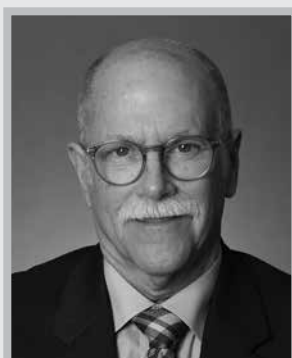
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Northeast Region



Richard L. Green Jr.
Eastern Region



Craig O. Johnson
Central Region



Tim Ford
Southern Region



Marilyn Walton
Western Region

Area Vice Presidents



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New England Area



Dioenis "Dee" Perez
New York Area



Tony Dallojacono
Mideast Area



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Capitol-Atlantic Area



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Pioneer Area



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Luz Moreno
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Jaime Elizondo Jr.
Texas Area



John Valuet
Northwest Area



Myrna Pashinski
Rocky Mountain Area



Chuck Lum
Pacific Area



Brian J. Wagner
Immediate Past President

Greetings from the **National Auxiliary**

It is with great anticipation of an exciting, informative and fun time here in the “The Big Easy”—the great city of New Orleans—that I welcome you to the NAPS 68th National Convention.

Timberland Golf & Recreation is hosting the golf tournament and NAPS will be having its first-ever Bid Whist Tournament for our card sharks in the house. There are myriad things to do in New Orleans. Host Branch 73 has you covered!



For our free day, Wednesday, Aug. 10, information is available for tours, cruises and a “Taste of New Orleans” cooking demonstration. The things to do and see are limitless—enjoy.

We continue to push for new Auxiliary members. So please, encourage your spouses, immediate family members or designated representative (16 years or over) to attend the Auxiliary’s business sessions this week for valuable information.

I would be remiss not to thank NAPS President Ivan D. Butts, the NAPS Executive Board and NAPS members for their continued support of the Auxiliary.

I wish my entire NAPS family a great time here at your 68th National Convention.

Laurie D. Butts

President

NAPS National Auxiliary



National Auxiliary Board

Laurie D. Butts
President

Beverly Austin
Executive Vice President

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Southeast

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Capitol-Atlantic

Shirley Bradford
Texas

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Illini

May Nazareno
Pacific

Mary Caruso
MINK

National Auxiliary Convention Agenda

Saturday, Aug. 6

noon-5 p.m.

NAPS/Auxiliary Registration, **Celestin Ballroom Foyer**

Delegates will be emailed a QR code before the start of the 68th National Convention. Delegates will scan their QR code at registration to print their name badge and all convention information.

4 p.m.

Auxiliary Executive Board Meeting, **Bolden Room 4**

Sunday, Aug. 7

8 a.m. - 5 p.m.

NAPS/Auxiliary Registration continues—**Celestin Ballroom Foyer**

8 a.m. - 4 p.m.

Exhibits Open—**Celestin Ballroom Foyer/ Storyville Hall—3rd floor**

Committee Meetings

9 - 10:30 a.m.

Audit, **Foster Room 1**

9 - 10 a.m.

Budget, **Bolden Room 4**

10 - 11 a.m.

Bylaws, **Bolden Room 4**

11 - noon

Rules, **Bolden Room 4**

11 - noon

Resolutions, **Foster Room 1**

1 - 2:30 p.m.

Nondenominational Church Service—**Empire Ballroom D**

3:30 - 5 p.m.

NAPS and Auxiliary Delegates' Orientation—**Empire Ballroom D**

6 p.m.

Bid Whist Tournament—**Imperial 5**

Monday, Aug. 8

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall—3rd Floor**

8 a.m. - 4 p.m.

NAPS/Auxiliary Registration continues—**Celestin Ballroom Foyer**

Exhibits Open—**Celestin Ballroom Foyer/ Storyville Hall—3rd floor**

9 - 11:30 a.m.

Opening Ceremony, NAPS and Auxiliary—**Celestin Ballroom—3rd Floor**

noon

Lunch on your own

1:30 to 5 p.m.

Auxiliary Business Session—**Empire Ballroom C**

5 p.m.

Recess for the day

6 - 10 p.m.

Host Committee/NAPS Welcome Reception/
Dinner—**Entire Empire Foyer and Ballroom**
*Station food, cash bars, live music, mobile
photo booths, LED performers, Mardi Gras
showgirls, Mardi Gras Indians and Zulu Tramps*

Tuesday, Aug. 9

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall—3rd Floor**

8 a.m. - 4 p.m.

Auxiliary Registration continues—**Celestin
Ballroom Foyer**

8 a.m. - 5 p.m.

Exhibits open—**Celestin Ballroom Foyer/
Storyville Hall—3rd floor**

9 a.m. - noon

Auxiliary Business Session—**Empire
Ballroom C**

noon

Lunch on your own

1:30 - 5 p.m.

Auxiliary Business Session—**Empire
Ballroom C**

5 p.m.

Recess for the day

Free Night

Wednesday, Aug. 10

*Free day. No official convention business—enjoy
New Orleans!*

Thursday, Aug. 11

6:30 a.m.

SPAC Walkathon—Meet in hotel lobby

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall—3rd Floor**

8 a.m. - 5 p.m.

Exhibits Open—**Celestin Ballroom Foyer/
Storyville Hall—3rd floor**

9 a.m. - noon

Auxiliary Business Session—**Empire
Ballroom C**

noon

Lunch on your own

1:30 - 5 p.m.

Auxiliary Business Session—**Empire
Ballroom C**

Friday, Aug. 12

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall—3rd Floor**

8 a.m. - 3 p.m.

Exhibits Open—**Celestin Ballroom Foyer/
Storyville Hall—3rd floor**

9 - 11 a.m.

Auxiliary Business Session (*if needed*)—
Empire Ballroom C

noon - 1:30 p.m.

National Auxiliary Luncheon—**Empire
Ballroom A** (*ticket required*)

6 p.m.

Pre-Grand Banquet Cocktail Hour—**Empire
Foyer** (*Open beer/wine bar, 6-7:30 p.m.; cash
bar at 7:30 p.m.*)

7 p.m.

Grand Banquet—**Empire Ballroom** (*ticket
required*)

NAPS 68th National Convention

2021 SPAC Contributors



New Orleans



President's Ultimate (\$1,000-\$5,000)

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Meana, Frances	CA	Branch 159
Sutton, Catherine	CA	Branch 373
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Bailey, Virgil	CO	Branch 561
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Amash, Joseph	NY	Branch 83
Forde, Nicholas	NY	Branch 202
Gawron, Dennis	NY	Branch 27

Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Needham, Timothy	OH	Branch 186
Yut, Lynn	OR	Branch 66
Butts, Ivan	PA	Branch 355
Kernahan-Beals, Carol	PA	Branch 387
Croswell, Darnel	SC	Branch 225
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Krogh, Charlie	WA	Branch 31
McCracken, Cindy	WA	Branch 61
Joers, Julie	WI	Branch 72

VP Elite (\$750-\$999.99)

Melchert, Pamela	AK	Branch 435
Ayon, Celia	CA	Branch 88
Benjamin, Evelyn	CA	Branch 266
Nguyen, Nicole	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Trevena, April	CA	Branch 94
Ruckart, Kenneth	FL	Branch 386
Moore, Kevin	GA	Branch 281
Parker, Laroma	HI	Branch 214
Hilliard, Ricky	IL	Branch 489
Harmon, Rosemary	KY	Branch 920
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Hafford, Darrell	ME	Branch 96
Bunch, Kenneth	MI	Branch 23
Kindsvatter, Leo	MT	Branch 929
Bednar, Margaret	NC	Branch 183
Kofsky, Jonathan	NJ	Branch 568
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Jessmer, Spencer	NY	Branch 11
Burgasser, Ted	OH	Branch 29
Clapp, Kathleen	OR	Branch 66
Skjelstad, Aric	OR	Branch 66
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50

NAPS 68th National Convention

Muir, James	PA	Branch 20
Timothy, Pat	PA	Branch 941
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61

Secretary's Roundtable (\$500-\$749.99)

Brown, Carl	CA	Branch 94
Jones, Marilyn	CA	Branch 39
Castleberry, Richard	CO	Branch 561
Jones, Regina	CO	Branch 561
Smith, Kathleen	CO	Branch 561
Vigil, Michael	CO	Branch 561
Garland, Angela	DE	Branch 909
Ford, Timothy	FL	Branch 353
Herzog, Rosemarie	FL	Branch 154
Murray, Donald	FL	Branch 93
Billups, Juanita	IL	Branch 17
Crowe, Brian	IL	Branch 14
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Norton, Paul	IN	Branch 8
Moats, Lori	KS	Branch 205
Rosario, Tamara	ME	Branch 96
Hurless-Byrum, Ruth	MI	Branch 508
Krzycki Jr., Kenneth	MI	Branch 508
Schneider, Irene	MI	Branch 508
Newcomb-Evans, Theresa	MN	Branch 926
Felicioni, Dora	MT	Branch 929
Lien, Brandi	MT	Branch 929
Perman, Kally	MT	Branch 929
Robinson, Theresa	NC	Branch 299
Phillips, Austin	NJ	Branch 224
Rutter, Gary	NJ	Branch 74
Walton, Irma	NJ	Branch 75
Krempa, Keith	NY	Branch 11
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Simpson, Pamela	OR	Branch 66
Cabrera, Antonio	PR	Branch 216
Erickson, David	SD	Branch 946
Weber, Camron	SD	Branch 946
Aaron, Donna	TN	Branch 947

Brooks, Lamarcus	TN	Branch 41
Bradford, Robert	TX	Branch 203
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Mitchell, Annie	TX	Branch 124
Parent, Eric	UT	Branch 139
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Chairman's Club (\$250-\$499.99)

Brathwaite, Rafael	AL	Branch 45
Carson, John	AL	Branch 901
Hardwick, Andrew	AL	Branch 208
Studdard, Dwight	AL	Branch 45
Hernandez, George	AZ	Branch 246
Knapp, Roni	AZ	Branch 517
Blythe, Stephanie	CA	Branch 127
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Dominguez, Jesse	CA	Branch 159
Florentin, Diana	CA	Branch 244
Gavin, Angela	CA	Branch 159
Gibson, Lelton	CA	Branch 88
Gishi, Sharon	CA	Branch 94
Johnson, Deborah	CA	Branch 88
Loera, Valarie	CA	Branch 127
McClinton, Velma	CA	Branch 39
Moore, Edward	CA	Branch 244
Randle, Carol	CA	Branch 39
Williams, Alma	CA	Branch 266
Hickerson, Lucy	CO	Branch 141
Hoffman, Shannon	CO	Branch 141
Mauro, Cynthia	CO	Branch 141
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Wright, Marcellus	DC	Branch 135
Hoerner, Thomas	FL	Branch 420
LeCounte, Michael	FL	Branch 146
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Coleman-Scrugs, Toni	IL	Branch 493
Dittmann, David	IL	Branch 489
May, Charles	IL	Branch 14
Wesley, Nancy	IL	Branch 493

New Orleans



Carter, Tonious	LA	Branch 421
Laurendine, Kyle	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Moreau, Steven	MA	Branch 102
Berger, Ricky	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Jones, Marcia	MD	Branch 42
Bradley, Anthony	MI	Branch 142
Burcar, Robert	MI	Branch 508
Byrum, Jimmy	MI	Branch 508
Elyea, Chad	MI	Branch 142
Hardin, Donald	MI	Branch 130
Hommerson Jr., David	MI	Branch 130
Orloski, Rose	MI	Branch 508
Perkins, Ethel	MI	Branch 140
Baker, Neil	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Moore, Olin	MN	Branch 16
Moore, Robert	MN	Branch 104
O'Donnell, Curt	MN	Branch 16
Bollinger, Kathreen	MO	Branch 36
Brown, Latasha	MO	Branch 131
Price-Booker, Virginia	MO	Branch 131
Washington, Robert	MO	Branch 131
Stephenson, Tabitha	MT	Branch 929
Boggan, Kim	NC	Branch 183
Douglas, Karen	NC	Branch 183
Manning, Randy	NC	Branch 177
Olson, Chad	ND	Branch 937
Barrett, George	NJ	Branch 74
Scales-Bradley, Constance	NJ	Branch 53
Guzman, Jesus	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Clayton, Jackie	NV	Branch 463
Pixley, George	NV	Branch 249
Burke, Terriann	NY	Branch 11
Wiggins, Derrick	NY	Branch 85
Bennett, Kelley	OH	Branch 33
Lewis, Gillian	OH	Branch 2
Paige, William	OH	Branch 46
Smith, Ronald	OH	Branch 46
Lahmann, Joseph	OR	Branch 276
Gill, Kathy	PA	Branch 50
Lach, Joe	PA	Branch 20
Lehman, Jason	PA	Branch 554
O'Donnell, Joseph	PA	Branch 20
Stephens, Patricia	SC	Branch 225
Bell, Andrew	TN	Branch 32

Benjamin, LaQuita	TN	Branch 41
Blakely, Kathy	TN	Branch 41
Hibbler, Marilyn Hinton	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Shropshire, Larry	TN	Branch 245
Davis, Pamela	TX	Branch 122
Garcia, Mario	TX	Branch 288
Hill, Earnest	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Brandt, Junemarie	VA	Branch 526
Brown, Lorraine	VA	Branch 98
Holley, Deborah	VA	Branch 526
White Jr., William	VA	Branch 526
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72
Baldwin, Craig	WV	Branch 212

Supporter (\$100-249.99)

Dangerfield, Carol	AL	Branch 45
Nash, Leon	AL	Branch 45
Aceves, John	AZ	Branch 376
Burton, Dawn	AZ	Branch 246
Luna, Juan	AZ	Branch 246
Alarcon, Delmy	CA	Branch 244
Anderson, Frances	CA	Branch 466
Atkinson, Ron	CA	Branch 373
Black, Regina	CA	Branch 127
Booth, Samuel	CA	Branch 39
Clark, Danny	CA	Branch 127
Covington, Verlina	CA	Branch 301
Edwards, Jonathan	CA	Branch 159
Francisco, Daryel	CA	Branch 159
Graham, Mardina	CA	Branch 88
Gray, Glenn	CA	Branch 127
Hawkins, Willie	CA	Branch 266
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Patrick	CA	Branch 266
Johnson, Rose Marie	CA	Branch 88
Jordan, William	CA	Branch 159
Lee, Shirley	CA	Branch 39
Lewis, Yolanda	CA	Branch 127
Moore Tucker, Carolyn	CA	Branch 301
Morris, Jennifer	CA	Branch 197

NAPS 68th National Convention

Murillo, Mariel	CA	Branch 466
Odell, Heather	CA	Branch 159
Pennington, Felicia	CA	Branch 39
Profit, Youvet	CA	Branch 39
Rahming, Karyn	CA	Branch 77
Rosas, Charles	CA	Branch 127
Salazar, Mauricio	CA	Branch 94
Simpao, Sally	CA	Branch 88
Thomas, Linda	CA	Branch 88
Torres, Sherrie	CA	Branch 244
Love, Valerie	CO	Branch 65
Rudolph, Lorraine	CO	Branch 65
Summerfield, John	CO	Branch 65
Tat, Jason	CO	Branch 65
Donegan, Margie	CT	Branch 5
McKeon, William	CT	Branch 3
Perkins, Marcia	CT	Branch 3
Young, Darrell	DC	Branch 135
McCloud, Regina	DE	Branch 909
Olliviere, Blanche	DE	Branch 909
Batastini, Kenneth	FL	Branch 478
Brady, Catherine	FL	Branch 420
Calhoun, Clothelia	FL	Branch 354
Gonzalez-Marino, Ilia	FL	Branch 146
Gucmeris, Algimantas	FL	Branch 420
Long, Pamela	FL	Branch 577
Lopez, Ellen	FL	Branch 146
Malcolm, Kirk	FL	Branch 321
Mcphee-Johnson, Tayloria	FL	Branch 146
Meadors, Joan	FL	Branch 146
Ross, Randy	FL	Branch 81
Stevens-Simmons, Roberta	FL	Branch 406
Suarez, Eduardo	FL	Branch 146
Vorreyer, Leslie	FL	Branch 353
Finley, Roger	GA	Branch 595
Kindle, Delloria	GA	Branch 82
Wooley, Josephine	GA	Branch 82
Eberhart, Keliinani	HI	Branch 214
Kamei, Lori	HI	Branch 214
Coy, Daniel	IA	Branch 172
Cook, Carol	IL	Branch 14
Edwards-Bender, Cynthia	IL	Branch 14
Lacey, Lynn	IL	Branch 489
Martin, Jessica	IL	Branch 14
Helfrich, Robert	IN	Branch 8
Mosley, Monique	IN	Branch 8
Webb, Marcel	IN	Branch 8
Waddell, Corey	KS	Branch 52

Smiley, David	KY	Branch 390
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Rowel, Cornel	LA	Branch 73
Cicccone, Alexander	MA	Branch 43
Lewin, Kim	MA	Branch 118
Madden, Roy	MA	Branch 6
Rafuse, Renee	MA	Branch 102
Saccoccio, Michaela	MA	Branch 6
Blevins, Diane	MD	Branch 42
Bridges, Linda	MD	Branch 2
Brownfield, Patricia	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Jones, Anita	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Mason Jr., Garland	MD	Branch 592
Wright, Natalie	MD	Branch 42
Harmon, Susan	ME	Branch 96
Piteau, Arthur	ME	Branch 96
Sequeira, Jean	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Cogar, Laurie	MI	Branch 268
Glenn, Sandra	MI	Branch 140
Hughes, Carmen	MI	Branch 925
Ice, Marilyn	MI	Branch 23
McCarthy, Bernard	MI	Branch 23
Pack, Roderick	MI	Branch 23
Roundtree, Wanda	MI	Branch 140
Spurlin, William	MI	Branch 268
Wright, Sharon	MI	Branch 23
Moudy, John	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Walbridge, Chad	MN	Branch 4
Bye, Kevin	MO	Branch 119
Green, Bart	MO	Branch 36
Marley, Carol	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Warren, Anita	MO	Branch 36
Charles, Rodney	NC	Branch 157
Cruz, Victor	NC	Branch 151
Gilbert, Jevonda	NC	Branch 183
Hicks, Angie	NC	Branch 157
Jackson, Abner	NC	Branch 299
Nicholson, Sandra	NC	Branch 299
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Staub, Jo Ann	ND	Branch 937

New Orleans



Fuller, Tamyra	NE	Branch 64
Gadbois, Maureen	NE	Branch 10
Gorans, Carrie	NE	Branch 10
Claus, David	NH	Branch 932
LaFlamme, Barbara	NH	Branch 932
Schunemann, Diane	NH	Branch 932
Dennis Jr., Edward	NJ	Branch 53
Henkel, Tammy	NJ	Branch 287
Hoag, Roberta	NJ	Branch 53
Tanksley, Faye	NJ	Branch 74
Tillyer, Patrick	NJ	Branch 343
Walker, Veronica	NJ	Branch 237
Schnepple, Kathleen	NM	Branch 295
Andersen, Karen	NV	Branch 463
Patterson, Sherry	NV	Branch 463
Barton, Frank	NY	Branch 330
Blakney, Robert	NY	Branch 336
Morgan-Glover, Linda	NY	Branch 336
Philpot, Rebecca	NY	Branch 100
Rafferty, Mary	NY	Branch 100
Schirching, Christy	NY	Branch 27
Solomon, David	NY	Branch 100
Yuen, John	NY	Branch 100
Allen, Peggy	OH	Branch 46
Johnson, Martara	OH	Branch 46
Jones, Debra	OH	Branch 63
Kimbrough, Marcia	OH	Branch 46
Sudberry, Norris	OH	Branch 46
McNulty, Linda	OR	Branch 66
Agliadian, Hans	PA	Branch 35
Kolecki, Michele	PA	Branch 941
Robinson, Andrea	PA	Branch 35
Smith, Diane	PA	Branch 20
Rodriguez, Jose	PR	Branch 216
Branch, Shaun	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Keeling, Joanne	RI	Branch 105
Dickey, Azilee	SC	Branch 225
Moore, Delisa	SC	Branch 228
Blanck Lovelace, Deborah	SD	Branch 946
Butterfield, Linda	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Young, Laura	SD	Branch 946
Barbee, Johnny	TN	Branch 41
Mabon, Valerie	TN	Branch 32
Austin, Beverly	TX	Branch 122
Barnes, Marilyn	TX	Branch 86
Hensley, Sheila	TX	Branch 124

High, Gwendolyn	TX	Branch 86
Howard, Marsha	TX	Branch 9
Irving, Mary	TX	Branch 122
Miller, Ovetta	TX	Branch 9
Peters, Diana	TX	Branch 122
Richardson, Elizabeth	TX	Branch 86
Silas, Luny�	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Fratto, Jeff	UT	Branch 139
Jensen, Jill	UT	Branch 139
Tresner, Kristen	UT	Branch 139
Allen, Rose	VA	Branch 526
Fordham, Francine	VA	Branch 98
Jackson, Alice	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Emmett, Denise	WA	Branch 31
Fewkes, Mark	WA	Branch 31
Gillett, Michael	WA	Branch 31
Harrell, Ronald	WA	Branch 61
Haslett, James	WA	Branch 31
Patterson, LaTanya	WA	Branch 61
Reedy, James	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Maggioncalda, Sharon	WI	Branch 213
Serdynski, Joanne	WI	Branch 72
Sprewer, Victoria	WI	Branch 72

NAPS 68th National Convention

Officers' Reports



Report of Ivan D. Butts President

Hello, NAPS 68th National Convention delegates. Welcome to majestic New Orleans! I hope you take time to enjoy the sights and sounds of this beautiful city. I cannot thank enough our New Orleans Host Branch 73 led by Tomica Duplessis. This group has meticulously looked at every detail to provide a convention that epitomizes the Cajun French phrase, “*Laissez les bon temp rouler.*” Let the good times roll!

It seems we just left the Grapevine Texan and our 67th National Convention; it was just 11 months ago. At that time, I told delegates we needed NAPS leadership ready to hit the ground running for our members. Truer words never were spoken. With your support, your NAPS Executive Board has been able to run this race in support of NAPS members.

Leading up to this convention, we approved the best pay agreement we have had with the USPS since 2009. The FY20-23 agreement provided many benefits to the EAS employees represented by NAPS, such as these new SDA groups covering:

- Supervisor, Customer Service—EAS 17
- Manager, Customer Service—EAS 17
- Postmaster—EAS 18
- Postmaster—EAS 18B
- Manager, Customer Service—EAS 18
- Supervisor, Business Mail Entry—EAS 17
- Supervisor, Statistical Programs—EAS 17

In addition to these new SDA groups, NAPS also secured a doubling in the percentage for an EAS upgrade from 2% to 4%, an increase in annual leave carryover to 640 hours and an increase in the annual leave sell-back to 168 hours for fiscal years 2022 and 2023.

In continuation of the fight for representation and fair pay, I worked with the Executive Board as we appealed the initial decision in our lawsuit against the USPS in response to the FY16-19 pay agreement. I told our Executive Board that appealing the initial decision was critical to the future sustainability of our great association.

The work of NAPS Headquarters and our legal team resulted in a landmark decision issued on Feb. 22, 2022.



The U.S. Court of Appeals for the District of Columbia recognized NAPS as being entitled to represent *all* USPS supervisors, managerial personnel and postmasters in consultation with the Postal Service regarding compensation and pay policies. The court held that NAPS’ representation extends to virtually *all* supervisory and managerial personnel, regardless whether the Postal Service classifies them as Field, Area or Headquarters employees.

On March 8, 2022, after overcoming many procedural speed bumps, the Senate finally passed H.R. 3076, the Postal Reform Act of 2022, by a 79-19 majority. The House passed the bill by a 342-92 majority in early February. I had the honor of supporting this much-needed legislation spanning my two resident officer positions, working hand and hand with our NAPS champions on the Hill to get H.R. 3076 passed.

I want to acknowledge the diligent legislative efforts of NAPS Executive Vice President Chuck Mulidore in carrying forward the work I was able to accomplish. I also want to thank Senate Homeland Security and Governmental Affairs Chairman Gary Peters (D-MI) and Ranking Member Rob Portman (R-OH) for shepherding the bill through the Senate. I was extremely honored to attend the signing of this legislation into law at the invitation of President Joe Biden.

I have attended many local and state branch meetings via Zoom in support of NAPS members. I also have represented our association at the National Postal Forum and the 35th National Convention of A-PLUS.

I remain steadfast in my efforts to advance the footprint of NAPS in the Postal Service. I am committed to advancing pay policies and schedules, fringe benefit programs and other programs that benefit supervisory and other managerial employees in the USPS.

In solidarity ...

Report of Chuck Mulidore

Executive Vice President

Welcome to New Orleans, the “Big Easy,” and the marvelous Hyatt Regency New Orleans for the NAPS 68th National Convention! Special thanks to New Orleans Branch 73 President Tomica Duplessis and her dedicated team members for their hard work, resolve and commitment to making this a special and memorable convention. We could not have done this without her.

Now, obviously, this convention comes on the heels of our previous National Convention in Grapevine, TX, just 11 months ago—a short time frame, yet so much has been accomplished. Our successful pay consultations with the U.S. Postal Service concluded on the eve of that convention and oral arguments were heard in *NAPS v. USPS* soon after the convention, which led to victory in February.

And, of course, the passage of long-delayed postal legislation in the form of H.R. 3076 has set the Postal Service on a path to sustainability and proved the mettle of NAPS members who were engaged in that difficult and ultimately victorious battle for 16 long years. What a great time for NAPS!

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

I genuinely appreciate your confidence and trust in me to serve you in these NAPS Executive Board positions. It has been the honor of my life to serve in these various NAPS capacities. I hope I have served you well, for you have been a blessing to me.

We have had great successes over the past few years. Membership remains at over 24,000 members—even after



a difficult EAS reduction-in-force—solidifying NAPS as the premier postal management organization. Our finances and investments remain strong, leaving NAPS well-positioned to meet any challenges and obligations for the long term.

Our NAPS website, along with our increased presence on social media, provide relevant, timely and accurate information to our members. Our victory in the lawsuit versus the Postal Service has established NAPS as the *only* management association representing *all* EAS employees in the USPS. NAPS is moving confidently into

the future, knowing that our best days are yet to come!

Indeed, the past few years have seen the Postal Service continuing to face historic challenges and changes, but our collective leadership in passing H.R. 3076 will enable the Postal Service to survive and thrive decades into the future. We can be proud of the fact that we, as NAPS members, lead the way in the agency's ongoing recovery.

Yet we still seek acknowledgment and acceptance of this fact by senior postal leaders. If those leaders seek true engagement with all EAS employees, then we must have a fair compensation system that recognizes and rewards our contributions to the success of the Postal Service—not a pay-for-performance system that encourages neither pay nor performance.

Once again, legislation in the form of H.R. 1623 will bring fairness and order to our current pay consultation process with the Postal Service. NAPS will continue to lead this fight and, ultimately, we will prevail because what we seek is just, right and fair!

While communication through email, websites and social media is important, so is sharing information at NAPS meetings, conventions and national events. I have traveled to branch meetings, training and state conventions across the United States to provide support, communication and information to our members. Often included in my NAPS travels are meetings with Plant and Logistics managers, district managers and area vice presidents.

At these meetings, I have built relationships with Postal Service leaders and executives while representing the interests of NAPS members. While I truly believe that

building knowledge, communication, information and relationships are our most effective tools as NAPS advocates, I never have been afraid to stand up for what is right.

I have been a tireless and relentless advocate for NAPS members in my 24-plus years of NAPS leadership, yet it remains an unfortunate fact of life that discipline and adverse actions continue to increase. So often our work as supervisors, managers and postmasters is diminished in value and prominence as stress and harassment increase in the workplace.

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

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

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

114 years ago could change the world.

We have stood at these crossroads before; we know the power that 24,000 united men and women can unleash today when we put our minds to the task! Our legacy and obligation to ensure the future of NAPS are to make certain this grand organization continues to survive, grow and flourish.

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

God bless you and your family. Thank you for the help and support you have given me in this challenging, yet rewarding, position as your executive vice president. Please know I remain committed to you and the values that NAPS always will stand for as an organization, working tirelessly on behalf of our members.

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



Report of James G. Warden *Secretary/Treasurer*

Greetings, NAPS family! Welcome to our 68th National Convention in the great city of New Orleans. I want to give a very special thanks to New Orleans Branch 73 President Tomica Duplessis and her host committee.

They have been planning and coordinating our 68th National Convention along with Sheri Davies, our event planner, since members voted in favor of New Orleans at our 66th National Convention in Connecticut. All their efforts show in making this such a success! Thank you for making this convention a memorable event for all the delegates.

It is hard to believe how quickly the past year has gone by since you first bestowed on me the honor of serving as NAPS secretary/treasurer. Working with President Ivan D. Butts and Executive Vice President Chuck Mulidore has been rewarding. We have worked together, moving our NAPS agenda forward to better the lives of our members. I want to thank everyone for having the faith and trust in me to represent our great association.



It has been a fast-paced year. We welcomed four new Executive Board members: Bill Austin, Dee Perez, John Valuet and Kelly McCartney. All have hit the ground running and added a new perspective to the board. It is a pleasure hearing their insights.

Although a short term this past year, I have developed a budget that provides comparisons to previous, actual and projected financial data analysis. This budget will allow the Executive Board (especially our new members) a deeper insight when decisions need to be evaluated in determining the future of our association.

I have been a strong advocate of increasing membership. The "High-Five Club" has been established to acknowledge those who have shown their leadership skills in recruiting new members. I also have been able to receive a promotion report from the Postal Service on a biweekly basis.

The report is sent to Executive Board members who then disseminate the information to their respective branches. Instead of waiting to attend a training class to



Speak with prospective members, this report allows NAPS members to contact nonmembers sooner and invite them to join our association.

Thank you all who have been recruiting new members and becoming a member of the “High-Five Club!” Membership gives us strength as there is power in numbers. As I continue to stress, increasing membership demonstrates leadership.

