



# TAKING CARE OF **BUSINESS**

**NAPS MEMBERS LEADING THE WAY**

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS  
2023 LEGISLATIVE TRAINING SEMINAR

**LEGISLATIVE ISSUES BRIEF**





# Five Things to Know About

1

## **The U.S. Constitution Established the U.S. Postal Service as a Governmental Institution**

Our publicly owned postal institution predates the establishment of the United States because our nation's Founding Fathers placed immense value on the necessity to have a government-owned, nationwide mail postal system to communicate and conduct commerce. The vital need for a national postal presence has not weakened over the past 250 years.

American patriot Benjamin Franklin was the Post Office Department's first postmaster general. Franklin, as well as the other architects of the Constitution, strongly believed that a governmental postal service was vital to linking communities throughout the nation. Therefore, the Postal Service was enshrined in the U.S. Constitution.

Among the congressional powers enumerated in Article I, Section 8, of the Constitution is Congress' authority "... to establish Post Offices and Post Roads." In 1970, Congress reorganized the Post Office Department and created the U.S. Postal Service as an independent agency of the executive branch.

In 2022, Congress renewed its strong support of a government-run national postal system with enactment of the Postal Service Reform Act of 2022 (Public Law 117-108). Today, the Postal Service provides Americans with the world's largest and most affordable acceptance, processing and delivery network, serving households and businesses—large and small.

2

## **Postal Operations Do Not Rely on Taxpayer Dollars**

Generally, the U.S. Postal Service is self-funded and does not depend on taxpayer dollars to fund its operations. The Postal Service operates as a unique governmental entity; it is expected by law to cover its costs through postage revenue. Its operating revenue totaled \$78.5 billion in fiscal year 2022, an increase of \$1.5 billion over the previous year.

The federal agency relies on the sale of postage and mail products. In addition to the COVID-19 pandemic-related challenges, the Postal Service has confronted high inflation, increasing delivery points and the loss of profitable First-Class Mail. The Postal Regulatory Commission adjudicates price adjustments for USPS market-dominant products, recognizing the extraordinary burdens unique to a universal and accessible national mail system.

Over the course of the past years, Congress has acknowledged the unique and essential role the USPS plays by converting a \$10 billion pandemic-related line of credit into a grant. Furthermore, in 2022, Congress authorized \$3 billion, as part of the Inflation Reduction Act, to help modernize the aging and unsafe postal delivery fleet to acquire new, electric delivery vehicles and build an infrastructure to support them.

3

## **The Postal Service, the Nation's Largest Civilian Employer, Provides Jobs to American Veterans**

The Postal Service employs over 630,000 Americans, of which approximately 496,000 are career employees. In addition, the agency has a long and proud history of providing career opportunities to veterans, reservists and their family members. Approximately 68,000 Postal Service employees, representing more than one-tenth of the Postal Service's total workforce, served in the United States military.

These valued employees have brought leadership, reliability and high-tech skills to the Postal



# the Postal Service

Service, as well as loyalty and integrity. NAPS proudly supports local and national veteran outreach efforts to help qualified veterans find secure and stable careers in the Postal Service.

4

## The Nation's Postal System Plays a Major Role in the American Economy

In our digital world, the Postal Service remains a cornerstone of America's economic and communications infrastructure. In fiscal year 2022, the Postal Service distributed mail to 163.1 million delivery points, including homes, businesses and post office boxes in every city, town and village in America. Trillions of dollars move through the postal system every year. Almost one-half of all bills are paid by mail.

The Postal Service is the driver of a \$1.6 trillion-a-year mailing industry that employs 7.3 million people across the country, or more than 6% of the nation's jobs. Overall, the Postal Service and related industries contribute to 7.6% of the nation's gross domestic product.

And the Postal Service delivers everywhere; others don't. The Postal Service delivers more mail to more addresses in a larger geographical area than any other post in the world. It also is the world's largest retail network—larger than McDonald's, Walmart and Starbucks (in the U.S.) combined. During the past fiscal year, the Postal Service handled 129 billion pieces of mail—172 million pieces of First-Class Mail each day.

UPS, FedEx and—now—Amazon do not deliver to rural and remote locations that are not profitable; instead, they rely on the Postal Service to take their packages the “last mile” for delivery. The Postal Service does not impose a fuel or residential delivery surcharge on its customers, charging just 63 cents for a letter going anywhere in the U.S. and its territories, even though it receives no tax dollars for its operating expenses and must cover all of its own costs. There is no industrialized nation that charges cheaper postage.

5

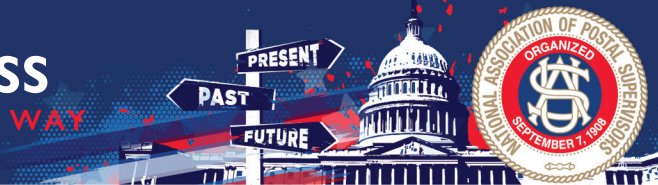
## The Postal Service Must Regain Trust

The Postal Service excelled in delivering democracy for America during the 2020 and 2022 elections, building on the agency's success in binding the nation together during the COVID-19 pandemic. The agency demonstrated its priceless value in fulfilling and delivering 737 million coronavirus tests to the homes of countless Americans.

However, the toxic political environment and mistrust in public institutions continue to plague America. In addition, USPS-initiated operational changes have compromised mail security, made mailing letters and parcels more difficult and slowed the mail in many sections of this nation. All this has impacted America's view of the Postal Service.

Nevertheless, according to an October 2022 Gallup Organization Survey, Americans continue to rate the Postal Service the highest federal agency with a 60% rating of excellent or good—a three-point increase over the previous year. However, the rating is still 14 points lower than the 2019 Gallup Survey. In 2021, Gallup identified mail delays as one of the primary reasons for the drop.

Postal employees and our elected leaders must work together to regain America's trust. Congress needs to ensure the Postal Service can regain the high regard it historically has commanded as one of the best companies in the country in keeping information safe and secure. Consumer confidence, brand loyalty, a high-performing workforce and universal presence are the Postal Service's key assets.



## Promoting a Fair and Equitable Relationship Between the U.S. Postal Service and Its Supervisors, Managers and Postmasters

**Y**ears of USPS-NAPS pay consultation experience, the unanimous verdict of a 2020 Federal Mediation and Conciliation Service (FMCS) fact-finding panel and the unanimous decision reached in 2022 by the U.S. Court of Appeals for the District of Columbia demonstrate that the current process by which the Postal Service determines executive and administrative schedule (EAS) level personnel compensation is inherently flawed. Working with NAPS, immediate past chairman of the House Subcommittee on Government Operations Gerry Connolly (D-VA) and longtime NAPS ally Rep. Michael Bost (R-IL) crafted effective and meaningful legislation to address the chronic impediments to reach a fair, equitable and just compensation package for postal supervisors, managers and postmasters.

### **H.R. 594, the Postal Supervisors and Managers Fairness Act**

On Jan. 27, 2023, Connolly and Bost introduced H.R. 594, the Postal Supervisors and Managers Fairness Act. The bill is straightforward. It accelerates the timeline of the consultative process under which compensation for EAS-level postal personnel is determined. The legislation also provides greater accountability and transparency to the process. Specifically, the bill provides:

- Not later than 60 days prior to the expiration of the previous pay decision, the Postal Service is

required to provide NAPS with its new compensation proposal.

- In addition, not later than 60 days after the Postal Service and its largest postal union reach a collective-bargaining agreement, the Postal Service is required to provide NAPS with a compensation proposal, with consideration as to how the bargaining agreement may impact the supervisory pay differential.

- If a FMCS fact-finding panel is established and, if after consideration of its recommendations, NAPS and the Postal Service still disagree over the panel's recommendations, the FMCS will have 15 days to consider the comments by NAPS and the Postal Service and will issue its final recommendations, which shall be binding

### **H.R. 594 Is Vitally Important to Postal Supervisors, Managers and Postmasters**

A key element in forging a solid and enduring relationship between Postal Service leadership and its supervisory and managerial corps is trust in the process by which pay and benefits are decided. Is it fair, equitable and just? The EAS workforce must have confidence in the process—specifically, are its concerns and recommendations fully considered and addressed? If supervisors, managers and postmasters lack faith in the process, the results will negatively affect employee morale, retention and recruitment.



# LEGISLATIVE ISSUES BRIEF



## **H.R. 594 Assures a Just and Timely Consultative Process**

The surest way to exemplify a lack of attention to the consultative process is to drag it out. Historic inattentiveness to the duration, commencement and conclusion of pay consultation is illuminating. Many times, EAS-level postal employees have been forced to work under long-expired and obsolete pay schedules.

This phenomenon creates the unjust situation of EAS-level personnel being paid using outdated levels of compensation that financially penalize supervisors, managers and postmasters. The issue of whether, when and which EAS-level employees should be compensated under the new schedule has been contentious and unjust.

The Postal Service's reaction to NAPS' proposals to apply newly implemented pay schedules retroactively has been disheartening. A just consultative process would ensure there is no lapse between agreements; if such a lapse is unavoidable, there should be a guarantee of retroactivity.

H.R. 594 would ensure the issue of a gap in pay schedules would be minimized because there would be a strict timetable under which pay consultations would take place. As a result, the issue of retroactive pay and defining those entitled to such pay would be remedied.