On the legislative front, it has been a successful year, but the battle is far from over. We achieved financial stability for the Postal Service with passage of H.R. 3076—thanks much to the efforts of NAPS Director of Legislative & Political Affairs Bob Levi and Executive Vice President Chuck Mulidore. But we need to keep our NAPS legislative agenda in the forefront by advocating for MSPB rights for all EAS employees.

We also need to push for passage of H.R. 3077, H.R. 1623 and H.R. 1624 that would provide needed changes to *Title 39*. Our goal has not yet been achieved; we need to stay the course.

In February, I had the honor of representing and speaking on behalf of NAPS at press conferences in New York City held by House Oversight & Reform Committee Chairwoman Carolyn Maloney and Senate Majority Leader Chuck Schumer regarding passage of H.R. 3076.



This truly was an honor, only to be topped by receiving an invitation to the White House to witness President Joe Biden sign H.R. 3076 into law.

Meeting and shaking hands with the President of the United States was a tremendous experience. I never would have had that opportunity if not for you—the members—allowing me to serve you. Thank you!

Our work is far from over; we need to keep pushing forward. We still have the pending lawsuit regarding EAS pay. We have accomplished the right to representation as stated by the appellate court’s interpretation and decision, but our mission is not complete. We must stay focused in achieving what is right for our members.

I would like to thank our office staff for all they do. Thank you, Emily, LaToria, Charles, Allison and Bob. I appreciate all your hard work. I also would like to thank the Executive Board for all they do and their dedication to the members. Thank you all for what you do and supporting me.

Last, but definitely not least, I must thank my better half—the person who has stood by my side and inspired me to do the right thing: my beautiful wife Ivonne. I thank her and my son Jimmy and his family for allowing me to be as active as I am in NAPS and sharing me with all of you. Without them, I would not be the person I am today and I am ever so grateful to them. They make it worthwhile to get up every day!

Never give up hope; faith gives us the strength to achieve success. Keep the faith! My mom always told me, “Where there is a will, there is a way.”



Secretary/Treasurer's Financial Report

BALANCE SHEET May 31, 2022

Assets:

Cash and Investments	\$10,777,428.14
Dues Withholding Receivable	183,077.30
Prepaid Expenses and Other Assets	215,606.84
Total Current Assets	<u>11,176,112.28</u>
Building and Equipment, Net of Accumulated Depreciation	2,271,022.73
Total Assets	<u>\$13,447,135.01</u>

Liabilities and Fund Balances:

Accounts Payable	\$ 226,739.13
Accrued Expenses	198,653.17
Deferred Revenue	174,314.00
Dues to be Remitted to Branches	477,113.18
Total Liabilities	<u>1,076,819.48</u>
General and Designated Fund Balances	12,370,315.53
Total Liabilities and Fund Balances	<u>\$13,447,135.01</u>

STATEMENT OF REVENUES AND EXPENSES For the Two-Year Period Ended May 31, 2022

Revenues:

Dues and Assessments	\$14,488,128.63
Less: Dues Remitted to Branches	<u>9,807,772.87</u>
Net Dues and Assessment Revenue	4,680,355.76
Advertising Income from <i>The Postal Supervisor</i>	66,117.00
National Convention Registrations, Dinners, Exhibitor Fees and Hotel Credits	368,858.34
Legislative Conference Registrations and Exhibitor Fees	123,800.00
PPP Loan and Employee Retention Credits	221,994.17
Royalties	11,884.54
Other	<u>23,068.37</u>
Total Revenues for the Period	5,496,078.18

Expenses:

National Headquarters	3,190,527.16
Executive Board	1,443,786.08
<i>The Postal Supervisor</i>	703,901.97
Legal/Fact Finding/Pay Consultation	530,857.72
National Convention Expenses	1,010,885.47
Legislative Training Seminar	419,549.41
Legislative Counsel	35,156.25
Legislative Expenses	43,592.71
Membership	84,593.24
Education and Training	90,822.10
Disciplinary Defense	<u>768,509.80</u>
Total Expenses	<u>8,322,181.91</u>
Net Expenses in Excess of Revenues from Operations	(2,826,103.73)
NAPS Property, Inc. Net (Loss) Before Depreciation	\$(1,212,184.86)
Less Depreciation	<u>(384,448.00)</u>
NAPS Property, Inc. Net (Loss)	(1,596,632.86)
Net Investment Income	<u>2,138,493.17</u>
Total Expenses in Excess of Revenues	<u>\$ (2,284,243.42)</u>

Substantially all disclosures required by GAAP are omitted.

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

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

No assurance is provided on these financial statements.

2021 National Convention Budget

Grapevine, TX

Receipts and Disbursements

	Actual 2021 Grapevine
Receipts	
FY 2018 - 2019 Per Capita Tax (Actual Set Aside)	\$ 108,950.00
Based on average monthly total of Active & Associate Members (27,238 x \$4)	
FY 2019-2020 Per Capita Tax - (Actual Set Aside)	110,003.00
Based on average monthly total of Active & Associate Members (27,501 x \$4)	
Registration Fees Delegates & Auxiliary	266,010.00
Registration Present Board Members and Guests Operating Budget (41 x \$250)	10,250.00
Registration Former Board Members and Guests Operating Budget (32 x \$250)	8,000.00
Guest Registrations (14 x \$250)	3,500.00
Vendor Booth Fees	79,000.00
Extra Banquet Dinners	11,150.00
Credits to Master Hotel Bill	23,298.34
Less Refunds	(32,350.00)
Net Registrations and Other Fees	587,811.34
Excess Funds Paid From Investments	523,074.13
TOTAL RECEIPTS	\$1,110,885.47
Disbursements	
A. General Convention Services	
Host Branch	\$ 6,589.47
Advance Committees	31,222.63
Expenses of Guests (Including Rooms for Former Resident Officers)	4,250.00
Present and Past Officers Convention Registrations	8,000.00
Present and Past Officers Hotel	2,814.50
Office Supplies & Equipment	5,780.65
Editor	11,478.50
Printing	28,960.38
Convention Insurance.....	2,500.00
Souvenirs	4,218.41
Messenger Bags, Branded Items, etc.	34,941.40
Committee Per Diem.....	6,161.00
Pre-Convention Planning	6,937.85
Convention Conference Management.....	129,170.52
Freight, Shipping, & Postage	16,891.92
Miscellaneous	4,541.01
Audiovisuals	122,843.55
Meeting Hall & Equipment.....	8,160.28
Marketing	25,024.87
Worship Service.....	1,016.50
Awards (Newsletters)	1,300.00
	462,803.44
B. Convention Services	
Headquarters Employees.....	\$ 14,505.32
Parliamentarian, Transportation and Per Diem.....	12,008.10
Photographer.....	14,587.83
	41,101.25
C. Entertainment Expenses	
Food Function Expenses	\$ 482,239.17
Reception and Banquet	4,020.00
Entertainment and Music	13,500.00
Appreciation Dinner	7,221.61
	506,980.78
D. Mitigation Costs	
Mitigation Cost 2020 Convention COVID-19 Deferment	\$ 100,000.00
	100,000.00
TOTAL DISBURSEMENTS	\$1,110,885.47

Two-Year Expense Allowance Report

National Executive Board

June 1, 2020-May 31, 2022

A resolution adopted at the 1990 National Convention requires the printing of Executive Board members' expenses in the convention *One Book*. The report listed below is on a fiscal year basis. Expense allowances for the two-year period were as follows: \$76,000 each for the president, executive vice president and secretary/treasurer; \$51,000 each for the five regional vice presidents; \$41,000 each for the 16 area vice presidents.

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

<i>President</i>											
Brian Wagner	Jun 20-Sep 21	\$ 2,912.49	\$ 1,208.13	\$ 2,352.57	\$ 433.93	\$ 10,964.00	\$ 6,407.39	\$ 0.00	\$ 0.00	\$ 0.00	\$ 24,278.51
Ivan Butts	Sep 21-May 22	12,006.62	1,211.82	3,147.97	1,913.58	2,613.07	1,373.33	1,439.94	3,844.51	0.00	27,550.84
<i>Executive Vice President</i>											
Ivan Butts	Jun 20-Sep 21	8,646.60	762.82	3,376.93	1,039.91	3,476.85	923.51	0.00	1,454.77	0.00	19,681.39
Chuck Mullidore	Sep 21-May 22	8,807.71	1,523.63	8,534.94	1,675.74	7,736.70	1,386.61	0.00	1,924.67	0.00	31,590.00
<i>Secretary/Treasurer</i>											
Chuck Mullidore	Jun 20-Sep 21	5,278.86	702.18	3,828.83	914.87	4,018.03	1,495.71	0.00	0.00	0.00	16,238.48
James Warden	Sep 21-May 22	6,264.67	1,433.85	4,302.86	2,018.51	10,943.19	1,791.49	0.00	2,132.39	0.00	28,886.96
<i>Immediate Past President</i>											
Brian Wagner	Sep 21-May 22	4,444.66	517.29	3,691.49	1,006.10	2,882.70	1,384.80	1,135.18	799.98	3,250.00	19,112.20

Regional Vice Presidents

<i>Northeast Region</i>											
Thomas Roma	Jun 20-May 22	2,076.20	974.45	532.00	4,736.65	6,476.15	8,479.58	2,443.80	1,531.17	23,750.00	51,000.00
<i>Eastern Region</i>											
Richard L. Green Jr.	Jun 20-May 22	3,529.79	316.09	3,892.78	670.03	8,930.40	5,997.49	897.79	157.93	8,750.00	33,142.30
<i>Central Region</i>											
Craig O. Johnson	Jun 20-May 22	11,738.73	1,113.81	6,431.71	2,313.35	574.54	6,641.11	941.44	2,851.35	18,348.04	50,954.08
<i>Southern Region</i>											
Tim Ford	Jun 20-May 22	4,011.37	398.36	2,757.67	977.76	3,093.40	2,717.27	3,001.57	520.07	7,820.00	25,297.47
<i>Western Region</i>											
Marilyn Walton	Jun 20-May 22	6,659.44	170.05	5,668.03	127.82	6,811.67	1,701.04	2,618.09	2,829.08	3,000.00	29,585.22

Area Vice Presidents

<i>New England Area</i>										
Lisa Douglas	Jun 20-Sep 21	574.56	0.00	0.00	127.27	962.41	0.00	0.00	1,955.45	3,619.69
William Austin	Sep 21-May 22	2,158.01	354.50	3,384.11	1,294.44	2,060.11	1,723.23	2,190.82	3,750.00	17,804.90
<i>New York Area</i>										
James Warden	Jun 20-Sep 21	3,596.34	965.26	856.10	6,581.47	2,740.77	838.53	89.54	0.00	15,717.71
Dionis D. Perez	Sep 21-May 22	2,599.12	1,328.82	2,577.67	742.44	2,353.84	1,371.41	2,047.71	4,452.66	17,618.67
<i>Mideast Area</i>										
Tony Dallojacono	Aug 20-May 22	9,370.99	1,147.40	3,271.04	4,835.85	1,663.10	0.00	0.00	18,722.61	39,553.68
<i>Capitol-Atlantic Area</i>										
Troy Griffin	Jun 20-May 22	3,799.22	416.53	1,390.54	28,499.10	1,052.96	347.99	857.15	0.00	36,780.30
<i>Pioneer Area</i>										
Timothy Needham	Jun 20-May 22	1,414.69	173.06	1,555.26	1,538.43	339.08	3,610.75	55.82	2,650.00	11,733.50
<i>Michigan Area</i>										
Kevin Trayer	Jun 20-May 22	3,851.75	190.00	1,303.43	3,995.68	3,378.84	3,686.30	2,149.77	18,500.00	37,880.78
<i>Illini Area</i>										
Luz Moreno	Jun 20-May 22	3,315.31	198.00	1,957.71	4,248.11	7,759.62	3,650.16	4,350.51	15,069.64	41,000.00
<i>North Central Area</i>										
Dan Mooney	Jun 20-May 22	8,739.07	325.54	4,188.09	4,422.89	3,745.33	4,353.37	336.52	13,750.00	40,968.75
<i>MINK Area</i>										
Richard Bart Green	Jun 20-Sep 21	2,685.24	343.15	962.83	596.65	216.70	0.00	1,676.65	2,006.00	8,786.15
Kelly McCartney	Sep 21-May 22	936.55	79.04	0.00	15,952.86	1,749.11	581.44	2,297.74	1,500.00	23,287.31
<i>Southeast Area</i>										
Bob Quinlan	Jun 20-May 22	1,979.88	258.21	2,466.80	4,032.29	2,408.29	0.00	0.00	0.00	11,874.03
<i>Central Gulf Area</i>										
Cornel Rowel, Sr.	Jun 20-Oct 20	0.00	0.00	0.00	0.00	709.94	662.12	32.96	0.00	1,405.02
Roy Beaudoin	Oct 20-May 22	3,131.48	130.74	2,779.02	3,279.75	1,699.64	2,320.12	2,929.12	3,750.00	20,341.03
<i>Cotton Belt Area</i>										
Shiri L. Green	Jun 20-May 22	554.24	84.89	337.68	973.32	1,463.60	1,125.15	2,906.00	750.00	8,373.69
<i>Texas Area</i>										
Jaime Elizondo Jr.	Jun 20-May 22	1,857.73	547.83	1,605.20	7,238.70	9,477.26	995.75	936.35	7,540.00	30,857.66
<i>Northwest Area</i>										
Cindy McCracken	Jun 20-Sep 21	1,182.79	106.07	921.63	2,007.70	99.40	0.00	0.00	2,750.00	7,474.18
John Valuet	Sep 21-May 22	4,259.95	724.32	4,455.45	9,936.51	4,270.43	1,130.99	1,456.50	3,984.51	31,142.96
<i>Rocky Mtn. Area</i>										
Myrna Pashinski	Jun 20-May 22	8,700.85	997.94	7,537.74	12,922.60	194.52	0.00	628.95	9,250.00	41,000.00
<i>Pacific Area</i>										
Chuck Lum	Jun 20-May 22	7,508.52	274.20	4,209.05	9,474.47	7,851.12	0.00	0.00	7,195.00	37,761.66
Totals		\$148,593.43	\$18,977.98	94,277.13	\$191,221.23	\$96,495.40	\$38,875.12	\$42,988.03	\$182,493.91	\$842,299.12

National Association of Postal Supervisors

Voting Strength/Average Number of Members

FOR TWO YEARS
5/1/20-4/30/22

		Total Cumulative Members	Average Number of Members 53 Pay Periods	Votes
NEW ENGLAND AREA				
CONNECTICUT STATE BRANCH 908		*	*	1.00
003	NEW HAVEN	3,920	73.962	7.00
005	HARTFORD	11,178	210.906	21.00
047	FAIRFIELD COUNTY	4,066	76.717	8.00
441	BRIDGEPORT	669	12.623	1.00
MAINE				
096	PORTLAND	7,245	136.698	14.00
MASSACHUSETTS STATE BRANCH 924		*	*	1.00
006	WORCESTER	6,321	119.264	12.00
043	BOSTON	15,109	285.075	29.00
102	SPRINGFIELD	5,010	94.528	9.00
118	SOUTH COASTAL	1,806	34.075	3.00
120	SOUTHEASTERN MASSACHUSETTS	5,031	94.925	9.00
419	BERKSHIRE COUNTY DISTRICT	766	14.453	1.00
498	NORTHEASTERN MASSACHUSETTS DISTRICT	5,618	106.000	11.00
NEW HAMPSHIRE STATE BRANCH 932		4,607	86.925	9.00
RHODE ISLAND				
105	PROVIDENCE	8,480	160.000	16.00
VERMONT STATE				
235	BURLINGTON	2,403	45.340	5.00
NEW YORK AREA				
HANDELMAN-PALLADINO BRANCH 935		1,755	33.113	3.00
007	SYRACUSE	5,137	96.925	10.00
011	ANN KONISH	8,135	153.491	15.00
027	SAL PACE	8,935	168.585	17.00
051	POSTAL POLICE SUPERVISORS	2,072	39.094	4.00
068	BROOKLYN	8,631	162.849	16.00

		Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
083	CAPITAL DISTRICT	4,634	87.434	9.00
085	JAMAICA-JFK	5,031	94.925	9.00
100	NEW YORK CITY	20,060	378.491	38.00
110	VINCE PALLADINO	1,661	31.340	3.00
164	FLUSHING	7,946	149.925	15.00
166	LONG ISLAND CITY	896	16.906	2.00
192	ELMIRA	562	10.604	1.00
202	LONG ISLAND BRANCH	20,162	380.415	38.00
330	MID-HUDSON	3,917	73.906	7.00
336	WESTCHESTER COUNTY	11,167	210.698	21.00
459	BRONX	4,493	84.774	8.00
PUERTO RICO				
216	SAN JUAN	9,081	171.340	17.00

MIDEAST AREA

DELAWARE STATE BRANCH 909		3,795	71.604	7.00
NEW JERSEY STATE BRANCH 933		139	2.623	1.00
053	VINCENT J. LAMBUSTA BRANCH	4,649	87.717	9.00
074	SOUTH JERSEY	9,186	173.321	17.00
075	TRENTON	3,959	74.698	7.00
079	ANGELO J. ROSSI	1,641	30.962	3.00
099	PATERSON	3,225	60.849	6.00
207	ESSEX COUNTY	1,470	27.736	3.00
224	BERGEN-PASSAIC	3,871	73.038	7.00
237	UNION COUNTY	2,532	47.774	5.00
287	SHORE AREA BRANCH 287	3,005	56.698	6.00
327	ROBERT L. TOWNS BRANCH	5,083	95.906	10.00
343	MORRIS COUNTY	1,876	35.396	4.00
538	NJ BULK & FOREIGN MAIL CENTER	4,834	91.208	9.00
548	LUTHER B MANUEL JR NAPS BRANCH 548	5,759	108.660	11.00
568	MSC RED BANK DISTRICT	3,168	59.774	6.00
PENNSYLVANIA STATE BRANCH 941		3,021	57.000	6.00
012	LANCASTER	2,176	41.057	4.00
020	PITTSBURGH	16,635	313.868	31.00
035	PHILADELPHIA	9,325	175.943	18.00
044	READING	987	18.623	2.00
048	BLAIR COUNTY	1,488	28.075	3.00
050	HARRISBURG	6,790	128.113	13.00
070	SCRANTON	2,889	54.509	5.00
355	SOUTHEASTERN PENNSYLVANIA	7,358	138.830	14.00
387	LEHIGH-POCONO	4,020	75.849	8.00
554	PITTSBURGH BMC	5,127	96.736	10.00
562	PHILADELPHIA BMC	2,542	47.962	5.00

		Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
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CAPITOL-ATLANTIC AREA

DISTRICT OF COLUMBIA

135	A. MILLIE CALLAWAY BRANCH 135	34,349	648.094	65.00
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MARYLAND-DC STATE BRANCH 923

		1,315	24.811	2.00
042	BALTIMORE	16,760	316.226	32.00
403	MONTGOMERY COUNTY	6,079	114.698	11.00
531	SOUTHERN MARYLAND GMF/NDC	7,283	137.415	14.00
592	SUBURBAN GMF	1,361	25.679	3.00

CAROLINAS BI-STATE BRANCH 936

		6,272	118.340	12.00
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NORTH CAROLINA (SEE CAROLINAS BI-STATE BRANCH)

151	ASHEVILLE	702	13.245	1.00
157	GREENSBORO	6,843	129.113	13.00
176	WINSTON-SALEM	1,014	19.132	2.00
177	RALEIGH	10,114	190.830	19.00
183	CHARLOTTE	10,371	195.679	20.00
248	WILMINGTON	1,551	29.264	3.00
299	FAYETTEVILLE	1,916	36.151	4.00
596	HICKORY	654	12.340	1.00

SOUTH CAROLINA (SEE CAROLINAS BI-STATE BRANCH)

215	CHARLESTON	2,228	42.038	4.00
225	COLUMBIA	6,115	115.377	12.00
228	GREENVILLE	3,913	73.830	7.00
631	PALMETTO	217	4.094	1.00

VIRGINIA STATE BRANCH 951

		1,065	20.094	2.00
022	ROANOKE	3,220	60.755	6.00
098	RICHMOND	12,000	226.415	23.00
132	ADOLPH P. CHIAPPA MEMORIAL	5,731	108.132	11.00
526	JAMES E PARKS JR NOVA DISTRICT	20,172	380.604	38.00

PIONEER AREA

INDIANA

055	EVANSVILLE	1,232	23.245	2.00
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KENTUCKY STATE BRANCH 920

		2,926	55.208	6.00
001	LOUISVILLE	8,133	153.453	15.00
322	LEXINGTON	3,745	70.660	7.00
390	EASTERN KENTUCKY AREA	1,680	31.698	3.00

	Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
OHIO STATE BRANCH 938	1,155	21.792	2.00
002 DAYTON	3,943	74.396	7.00
029 CINCINNATI	9,000	169.811	17.00
033 LONG-ISAAC-KEYES, OH	8,334	157.245	16.00
046 CLEVELAND	17,543	331.000	33.00
063 AKRON	2,365	44.623	4.00
133 YOUNGSTOWN	4,287	80.887	8.00
186 CANTON	2,027	38.245	4.00
278 LIMA SCF	1,163	21.943	2.00
WEST VIRGINIA STATE BRANCH 955	2,667	50.321	5.00
212 CHARLESTON	4,769	89.981	9.00

MICHIANA AREA

INDIANA STATE BRANCH 917	3,114	58.755	6.00
008 INDIANAPOLIS	10,464	197.434	20.00
169 SOUTH BEND	1,702	32.113	3.00
171 GARY MSC	1,852	34.943	3.00
204 FORT WAYNE	1,703	32.132	3.00
576 MSC MUNCIE	694	13.094	1.00
MICHIGAN STATE BRANCH 925	999	18.849	2.00
023 DETROIT	10,530	198.679	20.00
130 GRAND RAPIDS	9,553	180.245	18.00
140 FLINT	1,958	36.943	4.00
142 SOUTHWESTERN	2,643	49.868	5.00
152 LANSING	3,908	73.736	7.00
190 SAGINAW	824	15.547	2.00
268 SOUTHEASTERN MICHIGAN	5,330	100.566	10.00
508 ROYAL OAK	9,957	187.868	19.00
545 DETROIT NDC	2,322	43.811	4.00

ILLINI AREA

ILLINOIS STATE BRANCH 916	585	11.038	1.00
014 ELIZABETH R. FLAMON	20,087	379.000	38.00
017 FOX VALLEY IMPC	1,145	21.604	2.00
255 HEART OF ILLINOIS BRANCH	10,653	201.000	20.00
270 ILLINOIS NORTH SHORE	4,094	77.245	8.00
289 WEST SUBURBAN	5,714	107.811	11.00
369 CENTRAL ILLINOIS DISTRICT	4,582	86.453	9.00
489 NORTH SUBURBAN FACILITY	8,632	162.868	16.00
493 SOUTH SUBURBAN FACILITY	4,272	80.604	8.00
541 CHICAGO BMC	2,587	48.811	5.00

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

MINNESOTA STATE BRANCH 926	4,131	77.943	8.00
004 DULUTH-SUPERIOR	1,088	20.528	2.00
016 MINNEAPOLIS	9,544	180.075	18.00
104 ST. PAUL	7,496	141.434	14.00
NORTH DAKOTA STATE BRANCH 937	3,169	59.792	6.00
SOUTH DAKOTA STATE BRANCH 946	5,287	99.755	10.00
WISCONSIN STATE BRANCH 956	2,044	38.566	4.00
072 MILWAUKEE	8,855	167.075	17.00
213 MADISON	2,879	54.321	5.00
442 GREEN BAY DISTRICT	3,411	64.358	6.00
549 SCF OSHKOSH DISTRICT	1,041	19.642	2.00

MINK AREA

IOWA STATE BRANCH 918	3,301	62.283	6.00
172 DES MOINES	5,837	110.132	11.00
539 CEDAR RAPIDS DISTRICT	1,204	22.717	2.00
564 DES MOINES BMC	1,956	36.906	4.00
586 WATERLOO DISTRICT	1,181	22.283	2.00
KANSAS STATE BRANCH 919	1,813	34.208	3.00
052 TOPEKA	1,712	32.302	3.00
205 WICHITA DISTRICT	3,774	71.208	7.00
458 KANSAS CITY, KS	3,168	59.774	6.00
MISSOURI STATE BRANCH 928	4,920	92.830	9.00
036 KANSAS CITY	7,539	142.245	14.00
119 SPRINGFIELD	1,913	36.094	4.00
131 GATEWAY BRANCH	15,129	285.453	29.00
527 MID-MISSOURI	1,667	31.453	3.00
NEBRASKA STATE BRANCH 930	1,076	20.302	2.00
010 OMAHA	5,345	100.849	10.00

SOUTHEAST AREA

FLORIDA STATE BRANCH 911	175	3.302	1.00
081 TAMPA	10,084	190.264	19.00
093 JACKSONVILLE	10,040	189.434	19.00
146 MIAMI	18,252	344.377	34.00

		Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
154	WEST PALM BEACH	8,751	165.113	17.00
156	ST. PETERSBURG	1,497	28.245	3.00
231	PENSACOLA	3,690	69.623	7.00
296	FORT LAUDERDALE	4,505	85.000	9.00
321	ORLANDO	6,453	121.755	12.00
353	DAYTONA BEACH	1,122	21.170	2.00
354	TALLAHASSEE	2,038	38.453	4.00
386	CLEARWATER	2,324	43.849	4.00
405	GAINESVILLE	1,283	24.208	2.00
406	CENTRAL FLORIDA	5,172	97.585	10.00
420	SOUTHWEST FLORIDA	4,639	87.528	9.00
425	SUN COAST	2,955	55.755	6.00
478	HEARTLAND DISTRICT	2,437	45.981	5.00
577	JAMES DODGE BRANCH 577	1,080	20.377	2.00
GEORGIA STATE BRANCH 912		2,227	42.019	4.00
040	SAVANNAH	551	10.396	1.00
082	ATLANTA	13,637	257.302	26.00
125	AUGUSTA	1,482	27.962	3.00
126	MACON	1,884	35.547	4.00
281	COLUMBUS	927	17.491	2.00
567	ATLANTA NDC	1,627	30.698	3.00
595	NORTH GEORGIA DISTRICT	4,992	94.189	9.00

CENTRAL GULF AREA

ALABAMA STATE BRANCH 901		3,636	68.604	7.00
026	MOBILE	1,629	30.736	3.00
045	BIRMINGHAM	7,416	139.925	14.00
208	MONTGOMERY DISTRICT	2,212	41.736	4.00
399	HUNTSVILLE	1,710	32.264	3.00
LOUISIANA-MISSISSIPPI BI-STATE BRANCH 921		3,073	57.981	6.00
LOUISIANA (SEE LA-MS BI-STATE BRANCH)				
073	NEW ORLEANS	8,119	153.189	15.00
170	SHREVEPORT	2,320	43.774	4.00
209	LOUIS M. ATKINS	3,864	72.906	7.00
279	LAKE CHARLES	451	8.509	1.00
421	LAFAYETTE	1,184	22.340	2.00
MISSISSIPPI (SEE LA-MS BI-STATE BRANCH)				
199	JACKSON	3,543	66.849	7.00
588	HATTIESBURG DISTRICT	1,013	19.113	2.00

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

ARKANSAS STATE BRANCH 904	3,539	66.774	7.00
173 PULASKI COUNTY	4,748	89.585	9.00
379 NORTHWEST ARKANSAS DISTRICT	1,422	26.830	3.00
OKLAHOMA STATE BRANCH 939	1,817	34.283	3.00
080 OKLAHOMA CITY	7,415	139.906	14.00
174 TULSA	3,612	68.151	7.00
TENNESSEE STATE BRANCH 947	2,728	51.472	5.00
032 MIDDLE TENNESSEE BRANCH	9,216	173.887	17.00
041 DON LEDBETTER BRANCH	9,418	177.698	18.00
097 CHATTANOOGA	2,931	55.302	6.00
165 KNOXVILLE	4,767	89.943	9.00
245 EAST TENNESSEE DISTRICT	811	15.302	2.00
555 MEMPHIS NDC	1,415	26.698	3.00

TEXAS AREA

TEXAS STATE BRANCH 948	1,224	23.094	2.00
009 AUSTIN	6,720	126.792	13.00
049 GOLDEN TRIANGLE	1,506	28.415	3.00
086 DALLAS	14,195	267.830	27.00
103 SAN ANTONIO	10,393	196.094	20.00
122 HOUSTON	12,842	242.302	24.00
124 FORT WORTH	12,254	231.208	23.00
136 EL PASO	2,650	50.000	5.00
203 WACO	1,793	33.830	3.00
229 CORPUS CHRISTI	2,654	50.075	5.00
233 AMARILLO	1,287	24.283	2.00
265 LUBBOCK	1,878	35.434	4.00
288 LOWER RIO GRANDE VALLEY	2,026	38.226	4.00
313 PERMIAN BASIN	1,126	21.245	2.00
428 NORTH TEXAS	5,293	99.868	10.00
452 EAST TEXAS	2,192	41.358	4.00
559 DALLAS NDC	2,071	39.075	4.00
589 NORTH HOUSTON	9,761	184.170	18.00

NORTHWEST AREA

ALASKA			
435 ANCHORAGE	4,211	79.453	8.00
IDAHO STATE BRANCH 915	2,664	50.264	5.00

	Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
MONTANA STATE BRANCH 929	8,077	152.396	15.00
OREGON STATE BRANCH 940	47	0.887	1.00
066 PORTLAND DISTRICT	13,183	248.736	25.00
276 SOUTH WEST OREGON	6,192	116.830	12.00
WASHINGTON STATE BRANCH 954	1,883	35.528	4.00
031 TACOMA	4,023	75.906	8.00
060 SPOKANE	3,310	62.453	6.00
061 SEATTLE	12,380	233.585	23.00
253 YAKIMA	838	15.811	2.00
551 SEATTLE BMC	1,656	31.245	3.00

ROCKY MOUNTAIN AREA

ARIZONA STATE BRANCH 903	*	*	1.00
246 ARIZONA JEROME V. BLANTON	15,471	291.906	29.00
376 SOUTHERN ARIZONA	4,431	83.604	8.00
517 MESA	1,232	23.245	2.00
COLORADO-WYOMING BI-STATE TERRY G BRADY MEMORIAL BRANCH 907	1,840	34.717	3.00
COLORADO (SEE CO-WY BI-STATE TERRY BRADY BRANCH)			
065 MILE HIGH METRO, COLORADO	19,324	364.604	36.00
141 COLORADO SPRINGS	2,731	51.528	5.00
155 PUEBLO	857	16.170	2.00
557 NORTHERN COLORADO	1,202	22.679	2.00
561 DENVER NDC	1,943	36.660	4.00
584 COLORADO ROCKIES WEST	877	16.547	2.00
NEVADA			
249 RENO	2,499	47.151	5.00
463 LAS VEGAS DISTRICT	10,572	199.472	20.00
NEW MEXICO STATE BRANCH 934	*	*	1.00
295 ALBUQUERQUE	6,400	120.755	12.00
UTAH STATE BRANCH 949	*	*	1.00
139 SUNDANCE BRANCH	7,564	142.717	14.00
WYOMING (SEE CO-WY BI-STATE)			
300 CHEYENNE	1,552	29.283	3.00

	Total Cumulative Members	Average Number of Members 52 Pay Periods	Votes
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PACIFIC AREA

CALIFORNIA STATE BRANCH 905	2,605	49.151	5.00
039 LOS ANGELES	20,137	379.943	38.00
077 SACRAMENTO	10,461	197.377	20.00
088 SAN FRANCISCO	12,721	240.019	24.00
094 SAN JOSE DISTRICT	5,628	106.189	11.00
127 EAST BAY DISTRICT	14,703	277.415	28.00
159 SAN DIEGO BRIDGET EVANS	12,208	230.340	23.00
197 CENTRAL VALLEY	3,733	70.434	7.00
244 MARY BURKHARD	15,992	301.736	30.00
266 SO. CALIFORNIA BAY DISTRICT	6,087	114.849	11.00
274 FRESNO	3,503	66.094	7.00
373 AL NAVARRO (QUAD COUNTY)	19,487	367.679	37.00
466 HAYES CHERRY BRANCH 466	8,347	157.491	16.00
497 NORTH COAST	3,504	66.113	7.00
698 LONG BEACH	2,409	45.453	5.00

HAWAII

214 HONOLULU	7,857	148.245	15.00
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National Associate Members-At-Large

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

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

Branch Mergers

May 1, 2020 - April 30, 2022

- 210 NAPA-Solano County District, CA, merged into Branch 127 Margarete A. Grant, CA, under Article IV, Section 5(b), May 2021
- 220 Rockford District, IL, merged into 289 West Suburban, IL, under Article IV, Section 5(b), August 2021
- 19 Williamsport, PA, merged into 50 Harrisburg, PA, under Article IV, Section 5(b), December 2021
- 112 Erie, PA, merged into 554 Pittsburgh BMC, PA, under Article IV, Section 5(b), April 2022
- 275 Capital Branch, OR, merged into 276 South West Oregon under Article IV, Section 5(b), April 2022

Branch Creation

- 631 Palmetto, SC, October 2021

Branch Name Changes

- 466 San Bernardino, CA, renamed Hayes Cherry Branch 466, May 2021
- 548 Dominick V. Daniels Facility, NJ, renamed Luther B. Manuel Jr. NAPS Branch 548, May 2021
- 159 San Diego Mo Twomey, CA, renamed San Diego Bridget Evans Branch 159, July 2021

Executive Board Voting

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

For purposes of voting at the 68th National Convention in New Orleans, LA, the following Executive Board members will be casting one vote each by virtue of their position on the NAPS Executive Board:

Ivan D. Butts
Chuck Mulidore
James "Jimmy" Warden
Thomas Roma
Richard L. Green Jr.
Craig O. Johnson
Tim Ford
Marilyn Walton
Bill Austin
Dioenis "Dee" Perez
Tony Dallojacono
Troy Griffin
Timothy Needham
Kevin Trayer
Luz Moreno
Dan Mooney
Kelly McCartney
Bob Quinlan
Roy Beaudoin
Shri L. Green
Jaime Elizondo Jr.
John Valuet
Myrna Pashinski
Chuck Lum
Brian J. Wagner

NAPS Regional Breakdown

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

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

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

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

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

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

Report of **Thomas Roma**

*Northeast Region
Vice President*

Greetings from New Orleans, my fellow Northeast Region delegates. The Big Easy is the site of this year's national convention. A lot has happened since we last met in 2021 in Grapevine, TX.



COVID still is prevalent, but our Postal Service employees have met the challenge. They are the true heroes—going to work every day and getting the job done. God bless them all.

Good things are happening for NAPS, as well. We won the right via our lawsuit to represent all USPS supervisors, managerial personnel and postmasters in consultation with the Postal Service regarding compensation and pay policies.

The court also found the agency violated the Postal Reorganization Act by failing to assure that EAS compensation is comparable to the private sector and all supervisors are paid some differential above the employees they supervise. Congratulations to the resident officers, Executive Board and lawyers for staying the course to achieve this favorable decision.

There is more good news to report. On March 8, 2022, the Senate overwhelmingly passed the Postal Service Reform Act of 2022. This is the greatest legislative victory for all postal employees in a generation. With the passage of this historic bill, the USPS finally will be on a path toward financial stability with repeal of the prefunding mandate.

The legislation also guarantees six-day delivery, Medicare integration and adds much-needed transparency to postal operations. These reforms ultimately will save the Postal Service billions of dollars each year and make our jobs more secure as a result.

This could not have been achieved without the grassroots efforts of all postal employees—especially NAPS members, who constantly visited their elected officials and explained what we needed to remain solvent. Congratulations to all on a job well-done.

As chair of the NAPS Executive Board SWCs Committee, I would like to say we are on the verge of completing an outstanding new SWCs module that is fair to both the Postal Service and NAPS. When completed, it

will give us approximately 950 new jobs, while recognizing the added functions a first-line supervisor must perform on a daily basis. Stay tuned.

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

Let me once again say thank you to the greatest members any regional vice president could have. Enjoy the convention, stay safe and, most of all, stay New York strong!

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

*Eastern Region
Vice President*

Greetings, Eastern Region delegates, and welcome to the NAPS 68th National Convention at the luxurious Hyatt Regency in New Orleans. It has been a fast turnaround since meeting last year in Texas as we get



back to our regular national convention schedule.

Although it has been only one year, a lot has happened in the life of NAPS and the United States Postal Service. We had our first post-pandemic Eastern Region Cabinet Meeting in Roanoke, VA, in January 2022. We had over 150 delegates in attendance. I want to thank everyone, including our resident officers, for their support of this year's great event.

We saw a landmark decision from the U.S. Court of Appeals on the NAPS lawsuit filed on your behalf. This decision, which found in NAPS' favor on every issue, will change the landscape of representation for EAS employees around the country. I want to thank all of you for supporting the Executive Board as we took a stand in pursuing legal action to ensure fair treatment for all EAS employees.

I also want to thank you for your help in pursuing legislative action that led to passage of H.R. 3076 that will put the USPS on sound financial footing. While doing all this, you continued to deliver for the American public.

While the Postal Service continues to transform and reinvent itself, NAPS members across the country continue to provide leadership across all platforms of the agency to provide the American public with the service they so greatly deserve. As chaos has consumed the Postal Service, you continue to provide focused leadership on our core mission: processing and delivering mail to the American public.

I want to thank you for all you have done for the American public and NAPS members as we transition out of the pandemic. During this time when we have lost much, you have continued to serve NAPS members and the American public. You have been there daily to ensure that the trust the American public has placed in the Postal Service has not been impacted by the pandemic.

Your dedication has not been taken lightly by NAPS leadership. We greatly appreciate the great work and effort each of you put forth daily. Your dedication in taking care of the workforce has been above reproach. I want to thank you and your family for your sacrifices. They have not gone unnoticed!

Moving forward, we must focus on the task at hand and the future of NAPS members. It has been an honor to serve as your Eastern Region vice president. Working together with Area Vice Presidents Troy Griffin, Tim Needham and Tony Dallojacono, we will continue to stay focused and work together on issues of importance to members across the Eastern Region.

I take great pride that our region is a leader among Executive Board members in ensuring the concerns of EAS members are being addressed at quarterly meetings with Postal Service senior leadership and on the national level during our semiannual NAPS Executive Board meetings.

The Eastern Region national officers will continue to work together as a team to ensure our members' voices are heard. We also will continue to work together to ensure local officers are trained to vigorously and professionally represent our members in all endeavors. We will engage with Postal Service senior leaders to make sure our members are being treated fairly and respected across the region.

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

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

Report of **Craig Johnson**

*Central Region
Vice President*

Welcome, Central Region delegates, to the NAPS 68th National Convention at the Hyatt Regency New Orleans. I'm looking forward to being able to get out and meet with all the NAPS delegates. I want to



thank everyone for the support you have given me as your Central Region vice president the past three years. As Henry Ford said, "Coming together is a beginning, keeping together is progress and working together is success."

Man, how time flies when you're having fun! It has been just less than a year since we met at the Gaylord Texan in Grapevine, TX. A lot has happened since the 2021 convention. We won our lawsuit appeal, but still continue to wait on getting an actual settlement from the Postal Service.

Operational excellence comes and goes as quick as this past year. NPA struggles continue to get rolled out later and later. Challenges continue regarding employee engagement, discipline and EAS employees being treated with dignity and respect, as well as violations of the Joint Statement on Violence.

Involuntary reassignments and schedule changes being issued without much notice continue. EAS employees still are being instructed to carry mail and work extended hours, but are being threatened not to claim their T-time. We're hoping changes to the SWCs program are coming soon.

My good friend and colleague, Richard "Bart" Green, MINK Area vice president, stepped down and was replaced by Kansas State President Kelly McCartney. I wish Bart all the best and much success in his new position with the Postal Service up in the great Northwest. His insight and contributions to the Executive Board are going to be missed.

I welcome my friend Kelly McCartney to the position of MINK Area vice president. She brings energy and a good deal of knowledge to the board.

Michiana Area Vice President Kevin Trayer, North Central Area Vice President Dan Mooney and Illini Area Vice President Luz Moreno have continued to work together for the benefit of all Central Region members. I

want to personally thank each of them for all they do.

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

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

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

In April 2022, we had another successful Central Region Training Symposium in Indianapolis. I want to thank my Area Vice Presidents Kevin Trayer, Kelly McCartney, Luz Moreno and Dan Mooney for their support in hosting the symposium. I also want to thank Sheri Davies of ConferenceDirect and give a special thanks to Bart Green for all his help before he left his area vice president position.

We had over 140 delegates attend the symposium that offered a wide range of topics. Thanks to all the presenters: Brian Wagner, John Aceves, Attorney Glenn Smith, Headquarters C360 Rose Torres, OIG Rob Townley, Steve and Teresa Dillard, Joyce Ozia, Ken Bunch, DDF Provider Al Lum, Kevin Trayer, Dan Mooney, Carmen Hughes, Kelly McCartney, Ivan Butts and Chuck Mulidore. I would like to thank and acknowledge Karim Ellis for enlightening us with his motivational message, “GPS My Success.”

I also would like to give a special thanks to National Auxiliary members Laurie Butts, Bonita Atkins, Carol Wagner, Mary Caruso and Rich Caruso for all their efforts at the registration table and collecting for SPAC. It truly was a team effort; thanks to everyone who helped make the symposium a benefit to those who attended.

Throughout the year, I attended all the required board meetings in person or via Zoom. I attended LTS this year, as well as the various state conventions in the Central Region. I also helped conduct another Central Region Training Symposium. I continue to live by my mantra, “My job is not to get you out of trouble, but to keep you from getting in trouble.”

As we gather for the 68th National Convention, I

hope each of you realizes the importance of being here. There still are safety challenges due to the rise of several COVID variants, so continue to practice social distancing when possible. Wear your mask if you feel the need to do so.

I hope all of you will get inspired and involved in the mission of NAPS. John Maxwell said, “Leaders become great, not because of their power, but because of their ability to empower others.”

I would like to say farewell to Executive Board Chair Tim Ford and fellow Executive Board members Roy Beaudoin, Bob Quinlan and Timothy Needham. Thanks for everything each of you have done to make NAPS better than it was when you joined the board.

I would like to thank all of you again for your support and belief in me as your Central Region vice president. I also would like to thank Bart, Kelly, Dan, Luz and Kevin for their assistance and support as I traveled in their areas.

I would like to give special thanks to my wife, Dr. Adriane Blankinship-Johnson, for her love and support while I spend a lot of time away from home as I represent NAPS Central Region members. Also, my mother, Idella Johnson, who has been my biggest fan and supporter in life. Finally, my children Tameca, Tiffany, Craig Jr., Portia and Christina and my grandchildren Christopher, Crisslyn, Layla and twins Hailey and Bailey.

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

Greetings, fellow delegates, and welcome to New Orleans—the Crescent City—in all its glory. I’m sure the city, food and culture will keep you entertained during your visit; enjoy your time here.



This past year has been one of dramatic challenges and changes for the Postal Service and NAPS. We have been challenged with a pandemic, staffing issues and financial challenges, to name just a few. We have successfully championed postal reform legislation after a lengthy campaign.

We won an appeal for the pay and rights of EAS employees throughout the country and developed meth-

ods to continue meetings via Zoom in an effort to meet the needs of our membership. And during the pandemic, you—yes, you—were true heroes who went to work every day, worked long hours and on days off, plus went the extra mile to make sure our customers received the service they expect—and still do.

On a national level, I and the other Executive Board members have worked to present issues to Postal Service leadership and develop policies that would improve working conditions for EAS employees. These policies are communicated to the field and become official USPS policy.

The application becomes a problem when local officials are not familiar with some of these policies; it becomes our mission to bring these policies to light on a local level when they are not followed. I urge every NAPS member to become familiar with the policies that guide your professional life. The Postal Service has many other rules and regulations on how to run our business; knowledge is a powerful tool.

You are here as a delegate; your function is to research and learn about the issues and policies we need to help our members. You are here to voice your opinion and vote on these issues to help guide our organization. And, most of all, to make sure we do the right thing for *all* our members: Show the Postal Service NAPS is a strong, professional organization that represents all EAS employees and show the American people we can serve them every day through snow, sleet, rain and a pandemic. Because we are the Postal Service.

I was promoted to the EAS ranks in 1983 and was taken to my first NAPS meeting in Miami by a short, thin woman with flaming red hair named Mikke McRee; only 12 members were in attendance. She explained all the things in which NAPS is involved: pay, consultation, representation, legislation and pretty much all aspects of our employment.

But the one thing she stressed was the people you meet are the true benefit of becoming involved with NAPS and attending various functions. So, I did. I never imagined that first meeting would lead to an entire new world and certainly never set out with a plan. During the past 38 years, I have seen more things, been more places, met more people and made more friends than I ever dreamed possible.

I became an officer in Miami and then, with support from Florida, held state offices for eight years. In 1994, Florida and Georgia supported my effort to become the Southeast Area vice president. Then, in 2002, with the support of Florida, Georgia, Louisiana, Mississippi, Alabama, Arkansas, Oklahoma, Tennessee and, of course,

Texas, I became the Southern Region vice president.

In addition, for a total of 10 years, I was selected by Executive Board members to serve as chair of the Executive Board. I share this for two reasons. First, I want to thank every one of you for the years of support that made all this possible. Everything I may have accomplished was made possible by you and your vote of confidence.

Second, I hope that every delegate reading this takes this as a challenge to serve our members and our organization—to step up and get involved. Some of you will become Executive Board members. But, most of all, make a new friend while you are here.

None of these things would have been possible without the help of so many people. Some have chosen a different path—Don Ledbetter, Rubin Handleman, Jim Putman, Vince Palladino, Margarete Grant, Bridget Evans, Ron Tallent, Fred Giuffrida, Craig Young, Adolph Ruiz, Mary Burkhard and Stanley Gold—to name a few. These are some of the people who made NAPS what it is today.

And there are many others—Ted Keating, Louis Atkins, Brian Wagner, Neil Baker, Jerry Sebastian, Cornel Rowel, Jim Hinson, Ivan Butts, Chuck Mulidore and Jimmy Warden and all the others who continue the work set out before them.

Also, the many, many active NAPS members throughout the Southern Region who have made our region a success. I am proud of the accomplishments the Southern Region has made and treasure the friendships I have developed.

Those friendships forever will be carried in my soul. From the bottom of my heart, thank you for allowing me to be part of something great.

And because I am not running for any NAPS office and we are in New Orleans, I got some great advice from Jimmy Buffett: “Pour me something tall and strong—make it a hurricane before I go insane. It’s only half past 12, but it’s 5 o’clock somewhere!”

—Tim “Fadmammajamma” Ford, Southern Region vice president (retired)

Report of Marilyn Walton

*Western Region
Vice President*

Aspirations bring inspirations. It has been an amazing time as each moment goes by so quickly. Last year, we were returning from our 2021 NAPS National Convention in Grapevine, TX, after months of quarantine and



restrictions due to COVID-19. The Texas host branches, NAPS officers, convention planner and staff provided a welcoming and productive convention.

I was honored and privileged to be elected to another term as Western Region vice president.

We welcomed John Valuet, Northwest Area vice president, to our team that includes Myrna Pashinski, Rocky Mountain Area vice president, and Chuck Lum, Pacific Area vice president.

I am chair of the Executive Board Legislative Committee. Our team was fully focused on promoting support for H.R. 3076 that Rep. Carolyn Maloney (D-NY) introduced and sponsored. Our team represents all regions of the country; each member works in their own unique way to push formative agendas, expand outreach to members and encourage them to contribute to our Supervisors' Political Action Committee (SPAC).

During our 2021 fall Executive Board meeting, we were hopeful a positive outcome finally would be achieved with passage of H.R. 3076. We also were waiting to hear an update on the NAPS lawsuit.

On a personal note, I submitted a resolution to the NAPS Executive Board to name the NAPS Headquarters conference room the "Margarete A. Grant Executive Board Conference Room." Margarete was my friend and mentor; I'm pleased the motion passed unanimously. This past March, NAPS held a dedication ceremony and unveiled the new doors.

As we continued to focus on encouraging NAPS members to reach out and invite a nonmember to join our great organization, the Western Region team jumpstarted planning for a training seminar held in November in Reno, NV. It was a fast turnaround after just attending the national convention. Our Western Region members were eager to participate in training and networking with one another.

We had over 100 attendees. Also attending were our

three resident officers, immediate past president and postal and NAPS trainers. The presenters offered training on representation, the DDF, financial stock accountability, Zoom, membership recruitment tips and more.

Not to be outdone, the NAPS Auxiliary conducted training and assisted NAPS with a remarkably successful SPAC fundraiser. Gifts were donated by our branches; we raised \$7,000 for SPAC. It was two days jammed with training, fellowship and fun.

In California, the postal management associations, unions and NARFE joined in a collaborative effort to promote postal reform. The hope was we would see H.R. 3076 move forward in Congress before the Christmas recess, but it did not happen.

As we welcomed 2022, we were in a wait-and-see mode regarding news of postal reform and NAPS' lawsuit. The stars seem to align on Feb. 6. I was honored, along with my NALC coalition partner Ron Jones, to chair the virtual California Postal Legislative Coalition's 23rd annual meeting. The main theme was let's get H.R. 3076 passed!

On Feb. 8, H.R. 3076 was passed in the House, but still had to go to the Senate. A candid Republican legislator confided to NAPS that the bill had to be passed in this session or it would not pass. After some political maneuvering and negotiations, H.R. 3076 was passed with a bipartisan vote in the Senate; we have postal reform! One goal down, but still awaiting the status of NAPS' lawsuit.

On Feb. 22, NAPS members were notified we won the lawsuit in a 3-0 decision on the merits of whom NAPS can represent. Our NAPS resident officers selected an outstanding legal team to appeal and win our argument on the merits of the case.

The ruling clarified that NAPS represents *all* EAS employees, including postmasters and area and USPS Headquarters personnel. While the legal appeal was remanded to the original court to determine how pay will be administered, it was good news all around. I was especially proud of the Western Region NAPS team that supported pursuing the lawsuit, even though we had no guarantee it would be successful.

In March, we traveled to Washington, DC, for the in-person Legislative Training Session—the first since 2020. We looked forward to resuming our role as lobbyists for NAPS legislation that positively impacts our members.

Our new legislative push is for passage of H.R. 3077, the Postal Service Improvement Act, that includes extending MSPB rights to nonsupervisory EAS employees. The NAPS website provides talking points on this bill.

Due to the easing of COVID restrictions, there were some opportunities at LTS to meet our legislators in person. For those not meeting in person, computers were available for NAPS members to have Zoom meetings with their legislators.

This year's LTS was a successful, fast-paced and informative array of bipartisan legislators, presenters and training on promoting NAPS' agenda on Capitol Hill.

During the spring Executive Board meeting, we celebrated our positive wins with legislation and the lawsuit. We reviewed our national budget and the organization's financial challenges due to the economic impact all non-profit organizations have experienced in this COVID environment. Currently, we are maintaining ownership of a pristine, high-valued office building.

We are comfortable in taking a small victory lap on our legislation success and legal ruling, but still are mindful there is more work to be done. As a member of the NAPS Executive Board, I pledge to work for all EAS employees as we traverse the daily challenges in our

members' workplaces. Managers and supervisors should feel appreciated, respected, valued and safe.

In April, we celebrated California State Branch 905's 100th anniversary in Solvang, CA. This was our first state convention in two years; the Auxiliary conducted its 87th convention. We welcomed NAPS President Ivan D. Butts and National Auxiliary President Laurie D. Butts, as well as special guests Louis and Bonita Atkins, USPS representatives and a local congressional representative. There were 24 first-timers at the event, hosted by Mary Burkhard Branch 244.

There was training, proposed resolutions, information sharing, food, fun and a great celebration of 100 years of California NAPS. We had an outstanding SPAC fundraiser. Our goal was to encourage each attendee to contribute \$100 to SPAC. We collected over \$13,000 in cash, checks and in-kind gifts.

With the easing of restrictions, I've been able to travel and plan upcoming travel to in-person meetings in the Western Region. Additionally, I participated in Zoom

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meetings with NAPS branches and the USPS, as well as conducted training and provided information to our members. I continue to communicate via my monthly NAPS blog and maintain involvement with the California Postal Legislative Coalition via Zoom meetings.

This year, we will be voting in the national mid-term elections. We are asking everyone to support those legislators who support NAPS and Postal Service legislation. All NAPS members need to take a good look at their local, state and national candidates. Check their voting records to see if they support NAPS and employment issues. We often say, "Hold those accountable in the workplace and in Congress who hold you, the employee or voter, accountable."

As we gather in New Orleans for the NAPS 68th National Convention, I ask for your support and opportunity to represent the Western Region as your regional vice president!

Report of **Bill Austin** *New England Area* *Vice President*

I'd like to welcome all my New England Area members to the NAPS 68th National Convention in New Orleans. It is hard to believe that my first term as your area vice president is complete. First and foremost, I want to



say "thank you" for placing your trust in me.

This year has been interesting for all of us. We started off with the USPS reorganization. Our first challenge was to make sure every EAS employee had a job or in some cases, as we like to call it, a "landing spot." We were successful.

Then came the job of figuring out how the new organizational chart worked—who reported to who. Some of the higher-ups in the organization weren't even sure, but we got through it. Next, we had to get to know each other.

I was happy to see the branch presidents be so involved and reactive to some of the messaging I sent them in trying to learn what was going on in their areas. It quickly became apparent they wanted to meet me; the invites to branch meetings came quickly.

At one point, I attended four meetings in three days

across four different states. It became apparent many branches were connected to others; there is a strong network in New England.

Then came the outcome of the lawsuit between NAPS and the USPS. In a landmark decision, the U.S. Court of Appeals affirmed NAPS is entitled to represent all USPS supervisors, management personnel and postmasters in consultation with the Postal Service regarding compensation and pay policies.

Yes, we won! We were victorious. Now it is time to shake hands with the USPS and move forward regarding how we can use this decision to make our members' jobs and lives better.

I want to take this time to thank my family, especially my wife Cathy, who supports me in my efforts in doing this job correctly. There have been times when I had to choose between family events and NAPS events. Whatever decision I made, Cathy always was behind me, just as she has been our entire lives together.

I also want to thank the Executive Board members of the New England Area branches. Your commitment to your branches is strong and unwavering, which makes me want to help them that much more when I receive a call from a branch president or vice president who has an issue in their area on which they need advice.

I never mind answering calls from members in our area because I know they already have tried to correct the issue. If they are calling me, they want my advice or to know if they have done the right thing. Bottom line: They are as committed as I am.

It has been my pleasure to serve as your New England Area vice president this past term. I look forward to doing it again for the next term if that is the members' wish.

Thank you and enjoy your convention!

Report of **Dioenis 'Dee' Perez** *New York Area* *Vice President*

Welcome, everyone, to the always classy and hospitable Hyatt Regency New Orleans for the NAPS 68th National Convention. New Orleans can be so much fun: offering music to your ears and sensational new tastes to your taste buds, historical events to educate your mind, pleasant and entertaining sights for your eyes, laughter to your soul and a smile on your face. Remember,

though, you have an obligation to your members back home to first conduct NAPS' business.

Despite the saying, "Time flies when you're having fun," I would not consider this past year fun. However,



when you consider it feels like only yesterday we all were gathered in Grapevine, TX, time really does seem as if it's flown by.

The following, I think, pertains to all of us: "When asked what the biggest mistake is we make in life, the Buddha replied, 'You think you have time; time is

free, but it's priceless. You can't own it, but you can use it. You can't keep it, but you can spend it. Once it's lost, you can never get it back.'"

My personal philosophy is to do as much good for our members as I can possibly accomplish in the time allotted to me because I don't know when or if I'll ever have more time. This past year was my first term as a national officer—elected to the NAPS Executive Board to represent members' voices in New York, Puerto Rico and the U.S. Virgin Islands.

I want to thank each of you for entrusting me to bring your issues forward and voice the same concerns as I have at the Executive Board meetings and help you as best I can.

I want to thank Northeast Region Vice President Tommy Roma and NAPS Secretary/Treasurer Jimmy Warden for their mentorship and friendship, as well as my friend, New England Area Vice President Bill Austin. I couldn't ask for three better persons to guide me through my first year. We have become a united team in the Northeast Region.

My first year has offered me many new lessons and tests. I've experienced dealing with USPS Headquarters leadership, primarily on the local and Atlantic Area levels. I've also made friendships in the USPS Headquarters leadership structure where we share honest differences of opinions—without malice toward one another—regarding operational issues with which field EAS employees are struggling.

I'm building communication bridges to solve our differences in our work environment for everyone's benefit and to help the Postal Service become successful. There have been some hurdles with getting everyone on

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board with certain issues, but I'm the type of person who will not give up. It has been frustrating waiting for decisions to be finalized I thought could or should have been made faster by area Headquarters personnel regarding adverse actions being settled. However, this all is part of the chess game.

I have had to be innovative in reaching out to branches to share messages from NAPS Headquarters and any other important information concerning work issues and USPS Headquarters announcements. Some of you may have been cursing Zoom meetings—trust me, I understand! I'm an active employee who is sharing the same foxhole.

I know what you go through on a daily basis and share the same stresses USPS Headquarters puts on us every day. However, Zoom technology has helped us communicate throughout COVID. I've held quarterly Zoom meetings to discuss various issues and topics.

I've had the three resident officers attend my Zoom meetings to answer members' questions. On a regular basis, Roma and Warden are invited guests on the Zoom meetings. They set aside time in their busy schedules to attend, which I appreciate.

I send email messages on a daily basis in the form of a quick recap with "Morning Brew" to let you know what is brewing in the news or a simple reminder of an operational issue or event taking place of which active and retired members need to be aware. I depend on this duplicity of broadcasting Zoom media meetings because it has come in handy during the pandemic to communicate with the branch presidents so NAPS Headquarters' messages and local operational issues can be passed along to members.

I've had the pleasure of attending branch meetings, although they have been few and far between due to the pandemic. This past November, I attended meetings in Westchester, Long Island and Flushing. In December, I attended meetings in Puerto Rico and the Bronx.

I attended the LTS in March, the Northeast Region Training Seminar in beautiful Puerto Rico in April (where I provided membership training) and the New York State Convention and New England Area Training Seminar in May.

In April, I also attended meetings again in the Bronx and Westchester. I attended the branch presidents' meeting at Cyclone Stadium in Coney Island. I had the privilege of swearing in the Executive Boards for Branch 216 in beautiful Puerto Rico and the Bronx.

No matter the size of a branch, if we still are constrained by the pandemic, I am willing to attend your branch meetings if you deem it safe or we can arrange a

Zoom meeting, if you prefer. No branch is too small or large; everyone counts!

To recap this year's NAPS duties and responsibilities, I was appointed to four Executive Board committees: Legislative, Postmaster, PFP Advisory and Membership. It is an honor to be selected to serve on these committees.

Western Region Vice President Marilyn Walton, who chairs the Legislative Committee, has inspired me to be involved with legislative issues and communicate with NAPS Director of Legislative & Political Affairs Bob Levi to promote NAPS' legislative issues vitally important to our association throughout my New York Area.

With branch presidents, I've attended events for Rep. Tom Suozzi (D-NY) and helped send branch presidents to meetings and events for Rep. Carolyn Maloney (D-NY). I've contacted my lawmakers via the NAPS legislative communication tool at naps.org to ask for their support on NAPS-endorsed legislation. I also contribute to SPAC and have reached the President's Ultimate level.

At the Northeast Region Training Seminar in Puerto Rico, I was tasked with attaining a SPAC goal of \$10,000. I not only met the goal, but exceeded it by reaching \$11,020—an all-time record at this event. I'm immensely proud of everyone who contributed to SPAC and helped make this event one of the best ever.

A special "Ohio State Buckeye" thank you to Deputy Postmaster General Doug Tulino for providing exceptional guest speakers who offered invaluable training: Elvin Mercado, Bruce Nicholson, Jaime Brown and Dane Coleman.

PFP Advisory Committee Chair Dan Mooney shares the desire, as I do, for total transparency on this topic. After all, this is the only avenue through which you can raise your salary to the top of your pay band. We take this seriously and want to ensure the process is transparent and being done correctly.

Dan has been influential and is a mentor and teacher, showing me how to accurately question the processes being used to determine cell scores. He is of the theory we can trust, but first verify.

The Postmaster Committee, with chair Tim Needham, works to develop ideas with NAPS postmasters to provide training in all areas of postmaster responsibilities. The intent of developing our NAPS postmasters is to provide better training and communication that benefits all members, including branch managers and supervisors who want to become successful postmasters one day. This is especially important now because the U.S. Court of Appeals ruled that NAPS can represent all EAS employees, including USPS Headquarters positions and postmasters. We have a number of ideas to explore.

Regarding the Membership Committee, every Executive Board member is chair for their area. This is a task near and dear to my heart. My area has led the nation in total membership—82%—as of October 2021. My goal for FY22 is to move this number to 90% or higher—a very ambitious goal not easily achieved.

I understand the challenges, but remain undeterred. I've held Zoom meetings and developed a spreadsheet that indicates the success ratio of each branch for reducing their nonmembers. It also points out who is doing an excellent job, while also showing me who is not working as hard to sign nonmembers.

I've conducted Zoom meetings to discuss branch successes and failures and progress. I've suggested and shared many ideas with my branches via Zoom and emails. I've sent many email messages to motivate branches to do more. I've sent 473 letters to every non-member in my area, inviting them to join.

I've developed 20-plus talking points to use when encouraging nonmembers to join. I've also suggested my members use their membership emails to develop a distribution mailing list and hold Zoom meetings to help their members be successful recruiters.

I've reinforced to my branch presidents the importance of growing their treasuries and voting power through the members they can gain. At the national convention, I will announce to my area which branch has signed the most nonmembers from October 2021 through Aug. 2, 2022. I will treat the winning branch's Executive Board members to dinner in New Orleans as a thank-you for what they have done for NAPS and our area!

I want to thank each of the NAPS Executive Board members for welcoming me and becoming part of my new, extended family. I also want to thank members from New York, Puerto Rico and the U.S. Virgin Islands for the honor of serving as New York Area vice president. I've enjoyed meeting you and discussing our concerns. We will continue to work to make NAPS the best postal management association.

Enjoy your time in New Orleans! Be careful and don't overdo, though. You have business to conduct.

With dignity and respect, always.

Report of **Tony Dallojacono**

*Mideast Area
Vice President*

I want to welcome everyone to the NAPS 68th National Convention in New Orleans. I hope everyone has a safe and entertaining time. I would like to reflect on the past year.



We were successful in the appeal of our lawsuit against the Postal Service. We helped get H.R. 3076 passed and signed by President Joe Biden. Thanks to our current and former resident officers in continuing this quest, as well as current and past Executive Board members. I want to thank our members for believing in us and that we can accomplish change for the better.

We all must reflect on our personal lives, as well. My philosophy is to treat others how you want to be treated. We are human beings with feelings and problems. Times keep changing and that is something to which we all must adapt. Sometimes change is for the better; sometimes it is not. Only time will tell.

We continue to have the same issues throughout the year. We still fight with the Postal Service to not permanently change EAS employees' schedules. This interferes with personal lives, childcare issues and caring for elderly family members. The excuse always is operational needs or changes or both.

Well, show me what operational changes caused this. What is your return on investment? What are you saving by making these changes? I doubt those who make these decisions would like to have their personal lives interrupted daily.

I want to thank the Mideast Area members for giving me the opportunity to represent and provide guidance the past year. It has been a pleasure working with my fellow area and regional vice presidents and the resident officers. I also want to thank all the Mideast Area state and branch officers for their help and efforts, sometimes putting their personal lives on hold to represent our members.

We must sustain the future of our organization by increasing membership. I want to thank everyone who continues to sign new members. We also must get the new members involved in advocacy and all aspects of our organization.

I continue to provide adverse action training at conventions and various other times throughout the year. This is something very important for our newer members. Thanks to Northeast Region Vice President Tommy Roma, New York Area Vice President Dee Perez, New England Area Vice President Bill Austin and Secretary/Treasurer Jim Warden for another successful Northeast Region Training Seminar in Puerto Rico.

I also want to thank Eastern Region Vice President Richard L. Green Jr., Pioneer Area Vice President Tim Needham and Capitol-Atlantic Area Vice President Troy Griffin for another successful Eastern Region Cabinet Meeting in Roanoke, VA. Richard did a great job responding to the impending weather and getting everything done on our agenda in a day and a half so we could leave before a storm hit.

As a team in the Eastern and Northeast regions, we will continue to pursue and engage in quarterly meetings with Postal Service leadership to address issues and do our best to resolve them, as well as any other meetings considered necessary.

By the time you read this report, Pennsylvania will have had its 100th state convention. I want to thank everyone involved, especially the Pennsylvania State Executive Board, in making it a successful and enjoyable convention.

I want to thank the Delaware Executive Board for doing what they do for NAPS. New Jersey also will have had its state convention. Thanks to everyone who made it a productive and pleasant convention.

I want to give a special thanks to Tim Needham who is leaving the Executive Board; he always will be a good friend. Good luck on your future endeavors, Tim. I know you will succeed in whatever you decide to do.

Finally, I have saved the best for last. I want to give a special thanks to my lovely wife Jean and my wonderful children who have stood by my side and put up with me devoting personal time to NAPS.

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

Hello, NAPS members and delegates. Welcome to the 68th National Convention in New Orleans. A lot has happened over the past year since we last met in August 2021 in Grapevine, TX.

We have seen a change in the structure of the Postal Service, as well as its leadership.



As an organization, we have dealt with and overcome an ongoing pandemic resulting in unprecedented package volume, employee availability, mail delays and other problems with which our members have to deal in their day-to-day operations.

Our members also managed processing and delivering COVID-19 test kits—a first in our country’s history. We produced, packaged, labeled and shipped a product available to all U.S. citizens this past winter and spring during the pandemic.

We also had a positive ruling in our lawsuit against the USPS involving pay and NAPS’ right to represent all EAS employees, including postmasters.

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

Serving as the Capitol-Atlantic Area vice president, I have had the honor of representing NAPS members in four states and Washington, DC, covering over 21 branches. I have ensured the concerns of Capitol-Atlantic members are heard and addressed.

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

In 2021, we went through a RIF and organizational restructuring in which the NAPS resident officers and Executive Board were available to help with any questions our members may have had. Every one of our impacted

NAPS members who wanted a job were able to get one.

It was nice to get back to a sense of normalcy and meet in person this March at LTS and with the board at NAPS Headquarters. I look forward to engaging postal leadership in the future to make sure NAPS and its members have a voice in the viability and success of the Postal Service for years to come.

I hope you enjoy your time here in New Orleans. Please, have fun, ask questions, network and, above all, stay safe. Again, thank you for allowing me to serve on the NAPS Executive Board as the Capitol-Atlantic Area vice president.

I am up to the challenges ahead and look forward to ensuring that all our members are compensated fairly and treated with dignity and respect.

Report of **Timothy Needham**

*Pioneer Area
Vice President*

Laissez les bon temps rouler, Pioneer Area NAPS members, family and friends. In other words, let the good times roll in the beautiful city of New Orleans. I want to thank every NAPS member in the Pioneer Area



for the opportunity to serve as your area vice president for the past eight years.

This is a bittersweet convention for me as I have chosen to step away from my position as Pioneer Area vice president. While serving as your area vice president, I never took for granted the trust members placed in me to be their voice on the Executive Board. I continue to be humbled that you had the faith to reelect me four times to represent the Pioneer Area.

As things continue to change and we embark on the journey to this national convention in 2022, I want to thank all the NAPS members and their families for the amazing efforts during my time as your area vice president. Thank you to all the branch presidents, advocates and members for their commitment to our great organization. Without you, there is no NAPS and no one to save a member's job and bring forth the issues our members face on a daily basis.

I can't begin to describe how appreciative I am of the relationships I have had the pleasure of building over

the past eight years. I have met so many great people along my NAPS journey, some whom I call mentors and all whom I consider my friends and my family.

As stated in my previous board reports, members are the lifeblood of any organization—without them and their voices, NAPS does not exist. Whoever is elected to serve as Pioneer Area vice president must have great focus on existing members, as well as nonmembers, and continue to grow the organization as I have tried to do.

The January 2022 Eastern Region Cabinet meeting in Roanoke, VA, was hosted by Capitol-Atlantic Area Vice President Troy Griffin and his team, along with Eastern Region Vice President Richard L. Green Jr. and Mideast Area Vice President Tony Dallojacono. Griffin's team worked together to put on a outstanding event for Eastern Region members.

It had been quite some time since we got together for this great event on the weekend we honor Dr. Martin Luther King Jr. I thank the entire Eastern Region and its members who deserve recognition for another successful cabinet meeting.

Although I will not be reelected your area vice president in New Orleans, I pledge to help my successor any way I can to continue to advance relationships at the local, regional and national levels.

It will be my pleasure to see all of you this week at the NAPS national convention. May God bless all of you.

Report of **Kevin Trayer**

*Michiana Area
Vice President*

Iwould like to thank my members for your confidence and support in me to serve as your area vice president. Wow! What a year it's been since last year's convention in Texas. Much has been accomplished.



First, SDA for customer service supervisors. And let's not forget the landmark court victory on behalf of all EAS employees. NAPS now is the only professional postal management organization that has the right to represent supervisors, managers and postmasters.

The past year since our 2021 National Convention has been very busy. It seems we're repeatedly dealing

with USPS districts, areas and Headquarters regarding the same issues.

The Central Region officers hosted another great training symposium. We continue to have about 140 attendees. We also try to keep the event at the lowest cost possible to other similar events to help branches send as many members as they can.

I served on the Executive Board Committee Legislative Committee for the past year under the leadership of Executive Vice President Chuck Mulidore and Committee Chair Western Region Vice President Marylyn Walton. The committee works well together.

We consistently focus on growing the “Drive for 5” SPAC contribution program. We started the campaign some time ago. To date, we focus on SPAC and growing the bottom line year after year.

I have been actively involved with many cases and climate issues in the area. I hope my years of experience have been helpful, with many positive outcomes for our members.

Your Executive Board has listened and continues to work hard to improve your working environment, as well as your pay and benefits. This is owed to all EAS employees of the United States Postal Service.

To our first-timers, I hope this will not be your last national convention. My advice to you is to listen, learn and speak up regarding anything to which you want an answer.

To all the delegates, I wish you a wonderful time at this national convention in beautiful New Orleans.

Report of **Luz R. Moreno**

*Illini Area
Vice President*

Iwould like to thank the entire Illini Area for allowing me to serve my fifth term as your Illini Area vice president. It has been an honor representing each of you this past year. I have had the opportunity to work with some wonderful NAPS members throughout Illinois.

Although we have seen challenges with the Postal Service reorganization and ongoing COVID issues, I continued to represent our members every way possible. I appreciate the NAPS advocates in Illinois who step up and help our members. You—the advocates—make my job much easier when everyone steps up and helps our fellow members in need.

Working with a NAPS team has allowed me and the Illini Area to be on top of the issues affecting our members. At times, I represent our members in mediation when they cannot resolve their issues at the lowest level



of management. I ensure our members get their issues resolved; if payment is due, I make sure they get paid.

There are times members get back annual and sick leave they have used during nonpayment of wages when they were not working. I even have helped EAS employees while I was out of the state and country. Assisting our members is part of the job you elected me to do.

As I reflect over the past year, it seems like yesterday we were in Texas where I was reelected Illini Area vice president. Now, here we are at our next national convention. This past year has flown by quickly. I want to thank every Illini Area member for your continued support and commitment to NAPS.

I have attended branch meetings and events to which I have been invited. I have assisted local branches in running our annual state convention. I have participated in Illinois Zoom meetings and attended Executive Board meetings and LTS on your behalf. Thank you for allowing me to be your voice on the Executive Board.

During this past year, I have had the opportunity to become friends with many of you. You have given me the warmth of being part of your branch and the NAPS family. I want to thank all of you for your hard work and time given to NAPS. Your dedication has built our organization into what it is today.

Working together and communicating with each Illini Area NAPS member and elected officers form a commitment I have made to serve as Illini Area vice president. I have provided an open line of communication to our members who contact me via email or phone. I always try to respond the same day anyone contacts me.

You all are important Illinois NAPS members. Everyone has busy lives, but when I get messages from you, I know you need a listening ear and help. I am here for you.

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

Special thanks to Central Region Vice President Craig Johnson, Michiana Area Vice President Kevin

Trayer, North Central Area Vice President Dan Mooney, past MINK Area Vice President Bart Green and current MINK Area Vice President Kelly McCartney for which everything we stand together and the Central Region family we are. Thank you for your friendship these past years and in years to come.

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

First-timers, read this report through to the end! Welcome to New Orleans, NAPS delegates. We are back again in the Big Easy. New Orleans hosted the convention in August 1998—24 years ago, which was my second NAPS national convention. This will be my 14th national convention.

Back then, I was a wide-eyed delegate trying to

learn the ropes. Now, I have been serving on the Executive Board for the past eight years as North Central Area vice president.

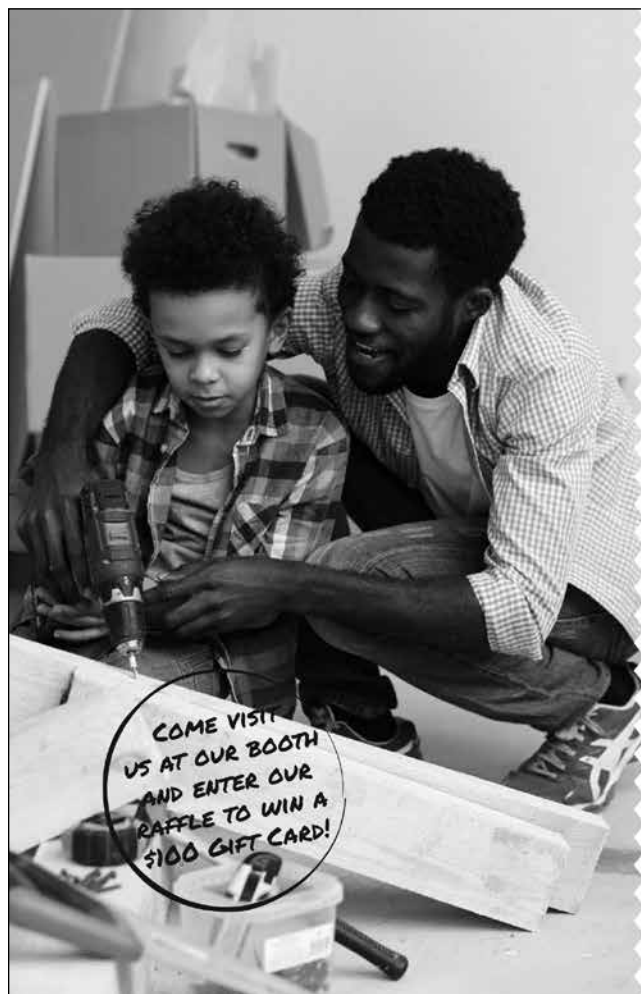
Many things have changed greatly in that time, but



one thing remains the same: NAPS is strong in its membership, its teamwork, its leadership, its representation and its direction. We continue to stand up for our members.

As most of you know, in 2019/2020, NAPS sued the Postal Service over the FY16-19 pay package—that after securing a unanimous 3-0 favorable fact-finding decision that the Postal Service ignored. In February, NAPS received a 3-0 decision from the second-highest court in the country—the U.S. District Court of Appeals—that ruled we can move forward with our lawsuit.

We keep moving forward slowly, but surely, to ensure NAPS members are treated and paid fairly. We must be patient and stay on the high road as we proceed down



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this legal path to righteousness. As chair of the Executive Board PFP Advisory Committee, I will do whatever I can and what I am asked to do to ensure NAPS prevails as the lawsuit enters its final stages.

The recent USPS restructure created a new normal for everyone. Management reporting structures changed; we used to deal with just a few higher-level managers. Now, in many cases, NAPS advocates must deal with many different higher-level managers.

Get to know those new managers and build relationships with them. As always, stay on the high road whenever you deal with anyone. Develop relationships that will be your foundation for future difficult situations. A burned bridge never can be crossed again.

With the recent restructure and RIF, we find many folks in jobs about which they know little. As a result, they have questions regarding their roles and responsibilities. Now is the time for NAPS members to get involved and engaged with their local branch meetings. So many NAPS members have years of experience they can use to coach, mentor and share with younger, less-experienced members.

Your local branch meetings are the places to go! Help each other; that's the strength of a branch. Now is the time for all NAPS members to be active in their local branches. The lawsuit sets up the perfect backdrop to recruit nonmembers. No postal management organization represents its members better and has more benefits than NAPS.

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

First-timers, look me up. I will be sitting in the front-right center section (North Central Area) of the convention hall. I will have a North Central Area pin for you. It will cost you just a short introduction and your name badge showing you are a first-timer.

I would like to thank the members of the North Central Area for your hospitality the past year. It has been a pleasure to represent you as your North Central Area vice president.

Enjoy the convention, enjoy New Orleans, enjoy each other. Learn, participate and stay involved with NAPS when you go home. God bless and have a great convention!

Report of **Kelly McCartney**

*MINK Area
Vice President*

Hello, delegates, and welcome to New Orleans for the NAPS 68th National Convention. I look forward to seeing you at this great event and want to personally thank you for your support as I stepped into Bart Green's shoes as MINK Area vice president.



Much has happened in the short time I have served in this capacity. I hit the ground running by helping plan the Central Region Training Symposium and MINK business meeting. The transition has had many moving parts in quick order: Planning meetings for the just-mentioned events, the favorable ruling from the U.S. Court of Appeals on the NAPS lawsuit, a successful Legislative Training Seminar and an Executive Board Meeting—all within the first two months of my transition.

I provided training at the Central Region Training Symposium and leadership at the MINK Convention held in Indianapolis. Both events were successful and provided much-needed information, communication and socialization after such a long spell of not being able to get together due to COVID protocols.

I want to thank North Central Area Vice President Dan Mooney, Michiana Area Vice President Kevin Trayer, Illini Area Vice President Luz Moreno, Central Region Vice President Craig Johnson and past MINK Area Vice President Bart Green for their support and encouragement as I transition into my new position.

We—as in all of us—need to work together for the good of NAPS to promote its objectives. It is an honor and privilege to serve as your MINK Area vice president. We need to continue to train and educate our members about their respective jobs and how to handle bullying and unreasonable expectations—as in, “the math doesn’t work.”

We also need to encourage our members to always do the right thing. It is more important than ever to attend local branch meetings, state conventions, Legislative Training Seminars and national conventions; it is imperative! All these venues offer a wide range of education and information for *you*—our members.

Take time to listen to the issues and concerns of

your fellow delegates. You will find you share many of the same issues and concerns. Don't be afraid to ask questions. Enjoy your time and great food in New Orleans!

Thanks again for your support.

Report of Bob Quinlan

*Southeast Area
Vice President*

Can you believe it has been almost one year since our last convention? As most of you know, I have decided to finally retire from my NAPS office. I have been a NAPS officer since the day I was promoted to supervisor—1980! After being a NAPS officer for 42 years, it's time to let someone take over my area.



There are so many people to thank for my success in NAPS, starting with my first supervisor on the LSMs in Flushing, NY: Harold Green. I also want to thank all my fellow Flushing Branch

164 officers. I know my good friend Bob Bilz, who just passed away, is looking down on me. Thank you for everything.

Thank you everyone in Florida and Georgia for allowing me to represent you all these years. My good friend Jerry Sebastian always was there for me; he was and still is a rock star.

Thank you, South Florida, for letting me start a NAPS branch where there was none. Thanks also to the Florida State Executive Board that has given me so much help and support; I could not have done it without you! Thank you for your support and friendship.

Georgia, what can I say? Jose, Marie and the Georgia State Executive Board: Thank you for your support and friendship.

We all worked hard on the NAPS Executive Board for our members. Now, we have won! Thank you, all. It's been a magical 42 years.

Finally, I want to thank my wife Jennifer who has put up with me all 33 of those years and always been behind me. I love you with all my heart!

Good luck to the next Southeast Area vice president. I will be there to help. Please, whoever wins will need all our help. Let's ensure they are not alone.

Report of Roy Beaudoin

*Central Gulf Area
Vice President*

I want to begin by commending postal supervisors around the country, but especially in the Central Gulf Area (Alabama, Louisiana and Mississippi), for doing their jobs these past two years under some extraordinary



situations. No training, standard operating procedures or game plan could have prepared you for what we have experienced.

In spite of it all, postal supervisors helped the USPS prove it is an "essential service." Kudos to all EAS employees for always proving they can do the job.

NAPS was established with the purpose of dedicating itself to the welfare of supervisors. I now leave the association with the affirmation that your current and future leaders take their dedication to members seriously.



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The organization will use the most recent decision handed down by the U.S. Court of Appeals in support of NAPS as an opportunity to address pay, the consultation process and other issues concerning the management ranks.

I thank the members and NAPS leadership for allowing me to represent and, hopefully, help our members over my 18-year tenure on the NAPS Executive Board.

Report of **Shri Green**

*Cotton Belt Area
Vice President*

Welcome, fellow delegates, to hot N'awlins! Despite the temperature, we are sure to have a grand, productive time while we are here. Thanks to New Orleans Host Branch 73 for welcoming us.



It was just a year ago that we convened at the Gaylord Texan where I was reelected Cotton Belt Area vice president. It has been a challenging and busy year, but rewarding.

In the months following the 2021 convention, I have been focused on growing membership and keeping communication flowing and our members safe in the workplace. The Cotton Belt Area was deeply saddened by the tragic deaths of two of our members from the shooting at a Memphis postal facility: James Wilson and Demetria Dortch.

This event created a heightened awareness of safety in the workplace for Postal Service employees. NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and I, with many EAS employees, attended the services for our dear NAPS brother and sister to lend our support to the families and express our condolences. This was a great loss for the NAPS family.

After these senseless deaths, the resident officers met with USPS officials and the OIG to discuss employee safety. There is no quick fix, but this is an ongoing conversation needed to generate resolutions to the problem of improving safety in the workplace for everyone.

Communication is vitally important in order to have a successful organization such as NAPS. The Cotton Belt Area stays connected by phone, emails and Zoom meetings to share information from NAPS Headquarters and

the Postal Service. Since the realignment of the Postal Service, we have found it difficult to communicate and connect with persons responsible for a particular area.

We are working through these challenges; it's slowly improving. I have attended quarterly Zoom Labor management meetings hosted by the USPS Eastern vice president of Regional Processing Operations and the Tennessee District manager. This is the forum where I share concerns from Cotton Belt Area members.

Before attending the meetings, I canvass the branch presidents for any concerns they would like me to present, then share with them the results of the meeting. They, in turn, share the information with members. We must all be in tune with what's happening in our workplace in order to share any concerns we would like addressed.

At this year's Legislative Training Seminar in March, delegates from Oklahoma and Tennessee went to Capitol Hill and visited our representatives and senators face to face. We were able to thank our legislators for their support in voting for postal reform and other NAPS-supported legislation.

We had been waiting on passage of H.R. 3076 for many years; it finally passed! Thanks to the support and fortitude of our NAPS members who called, emailed and urged our legislators, face to face, to support the Postal Service and this bill.

Not only was NAPS elated about the passage of H.R. 3076, we also were elated about the victory in the U.S. Court of Appeals that found the Postal Service violated the Postal Reorganization Act and affirmed NAPS is entitled to represent all EAS employees, including postmasters, in consultation with the USPS regarding compensation and pay policies.

NAPS' voices were heard! We are moving forward to rectify the wrongs in pay inequities for EAS employees who are owed respect and fair pay. NAPS is here to ensure this happens with the support of our members. I am very happy to be part of the Executive Board that has worked on behalf of our members to right the wrongs.

Since August 2021, I have attended many Zoom branch meetings and encouraged branches not meeting in person to try Zoom. Meetings are imperative for members to stay involved and informed.

As part of my responsibilities as area vice president, I have provided Zoom training for several branches. I look forward to future training in the Cotton Belt Area. Some branches are requesting training we will offer after this convention. Training helps keep branches strong and knowledgeable so they can share and help represent members when needed.

I am excited to share that the first convention held

since the pandemic was in April in Chattanooga at the Tennessee State Convention and training seminars. The Tennessee delegation was excited to see everyone from across the state.

The training was some of the best we've had in quite some time. The convention and training were informative and interactive. Attendees expressed they enjoyed the entire weekend and look forward to next year when they will encourage new delegates to attend.

We were happy to have many first-timers and encouraged them to share their experience with their peers when they returned home. NAPS Secretary/Treasurer Jimmy Warden attended and gave a dynamic presentation. It was his first visit to Tennessee. Our members are looking forward to hosting him again. Kudos to Jimmy!

I consistently push membership to the Cotton Belt Area. We are looking to increase membership in our area by at least 10%. We have several membership campaigns ongoing and are looking to gain many nonmembers and postmasters.

We also are looking forward to introducing NAPS to those unfamiliar with the benefits of becoming a NAPS member and getting them actively involved. Watch out, NAPS! The Cotton Belt Area is moving full-steam ahead with membership.

As your Cotton Belt Area vice president, I will continue to work for you and help train, develop and represent you. Together, the Cotton Belt Area will be stronger.

Thank you, Arkansas, Oklahoma and Tennessee, for your continued support and this rewarding experience. I look forward to continuing to work with and for you in the coming term.

Report of **Jaime Elizondo Jr.**

*Texas Area
Vice President*

Wow! It seems like just yesterday we were in the great state of Texas. Now we are in our sister state, Louisiana, about to "*laissez le bon temps rouler*" in N'awlins. Let the good times roll in the Big Easy.

I wish everyone a safe, healthy and productive convention. I'm sure all the Central Gulf Area delegates are ready to assist you with anything you need.

I am privileged to be the voice of Texas at NAPS Headquarters. I truly believe I am here to represent my members; I am tasked with sharing their opinions and

honoring their wishes. I will continue to listen to Texas members and express their feelings to NAPS Headquarters.

I would like to take a moment and ask everyone to



be diligent in maintaining their safety. As in any big city, there are people waiting to take advantage of your vulnerability to cause you harm. Travel in groups, partner up and don't wander away. New Orleans is a great city with a tremendous amount of sightseeing and party opportunities. But under-

stand there is an element looking to rob you by any means possible.

Unlike the Gaylord last year where our members largely stayed in the confines of the hotel, New Orleans will beckon our members daily. By all means, enjoy yourselves and take in the sights, but be ever vigilant of your surroundings.

While COVID-19's deadly effects have been lessened, variants continue to keep the pandemic in the news. Although out of the limelight, we still lose members to this dreaded disease. Their deaths are just as devastating and heart-wrenching, whether it is front-page news or a blurb on the back pages.

One thing for which we now can be grateful is the ability to have proper burial services. During the pandemic, we were forced to mourn from afar. Losing a loved one is hard enough; not being able to say a suitable farewell makes it almost unbearable.

Additional booster shots now are offered. There are those who still don't believe in the medicinal value of the vaccine. I won't debate its effectiveness or whether it is a political ploy. I just pray for the health and well-being of everyone at this convention. May each attendee return home safe and sound, free of illness and ready to enjoy the last of summer.

We won our legal battle with the USPS; the appeals court sided with NAPS on all counts. Now comes the equally hard part of calculating our compensation. We must figure out what everyone is due and the amount of back pay. Then we have to agree on current salaries. Lastly, we must figure what retirees are due for back pay and their compensation regarding their high-three.

The USPS obviously is not happy with the court's decision. USPS leadership declined to meet with us during our Executive Board meeting at the March LTS. However, NAPS Southern Region and area vice presidents met with Dane Coleman, USPS Eastern Region vice president, Mail Processing, and Tim Costello, South-

ern Area vice president, Retail and Delivery.

We were able to bring issues to the table and establish a good, mutually agreeable rapport. I sincerely hope USPS Headquarters joins us at the national convention's opening ceremonies.

I continue to pass on information via email with the Texas State Board and branch presidents and ask that they pass it on to their members. NAPS continues the fight for your supervisory rights. It also continues to be a standard practice for higher-level managers to coerce their subordinates into working extra hours for free or nonexistent comp time.

Ironically, when NAPS was able to activate the extra pay provision normally paid only during Christmas, these same managers quickly jumped on board to be paid. The USPS eventually declined to extend the provision. Hopefully, these managers will remember this when front-line supervisors request T-time for hours they work. Don't allow yourself to be manipulated! Get paid for all the time you work.

By the time this is published, the USPS will have promoted many EAS employees. If you haven't already, step up your efforts to recruit nonmembers. Cite the court win as a big reason to join NAPS. The other management organization sided with the USPS in the court battle, going as far as filing against the final appeals court decision (see UPMA's brief at www.naps.org).

While we were fighting for our members and their pay, UPMA was fighting against us. Ironically, in trying to hurt our case, UPMA also was hurting EAS employees part of their group. Shameful.

I continually remind myself that I was elected to represent the members. I make every effort to be morally and ethically correct. I hold myself to the proverbial higher standard and try to set a positive example. As NAPS leaders, we must show the ethical way of conducting ourselves. Always do the right thing, even when you think no one is watching; someone usually is.

I attended the in-person NAPS fall Executive Board meeting in October 2021. In December, I joined Branch 122 at its Christmas party and, a few weeks later, attended its installation dinner. I also attended this year's LTS, as well the NAPS spring Executive Board meeting. This was the first time since 2020 we held LTS in person. Not only were we successful, we also were able to keep everyone safe.

I had the pleasure of attending the Lubbock Branch 265 installation in late April. Due to logistics and to try help Texas branches save money, I conducted training via Zoom in late May that covered representation and retirement.

Although tough times for EAS employees likely will continue, I consider it an honor to be the Texas Area vice president and help represent the organization on the NAPS Executive Board. I am blessed to know each of you. Thanks for continuing your journey with NAPS and spending your time in New Orleans.

To outgoing Southern Region Vice President Tim Ford, thanks for all you did for NAPS; you will be missed. You have demonstrated a willingness to go the extra mile for members.

You served the Florida delegation well as its state president, then Southeast Area vice president. You have served a number of years as the Southern Region vice president. Additionally, you stepped up and helped the Executive Board meetings run smoothly by serving as board chair. Thanks, brother.

Report of **John Valuet** *Northwest Area Vice President*

Welcome, Northwest Area delegates, to the NAPS 68th National Convention. I hope everyone has a great time in New Orleans as we do the work of our association.

Wow, what a first year! It started off quickly. The



learning curve was accelerated due to the shortened term. I want to personally thank past Northwest Area Vice President Cindy McCracken for all she has done to help with this transition. Without her guidance and assistance, I do not think the year would have gone as smoothly as it did.

I also want to thank each of you and all the members of the NAPS Executive Board. I have learned something from all of you. Being able to draw on the knowledge of so many has been extremely helpful. Again, thank you all.

The year feels like it has flown by. It began with a whirlwind of activity. First, we started with our Western Region Training Seminar. Although this had to be put together in almost record time, from the surveys we received, the event was a huge success. It took a team effort from members all over the Western Region. This event's success shows the Western Region truly has a

great group of leaders from which to draw.

From there, the adventure was just beginning. Next stop was new board member training and my first NAPS Executive Board meeting. I want to thank the resident officers for the thorough training they put together. It took what was for me a very anxious moment and brought it down to a manageable level.

The board meeting was a huge eye-opener. Although you know there is a lot of business that goes on, it is really hard to understand how much until you are in the meeting. The work your NAPS Executive Board does for this organization is incredible. We may not win every battle, but that does not mean the fight is over. We seriously epitomize the phrase: "If at first you don't succeed, try, try again."

I want to add another special thanks to a group with which many of you never deal—the staff at NAPS Headquarters. This group is the reason NAPS keeps moving. The hours and hard work they put in are amazing. So, that being said, thank you Emily, Charles, Allison and LaToria for all you do—not just the Executive Board, but for our entire association. You folks truly are the best of the best!

The first weekend in November was our Northwest Area Branch Presidents meeting in Boise, ID. Again, thanks to Cindy for attending and helping me with the "ins and outs" of having a successful meeting. We spent a lot of time planning the future direction of the Northwest Area.

We made some commitments I set as goals for my tenure as Northwest Area vice president. Although all our agreed-on goals have yet to come to fruition, I am confident we are going in a positive, forward direction.

We established a Training Committee and decided to have an every-other month presidents' meeting over Zoom to share information with each other about things happening in each specific area. Sharing this information allows us to draw from each other regarding what is working and those things perhaps not as successful.

Next it was time to meet USPS district leadership for all three districts that cover the Northwest Area. I was able to travel to and meet one on one with each of the district managers and lay out the goals and direction I believe will help all our members.

Each of the district managers and, in Alaska's case, senior district leadership, were very receptive toward what I was attempting to establish. Although not all of it has been exactly what I hoped for, I plan to continue to push in the same direction.

Thankfully, COVID-19 began to ease its grip on the country. This allowed me to travel to nearly all the

branches throughout the Northwest Area for branch meetings. I want to thank all the branches for their hospitality. It was a true pleasure to get around and meet so many of you. I will continue to strive to attend these meetings and be available to all the Northwest Area members.

We made a few changes that those involved believe are going to allow us to serve our membership better. The Washington branch presidents and I gathered in Tacoma to realign many of the finance codes. This has allowed members to be more closely represented by a branch more geographically located to their offices.

In Oregon, it was requested to have two of the three branches merge. We sent letters to all the members of the branch requesting merger and did not receive a single negative response. Again, this was done to help better serve our membership.

I sent over 300 personal letters to nonmembers in response to presidents who requested I do so. The letters included a personal invitation from me to become a NAPS member. It also included information about NAPS and a letter from Immediate Past President Brian Wagner.

I am proud the Northwest Area continues to be a leader in per-capita SPAC contributions. The strength of our SPAC fund is a driving factor in the legislative successes we experienced this past year. Continuing to promote the benefits of a strong SPAC fund will be an ongoing priority for me and, hopefully, all of us in the Northwest Area.

That being said, I believe the March Legislative Training Seminar was a huge success. There were many changes made that I think are going to be a positive well into the future. Thank you to Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi.

As you can see, it has been a very busy 11 months. I have thoroughly enjoyed all aspects of being your Northwest Area vice president. I want to thank each of you for allowing me to serve you. It truly has been an honor and a privilege. I hope I have been able to meet your expectations in this shortened term.

Enjoy your convention as we do the work of this incredible organization!

Report of Myrna Pashinski

*Rocky Mountain Area
Vice President*

It's been just 11 months since the 2022 National Convention in Grapevine, TX, but I've been hard at work for members in the Rocky Mountain Area. The pandemic has subsided and allowed for more travel to meetings



with members and fewer Zoom meetings. It has felt good to attend face-to-face meetings again.

I've attended all meetings called for by the resident officers via Zoom, attended the fall and spring Executive Board meetings and the Legislative Training Seminar. I've attended, either in-person

or via Zoom, 32 branch meetings. I've also arranged training in Las Vegas, Phoenix, Colorado Springs and for a Western Region Team training event held at the Atlantis Casino Resort in Reno.

Much of my focus the past year has been on handling hostile work environment issues in the three Rocky Mountain Area districts. I've shifted from members handling these issues themselves to working through the local NAPS branch officers to gather information. I then request a thorough investigation and meet with the local district manager. Next, I send the entire packet to West-PAC Labor Relations and Human Resources.

As a result, the issues seem to have gotten better attention and communication than simply having the member go it alone. Working with the Executive Board Training Committee, we are in the process of redesigning a bullying presentation to include tips on how to prepare an information packet to submit requests for an IMIP to be conducted at the local level.

I will continue to attend branch meetings, as well as work with local officers on issues that arise. For the Rocky Mountain Area members, my goal is to assist you with your concerns.

I'm here to listen and help craft solutions. I'm also here to let you vent if that's what you need. It's been my honor to be your Rocky Mountain Area vice president.

Report of Chuck Lum

*Pacific Area
Vice President*

Aloha oukou a pau. Greetings to all! Welcome to the Hyatt Regency New Orleans for the NAPS 68th National Convention. Yes, it was just last August we were together for a national convention. I'm proud to say the



convention in Grapevine, TX, was successful, indeed.

Convention business included honoring two past Pacific Area NAPS leaders by renaming two branches: Mary Burkhard Branch 244 and Hayes Cherry Branch 466. It was an honor to celebrate this joyous occasion

with members of those two branches. This year will bring us back on schedule with biennial conventions.

I must start by thanking my wife Laurie: Thanks for your support in allowing me to represent NAPS in the way I do. Thanks to the Pacific Area NAPS leadership for your continued support and the great work you do at the local level. Our work together will keep this great organization strong, striving as one *ohana* (family) and working together to meet common goals.

After leaving Grapevine, NAPS business moved toward normalcy in the Pacific Area while branches began having face-to-face meetings. It was great to attend branch meetings again and celebrate retirements and officer installations. Meeting in person again brought much more excitement, togetherness and joy of meeting family.

A successful Western Region Training Seminar was held in November at the Atlantis Casino Resort in Reno. Thanks to collaboration with the Western Region team—Marilyn Walton, Myrna Pashinski and John Valuet—attendees gained valuable knowledge of various topics presented during the seminar.

The Legislative Training Seminar in March brought more honor to Pacific Area NAPS leaders. Mary Burkhard Branch 244 President Ed Moore was an honoree at the wreath-laying ceremony at Arlington National Cemetery. And Al Navarro Quad County Branch President Jim Isom was honored in a special ceremony for his retirement from the Postal Service and his many years of dedicated service to NAPS.

I attended the 100th California State Convention in April hosted by Mary Burkhard Branch 244 in Solvang,

CA. The previous California State Convention was in 2019. The highlights from the three-day event included training on the *ELM* 650 process and SWCs. The California delegates stepped up their game in SPAC contributions; over \$11,000 was collected to benefit SPAC.

I continue to chair the Executive Board Plant Staffing Committee. My committee members are focused on strategies to improve working conditions in the plant environment and develop a staffing model that will include supervisory workloads.

My work on the Training Committee includes developing a leadership presentation to help members gain knowledge of various leadership skills. Driving membership remains a core value as a national officer; we must reach out to all nonmembers and newly promoted EAS employees to communicate the benefits of being a NAPS member. I'm proud of the movement the Pacific Area leadership is driving to promote membership.

A special thanks to Tim Ford, Bob Quinlan, Roy Beaudoin and Tim Needham for their service on the NAPS Executive Board. It has been an honor to serve on the board with all of you. I've gained valuable skills working beside you that better prepare me to encounter the challenges ahead.

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

I am honored to represent NAPS as your immediate past president. As such, I remain an active and voting member of the Executive Board for two years following our 67th national convention last August in Grapevine, TX.



My term expires Sept. 4, 2023.

Although it has been less than a year since our previous national convention, I am excited about attending our 68th National Convention in New Orleans. This is an opportunity to engage with delegates, the Auxiliary, guests, first-timers, friends and friends to be. The past 11 months have gone by fast, but I am pleased to have been active during this time as your immediate past president. Here's the scoop!

Executive Board and Transition Period

Before returning home to Wagner Headquarters in

Dunlap, IL, I remained at NAPS Headquarters for the 30-day transition period to assist newly elected President Ivan D. Butts and the other resident officers. As a former resident officer, I can attest firsthand there always is a learning curve with a change in NAPS leadership.

As a side note, new resident officer Secretary/Treasurer Jimmy Warden, with all his other talents, quickly learned how to make a potent pot of office coffee. Ten months after leaving NAPS Headquarters, I am still reeling with a strong caffeine buzz from the last pot of Jimmy's jolting brew. Goodbye Keurig; hello, Jimmy!

I participated in many Executive Board Zoom meetings, attended the 2021 fall and 2022 spring Executive Board meetings and 2022 Legislative Training Seminar. I was a regular contributor of immediate past president columns for *The Postal Supervisor* magazine.

I must admit writing the columns has been a bit self-serving. I get to continue my ice-cream research (eating) to decide which will be the next flavor of the month recommendation. It's a tough retirement gig, but someone has to do it.

Executive Board Committees

President Butts assigned me to four Executive Board committees: PFP Advisory, Training & Advocacy, Budget and Membership. I take great pride in my committee assignments to do my utmost on behalf of NAPS members. On the PFP Committee, I have provided counsel, in-depth analysis and feedback to the NAPS pay team to help ensure a positive outcome on a USPS pay decision for all EAS employees.

The Training & Advocacy Committee has been a good fit, too. Educating members is in my blood. Educating and training members are critical to NAPS' current and future success. Plus, it builds the bench for future NAPS leaders.

Our committee updated the NAPS *Officers Training Manual*, existing training material and developed new presentations to enhance NAPS' training library for members. Over the past 11 months, I have been a regular instructor at many NAPS events, training seminars and conventions, presenting the material the Training Committee developed.

During our 2022 spring Executive Board meeting, I suggested President Butts appoint a Budget Committee to further support NAPS' secretary/treasurer who is tasked with formulating a multi-million-dollar NAPS operating budget that includes LTS and national conventions. He agreed and appointed me one of the four committee members.

For the record, Jimmy Warden is doing an excellent

job as secretary/treasurer; having a Budget Committee to further support his position only strengthens our association. I am confident our committee can make positive contributions and provide necessary insight to ensure NAPS' financial position remains strong.

All Executive Board officers are members of the Membership Committee. Membership is the lifeblood of NAPS. I continue to advocate that all current NAPS members reach out to "future" NAPS members (nonmembers) to share the benefits of NAPS membership and encourage these future members to join our great association. I also remind current members they will receive a \$25 sponsor check from NAPS Headquarters for each new member recruited.

NAPS Lawsuit Against the USPS

The proverb "good things come to those who wait" proved the wait was well worth it regarding NAPS' lawsuit and pending appeal against the U.S. Postal Service. From mid-August 2017 to Feb. 22, 2022, it was the due diligence of the resident officers, Executive Board, NAPS' legal and pay teams and support and patience from our members that resulted in a positive appeal ruling from the U.S. Court of Appeals for the District of Columbia.

In its ruling, NAPS won on all points of its lawsuit against the USPS as it related to EAS pay, benefits and representation. I am very proud to have been a contributing member of this team as president and immediate past president. My thanks to all who contributed and supported NAPS' legal quest to right the wrongs of the USPS regarding pay and NAPS representation of all EAS employees.

NAPS Nomad Representation and Resource

Technically, I'm a NAPS nomad. As immediate past president, my association oversight and representation cover the entire country. I am humbled and honored to have been invited to attend many NAPS activities and events across the country during the past 11 months. The following are some of my nomad navigation highlights.

In early October 2021, I participated in the Illini



Area Training held in conjunction with the Illinois State Convention. It was a privilege to provide *ELM* 650 representation training and engage with delegates and guests.

Next, I traveled to the Wisconsin State Executive Board meeting in Oshkosh. On my way back to Wagner Headquarters, I surprisingly stopped by Madison Branch 213's Sunday meeting. Brandi, thanks for letting me be

the ultimate branch crasher. Your branch's fellowship and hospitality were great, including the desserts.

In early November, I was a training instructor at the Western Region Training Seminar in Reno. I teamed up with former NAPS Secretary/Treasurer John Aceves to provide *ELM* 650 and Representation 101 training. I also gave officer duties and responsibilities training and addressed the NAPS Auxiliary with a PowerPoint presentation on the history and benefits of the Auxiliary.

At the start of 2022, I traveled to various branch and state executive board meetings, retirement and scholarship luncheons, installation of officer events and branch dinners. In February, I provided secretary training to branch officers in the Capitol-Atlantic Area.

As April arrived, I attended the Central Region Training Symposium and provided training on secretary/treasurer duties, an overview of the USPS National Performance Assessment (NPA) with North Central Area Vice President and NPA guru Dan Mooney. I also presented the history of the NAPS Auxiliary.

I attended and addressed attendees at the very successful, sunny and warm NAPS Northeast Region Training Seminar in San Juan, Puerto Rico. May and June also were busy with attending and participating in many state conventions.

As immediate past president, I have welcomed calls, emails and text messages from branch members and officers asking for counsel or guidance on topics of parliamentary procedures, branch taxes and tax-exempt/non-profit filings, treasury audits, advocacy and officer duties and responsibilities or just to listen to their concerns. I am grateful for the opportunity to give back to NAPS and our members as not just the immediate past president, but also as an association resource.

Speaking of being grateful, I want to extend special

thanks to those behind the scenes working diligently to support NAPS. They include our conference planner Sheri Davies of ConferenceDirect; Karen Young, NAPS editor; Bruce Moyer, legal counsel; Bruce Bishop, parliamentarian; Andy Freeman, NAPS legal counsel on the lawsuit; Al Lum, DDF provider; Jack Wallace, NAPS accountant; Paula Hoelzel and her team at Signature Federal Credit Union for managing NAPS' funds; and STOLADI Property Management, which manages our gem in Alexandria, VA: The National Association of Postal Supervisors Vincent A. Palladino Building.

Besides having a gem of a NAPS building, we also have a national treasure in our NAPS Auxiliary. To National Auxiliary President Laurie D. Butts and her entire Auxiliary team, thank you for the Auxiliary's commitment to work endlessly to support NAPS and our legislative agenda. I greatly appreciate it.

Speaking of working endlessly and tirelessly, too, is our 2021-2022 NAPS Executive Board. My thanks to the entire board for all it has done and continues to do for NAPS and its members. Special thanks to Bart Green, former MINK Area vice president, who served proudly during his tenure.

We were fortunate to gain another strong advocate in Kelly McCartney, former Kansas State president and newly appointed MINK Area vice president. Welcome, Kelly. For Executive Board members not seeking reelection, my deepest appreciation and thanks to Tim Ford, Bob Quinlan, Roy Beaudoin and Tim Needham for all they have done for NAPS and its members.

Family

My ability to continue to serve the NAPS family is due to the strength and support of my immediate family and through the grace of God, for which I am truly thankful. Fortunately, I have the best of both worlds during my retirement. I have the opportunity to continue serving my NAPS family as immediate past president and I get to enjoy spending more time with my immediate family as we travel and research (eat) more ice-cream flavors.

Finally

I must say the rumors are true: You become much busier in retirement. But it's also much easier to sleep in when the temperature during an Illinois winter is minus-4 and it's snowing. To be honest, since retiring, I slept in many winter mornings.

One of the best parts of retirement is waking up to the smell of coffee and no alarm clock. However, just remember, the clock always is ticking. So, don't sleep through life before or during retirement. I'm not!


I encourage you to be productive and cherish every day, including these days during our 68th National Convention. Whether you are a seasoned or first-time national convention delegate, enjoy the New Orleans experience. But be a productive NAPS delegate, too.

You can make a difference in the future direction of NAPS. Ask questions, when necessary, challenge the chair, vote on convention resolutions and elect national officers you believe will best serve and represent you and the overall association over the next two years.

It is bittersweet that this will be my last official national convention report as immediate past president. Therefore, I want to thank all NAPS members for their support throughout my Executive Board career. Special thanks to my home branch, Heart of Illinois Branch 255, and my dear friends and diehard NAPS supporters Dan and Linda Rendleman, Linda Wilson and Susie Warren.

I am truly thankful for the unconditional support of my family: Justin, Ryan, Biz, Chrissy, Caelin, Izabella, Makenna, Colton, Evie, Brooks and my lovely wife Carol.

I hope you won't find my final ice-cream-flavor-of-the-national-convention recommendation bitter, but sweet: Perry's bittersweet chocolate!



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NAPS 68th National Convention

Resolutions



The following resolutions were referred to the
Constitution & Bylaws Committee

1-11

1

WHEREAS, Article VII, Elections, Section 1(b) references that the NAPS Executive Board officers shall hold office for a two-year period between biennial conventions, or until their successors are duly appointed or elected, unless ineligible under provisions of Article III, Section 2, provided that not more than one (1) member from any one (1) local branch may hold any of these offices, and

WHEREAS, The period between biennial conventions could be greater or less than two years, which is in conflict with the current *NAPS Constitution*, and

WHEREAS, To avoid conflicts of interpretation of the *Constitution* and correct any vague language regarding the elected or appointed term of an office, therefore be it

RESOLVED, That Article VII, Section 1(b) be amended to read as follows:

Section 1.

“(b) These officers, all of whom must be active or associate members, shall hold office for the election period between biennial conventions, or until their successors are duly elected or appointed under provisions of Article VII, Section 2, paragraph 6, unless ineligible under provisions of Article III, Section 2, provided that not more than one (1) member from any one (1) local branch may hold any of these offices.”

NAPS Executive Board

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

2

WHEREAS, Article VII, Elections, Section 2, paragraph 6 reads, in part: “The newly elected officers shall assume their respective offices at the close of the convention and shall hold office for their respective terms or until their successors are elected and qualified,” and

WHEREAS, The reference, “at the close of the convention,” is vague, unclear and open to interpretation as to a time of day or what official action closes a convention to allow an officer-elect to assume their term of office, and

WHEREAS, To avoid an officer-elect from prematurely assuming their respective duties while a currently elected officer still is in office conducting official NAPS business in accordance with the *Constitution & Bylaws*, therefore be it,

RESOLVED, That Article VII, Elections, Section 2, paragraph 6 be amended to read as follows:

“The candidates receiving a majority of the votes cast shall be declared elected in the order in which they are listed in Section 1 (a). If there are more than two (2) candidates for any office, or more than two (2) cities desiring the convention, and a majority vote

1 is not obtained by a candidate or city, a run-
2
3 off election shall be held between the two (2)
4
5 candidates, or cities, receiving the greatest
6
7 number of votes. If then, because of eligibil-
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9 ity considerations under Section 1 (b), an
10
11 otherwise elected candidate shall be ineligi-
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13 ble to serve, a new election shall be con-
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15 ducted in such manner as recommended by
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17 the Ballot Committee to fill the vacancy thus
18
19 occurring. The newly elected officers shall
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21 assume their respective offices at the time of
22
23 the closing gavel for the final adjournment of
24
25 the national convention and shall hold office
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27 for their respective terms or until their suc-
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29 cessors are duly elected or appointed. The
30
31 city receiving a majority of the votes cast
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33 shall be declared the next convention city.”

34 ***NAPS Executive Board***

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38 Vehicled by # _____ Concurrence
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40 _____ Concurrence _____ Concurrence
41 _____ Concurrence as amended
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43 _____ as amended _____ Nonconcurrence
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45 _____ Nonconcurrence
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47 _____ Objected to during
48 _____ first reading
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64 **3**

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66 **WHEREAS**, Article VIII, Executive
67 Board, Section 1 reads: “The Executive
68 Board shall consist of the President, Execu-
69 tive Vice President, Secretary/Treasurer, five
70 (5) National Vice Presidents, sixteen (16)
71 Area Vice Presidents and the Immediate Past
72 President, who shall serve for not more than
73 one (1) two-year term provided the Immedi-
74 ate Past President continues to be an active
75 or associate member during such term,” and

76 **WHEREAS**, The Immediate Past Presi-
77 dent’s term currently is limited to one (1)
78 two-year term, with the intent that the Imme-
79 diate Past President’s term reflects a period
80 between biennial conventions, which could
81 be greater or less than two years, and

82 **WHEREAS**, To avoid any misinterpre-
83 tation of what is defined as a two-year term
84 for the Immediate Past President and how
85 long the term should last, therefore be it

86
87 **RESOLVED**, That Article VIII, Execu-
88 tive Board, Section 1, be amended with two
89 subsections, Sections 1 (a) and (b), that read
90
91 as follows:

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93
94
95 **Section 1.**

96
97 “(a) The Executive Board shall consist
98
99 of the President, Executive Vice President,
100
101 Secretary/Treasurer, five (5) National Vice
102
103 Presidents, sixteen (16) Area Vice Presidents
104
105 and a limited-term Immediate Past President.

106
107 “(b) Following the final adjournment of
108
109 the national convention, the Immediate Past
110
111 President shall serve as a member of the
112
113 Executive Board for two years or until the
114
115 time of the closing gavel for the final adjourn-
116
117 ment of the next biennial national convention,
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119 whichever is longer, provided the Immediate
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121 Past President continues to be an active or
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123 associate member during such term.”

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125 ***NAPS Executive Board***
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1 Vehicled by # _____ Concurrence
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3 _____ Concurrence _____ Concurrence
4 as amended
5 _____ Concurrence
6 as amended _____ Nonconcurrence
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8 _____ Nonconcurrence
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10 _____ Objected to during
11 first reading
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17 **WHEREAS**, In accordance with Article
18 VII, Elections, Section 4, there were no qual-
19 ifying branches having interest in hosting the
20 2026 National Convention, so the NAPS
21 Executive Board made the selection per Arti-
22 cle V, Meetings, Section 1, and

23 **WHEREAS**, The NAPS Executive
24 Board's final selection for the location of the
25 2026 National Convention was done success-
26 fully in accordance with NAPS' Request-for-
27 Proposal (RFP) criteria per Section 4 of Arti-
28 cle VII by thoroughly reviewing which con-
29 vention-city candidate provided the overall
30 greatest value to NAPS and its members
31 when comparing travel, location, rates, fees,
32 pricing, amenities, special concessions and
33 favorable contract terms to NAPS, therefore
34 be it

35
36 **RESOLVED**, That Article V, Meetings,
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38 Section 1, be amended to read as follows:
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40 "National conventions of this Association
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42 shall be held biennially during the month of
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44 August, September or October of each
45
46 even-numbered year, the convention site to
47
48 be selected four (4) years in advance. If there
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50 is no application from any city desiring the
51
52 convention, or if the remaining final appli-
53
54 cant withdraws the invitation, the Executive
55
56 Board shall research and determine cities that
57
58 meet necessary criteria for holding national
59
60 conventions. The Executive Board then will
61
62 present the top candidates (up to three) to the
63

64 national convention delegates for their vote
65
66 and final selection."

NAPS Executive Board

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71 Vehicled by # _____ Concurrence
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73 _____ Concurrence _____ Concurrence
74 as amended
75 _____ Concurrence
76 as amended _____ Nonconcurrence
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78 _____ Nonconcurrence
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80 _____ Objected to during
81 first reading
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86
87 **WHEREAS**, Article XIII, Dues and
88 Assessments, Section 7, paragraph 2 stipu-
89 lates the amount of \$4.00 of the annual per
90 capita of each active and associate member
91 shall be set aside for the national convention
92 fund to be administered by the Executive
93 Board, and

94 **WHEREAS**, NAPS membership totals
95 change from month to month and there is no
96 specific methodology in determining the
97 accurate number of dues-paying members
98 over a fiscal year, and

99 **WHEREAS**, To have a more realistic
100 and consistent national convention set aside
101 for NAPS national convention budgeting
102 purposes and for better transparency to the
103 members, therefore be it

104
105 **RESOLVED**, That Article XIII, Section
106
107 7, paragraph 2 be amended to read: "The
108
109 amount of \$150,000.00 be allocated each fis-
110
111 cal year for the national convention fund to
112
113 be administered by the Executive Board."

NAPS Executive Board

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1 Vehicled by # _____ Concurrence
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3 _____ Concurrence _____ Concurrence
4 as amended
5 _____ Concurrence
6 as amended _____ Nonconcurrence
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8 _____ Nonconcurrence
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10 _____ Objected to during
11 first reading
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6

17 **WHEREAS**, Article XIII, Dues and
18 Assessments, Section 7, paragraph 1 reads:
19 “The amount of \$14.00 of the annual per
20 capita of each dues-paying member shall be
21 set aside for a subscription to *The Postal*
22 *Supervisor*,” and

23 **WHEREAS**, NAPS membership totals
24 change from month to month and there is no
25 specific methodology in determining the
26 accurate number of dues-paying members
27 over a fiscal year, and

28 **WHEREAS**, The cost to publish *The*
29 *Postal Supervisor* can vary month to month
30 and annually due to changes in membership,
31 publishing industry expenses and the number
32 of pages published each issue, and

33 **WHEREAS**, Even if the constitutional
34 set aside of \$14 per dues-paying member is
35 insufficient to cover the total annual cost to
36 publish *The Postal Supervisor*, NAPS contin-
37 ues to print the magazine above the amount
38 of the constitutional set aside, and

39 **WHEREAS**, Using the previous year’s
40 actual cost as a basis would more accurately
41 determine the NAPS budget for annually
42 publishing *The Postal Supervisor*, plus pro-
43 vide better financial transparency to the
44 membership, therefore be it

45
46 **RESOLVED**, That *The Postal Supervi-*
47 *sor* subscription set aside be eliminated and
48
49
50 that Article XIII, Section 7, paragraph 1 be
51
52 deleted.
53

54 **NAPS Executive Board**
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64 Vehicled by # _____ Concurrence
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66 _____ Concurrence _____ Concurrence
67 as amended
68 _____ Concurrence
69 as amended _____ Nonconcurrence
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71 _____ Nonconcurrence
72
73 _____ Objected to during
74 first reading
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7

80 **WHEREAS**, Article XIII, Dues and
81 Assessments, Section 7, paragraph 3 reads:
82 “The amount of \$4.00 of the annual per cap-
83 ita of each active and associate member shall
84 be set aside for the Education and Training
85 Fund annually, to be administered by the
86 Executive Board,” and

87 **WHEREAS**, NAPS membership totals
88 change from month to month and there is no
89 specific methodology in determining the
90 accurate number of dues-paying members
91 over a fiscal year, and

92 **WHEREAS**, To have a more realistic
93 and consistent Education and Training Fund
94 set aside for NAPS national budgeting pur-
95 poses and for better transparency to the
96 membership, therefore be it

97
98 **RESOLVED**, That Article XIII, Section
99
100 7, paragraph 3 be amended to read: “The
101
102 amount of \$150,000.00 shall be allocated
103
104 each fiscal year for the Education and Train-
105
106 ing Fund, to be administered by the Execu-
107
108 tive Board.”
109

110 **NAPS Executive Board**
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113 Vehicled by # _____ Concurrence
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115 _____ Concurrence _____ Concurrence
116 as amended
117 _____ Concurrence
118 as amended _____ Nonconcurrence
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120 _____ Nonconcurrence
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122 _____ Objected to during
123 first reading
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8

WHEREAS, Article III, Membership, of the NAPS *Constitution* has three categories of membership, and

WHEREAS, Many local branches' Article III in their *Constitution & Bylaws* stipulate membership be limited to only EAS members, and

WHEREAS, Many offices have long-term 204-Bs doing EAS duties, and

WHEREAS, Other associations are allowed to collect dues from non-EAS members through payroll deduction, therefore be it

RESOLVED, That Article III, Section 3, of the NAPS *Constitution* be renamed Section 3 (a), and be it further

RESOLVED, That a new Section 3 (b), be added, and be it further

RESOLVED, That, under Section 3 (b), a new category of "participating members" be created, consisting of 204-Bs, and be it further

RESOLVED, That participating members have the ability to join NAPS, and be it further

RESOLVED, That participating members have automatic payroll deductions with dues per pay period at an amount to be established by their local branch, and be it further

RESOLVED, That \$1.75 of the dues goes to NAPS Headquarters and the balance goes to the Branch, and be it further

RESOLVED, That participating members will have no access to the NAPS DDF fund, voting rights or representation, and be it finally

RESOLVED, That participating mem-

bers will have access to the NAPS network, meetings and website.

Worcester/Central Massachusetts Branch

Vehicled by # _____ Concurrence

_____ Concurrence _____ Concurrence
as amended

_____ Concurrence
as amended _____ Nonconcurrence

_____ Nonconcurrence

_____ Objected to during
first reading

9

WHEREAS, Article III, Membership, Section 6, of the NAPS *Constitution & Bylaws* reads:

"Section 6. A member's place of residence does not qualify as a criterion for requesting an exception to affiliate with another branch. NAPS Headquarters shall accept requests from members for branch affiliation exceptions in the following situations:

"a) When members are affected by Postal Service-initiated consolidations, or

"b) When a member's office of physical domicile is different from his or her employing office (USPS Finance number of record).

"In both cases, the member's attendance and participation at branch meetings and activities would be hampered by physical distance from their employing office. The member's current area vice president shall investigate written exception requests and report said findings to NAPS Headquarters for concurrence by at least two-thirds of the resident officers," and

WHEREAS, Many branches are losing members who remain domiciled in the area of their previous branch, but have been assigned to a different branch due to a Finance number change, and

WHEREAS, This potentially creates an unnecessary loss of DCO revenue for the impacted branch and creates additional work for the branch secretary/treasurer and the Membership Manager at NAPS Headquarters, and

WHEREAS, *PS Form 50* contains the DUTY STATION-FIN NO in block 35 and the DUTY STATION NAME in block 36, therefore be it

1 **RESOLVED**, That NAPS Headquarters
2
3 contact the Postal Service to include the
4
5 information in blocks 35 and 36 of *PS Form*
6
7 50 every month, and be it further
8
9 **RESOLVED**, That the Membership
10
11 Manager use this information to keep the
12
13 member assigned to the branch associated
14
15 with their domicile without requiring the sub-
16
17 mission of a Request for Exceptions of
18
19 Branch Affiliation, and be it finally
20
21 **RESOLVED**, that Article III, Section 6,
22
23 of the *NAPS Constitution & Bylaws* be
24
25 amended to add a section d):
26
27 “d) When a Finance number change
28
29 occurs with no change in domicile as vali-
30
31 dated by *PS Form 50* information in blocks
32
33 35 and 36, the member will remain in their
34
35 domicile branch without requiring the sub-
36
37 mission of the Request for Exceptions of
38
39 Branch Affiliation.”
40
41 **Portland, Maine, Branch 96**
42
43 Vehicled by # _____ _____ Concurrence
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45 _____ Concurrence _____ Concurrence
46 as amended
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48 _____ Concurrence
49 as amended _____ Nonconcurrence
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51 _____ Nonconcurrence
52
53 _____ Objected to during
54 first reading
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64
65
66 **WHEREAS**, Branch 526 and Branch
67 135 both represent NAPS members
68 employed at USPS Headquarters at 475
69 L’Enfant Plaza, Washington, DC, and
70 **WHEREAS**, NAPS branch affiliation
71 for USPS Headquarters employees is deter-
72 mined by Finance number, and
73 **WHEREAS**, NAPS members may be
74 moved to the other Headquarters-represent-
75 ing branch on being awarded a new position
76 also domiciled at USPS Headquarters, and
77 **WHEREAS**, Job titles at USPS Head-
78 quarters frequently are changed due to new
79 USPS initiatives or rebranding, resulting in
80 NAPS members still performing the same
81 job being given a new Finance number, and
82 **WHEREAS**, NAPS members may be
83 active in or branch officers of their current
84 Headquarters-representing branch, and
85 **WHEREAS**, Article III, Membership,
86 Section 6 of the *NAPS Constitution* specifies
87 branch affiliation exceptions are allowed:
88 “a) When members are affected by
89 Postal Service-initiated consolidations, or
90 “b) When a member’s office of physical
91 domicile is different from his or her employ-
92 ing office (USPS Finance number of
93 record),” therefore be it
94
95 **RESOLVED**, That Article III, Section 6,
96
97 of the *NAPS Constitution* be amended to
98
99 allow USPS Headquarters employees to
100
101 remain in their current Branch, 526 or 135, if
102
103 their Finance number is changed or they are
104
105 awarded a new Headquarters-domiciled posi-
106
107 tion.
108
109 **Virginia State Branch**
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111 Vehicled by # _____ _____ Concurrence
112
113 _____ Concurrence _____ Concurrence
114 as amended
115
116 _____ Concurrence
117 as amended _____ Nonconcurrence
118
119 _____ Nonconcurrence
120
121 _____ Objected to during
122 first reading
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1	11	64	Vehicled by # _____	_____ Concurrence
2		65		
3	WHEREAS , Article III, Membership,	66	_____ Concurrence	_____ Concurrence
4	does not address how branches should recruit	67		as amended
5	new members to our organization and	68	_____ Concurrence	
6	WHEREAS , It is standard operating	69	as amended	_____ Nonconcurrence
7	procedure to recruit prospective NAPS mem-	70		
8	bers via word of mouth, therefore be it fur-	71	_____ Nonconcurrence	
9	ther	72		
10		73	_____ Objected to during	
11	RESOLVED , That each branch president	74	first reading	
12		75		
13	contact the local training office for upcoming	76		
14		77		
15	dates for new supervisor training classes, and	78		
16		79		
17	be it further	80		
18		81		
19	RESOLVED , That each president or	82		
20		83		
21	locally appointed member request a time slot	84		
22		85		
23	during training to present the advantages of	86		
24		87		
25	becoming a member of NAPS and have the	88		
26		89		
27	NAPS <i>Form 1187</i> available to sign new	90		
28		91		
29	members, and be it further	92		
30		93		
31	RESOLVED , That the NAPS secretary/	94		
32		95		
33	treasurer rewrite the parts of the <i>National</i>	96		
34		97		
35	<i>Association of Postal Supervisors Constitu-</i>	98		
36		99		
37	<i>tion & Bylaws</i> to reflect these changes by	100		
38		101		
39	adding a new section 10 that stipulates:	102		
40		103		
41	“Each local NAPS president will contact	104		
42		105		
43	the local training office for the upcoming	106		
44		107		
45	dates for new supervisor training classes.	108		
46		109		
47	Each president or locally appointed member	110		
48		111		
49	will request a time slot during training to	112		
50		113		
51	present the advantages of becoming a mem-	114		
52		115		
53	ber of NAPS and have the NAPS <i>Form 1187</i>	116		
54		117		
55	available to sign new members.”	118		
56		119		
57	<i>Texas State Branch 948</i>	120		
58		121		
59		122		
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62		125		
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Numbers reserved
for late resolutions

ACTION				
NUMBER	COMMITTEE	CONVENTION	BY BRANCH	SUBJECT
12				
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The following resolutions were referred to the
Resolutions Committee

25-73

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

Vehicled by # _____ Concurrence

_____ Concurrence _____ Concurrence

_____ Concurrence _____ Concurrence

_____ Concurrence _____ Concurrence

_____ Concurrence _____ Concurrence

_____ Nonconcurrence

_____ Nonconcurrence

_____ Objected to during

first reading

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

Vehicled by # _____ Concurrence

_____ Concurrence _____ Concurrence

_____ Concurrence _____ Concurrence

_____ Concurrence _____ Concurrence

_____ Concurrence _____ Concurrence

_____ Nonconcurrence

_____ Nonconcurrence

_____ Objected to during

first reading

27

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 hard-copy version would be mailed or emailed to NAPS Headquarters.

Montana State Branch 929

Vehicled by # _____ Concurrence

_____ Concurrence _____ Concurrence as amended

_____ Concurrence _____ Concurrence as amended _____ Nonconcurrence

_____ Nonconcurrence

_____ Objected to during first reading

28

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 addi-

1 tional recognition to each branch for recruit-
2
3 ing the most members per month in the entire
4
5 fiscal year.

6
7 **Handelman-Palladino, NY, Branch 935**
8
9

10 Vehicled by # _____ Concurrence
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12 _____ Concurrence _____ Concurrence
13 as amended
14 _____ Concurrence
15 as amended _____ Nonconcurrence
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17 _____ Nonconcurrence
18
19 _____ Objected to during
20 first reading
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24 **29**
25

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

28 **WHEREAS**, Organizations are permit-
29 ted to modify the *Form 1187* to clarify its
30 purpose and usage, and

31 **WHEREAS**, Occasionally, EAS
32 employees are pressured to either not join or
33 resign from NAPS by their managers, there-
34 fore be it
35

36 **RESOLVED**, That the *Form 1187* be
37
38 amended to allow new members to indicate
39
40 their preference that their name will not be
41
42 published in *The Postal Supervisor* on enroll-
43 ment.
44

45
46 **Virginia State Branch 951**
47

48
49 Vehicled by # _____ Concurrence
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51 _____ Concurrence _____ Concurrence
52 as amended
53 _____ Concurrence
54 as amended _____ Nonconcurrence
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56 _____ Nonconcurrence
57
58 _____ Objected to during
59 first reading
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64 **30**
65

66 **WHEREAS**, Growing and maintaining
67 membership is vital to maintaining the
68 strength of NAPS, and

69 **WHEREAS**, The effectiveness of
70 NAPS' legislative efforts is dependent on the
71 efforts of members and their financial contri-
72 butions to the Supervisors' Political Action
73 Committee (SPAC), and

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

79 **WHEREAS**, NAPS has been encourag-
80 ing individual members to recruit new mem-
81 bers through cash awards and pins indicating
82 membership in the High-Five Club, therefore
83 be it
84

85 **RESOLVED**, That NAPS recognizes
86

87 specific states and branches that gain the
88
89 largest percentage of new members on a
90
91 quarterly basis through recognition in *The*
92
93 *Postal Supervisor*, and be it further
94

95 **RESOLVED**, That NAPS recognizes
96
97 individuals who have recruited new members
98
99 with group photos and inclusion in *The*
100
101 *Postal Supervisor*, with additional recogni-
102
103 tion pins for recruiting more than five new
104
105 members.
106

107 **Virginia State Branch 951**
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109
110 Vehicled by # _____ Concurrence
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112 _____ Concurrence _____ Concurrence
113 as amended
114 _____ Concurrence
115 as amended _____ Nonconcurrence
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117 _____ Nonconcurrence
118
119 _____ Objected to during
120 first reading
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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

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

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

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

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

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

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

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

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 were 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

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

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

1 **RESOLVED**, That the Supervisor Staff-
2
3 ing Workload Evaluation process encom-
4
5 passes all duties, employees, machinery and
6
7 responsibilities of SDO positions.

8
9 *Oregon State Branch 940*

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11
12 Vehicled by # _____ ___ Concurrence
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14 _____ Concurrence ___ Concurrence
15 as amended
16 _____ Concurrence
17 as amended ___ Nonconcurrence
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19 _____ Nonconcurrence
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21 _____ Objected to during
22 first reading
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24
25

26 **37**

27
28 **WHEREAS**, The business model for the
29 USPS has continued to change since the last
30 SWCs model implementation many years
31 ago, and

32 **WHEREAS**, The Postal Service has
33 continued to assign duties that were formerly
34 performed by Human Resources and support
35 staff without consideration of the effects on a
36 reasonable and manageable workload, and

37 **WHEREAS**, With all the new responsi-
38 bilities added to Customer Service Opera-
39 tions, the Postal Service has not shown con-
40 sideration to adjust EAS staffing to a level
41 needed to ensure that Customer Service
42 Operations are effectively managed to ensure
43 excellent customer service and employee and
44 customer safety, therefore be it

45 **RESOLVED**, That NAPS enters into
46
47 consultation with the USPS to finalize and
48
49 implement a SWCs process that encompasses
50
51 all duties and responsibilities of a supervisor,
52
53 Customer Service, within six months of the
54
55 acceptance of this resolution.
56

57
58 *Oregon State Branch 940*

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64 Vehicled by # _____ ___ Concurrence
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66 _____ Concurrence ___ Concurrence
67 as amended
68 _____ Concurrence
69 as amended ___ Nonconcurrence
70
71 _____ Nonconcurrence
72
73 _____ Objected to during
74 first reading
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78 **38**

79
80 **WHEREAS**, The Postal Service is not
81 well-served when vacant EAS positions are
82 not filled in a timely manner, and

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

87
88 **RESOLVED**, That the USPS consults
89
90 with local NAPS representatives prior to
91
92 vacant EAS positions being held longer than
93
94 75 days.

95
96 *Oregon State Branch 940*

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98
99 Vehicled by # _____ ___ Concurrence
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101 _____ Concurrence ___ Concurrence
102 as amended
103 _____ Concurrence
104 as amended ___ Nonconcurrence
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106 _____ Nonconcurrence
107
108 _____ Objected to during
109 first reading
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112

113 **39**

114
115 **WHEREAS**, In cases when a postal
116 employee is married to a spouse who also is
117 a postal employee, two health benefits are
118 earned, and

119 **WHEREAS**, Under current FEHB regu-
120 lations, if one spouse has selected a family
121 coverage option, the remaining spouse is
122 required to be covered under the family plan
123 and does not receive their earned health ben-
124 efit, and

125 **WHEREAS**, The Postal Service, through
126 postal reform legislation, now manages the

1 health benefits of all Postal Employees—cur-
2 rently employed and retired, therefore be it
3
4 **RESOLVED**, That NAPS consults with
5
6 the USPS to reimburse the full cash value to
7
8 the postal employee who controls the unused
9
10 benefit (lost benefit).

11
12 ***Oregon State Branch 940***

13
14 Vehicled by # _____ Concurrence
15
16 _____ Concurrence _____ Concurrence
17 as amended
18
19 _____ Concurrence _____ Nonconcurrency
20 as amended
21
22 _____ Nonconcurrency
23
24 _____ Objected to during
25 first reading
26

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28
29 **40**

30
31 **WHEREAS**, The USPS is continuing to
32 increase the number of required programs
33 and duties to manage Customer Service
34 Operations, and

35 **WHEREAS**, The USPS has continued
36 to reduce support and Human Resources
37 functions and incorporating programs and
38 duties that formerly were performed by elim-
39 inated positions into management of Retail,
40 Delivery and Collection Operations, and

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

45
46 **RESOLVED**, That each time a new
47
48 program or task is assigned to any EAS
49
50 employee, the USPS will provide NAPS with
51
52 an outline of how much time is required to
53
54 effectively perform each new program or
55
56 task that is added, and be it further

57
58 **RESOLVED**, That each time a new
59
60 program or task is assigned to any EAS
61
62 employee, the USPS will provide NAPS with
63

64 an outline of how each new program or task
65
66 is to be integrated into the existing workload
67
68 and be prioritized with current duties.

69
70 ***Oregon State Branch 940***

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72 Vehicled by # _____ Concurrence
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74 _____ Concurrence _____ Concurrence
75 as amended
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77 _____ Concurrence _____ Nonconcurrency
78 as amended
79
80 _____ Nonconcurrency
81
82 _____ Objected to during
83 first reading
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87
88
89 **41**

90 **WHEREAS**, Pay equity between man-
91 agers and postmasters and the subordinate
92 EAS employees they supervise has deterio-
93 rated, caused by an EAS pay freeze and the
94 lack of an EAS pay package, and

95 **WHEREAS**, When an EAS employee
96 competes and is awarded a manager or post-
97 master promotion, added responsibilities are
98 expected by the USPS, and

99 **WHEREAS**, With additional responsi-
bilities comes respect, and

100 **WHEREAS**, Respect for an employee is
101 equitable compensation from their employer,
102 commensurate with their responsibilities,
103 therefore be it

104
105 **RESOLVED**, That no EAS supervisor
106
107 shall earn less than 5% more than the top of
108
109 the pay scale of any craft employee they
110
111 supervise, and be it further

112
113 **RESOLVED**, That no manager or post-
114
115 master shall earn less than 5% more than the
116
117 top of the pay scale of any employee they
118
119 supervise, including subordinate EAS
120
121 employees.

122
123 ***Oregon State Branch 940***

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1 Vehicled by # _____ Concurrence
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3 _____ Concurrence _____ Concurrence
4 as amended
5 _____ Concurrence
6 as amended _____ Nonconcurrence
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8 _____ Nonconcurrence
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10 _____ Objected to during
11 first reading
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42

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

20 **WHEREAS**, An equitable salary is nec-
21 essary to attract and keep the most qualified
22 employees in EAS positions, therefore be it
23

24 **RESOLVED**, That NAPS consults with
25
26 the USPS to implement a COLA adjustment
27
28 process to the EAS pay package.
29

Oregon State Branch 940

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33 Vehicled by # _____ Concurrence
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35 _____ Concurrence _____ Concurrence
36 as amended
37 _____ Concurrence
38 as amended _____ Nonconcurrence
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40 _____ Nonconcurrence
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42 _____ Objected to during
43 first reading
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43

48
49 **WHEREAS**, The compensation of
50 USPS craft employees has grown faster than
51 the compensation of EAS employees over
52 the past 20 years, and

53 **WHEREAS**, The lack of a COLA in the
54 EAS pay agreement has not allowed the EAS
55 pay to stay competitive with the private sec-
56 tor and similar pay grades in public service,
57 and

58 **WHEREAS**, The craft differential pro-
59 vision in the EAS pay agreement has bene-
60 fitted the EAS initial-level supervisor and
61 junior EAS employees, but it does not bene-
62 fit all EAS employees, therefore be it
63

64 **RESOLVED**, That NAPS consults with
65
66 the USPS to change the craft differential pro-
67
68 vision in the EAS pay package to benefit all
69
70 EAS employees, and be it further
71

72 **RESOLVED**, That each time the base
73
74 salary of the EAS initial-level supervisor is
75
76 adjusted to comply with the craft differential
77
78 guidelines, all EAS employees will be
79
80 adjusted by the same amount.

Oregon State Branch 940

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85 Vehicled by # _____ Concurrence
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87 _____ Concurrence _____ Concurrence
88 as amended
89 _____ Concurrence
90 as amended _____ Nonconcurrence
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92 _____ Nonconcurrence
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94 _____ Objected to during
95 first reading
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99

44

100
101 **WHEREAS**, Exempt field employees
102 routinely are being required to work addi-
103 tional hours due to staffing issues and opera-
104 tional requirements, and

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

110 **WHEREAS**, The *ELM* 519.733 allows
111 exempt field employees to take a different
112 day off during a service week for compensa-
113 tion of being required to work on a SDO, and

114 **WHEREAS**, Most exempt field employ-
115 ees are not able to take additional time off
116 during the same service week to compensate
117 them for the many additional work hours
118 they are working on a regular basis due to
119 staffing issues and operational requirements,
120 and

121 **WHEREAS**, The *ELM* 519.733 has no
122 provision to compensate exempt field
123 employees for being required to work addi-
124 tional hours due to staffing issues and opera-
125 tional requirements, therefore be it
126

1 **RESOLVED**, That *ELM* 519.733 be
2
3 amended to compensate exempt field
4
5 employees for all additional hours they are
6
7 required to work due to staffing issues and
8
9 operational requirements, and be it further,

10 **RESOLVED**, That *ELM* 519.733 be
11
12 amended to allow exempt field employees
13
14 who work additional hours be allowed to
15
16 choose among:

17 1. Taking a day off not within the same
18
19 service week,
20
21

22 2. Compensation with pay for all addi-
23
24 tional hours worked (additional time) or

25 3. Compensation of one hour of annual
26
27 leave for one hour of required additional
28
29 work added to their leave balance.
30
31

32
33 ***Oregon State Branch 940***

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36 Vehicled by # _____ _____ Concurrence
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38 _____ Concurrence _____ Concurrence
39 as amended
40 _____ Concurrence
41 as amended _____ Nonconcurrency
42
43 _____ Nonconcurrency
44
45 _____ Objected to during
46 first reading
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48
49

50 **45**

51
52 **WHEREAS**, Exempt employees are
53 routinely required to work a sixth day, and
54 **WHEREAS**, The *ELM* 519.733 reads:
55 “When an exempt employee is directed to
56 work a full day on a holiday or other full day
57 in addition to normal workdays, the supervi-
58 sor *may grant* [emphasis added] a full day of
59 personal absence without charging it to offi-
60 cial leave,” and

61 **WHEREAS**, The supervisor rarely
62 approves a full day of personal absence, and
63 **WHEREAS**, The exempt employee is

64 not compensated for working a sixth day,
65 therefore be it
66

67 **RESOLVED**, That NAPS consults with
68
69 the Postal Service to change the language in
70
71 the *ELM* 519.733 to reflect: “When an
72
73 exempt employee is directed to work a full
74
75 day on a holiday or other full day in addition
76
77 to normal workdays, the supervisor *shall*
78
79 *grant* a full day of personal absence without
80
81 charging it to official leave, *of the employee’s*
82
83 *choosing.*”
84

85 ***Oregon State Branch 940***

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88 Vehicled by # _____ _____ Concurrence
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90 _____ Concurrence _____ Concurrence
91 as amended
92 _____ Concurrence
93 as amended _____ Nonconcurrency
94
95 _____ Nonconcurrency
96
97 _____ Objected to during
98 first reading
99

100
101 **46**

102
103
104 **WHEREAS**, The USPS business model
105 is changing, allowing for delivery of parcels
106 on Sunday, and

107 **WHEREAS**, The Postal Service needs
108 the revenue from this process to survive
109 financially, and

110 **WHEREAS**, The Postal Service has not
111 adjusted EAS schedules to compensate for
112 delivery processes encompassing seven days,
113 and

114 **WHEREAS**, It is a hardship for EAS
115 postmasters, managers and supervisors to
116 work six and seven days in a week, therefore
117 be it resolved

118
119 **RESOLVED**, That the Postal Service
120
121 compensate all special-exempt and non-
122
123 exempt EAS employees who work a
124
125 non-scheduled day in a service week at a rate
126

1 of 150% of their calculated base hourly rate
2
3 for all hours worked on a non-scheduled day.
4

5 ***Oregon State Branch 940***
6

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8 Vehicled by # _____ Concurrence
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10 _____ Concurrence _____ Concurrence
11 _____ Concurrence as amended
12 _____ Concurrence
13 as amended _____ Nonconcurrence
14
15 _____ Nonconcurrence
16
17 _____ Objected to during
18 first reading
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20
21
22 **47**
23

24 **WHEREAS,** The USPS currently is
25 issuing corrective actions against EAS
26 employees without conducting an Investiga-
27 tive Interview with the impacted EAS
28 employee, and

29 **WHEREAS,** The *ELM* 650 does not
30 specifically require an Investigative Inter-
31 view with an EAS employee in a situation
32 where discipline may result, and

33 **WHEREAS,** This situation does not
34 allow an EAS employee their “day in court”
35 to explain their side of the story, which may
36 help change the outcome of a dispute, there-
37 fore be it

38
39 **RESOLVED,** That NAPS consults with
40
41 the USPS to stop this practice immediately,
42
43 and be it further,
44

45 **RESOLVED,** That NAPS consults with
46
47 the USPS to revise *ELM* 650 to require a
48
49 thorough investigation, including an Investi-
50
51 gative Interview, prior to any corrective
52
53 action being issued to an EAS employee.
54

55 ***Oregon State Branch 940***
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64 Vehicled by # _____ Concurrence
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66 _____ Concurrence _____ Concurrence
67 as amended
68 _____ Concurrence
69 as amended _____ Nonconcurrence
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71 _____ Nonconcurrence
72
73 _____ Objected to during
74 first reading
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78 **48**
79

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

85 **WHEREAS,** EAS employees do not
86 believe NAPS supports a healthy work-life
87 balance for EAS employees through the con-
88 sultative process with the USPS, therefore be
89 it
90

91 **RESOLVED,** That NAPS issues a posi-
92
93 tion paper that states: “NAPS supports the
94
95 concept that all EAS employees be able to
96
97 perform their duties within eight hours on a
98
99 regular basis.”
100

101 ***Oregon State Branch 940***
102
103

104 Vehicled by # _____ Concurrence
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106 _____ Concurrence _____ Concurrence
107 as amended
108 _____ Concurrence
109 as amended _____ Nonconcurrence
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111 _____ Nonconcurrence
112
113 _____ Objected to during
114 first reading
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117

118 **49**
119

120 **WHEREAS,** The USPS is failing to
121 recruit, hire and train enough entry-level craft
122 employees to adequately staff all postal facil-
123 ities, and

124 **WHEREAS,** USPS service levels and
125 Customer Service levels are negatively
126 affected by the inadequate staffing of all

1 postal facilities, which affects EAS pay, and
2 **WHEREAS**, Inadequate staffing levels
3 negatively affect EAS employees, requiring
4 extra workhours to manage the staffing short-
5 ages, and

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

9 **WHEREAS**, EAS employees are cur-
10 rently required to try to recruit, hire and train
11 entry-level craft employees using USPS pro-
12 cesses that are not effective, and

13 **WHEREAS**, EAS input is critical to
14 update and change these processes, therefore
15 be it

16
17 **RESOLVED**, That NAPS consults with
18 the USPS to partner with the agency to
19 improve processes, pay and benefits used to
20 successfully recruit, hire and retain entry-
21 level craft employees.

22 *Oregon State Branch 940*

23
24 Vehicled by # _____ Concurrence
25 _____ Concurrence _____ Concurrence
26 _____ Concurrence as amended
27 _____ Concurrence _____ Nonconcurrence
28 _____ Nonconcurrence
29 _____ Objected to during
30 first reading

31 **50**

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

35 **WHEREAS**, All USPS employees
36 should be compensated equally, therefore be
37 it

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

41 **RESOLVED**, That this resolution is
42 included in pay talks.

43 *Greenville, SC, Branch 228*

44 Vehicled by # _____ Concurrence
45 _____ Concurrence _____ Concurrence
46 _____ Concurrence as amended
47 _____ Concurrence _____ Nonconcurrence
48 _____ Nonconcurrence
49 _____ Objected to during
50 first reading

51

52 **WHEREAS**, The USPS currently is first
53 posting EAS Level-18 postmaster positions
54 to craft employees before posting to EAS
55 employees, and

56 **WHEREAS**, This processes bypasses
57 eligible EAS Employees, therefore be it

58 **RESOLVED**, That NAPS consults with
59 the USPS to ensure all vacant EAS positions
60 be posted to EAS employees prior to being
61 posted to craft employees.

62 *Oregon State Branch 940*

63 Vehicled by # _____ Concurrence
64 _____ Concurrence _____ Concurrence
65 _____ Concurrence as amended
66 _____ Concurrence _____ Nonconcurrence
67 _____ Nonconcurrence
68 _____ Objected to during
69 first reading

70 **52**

71 **WHEREAS**, There are many questions
72 that need answering or discussing between
73 convention delegates and the resident offi-
74 cers, Executive Board and legal team after
75 not being able to see and engage with them
76 for two years between conventions, and

77 **WHEREAS**, There is no scheduled
78 question-and-answer session existing in any
79 convention program for airing these con-
80 cerns, rather, there is a haphazard, unsched-
81 uled squeeze-in of time found to do so, gen-
82 erally at the end of the convention, and

83 **WHEREAS**, This has proven to be

1 counterproductive and affects the questions
2 to be asked by not allowing adequate time to
3 formulate and ask well-thought-out questions
4 for consideration, therefore be it
5
6 **RESOLVED**, That at every convention
7
8 there be scheduled a two-hour period for
9
10 questions and inquiries of the Executive
11
12 Board, resident officers and legal team on the
13
14 first day of the convention to air and address
15
16 any questions or concerns the delegates may
17
18 need to be addressed, and be it further
19
20 **RESOLVED**, That each delegate be
21
22 allotted five minutes to ask their questions at
23
24 the microphones, and be it further
25
26 **RESOLVED**, That such time be sus-
27
28 pended when the answer is rendered from the
29
30 resident officers, Executive Board or legal
31
32 team to allow for discussion and clarifying
33
34 questions, and be it finally
35
36 **RESOLVED**, That the time will restart
37
38 when the answer from the aforementioned
39
40 parties is concluded until the delegate's time
41
42 expires.
43
44 *Georgia State Branch 912*
45
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47 Vehicled by # _____ Concurrence
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49 _____ Concurrence _____ Concurrence
50 _____ Concurrence as amended
51 _____ Concurrence
52 _____ as amended _____ Nonconcurrence
53
54 _____ Nonconcurrence
55
56 _____ Objected to during
57 _____ first reading
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59
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61
62
63

64
65
66 **WHEREAS**, The Initial Management
67 Inquiry Process (IMIP) allows managers,
68 postmasters and supervisors to whom an
69 employee brings a complaint to get enough
70 information at the outset to do the following:
71 1. Determine whether there is an imme-
72 diate need to separate the harasser and haras-
73 see.
74 2. Determine whether there is an imme-
75 diate need to recommend that an employee
76 seek Employee Assistance Program (EAP)
77 counseling.
78 3. Determine whether other employees
79 are being harassed.
80 4. Assess the nature and scope of the
81 problem in the workplace.
82 5. Decide if you, as the manager or
83 supervisor, can remedy the problem or
84 whether to refer to your manager, Human
85 Resources (for Headquarters and Headquar-
86 ters field units, manager, HR Headquarters)
87 for further investigation because of the indi-
88 viduals involved or the nature and scope of
89 the charges, and
90 **WHEREAS**, The IMIP-trained investi-
91 gators currently have minimal training and
92 without any regular follow-up training (i.e.,
93 annual training), and
94 **WHEREAS**, The current IMIP process
95 *does not* allow the "accused" to review any
96 documentation that was submitted, and
97 **WHEREAS**, Currently, the IMIP inves-
98 tigators, at the completion of their investiga-
99 tion, submit their findings to the district HR
100 manager who will decide on the matter, with-
101 out an appeal process in place, therefore be it
102
103 **RESOLVED**, That all IMIP investigation
104
105 teams should have at least one vetted NAPS
106
107 representative who all are thoroughly trained,
108
109 with follow-up training as deemed necessary,
110
111 and be it further
112
113 **RESOLVED**, That the accused EAS
114
115 employee and NAPS representative be
116
117 afforded the right to review evidence gath-
118
119 ered during the investigation, and be it fur-
120
121 ther
122
123 **RESOLVED**, That if there should be a
124
125 need to separate the alleged harasser and
126

1 harassee, it should not automatically be
2
3 assumed that the EAS employee is moved, as
4
5 that has its own negative implications, and be
6
7 it finally

8
9 **RESOLVED**, That an appeals process
10
11 be initiated to appeal adverse decisions.

12
13 **South Jersey Branch 74**

14
15
16 Vehicled by # _____ Concurrence
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18 _____ Concurrence _____ Concurrence
19 as amended
20 _____ Concurrence
21 as amended _____ Nonconcurrency
22
23 _____ Nonconcurrency
24
25 _____ Objected to during
26 first reading
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28
29

30 **54**

31
32 **WHEREAS**, *Title 39* stipulates, in part,
33 that "compensation benefits and other terms
34 and conditions of employment shall continue
35 to apply to officers and employees of the
36 Postal Service, and that no variation, addition
37 or substitution shall result in a program of
38 fringe benefits which on the whole is less
39 favorable to the officers and employees than
40 fringe benefits in effect on the effective date
41 of this section of law," and

42 **WHEREAS**, The strict interpretation of
43 *Title 39* in this area would prohibit any
44 changes in any fringe benefit detrimental to
45 the whole to be just as damaging as the elim-
46 ination, variation or substitution of any fringe
47 benefit, while maintaining the benefit as a
48 benefit, but reducing said benefits rates and
49 percentages to levels far below what were in
50 effect at the enactment of the Postal Reorga-
51 nization Act of 1970, and

52 **WHEREAS**, There is evidence of varia-
53 tions, substitutions and changes in fringe
54 benefits that have resulted in unfavorable
55 fringe benefits in comparison to the fringe
56 benefits guaranteed by law in the 1970 Postal
57 Reorganization act; for example, annual and
58 sick leave accrual rates for newer managers,
59 percentages of employee contributions to
60 health care plans and life insurance, higher
61 rates for health and life insurance, etc., there-
62 fore be it
63

64 **RESOLVED**, That NAPS takes an
65
66 exhaustive look at all fringe benefits that
67
68 were in effect at the codification of *Title 39*
69
70 and make a comparative study as to the bene-
71
72 fits, levels of benefits, percentages and all
73
74 other governing factors of such benefits, and
75
76 be it further

77
78 **RESOLVED**, That if it is legally found
79
80 that detrimental variations of any of the
81
82 above are found, that the Postal Service be
83
84 notified of such aberrations and given a
85
86 30-day period to address these issues with
87
88 plans to correct the violations of law and
89
90 return the guaranteed fringe benefits to the
91
92 levels guaranteed to the lock-in period pre-
93
94 scribed in the 1970 *Title 39* levels, with all
95
96 affected employees made whole for any
97
98 amounts due because of the illegal variation,
99
100 and be it finally

101
102 **RESOLVED**, That if the time limits are
103
104 exhausted for correspondence or NAPS' ini-
105
106 tial correspondence is ignored, NAPS imme-
107
108 diately goes to court to address this issue.

109
110 **Atlanta DNC Branch 567**

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113 Vehicled by # _____ Concurrence
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115 _____ Concurrence _____ Concurrence
116 as amended
117 _____ Concurrence
118 as amended _____ Nonconcurrency
119
120 _____ Nonconcurrency
121
122 _____ Objected to during
123 first reading
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126

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

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

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

1 to the letter within 60 days of its notification
2
3 by NAPS of this issue, immediate research
4
5 and action in a lawsuit must follow, and be it
6
7 finally

8
9 **RESOLVED**, That with the end result,
10
11 all affected employees be made whole from
12
13 the time that this law has been violated and
14
15 prescribed differentials must be maintained
16
17 as prescribed by law.

18
19 **Georgia State Branch 912**

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22 Vehicled by # _____ Concurrence
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24 _____ Concurrence _____ Concurrence
25 as amended
26 _____ Concurrence
27 as amended _____ Nonconcurrence
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29 _____ Nonconcurrence
30
31 _____ Objected to during
32 first reading
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34
35

36 **57**

37
38 **WHEREAS**, The PFP and NPA systems
39 have been ruled as being in violation of fed-
40 eral law as the method of determining com-
41 pensation for EAS employees, and

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

46
47 **RESOLVED**, That NAPS no longer dis-
48
49 cusses or accepts any pay proposals that
50
51 include, refer to or allude to any PFP- or
52
53 NPA-type goals, auspices or conditions, and
54
55 be it further

56
57 **RESOLVED**, That if the USPS attempts
58
59 to implement PFP- or NPA-type goals,
60
61 immediate corrective, legal action be enacted
62
63 in federal court to address this violation of

64 law.

65
66 **Georgia State Branch 912**

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69 Vehicled by # _____ Concurrence
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71 _____ Concurrence _____ Concurrence
72 as amended
73 _____ Concurrence
74 as amended _____ Nonconcurrence
75
76 _____ Nonconcurrence
77
78 _____ Objected to during
79 first reading
80
81

82
83 **58**

84
85 **WHEREAS**, Title 39 stipulates, in part,
86 that compensation benefits and other terms
87 and conditions of employment shall continue
88 to apply to officers and employees of the
89 Postal Service, and that no variation, addition
90 or substitution shall result in a program of
91 fringe benefits which on the whole is less
92 favorable to the officers and employees than
93 fringe benefits in effect on the effective date
94 of this section of law, and

95 **WHEREAS**, Title 5 of the United States
96 Code provides for hazardous duty pay for
97 employees in the Executive Branch of the
98 United States Government—of which the
99 Postal Service is a part—when exposed to
100 virulent biological substances that are likely
101 to cause serious disease or fatality and for
102 which protective devices do not afford com-
103 plete protection, and

104 **WHEREAS**, EAS employees were and
105 are on the front exposed lines of the COVID-
106 19 pandemic, ensuring the prompt, efficient
107 receipt, processing, dispatch and delivery of
108 mail, COVID test kits and parcels, keeping
109 the nation connected and functioning during
110 this time, and

111 **WHEREAS**, Correspondence has been
112 forwarded to the Postal Service concerning
113 this issue, and

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

120
121 **RESOLVED**, That NAPS seeks legal
122
123 opinion on this law and forwards correspon-
124
125 dence to the Postal Service concerning the
126

1 findings if the law does address this item in
2
3 our favor, and be it further

4
5 **RESOLVED**, That NAPS imposes a
6
7 30-day time limit for the USPS to respond
8
9 and either provide legally acceptable reasons
10
11 for not complying with this law or implement
12
13 a plan for compliance with this law, and be it
14
15 further

16
17 **RESOLVED**, That if this time limit is
18
19 missed or ignored, or the legal foundation for
20
21 non-compliance is not correct, NAPS imme-
22
23 diately files a lawsuit to have the courts act
24
25 to instruct the Postal Service to fulfill its
26
27 obligations under law, and be it finally

28
29 **RESOLVED**, That no settlement be
30
31 agreed to without the consultation of the body
32
33 of delegates assembled at this convention.

34
35 ***Georgia State Branch 912***

36
37
38 Vehicled by # _____ Concurrence
39
40 _____ Concurrence _____ Concurrence
41 _____ as amended
42 _____ Concurrence
43 _____ as amended _____ Nonconcurrence
44
45 _____ Nonconcurrence
46
47 _____ Objected to during
48 _____ first reading
49
50

51
52 **59**

53
54 **WHEREAS**, The U.S. Appeals Court
55 has ruled that the plain, legal language of
56 *Title 39* concerning consultative items in pay
57 talks is legal and binding, and

58 **WHEREAS**, *Title 39*, Section 1004 sec-
59 tion(e) states that within 45 days of the larg-
60 est bargaining-unit reaching agreement with
61 the USPS that the USPS shall make a pro-
62 posal for any pay policies and schedules and
63 fringe benefit programs for members of the

64 Supervisors' Organization that are to be in
65 effect during the same period as covered by
66 such agreement, and

67 **WHEREAS**, There has been no pay
68 schedule as required by law contained in
69 any pay agreement since the advent of the
70 Pay-for-Performance/National Performance
71 Assessment system implementation, which
72 has been found by the Appeals Court to be
73 illegal and must be replaced, and

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

82 **WHEREAS**, The USPS has been shown
83 as untrustworthy in the development of a pay
84 schedule, legally accepted pay packages and
85 pay comparability as demonstrated by their
86 refusal to do so, being referred to as demon-
87 strative of chicanery, and must be compelled
88 by the law as enforced by the courts to do so,
89 therefore be it

90
91 **RESOLVED**, That at the next consulta-
92
93 tive meeting, NAPS and the USPS meet with
94
95 the assistance of the court to establish a pay
96
97 schedule for all EAS employees, regardless
98
99 of position, to be implemented by direct
100
101 court action, and be if further

102
103 **RESOLVED**, That any future issues con-
104
105 cerning this issue be forwarded directly to the
106
107 courts for adjudication and resolution without
108
109 delay as provided for in the decision by the
110
111 appeals court.

112
113 ***Georgia State Branch 912***

114
115
116 Vehicled by # _____ Concurrence
117
118 _____ Concurrence _____ Concurrence
119 _____ as amended
120 _____ Concurrence
121 _____ as amended _____ Nonconcurrence
122
123 _____ Nonconcurrence
124
125 _____ Objected to during
126 _____ first reading

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

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

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 opposes legislation that would “require” postal retirees to

enroll in Medicare B and strip them of their choice on eligibility.

Detroit Branch 23

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

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

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

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

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

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

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

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 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

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

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

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

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

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

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 congress-
persons and senators who refuse to acknowl-
edge the legitimacy of the current govern-
ment of the United States, therefore be it

RESOLVED, That NAPS makes no

1 political contributions to any congressperson
2
3 or senator who was involved either directly
4
5 or indirectly in the conspiracy to overturn the
6
7 2020 presidential election, and be it further

8
9 **RESOLVED**, That NAPS makes no
10
11 political contributions to any congressperson
12
13 or senator who voted against the certification
14
15 of the 2020 Electoral College vote, and be it
16
17 finally

18
19 **RESOLVED**, That NAPS make no politi-
20
21 cal contributions to any congressperson or
22
23 senator, or candidate for such, who refuses to
24
25 acknowledge that Joe Biden legitimately won
26
27 the 2020 presidential election.

28 *Detroit Branch 23*

29
30
31 Vehicled by # _____ Concurrence
32
33 _____ Concurrence _____ Concurrence
34 as amended
35
36 _____ Concurrence
37 as amended _____ Nonconcurrence
38
39 _____ Nonconcurrence
40
41 _____ Objected to during
42 first reading
43
44

45 **69**

46
47
48 **WHEREAS**, Every NAPS delegate at a
49 national convention receives a “One Book,”
50 and

51 **WHEREAS**, This booklet contains per-
52 tinent information to enable the delegate to
53 understand the proceedings, as well as the
54 activities of their elected representatives, and

55 **WHEREAS**, There is no need for inclu-
56 sion of campaign material for candidates
57 seeking national office, therefore be it

58
59 **RESOLVED**, That campaign material
60
61 for any individual seeking national office not
62
63 be allowed or included in the “One Book” at

64 future NAPS national conventions.

65 *Detroit Branch 23*

66
67
68 Vehicled by # _____ Concurrence
69
70 _____ Concurrence _____ Concurrence
71 as amended
72
73 _____ Concurrence
74 as amended _____ Nonconcurrence
75
76 _____ Nonconcurrence
77
78 _____ Objected to during
79 first reading
80
81

82 **70**

83
84
85 **WHEREAS**, NAPS comprises active
86 and retired postal supervisors, managers,
87 postmasters and employees designated as
88 Executive and Administrative Salary (EAS),
89 and

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

92 **WHEREAS**, NAPS holds the Legisla-
93 tive Training Seminar and other national
94 events, and

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

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

103 **WHEREAS**, There are hotels that do
104 not accept shipments delivered by the United
105 States Postal Service as some hotels have
106 contracts with USPS competitors, requiring
107 our members and vendors to use Postal Ser-
108 vice competitors, therefore be it

109
110 **RESOLVED**, That any hotel selected to
111
112 host NAPS must accept delivery of packages
113
114 and/or shipments for NAPS conventions
115
116 from the United States Postal Service or the
117
118 hotel cannot be selected for NAPS national
119
120 conventions.

121 *Brooklyn Branch 68*

1 Vehicled by # _____ Concurrence
2
3 _____ Concurrence _____ Concurrence
4 as amended
5 _____ Concurrence
6 as amended _____ Nonconcurrence
7
8 _____ Nonconcurrence
9
10 _____ Objected to during
11 first reading

71

17 **WHEREAS**, When employees inter-
18 view for PCES positions, actual salaries upon
19 promotion are discussed, and

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

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

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

31 **WHEREAS**, When salaries are dis-
32 cussed as part of the interview process, the
33 amount should be set, which gives the
34 employee more information to make a deci-
35 sion on accepting the promotion, and

36 **WHEREAS**, Position salaries are in a
37 range from low to high and usually a per-
38 centage is awarded, therefore be it

39
40 **RESOLVED**, That upon selection, the
41
42 EAS employee's salary is discussed and
43
44 resolved in writing before finalizing the
45
46 selection.

Southwest Florida Branch 420

50
51 Vehicled by # _____ Concurrence
52
53 _____ Concurrence _____ Concurrence
54 as amended
55 _____ Concurrence
56 as amended _____ Nonconcurrence
57
58 _____ Nonconcurrence
59
60 _____ Objected to during
61 first reading

72

64
65
66 **WHEREAS**, Resolutions are adopted at
67 NAPS national conventions, and

68 **WHEREAS**, These resolutions set the
69 direction and management of NAPS, and

70 **WHEREAS**, When adopted, resolutions
71 set the structure and guidelines and deter-
72 mine the direction of NAPS for the coming
73 years, and

74 **WHEREAS**, Resolutions adopted define
75 the administration of the NAPS resident offi-
76 cers and Executive Board, including salaries,
77 and

78 **WHEREAS**, Resolutions serve as direc-
79 tion for the NAPS resident officers and Exec-
80 utive Board and define their duties and
81 responsibilities, and

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

85
86 **RESOLVED**, That the NAPS resident
87
88 officers and Executive Board adhere to the
89
90 actions and/or direction established through
91
92 passage of resolutions at the NAPS national
93
94 convention, and be it further

95
96 **RESOLVED**, That the NAPS resident
97
98 officers and Executive Board abide by the
99
100 wishes and concerns of NAPS membership
101
102 in alignment with resolutions adopted at the
103
104 NAPS national convention.

Detroit Branch 23

106
107
108
109 Vehicled by # _____ Concurrence
110
111 _____ Concurrence _____ Concurrence
112 as amended
113 _____ Concurrence
114 as amended _____ Nonconcurrence
115
116 _____ Nonconcurrence
117
118 _____ Objected to during
119 first reading

1	73	64
2		65
3	WHEREAS , NAPS area vice presidents	66
4	have a defined term expense allowance to be	67
5	used for the purposes of engaging, support-	68
6	ing and facilitating training NAPS members	69
7	in the area of their responsibility, and	70
8	WHEREAS , When the term of this	71
9	expense allowance expires, unused funds are	72
10	returned to NAPS' General Fund, and	73
11	WHEREAS , It is not always possible	74
12	for a NAPS area vice president to spend all	75
13	of their defined term expense allowance	76
14	within the defined term for a number of rea-	77
15	sons, therefore be it	78
16		79
17	RESOLVED , That excess, defined term	80
18		81
19	expense allowance funds not used by a	82
20		83
21	NAPS area vice president by rolled into the	84
22		85
23	next defined term for purposes of engaging,	86
24		87
25	supporting and facilitating training NAPS	88
26		89
27	members in their area of responsibility.	90
28		91
29	<i>Oregon State Branch 940</i>	92
30		93
31		94
32	Vehicled by # _____ Concurrence	95
33		96
34	_____ Concurrence _____ Concurrence	97
35	as amended	98
36	_____ Concurrence	99
37	as amended _____ Nonconcurrence	100
38		101
39	_____ Nonconcurrence	102
40		103
41	_____ Objected to during	104
42	first reading	105
43		106
44		107
45		108
46		109
47		110
48		111
49		112
50		113
51		114
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62		125
63		126

Numbers reserved
for late resolutions

ACTION				
NUMBER	COMMITTEE	CONVENTION	BY BRANCH	SUBJECT
74				
75				
76				
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89				

For the Good of the Order

90

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

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

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

WHEREAS, Percy “Chuck” Lum continues to work hard toward improving the working conditions, is a zealous advocate in gaining and retaining members and supports opportunities for all EAS employees in the Pacific Area, therefore be it

RESOLVED, That the members of California State Branch 905 enthusiastically endorse and support Percy “Chuck” Lum for NAPS Pacific Area vice president or any other office to which he aspires.

California State Branch 905

91

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

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

WHEREAS, Marilyn Walton always is ready, willing and able to assist all NAPS members in California, the Pacific Area, the Western Region and all of the United States, therefore be it

RESOLVED, That all members of the California State Branches enthusiastically endorse and support Marilyn Walton for NAPS Western Region vice president or any other office to which she aspires.

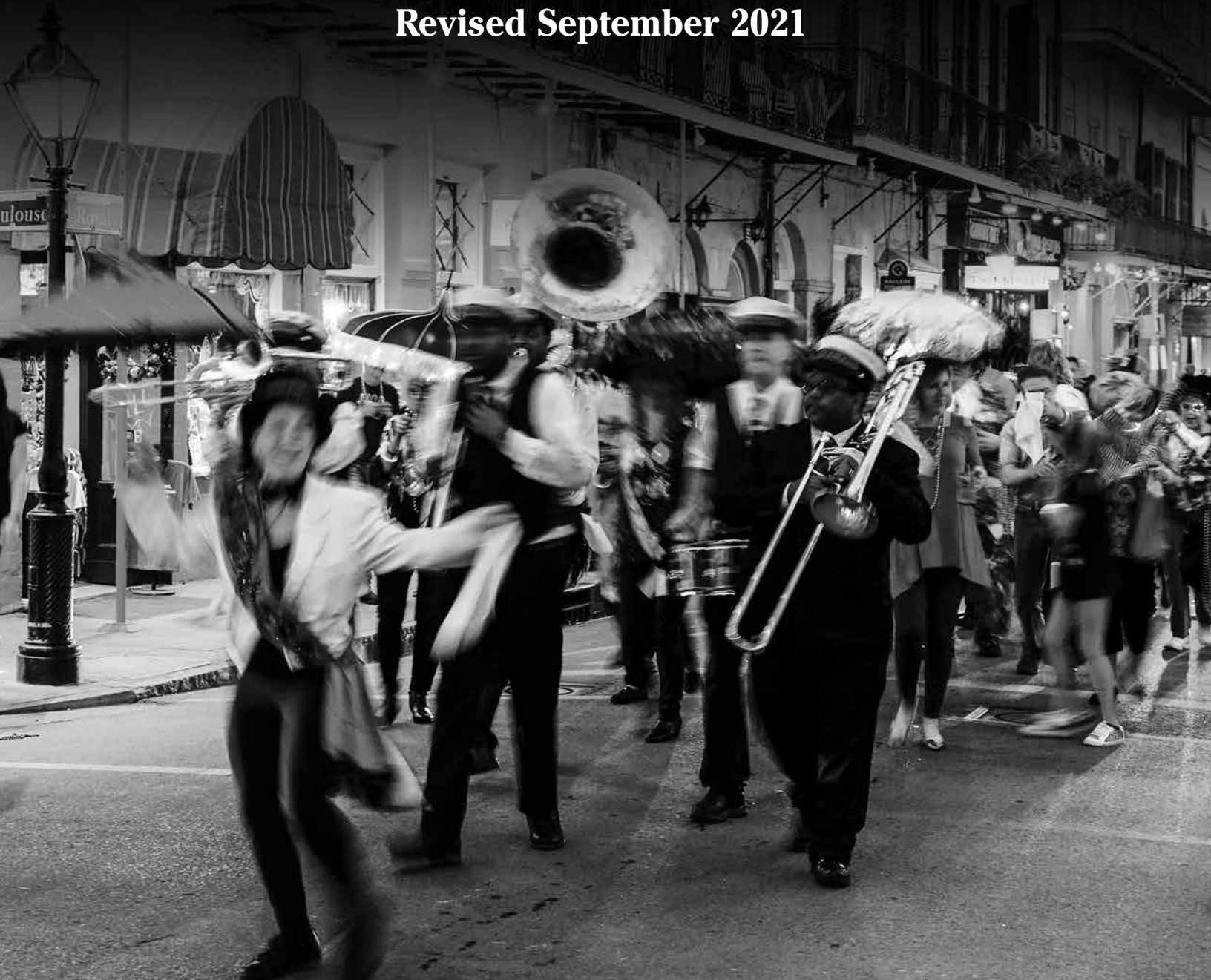
California State Branch 905

New Orleans

National Association of Postal Supervisors

Constitution & Bylaws

Revised September 2021



Constitution

ARTICLE I

NAME

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

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

ARTICLE II

OBJECT

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

ARTICLE III

MEMBERSHIP

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

Section 2. Active Members

(a) Included are all supervisory/managerial and postmaster personnel who are not subject to collective bargaining agreements under Chapter 12 of *Title 39*, US Code, and who are employed in processing and distribution centers and facilities, including but not limited to, Headquarters, area and district offices; post offices; network distribution centers; and other installation personnel.

(b) NAPS is not the representative of personnel employed as PCES installation heads, postal inspectors or other PCES positions in USPS field facilities or at USPS Headquarters.

Section 3. Associate Members

(a) Former active members who were active members for at least 90 days prior to the date of their

official postal retirement are considered to be in good standing with the association at the time of retirement and may not be denied associate membership. Associate members may affiliate with the local or state branch of their choice.

(b) Associate members shall be entitled to all the same benefits granted active members.

(c) Associate members shall pay dues at the national or branch level no less than an amount one-half the national per capita tax, which will include a subscription to *The Postal Supervisor*.

(d) Associate members who hold offices at the national level shall pay the full share and same dues and assessments as active members of their branches.

Section 4. Honorary Members

(a) Members of this Association who are in good standing at the time of retirement or promotion shall be entitled to honorary membership.

(b) Honorary members shall not be required to pay dues, and, except for attending meetings, shall not be eligible for any of the benefits described in Section 3.

Section 5. Any employees eligible for active membership, who are employed in an installation having a local branch, or in an installation affiliated with a state branch, shall be eligible for NAPS membership only by affiliation with said local or state branch.

Any employees eligible for active membership who are employed in an installation that is not affiliated with a local branch shall become a member of the state branch. Where there is no state branch, the applicants will become members of a local branch within the state.

Section 6. A member's place of residence does not qualify as a criterion for requesting an exception to affiliate with another branch. NAPS Headquarters shall accept requests from members for branch affiliation exceptions in the following situations:

a) When members are affected by Postal Service-initiated consolidations, or

b) When a member's office of physical domicile is different from his or her employing office (USPS Finance number of record).

In both cases, the member's attendance and participation at branch meetings and activities would be hampered by physical distance from their employing office. The member's current area vice president shall

investigate written exception requests and report said findings to NAPS Headquarters for concurrence by at least two-thirds of the resident officers.

c) When no local branch in a members' home state is located within 50 miles of their assigned work location.

Section 7. If an installation has been realigned to an area outside the area of the present state, branches and/or state branch members may affiliate with either state branch.

Section 8. The secretary of each local and state branch, upon the addition of new members, shall immediately furnish the Secretary/Treasurer with the original and a copy of Forms 1187 for members on dues withholding, and/or the names, addresses and social security numbers of direct pay and associate members. Branches shall notify the Secretary/Treasurer of those direct pay and associate members that they wish to have removed from their rolls for whatever reason.

NAPS membership shall be effective the date from which a local, state or national officer signs and dates the Form 1187, after the eligible person has signed and dated their respective Form 1187. The effective date of membership cannot be prior to the date signed by the respective local, state or national officer.

Section 9. NAPS will not discriminate, for any reason, against any eligible persons seeking membership in NAPS, or any of its chartered branches, or in any action taken by the Association or its members.

ARTICLE IV

ORGANIZATION

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

Local branches may be established within the provisions of this *Constitution & Bylaws* upon application by a majority of, but not fewer than ten (10) members, to the president of the existing NAPS branch and to the NAPS area vice president, who shall review and forward the application to the Secretary/Treasurer, who

shall in turn issue a charter. An office would be limited to only one charter. (For purposes here, the word "office" means those units that fall under the direct dominance of an installation head and/or a PCES manager-in-charge who reports to an area vice president or directly to USPS Headquarters.)

Section 2. Local branches may likewise be formed upon application of ten (10) or more members who constitute a majority of each of two (2) or more post offices. Members of other offices in the vicinity may affiliate with a local branch by consent of the local branch, provided that the application to affiliate shall be signed by a majority of members of such office. The member's current area vice president shall investigate, confirm and approve the majority members' request to affiliate with another local branch and report such findings to NAPS Headquarters for final concurrence by at least two-thirds of the resident officers.

Section 3.

(a) State branches may likewise be formed by application of ten (10) or more members, or two (2) or more local branches in a state, and when two (2) or more adjoining states desire, if approved by a majority vote of members from each state, they may affiliate to become a bi-state or tri-state branch. A state may withdraw from a bi-state or tri-state branch by a vote of the majority of the members of that state.

(b) Any chartered branch of a state branch that has been realigned to an area outside the area of their present state may affiliate with either state.

Section 4. Secretaries of chartered branches shall notify the state secretary and Secretary/Treasurer of any changes in the membership of said branch.

Section 5. The NAPS Headquarters office may dissolve a chartered branch of the Association under the following conditions and with the indicated consequences:

(a) The membership of the branch falls below the required minimum needed to charter a branch and stays below that minimum for a period of six (6) months or more. The members of the dissolved branch shall then be made members of a local branch within the state, if no local branch exists with the state, then the members will belong to the state branch.

(b) The area vice president requests the dissolution of a branch that has not had an elected or appointed officer for one year or more and when, after contacting the members of said branch, the area vice president has not been able to persuade the membership to elect officers or merge with another branch.

The members of said branch will then be made (1) members of the nearest local branch within their respective state or (2) members of their respective state/bi-state branch as members-at-large.

Section 6.

(a) The US and its possessions shall be divided into five (5) regions to be known as Northeast, Eastern, Central, Southern and Western, each region to be represented by a National Vice President. These five (5) regions are further defined as the:

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

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

Central Region: Michiana Area, Illini Area, North Central Area and MINK Area.

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

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

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

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

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

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

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

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

Michiana Area: The states of Michigan and Indiana, except Evansville, IN, Branch 55.

Illini Area: The state of Illinois.

North Central Area: The states of Minnesota, North Dakota, South Dakota and Wisconsin.

MINK Area: The states of Missouri, Iowa, Nebraska and Kansas.

Southeast Area: The states of Florida and Georgia.

Central Gulf Area: The states of Alabama, Louisiana and Mississippi.

Cotton Belt Area: The states of Arkansas, Oklahoma and Tennessee.

Texas Area: The state of Texas.

Northwest Area: The states of Alaska, Idaho, Montana, Oregon and Washington.

Rocky Mountain Area: The states of Arizona, Colorado, Nevada, New Mexico, Utah and Wyoming.

Pacific Area: The states or territories of California, Hawaii, American Samoa and Guam.

(c) Where regional boundaries divide a state, a proportionate share of the votes will be allotted for electing national vice presidents. The votes of a state branch will be prorated at one-tenth for each member employed in the area.

ARTICLE V

MEETINGS

Section 1. National conventions of this Association shall be held biennially during the month of August, September or October of each even-numbered year, the convention site to be selected four (4) years in advance. If there is no application from any city desiring the convention, or if the final applicant remaining withdraws the invitation, the selection of a convention city shall be made by the Executive Board.

Section 2. The Executive Board shall meet at least once each year, and more frequently if conditions require. Such meetings shall be held at the call of the President or by petition to the President, signed by at least twelve (12) Executive Board members. A summation of the minutes of Executive Board meetings shall be reported in subsequent issues of *The Postal Supervisor*.

Section 3. A convention shall be called upon the written request of twenty (20) percent of the chartered branches filed with the Secretary/Treasurer ninety (90) days prior to the proposed meeting. The Secretary/Treasurer shall give notice of such call to all branches not later than ten (10) days after such request.

ARTICLE VI

REPRESENTATION

Section 1. Votes of state and local branches in national conventions shall be based on the average number of active and associate members for whom the branch has paid dues each pay period during the preceding biennial period, May 1 to April 30, between national conventions. Each branch shall be entitled to one (1) vote for each ten (10) members, or major fraction thereof, of the average paid membership during

the preceding biennial period. All branches shall be entitled to a minimum of one (1) vote.

Section 2. Any branch may be represented by one (1) or more delegates, the vote to which the branch is entitled to be prorated if necessary. A duly elected state delegate may be authorized by his/her local branch to likewise represent said local branch of which he/she must be a member.

Section 3. Any state branch without any members shall have one (1) vote at the national convention to recognize the entity of the state branch.

Section 4. Each Executive Board member shall have a voice and vote in the national convention by virtue of his/her office.

ARTICLE VII ELECTIONS

Section 1.

(a) There shall be a President, Executive Vice President, Secretary/Treasurer, five (5) National Vice Presidents and sixteen (16) Area Vice Presidents.

(b) These officers, all of whom must be active or associate members, shall hold office for a two-year period between biennial conventions, or until their successors are duly appointed or elected, unless ineligible under provisions of Article III, Section 2, provided that not more than one (1) member from any one (1) local branch may hold any of these offices.

(c) NAPS Executive Board members shall relinquish any offices they might hold in a state or local branch at the time of their election or appointment to the Executive Board.

Section 2. On or before the afternoon of the next to final day of the convention, the President shall appoint a Ballot Committee of three (3) or more members, and declare the convention open for the nomination of candidates for the various offices.

President, Executive Vice President and Secretary/Treasurer shall be elected on a nationwide basis in accordance with Article VI. Candidates for all other national and area vice president positions shall be eligible for election to office only if they are active or associate members of a branch within the area or region served and shall be elected only by the votes of the duly accredited delegates from the area or region served.

Each of the officers shall have equal voice and vote in all Executive Board action.

The Ballot Committee shall assume full control

of the election. Before the opening of the morning session of the final day, ballots shall be prepared containing the names of all candidates for the various offices and the names of the cities desiring the next convention. Where only one person is nominated for any office, and no eligibility considerations under Section 1 (b) are involved, the convention may decide to waive the balloting for such office and elect the nominee by acclamation or otherwise.

The first order of business on the final day of the convention shall be the distribution of the ballots to the accredited delegates who shall deposit them in a ballot box provided by the committee. Balloting shall close fifteen (15) minutes after the roll call is completed.

The candidates receiving a majority of the votes cast shall be declared elected in the order in which they are listed in Section 1 (a). If there are more than two (2) candidates for any office, or more than two (2) cities desiring the convention, and a majority vote is not obtained by a candidate or city, a runoff election shall be held between the two (2) candidates, or cities, receiving the greatest number of votes. If then, because of eligibility considerations under Section 1 (b), an otherwise elected candidate shall be ineligible to serve, a new election shall be conducted in such manner as shall be recommended by the Ballot Committee to fill the vacancy thus occurring. The newly elected officers shall assume their respective offices at the close of the convention and shall hold office for their respective terms or until their successors are elected and qualified. The city receiving a majority of the votes cast shall be declared the next convention city.

In the event a runoff election is necessary in the case of any office, or for the selection of the convention city, such runoff election shall be made the first order of business following the noon recess on the final day of the convention, and shall follow the procedure outlined in the fifth paragraph of this section.

Section 3. Vacancies, other than that of the President, occurring between conventions shall be filled by an interim appointment by the President, subject to the approval of the Executive Board, to serve until the next national convention. National or Area Vice President vacancies must be filled after consultation with the state presidents from the areas involved, for their input before a final determination is made. National or Area Vice President vacancies must be filled by a member from the region or area in which the vacancy exists.

Section 4. A branch interested in hosting a

national convention in its city or geographic area shall express such interest by contacting NAPS Headquarters in writing on or before Dec. 31 of the year prior of the selection of the convention city. NAPS Headquarters handle the Request for Proposal (RFP) on behalf of the local branch. NAPS Headquarters will confirm the proposed host city meets NAPS' convention criteria.

The convention criteria require that the assembly hall where the general convention session will be hosted, along with committee rooms and accommodations for delegates, must be within walking distance and no more than one-quarter mile from the front door of the main facility hosting the general convention session. A sufficiently large block of rooms must be available from the Friday before the convention through the Saturday following the convention. When the Executive Board is satisfied that a convention is feasible based on the results of the RFP, it shall report its findings to the convention.

Nomination of cities desiring the convention shall follow the nomination of officers. Any city that has not fulfilled the requirements outlined in the preceding paragraph concerning the written proposals shall not be eligible for nomination. In the event no proposals are acceptable, the Executive Board shall be empowered to select a city. Balloting on the convention city shall be conducted as provided in Section 2.

Should new construction or renovations prevent the necessary rooms from being available, the Executive Board shall attempt to relocate the convention to the city chosen runner-up for that convention year.

ARTICLE VIII

EXECUTIVE BOARD

Section 1. The Executive Board shall consist of the President, Executive Vice President, Secretary/Treasurer, five (5) National Vice Presidents, sixteen (16) Area Vice Presidents and the Immediate Past President, who shall serve for not more than one (1) two-year term provided the Immediate Past President continues to be an active or associate member during such term.

Section 2. It shall be the duty of the Executive Board to carry out the orders of NAPS and conduct all business of NAPS during the interim of the conventions. The Executive Board shall have the power to levy assessments upon the membership. The Executive Board shall have the power to authorize necessary

expenditures, and to draw vouchers for them upon the treasury. The Executive Board shall provide for the editing and publishing of a written communication, known as *The Postal Supervisor*, as appropriate to every NAPS member. The expenses of the Executive Board members in attendance at Board meetings and at the national convention shall be paid by NAPS.

The Executive Board shall not assume any financial obligation in staging a national convention that is in excess of the amount reported available by the Secretary/Treasurer for that convention. At the conclusion of each convention, any money not used for the convention shall be transferred to the general fund.

Section 3. There shall be such other committees appointed by the President as may be authorized by the Association or Executive Board. Members called for service on national committees (other than convention committees) shall be paid at their regular daily rate of postal pay for the time necessary to serve on these committees, plus per diem allowance as authorized by the Executive Board.

Section 4. If a member of the Executive Board accepts a detail to the US Postal Service Headquarters for a period of six (6) months or more, the position shall be declared vacant and the President shall appoint a replacement, subject to the approval of the Executive Board.

Section 5. There shall be no business or financial interest on the part of any member of the Executive Board or its agents which conflicts with their duty to the Association or its members.

ARTICLE IX

PRESIDENT

Section 1. The President shall preside at all meetings of this Association; shall call special meetings when ordered to do so, according to Article V; shall appoint committees and Sergeants-at-Arms; shall fill all vacancies which may occur, subject to the approval of the Executive Board; shall decide all questions of order (subject to an appeal to the convention); shall enforce the laws and rules of the Association; shall approve/disapprove all vouchers drawn on the treasury, and shall perform such other duties as pertain to the President's office. The President shall be a full-time paid officer of this Association with headquarters at the national office.

Section 2. In the event of a permanent vacancy

1 in the office of the President, through death, resigna-
2 tion or permanent disability, the Executive Vice Presi-
3 dent shall become the President.

4 If for any reason the Executive Vice President
5 shall not be able to assume the duties of President, the
6 Secretary/Treasurer shall assume the duties of the Pres-
7 ident. In the event the Secretary/Treasurer shall not be
8 able to do so, the Executive Board shall meet and
9 select a President, determined by two-thirds vote.

11 **ARTICLE X**

12 **EXECUTIVE VICE PRESIDENT**

14 **Section 1.** The Executive Vice President shall
15 serve in the absence of the President.

16 **Section 2.** The Executive Vice President shall
17 maintain liaison with members of Congress and shall
18 endeavor to have bills introduced as mandated by
19 national conventions.

20 **Section 3.** The Executive Vice President shall
21 prepare briefs and make oral testimony before commit-
22 tees in the House of Representatives and Senate of the
23 United States when necessary to promote legislation of
24 interest to NAPS.

25 **Section 4.** The Executive Vice President shall
26 process all resolutions.

27 **Section 5.** The Executive Vice President shall
28 assume such other duties and responsibilities as assigned
29 by the President.

30 **Section 6.** The Executive Vice President shall be
31 a full-time paid officer of this Association with head-
32 quarters at the national office.

34 **ARTICLE XI**

35 **SECRETARY/TREASURER**

37 **Section 1.** The Secretary/Treasurer shall keep an
38 accurate record of the meetings of the Association,
39 including the Executive Board; shall have charge of all
40 correspondence; and, shall be the statistician of the
41 Association.

42 **Section 2.** The Secretary/Treasurer shall be the
43 custodian of all funds of the Association. The Secre-
44 tary/Treasurer shall receive and record all funds for the
45 Association, deposit them in federally insured financial
46 institutions and transfer them to an operating and/or
47 investment account. The Secretary/Treasurer shall
48 review all Association expenditures, furnish quarterly
49 financial reports and publish them in *The Postal Super-*

50 *visor*. The Secretary/Treasurer shall be a permanent
51 Budget Committee member.

52 **Section 3.** The Secretary/Treasurer shall prepare
53 for the Credentials Committee at the national conven-
54 tion a list of all state branches showing the number of
55 votes that each one is entitled to as shown on the Sec-
56 retary/Treasurer's roster, as provided for in Article IV,
57 Sections 1 and 4.

58 **Section 4.** The Secretary/Treasurer shall assume
59 such other duties and responsibilities as assigned by
60 the President.

61 **Section 5.** The Secretary/Treasurer shall be a
62 full-time paid officer of this Association, with head-
63 quarters at the national office.

64 **Section 6.** The Secretary/Treasurer will ensure
65 that *The Postal Supervisor* magazine is published
66 monthly, except during National Convention years,
67 when 11 issues of *The Postal Supervisor* will be pub-
68 lished, which will include a special national convention
69 issue.

71 **ARTICLE XII**

72 **NATIONAL VICE PRESIDENTS** 73 **AND AREA VICE PRESIDENTS**

74 **Section 1.** The five (5) National Vice Presidents,
75 one (1) from each region, shall co-chair the Member-
76 ship Committee and shall assume such other duties and
77 responsibilities as assigned to them by the President.

78 **Section 2.** The National Vice Presidents shall
79 coordinate activities of the Area Vice Presidents and
80 shall be the chief liaison officers between the Associa-
81 tion and the USPS area office in the regions they rep-
82 resent.

83 **Section 3.** The sixteen (16) Area Vice Presidents
84 shall be responsible for membership, grievances and
85 other problems of the members in their respective
86 areas. They shall coordinate the activities of the state
87 and local branches and provide proper and adequate
88 representation in all matters of concern to the member-
89 ship within their areas. They shall report to their desig-
90 nated National Vice President.

93 **ARTICLE XIII**

94 **DUES AND ASSESSMENTS**

95 **Section 1.** The national dues (the national per cap-
96 ita tax) of this Association shall be \$91 per active mem-
97 ber, per year, effective January 1, 2005. Active members
98

shall have the option of paying national dues by signing Form 1187, authorizing dues to be withheld from their paychecks bi-weekly, or by paying a lump sum at intervals determined by their state or local branches.

Section 2. For members who do not elect to have dues withheld from their paychecks, the local and state branches shall be responsible for collecting the dues of such members using the direct pay method. Direct pay members shall pay national dues to their branches at intervals determined by their branch.

Direct pay members will be placed on the computerized dues check-off print-out and the national per capita tax will be deducted for such members from the money that is returned to the branch.

Any branch having direct pay members must have sufficient money returned to the branch monthly on the dues check-off print-out to cover the monthly payment to be deducted for such members. Any branch not having sufficient money to cover the monthly payment to be deducted for its direct pay members shall have its members' monthly withholdings automatically raised to an amount no less than sufficient to cover such dues.

Section 3. Payments of dues and per capita tax on members in good standing who are called into active military service shall be waived during such service and said members shall be removed from the active roster until returned from active duty and restored as active branch members. *The Postal Supervisor* will be mailed only upon receipt of the necessary expenses thereof.

Section 4. Associate member national dues of the Association shall be one-half the national per capita tax. Associate members shall pay national dues to their branches at intervals determined by their local or state branches. Branches shall bill their associate members at the determined intervals to keep their membership records and dues current.

Associate members will be placed on the computerized dues check-off print-out and the national per capita tax will be deducted monthly for such members from the money that is returned to the branch.

Any branch having associate members must have sufficient money returned to the branch monthly on the dues check-off print-out to cover the monthly payment to be deducted for such members. Any branch not having sufficient money to cover the monthly payment to be deducted for its associate members shall have its members' monthly withholdings automatically raised

to an amount no less than sufficient to cover such dues.

Section 5. Local and state branches will be required to pay the cost charged by the USPS, if any, for collecting dues for those in the dues withholding program.

Section 6. Funds received from Postal Data Centers by the Secretary/Treasurer will be processed by deducting one-twenty-sixth of the annual per capita per pay period, the remainder to be remitted to the branch secretaries monthly.

A list of the members from whom deductions are made will be prepared and a copy sent to the respective branches.

Section 7. The amount of \$14 of the annual per capita of each dues-paying member shall be set aside for a subscription to *The Postal Supervisor*.

The amount of \$4.00 of the annual per capita of each active and associate member shall be set aside for the national convention fund to be administered by the Executive Board.

The amount of \$4.00 of the annual per capita of each active and associate member shall be set aside for the Education and Training Fund annually, to be administered by the Executive Board.

The amount of \$13 of the annual per capita of each active member shall be set aside for the Disciplinary Defense Fund (DDF), to be administered by the Executive Board.

Section 8. All branches are required to be on "Direct Deposit" for receipt of dues withholding checks.

ARTICLE XIV

BRANCHES

Section 1. Branches shall set their own dues, fees and assessments which shall be no less than the national per capita.

Section 2. Local or state branches may enact a constitution and bylaws not in conflict with the national Constitution and Bylaws of the Association.

Section 3. Local branches shall hold at least two (2) membership meetings per calendar year and state branches shall hold at least one (1) meeting per calendar year.

Section 4. Each local and state branch must hold elections of officers at least once every two years to elect two or more officers, with one officer being the president. Elected officers of a local branch must be members

of that respective branch. Elected officers of a state branch (i.e., state, bi-state, or tri-state) must be members of the respective state branch or a member affiliated with a local branch within that state (i.e., state, bi-state or tri-state). Branches should report a change in branch officers to NAPS Headquarters within 30 days of any said change with the submission of all the relevant meeting minutes.

ARTICLE XV

REFERENDUM VOTE AND AMENDMENTS

Section 1.

(a) Propositions or proposed amendments to this Constitution may be submitted to referendum by the Executive Board, or upon the request of twenty (20) percent of the local and the state branches, provided the President and the Secretary/Treasurer shall certify that such endorsement was by referendum in their respective branches.

(b) The Association in convention assembled may, by majority vote, refer any resolution or amendment for referendum vote.

(c) Propositions for referendum to be voted by the membership shall be filed with the Secretary/Treasurer, who will order them printed in the next issue of *The Postal Supervisor*. Propositions or amendments shall be so stated that a “yes” or “no” vote can be registered. No more than four (4) pages of the succeeding two (2) issues in *The Postal Supervisor* shall be devoted to arguments on both sides of the question and space shall be divided evenly between the two (2) sides.

The President shall appoint a Ballot Committee of no fewer than three (3) members, composed of representatives of both sides of the issue. Immediately after the arguments are concluded in *The Postal Supervisor*, the Ballot Committee shall prepare and mail a ballot to each individual member of this Association in good standing.

To ascertain the validity of the voter and to ensure secrecy of the ballot, the double-envelope system shall be used. After marking the ballot, the voter shall place it in an inner envelope which shall be plainly marked “ballot” and sealed with no identifying marks. The outer envelope shall be addressed to the Ballot Committee. The voter shall sign the outer envelope to permit checking his/her validity as a voter. Unsigned outer envelopes will render the ballot

invalid. The outer envelope shall be addressed to the Ballot Committee at National Headquarters, and shall have plainly indicated space for signature and return card of the voter, who shall be instructed to sign his/her name and address as it appears on the national roster to permit easy identification. Ballots must be returned within sixty (60) days of the date of mailing.

At the expiration of the sixty-day period, the Ballot Committee shall assemble at National Headquarters to tabulate the votes. Outer envelopes shall be checked against the roster to ascertain the validity of the voter and inner envelopes shall not be opened until the entire accumulation of outer envelopes have been stripped of their contents. The results of the referendum shall be published in the next issue of *The Postal Supervisor*. If a majority of the members voting favor the amendment or the proposition, the same shall be operative on the first day of the succeeding month, provided no referendum shall be effective unless fifty (50) percent or more of the members of NAPS shall have voted on the proposition.

(d) After the proposition or amendment has been placed before the membership for referendum and vote, it shall not again be submitted for referendum within a year.

Section 2.

(a) Constitutional amendments not printed in the convention resolutions book must be read at one business session prior to being discussed and acted upon at a second business session.

A business session is defined as a meeting completed by noon, or between noon and 6:00 p.m., or beginning after 6:00 p.m.

(b) This Constitution may be amended at any convention of the Association by a two-thirds vote of the delegates present at the time the vote is taken, provided that if a roll call vote be demanded, each vote shall be by branches and each branch represented shall be empowered to cast the number of votes to which it is entitled, regardless of the number of delegates.

Any division of delegates of a branch shall be adjusted by the President by allowing each delegate present to have the prorated number of votes to which the delegate is entitled, unless it can be conclusively shown that such delegation is bound by the instructions of such branch to vote as a unit.

This procedure shall also govern all roll call votes at the national convention.

Bylaws

ARTICLE I

QUORUM

In any convention of the Association, twenty-five (25) branches duly represented shall constitute a quorum.

ARTICLE II

ORDER OF BUSINESS

The following order of business shall be observed, unless varied by vote:

- Report of Credentials Committee;
 - Roll Call of Executive Board members;
 - Appointment of Committees;
 - Report of Officers;
 - Report of Committees;
 - Unfinished Business;
 - New Business;
 - Election of Officers and Convention City;
- and,
- Adjournment.

ARTICLE III

PARLIAMENTARY PROCEDURE

Section 1. Robert's Rules of Order Newly Revised shall govern the proceedings of this Association except where otherwise provided for by the Constitution and Bylaws or rules adopted by the convention in session.

Section 2. The President shall appoint a parliamentarian at the opening session of each convention, and any set of rules proposed shall be reproduced and distributed to the delegates for study. No vote to approve or reject such rules shall be taken until the Credentials Committee has made its initial report of the convention voting strength.

ARTICLE IV

COMMITTEES

Section 1. The President shall appoint the following committees for the convention: Credentials, Resolutions, Audit, Rules and such other committees as deemed necessary.

Section 2. Prior to the convention, the President shall appoint and direct to report to the convention city, prior to the opening date, such committees as the President deems necessary to expedite consideration and reports to the convention. For such days in advance of the opening of the convention the members of such committees shall be compensated at the headquarters hotel single room rate plus taxes and fees. The Executive Board shall determine the amount to be paid each delegate for food based on the cost of living in the area where the convention is being held, but not less than the Postal Service per diem rate.

Section 3.

(a) The Sergeants-at-Arms shall be appointed by the President at the opening of the convention.

(b) Their duties shall be to maintain order and to compel the attendance of members at sessions when directed to do so by the President.

ARTICLE V

BONDS

The President, Executive Vice President, Secretary/Treasurer and all employees of the Association shall be bonded in such sums as may be determined by the Executive Board. Such bond shall be executed by a reputable surety company and the premium shall be paid by the Association.

ARTICLE VI

CHARTER FEE

The charter fee for branches shall be \$5 and shall accompany the application.

ARTICLE VII

**NATIONAL CONVENTION
REGISTRATION FEE**

The Executive Board shall establish and collect a national convention registration fee from delegates and visitors.

ARTICLE VIII

SALARIES

The salaries of the President, Executive Vice President and Secretary/Treasurer are currently set as follows:

The salary of the President is currently \$173,035.72 annually.

The salary of the Executive Vice President is currently \$164,738.08 annually.

The salary of the Secretary/Treasurer is currently \$164,738.08 annually.

Salary and/or merit increases shall be automatically granted at the same time as those granted supervisors by the USPS on an annual basis or at whatever frequency is in use by the Postal Service to compensate EAS employees.

Salary or merit increases for NAPS resident officers shall be equal to the average national payout for active EAS employees for the compensation program in use in the applicable year for current and future years automatically at the same time salary increases are provided to active EAS employees.

In the event EAS employees experience a pay freeze, now or in the future, the resident officers' salaries also will be frozen in the same manner and for the same duration as active EAS employees.

ARTICLE IX

DISCIPLINARY DEFENSE FUND

Section 1. NAPS is committed to representing its membership in all areas, including adverse action. The Disciplinary Defense Fund (DDF) was established by the membership, for the membership, to provide representation for NAPS members in appealing adverse actions, RIFs and debt collection actions taken against them.

NAPS is a professional organization of supervisors and managers (as opposed to a union). Under this classification, NAPS is not obliged to defend each and every member, regardless of the charges they may face. The integrity of NAPS, both national and local, and the interests of the Postal Service must be considered when receiving a request for DDF advocacy.

Section 2. The DDF only is to be used for active and associate members, including individuals who were members in good standing at the time of retirement. To be eligible for representation through the DDF, an active member must meet the following criteria:

“(a) the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft, or
“(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and
“(c) any additional criteria outlined in the ‘Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents’ in the NAPS Officer Training Manual.”

Section 3. The DDF shall be administered by the Executive Board.

Section 4. The NAPS resident officers shall review requests for evidentiary expenses resulting from a member's DDF representation, and, when deemed necessary, authorize payment in an amount not to exceed \$1,000 above the normally authorized fees and expenses as outlined in “Disciplinary Defense Fund: Authorized DDF Provider” in the Officer Training Manual.

ARTICLE X

AMENDMENTS

These Bylaws may be amended by majority vote at any national convention under the same voting procedure as provided for amendments to the Constitution.

NAPS 68th National Convention

Rules

**Proposed for the 68th
National Convention**



I. Operation of the Convention

1. The Convention shall be called to order in joint session with the Auxiliary at 9 a.m. on Monday and remain in session until noon. Delegates shall reconvene at 1:30 p.m. The Convention shall be called to order on Tuesday, Thursday and Friday at 8:30 a.m. and remain in session until noon and reconvene at 1:30 p.m., except Friday afternoon if a session should be determined necessary by the convention chair. In addition to the morning and afternoon sessions, an evening session shall be held on Thursday, if necessary, observing such hours for business as may be decided upon by the delegates and officers of the convention.
2. Admission to the business sessions of the convention shall be on presentation of credential cards held by delegates. Associate members with credential cards shall be seated in the same area with other delegates. Only registered delegates certified by their branches may speak. Future credential cards must be in a different color from the name badge.
3. A resolution submitted any time after the deadline established for printing the Convention Resolutions shall bear the name and number of the Branch and the signature of the officer of the Branch or the delegate submitting same. All signatures must be clear and easy to read. All such resolutions must be filed with the Executive Vice President by 4:30 p.m. on Monday, together with that number of copies determined by the Executive Vice President necessary to provide a copy for each registered delegate. Resolutions pertaining to "late-breaking" items can be approved for submission by the President by the close of business on Tuesday. A resolution or other original main motions not submitted by such time shall be considered only upon unanimous consent of the Convention and then only as an entirety, without division or amendment.
4. The preliminary report of the Constitution & Bylaws Committee will be made on Monday afternoon. No consideration will be given to any resolution or changes in the Constitution & Bylaws having to do with the restructuring of NAPS introduced after the preliminary report of the Constitution & Bylaws Committee on Monday.
5. In the preliminary reports of committees, a delegate who objects to a resolution will so state and, without debate, the resolution will be carried over to the final report, at which time full discussion will take place.
6. Any delegate who does not have the opportunity to object to a resolution during the preliminary report of a committee due to absence caused by attendance at another committee meeting shall be entitled to have such resolution reconsidered in the final report of the committee, provided such request is filed with the Secretary/Treasurer before the close of the Tuesday-afternoon session, report of Constitution & Bylaws Committee excepted.
7. The Chair shall be given authority to suspend the regular order of business at his or her discretion for the purpose of presenting distinguished guests and to provide for a Memorial Service.
8. Smoking, including the use of e-cigarettes, shall be banned in the convention facility.
9. All pagers, cell phones and other electronic devices are to be set on vibrate or mute while delegates are attending the business sessions of the convention. Anyone receiving calls must exit the convention floor.
10. Announcements made from the podium shall

be at the discretion of the Chair.

11. An amendment made on the floor shall be submitted in writing to the appropriate committee chair or designee immediately upon being presented to the convention. The amendment shall include the name and number of the branch and the signature of the delegate proposing the amendment.

12. At the Chair's discretion, a delegate occasionally may give instructions to the body at large. However, it is within the Chair's discretion to rule the delegate out of order should it be of the chair's opinion that such directions are obstructing the conduct of business on the convention floor.

13. The registration of convention delegates will close at noon on Thursday.

14. When a division is called for, no one can leave or enter the convention floor until the count is completed.

II. Procedure for Legislation

1. Delegates who are recognized by the Chair must identify themselves by name, branch and national office (where appropriate) before speaking.

2. The reports of committees shall be subject to amendments and substitutions from the floor of the convention, the same as other motions and resolutions.

3. A motion shall not be open for discussion until it has been seconded and stated from the Chair.

4. Speeches in debate shall be limited to three minutes, unless extended by unanimous con-

sent. Consideration of any resolution shall be limited to 30 minutes, unless extended by a majority vote of the delegates present at that session. The time in debate shall be equally divided, as much as possible, between proponents and opponents of the resolution.

5. A delegate shall not speak more than twice on the same question until all who wish to speak have had an opportunity to do so.

6. No delegate shall interrupt another, except to raise a point of order.

7. Should two or more delegates rise at the same time to speak, the Chair shall decide who is entitled to the floor.

8. No debatable motion or resolution shall be voted on until the mover has had a chance to speak on it, if he or she so desires.

9. If a delegate, while speaking, is called to order, he or she shall, at the request of the Chair, refrain from speaking until the point of order is decided.

10. When a question is pending before the convention, no motion shall be in order, except to adjourn, lay on the table, previous question, postpone to a certain time, commit or refer, divide or amend or postpone indefinitely, which motions shall have precedence in the order named.

11. Any delegate or delegates wishing to call for the question or make any other motion must be in line at a microphone and await his or her turn to be recognized by the Chair. A call for the question will be ruled out of order if at least one delegate at a microphone wishes to address the heretofore-unaddressed side of the motion.

12. A motion to lay on the table shall not be debatable.

13. A motion to reconsider shall not be authorized, unless made by a delegate who voted with the prevailing side and shall receive a majority vote.
14. A roll call on any motion shall be at the request of 40 percent of the registered delegates present at that session or at the request of the Chair.
15. When a roll call has been ordered, no adjournment shall take place until the result has been announced.
16. When a roll call has been taken and all delegates present have had an opportunity to record their votes, the balloting shall be declared closed.

III. Election and Balloting

1. Nominations for nationally elected office shall be limited to four minutes each, with no seconds. Nominations for all other offices shall be limited to two minutes each, with no seconds.
2. Nominated convention cities may not exceed 15 minutes for their presentations, with the order of presentation decided by lot.
3. At the close of all nominations, only nominees for nationally elected office may address the delegates from the dais for two minutes, if they so desire.
4. As the first order of business at the Friday-morning session, the chairman of the Ballot and Election Committee will declare unopposed candidates duly elected by casting one ballot for the convention, region or area.
5. After having performed the functions of Rule 4, the election of contested offices will take place

and balloting shall close 30 minutes after the roll call is completed for the distribution of ballots. All ballots may be picked up at the beginning of the roll call, so all delegates will have the same amount of time to vote. In the event a runoff election is necessary for any office or convention city, it shall be scheduled as the first order of business at the Friday-afternoon session, with balloting closing 30 minutes after the roll call is completed for the distribution of ballots; all doors will be secured.

IV. Parliamentary Authority and Order of Business

1. "Robert's Rules of Order, Newly Revised," shall be the guide on all matters that are not herein provided.
2. The following order of business is followed:

Order of Business

1. Opening Ceremony and Introductions
2. Call to Order
3. First Report of Credentials and Registration Committee and Declaration of a Quorum
4. Roll Call of Officers and Executive Board
5. Report of Rules Committee
6. Appointment of Convention Committees
7. Preliminary Reports of Convention Committees
8. Final Reports of Convention Committees
9. Nominations of Officers and Convention Cities
10. Election of Officers and Selection of Convention City
11. Unfinished Business
12. New Business
13. Installation of Officers, Friday
14. Adjournment

Notes

Past NAPS Convention Sites

1908 Louisville, KY	1950 Washington, DC
1909 Chicago, IL	1952 Pittsburgh, PA
1910 Pittsburgh, PA	1954 Miami, FL
1911 Dayton, OH	1956 Omaha, NE
1912 Memphis, TN	1958 Louisville, KY
1913 Toledo, OH	1960 Philadelphia, PA
1914 Atlantic City, NJ	1962 Denver, CO
1915 Atlantic City, NJ	1964 Miami, FL
1916 Louisville, KY	1966 Boston, MA
1917 Cleveland, OH	1968 San Francisco, CA
1918 Atlantic City, NJ	1970 Cincinnati, OH
1919 Atlantic City, NJ	1972 Phoenix, AZ
1920 Detroit, MI	1974 Atlanta, GA
1921 Washington, DC	1976 St. Louis, MO
1922 Denver, CO	1978 Milwaukee, WI
1923 Richmond, VA	1980 Denver, CO
1924 Minneapolis, MN	1982 Las Vegas, NV
1925 Cleveland, OH	1984 Baltimore, MD
1926 Atlantic City, NJ	1986 Nashville, TN
1927 Niagara Falls, NY	1988 San Antonio, TX
1928 Louisville, KY	1990 San Diego, CA
1929 Baltimore, MD	1992 Louisville, KY
1930 Dallas, TX	1994 Buffalo, NY
1931 San Francisco, CA	1996 Portland, OR
<i>The national convention frequency was changed to biennial, effective with the 1933 national convention.</i>	
1933 Chicago, IL	1998 New Orleans, LA
1935 Kansas City, MO	2000 Anchorage, AK
1937 Nashville, TN	2002 Greensboro, NC
1939 Boston, MA	2004 Kansas City, MO
1941 Indianapolis, IN	2006 Las Vegas, NV
1943 War year; no convention	2008 Louisville, KY
1945 War year; no convention	2010 Orlando, FL
1946 Chicago, IL	2012 Reno, NV
1948 Los Angeles, CA	2014 San Diego, CA
	2016 National Harbor, MD
	2018 Uncasville, CT
	2021 Grapevine, TX



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