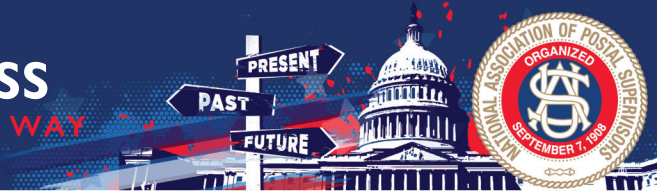
## **H.R. 594 Provides a Fair, Equitable and Credible Consultative Process**

Time and time again, supervisors, managers and postmasters have been disillusioned by a consultative process that ignores the constructive views and legitimate recommendations of NAPS—their legally authorized representative. In fact, two independent and legally prescribed entities—a FMCS panel and the U.S. Court of Appeals for the

District of Columbia Circuit—concluded that the Postal Service has failed to follow the law governing the consultative process. This failure undermines the credibility and substance of the consultative process.

Existing law requires the Postal Service to take into account the recommendations and findings of a FMCS fact-finding panel, should one be assembled and subsequently issues conclusions. The entire process is rendered meaningless if the Postal Service ignores or delegitimizes the FMCS' findings and recommendations. This is exactly what happened with regard to the 2019 EAS pay package.

H.R. 594 would improve the credibility of the consultative process by strengthening the authority of the FMCS fact-finding process. In sum, FMCS findings and recommendations would be binding on the Postal Service after the agency is provided an opportunity to review the report and fails to reach a consultative agreement with NAPS.



## Upholding Due Process Rights for Postal Managers

**T**he Merit Systems Protection Board (MSPB) is an independent, quasi-judicial agency of the Executive Branch that guards the federal merits systems and promotes a work environment free of prohibited personnel practices. Generally, the MSPB adjudicates federal employee appeals in most adverse personnel actions.

Current law relating to the due-process rights of EAS-level postal employees includes an egregious omission. It fails to provide postal managers in certain USPS Headquarters positions the opportunity to appeal adverse actions to the MSPB. Other postal managers are entitled to that right.

Headquarters managers must turn to an internal agency appeal system that used the same chain of command that originally issued the adverse action. Consequently, agency management is the arbiter of any appeal of an adverse action. This is patently unfair and an inherent conflict of interest.

Other postal supervisors, managers and post-

masters may avail themselves of specific due-process and procedural safeguards outlined in *Title 5, Chapter 75*, of the United States Code. However, about 5,000 EAS-level postal employees who work in certain USPS Headquarters positions are denied such due-process rights.

### **H.R. 595 Extends Due Process Protections to All EAS-Level Postal Employees**

Simple fairness cries out for all EAS-level postal employees to be accorded the same procedural due-process rights. The venue of employment should not be a factor in fairness. On Jan. 27, 2023, Reps. Gerry Connolly (D-VA) and Andrew Garbarino (R-NY) introduced H.R. 595, the Postal Employee Appeal Rights Amendment Act. The legislation would extend the right to appeal adverse personnel actions to the MSPB rather than through an internal and unfair appeal process.

## Protecting Postal Employees and Securing the U.S. Mail

**O**ver the past two and a half years, crimes against postal employees and the U.S. mail have accelerated threefold. Letters carriers have been attacked on their delivery routes; postal vehicles and collection boxes vehicles have been vandalized, stolen and compromised. Check-washing has become commonplace in many locales due to the vulnerability of mail collection boxes.

This explosion in postal-related crime fol-

lowed in tandem with the Postal Inspection Service's ill-advised decision to limit the law enforcement authority of uniformed members of the Postal Inspection Service (aka Postal Police). Prior to fall 2020, postal police protected mail, postal property and postal personnel beyond the perimeter of a postal facility.

However, in 2020, the agency, in an internal memorandum, restricted the activities of its uni-

# LEGISLATIVE ISSUES BRIEF



formed law enforcement agents to postal facility protection. In effect, the USPS attempted to recast the uniformed division of the Inspection Service as “security guards.” When this redeployment was implemented, crimes against postal personnel and the mail accelerated.

In November 2022, *Linn’s Stamp News* published data secured through a Freedom of Information Act request that showed armed robbery of letter carriers increased by 144% since 2020. In effect, contraction of the uniformed agents’ authority virtually eliminated “letter carrier protection patrols.” NAPS members are vitally concerned about this disruption in protection and the safety of the employees they supervise.

Concurrent with the rapid rise of crime against

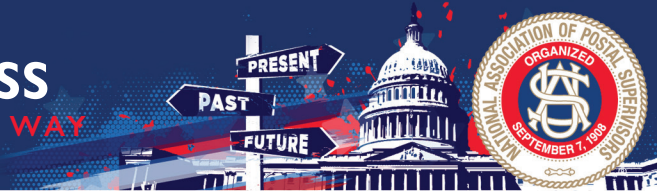
letter carriers was a dramatic increase in mail theft. In fact, on Feb. 27, 2023, the Department of the Treasury’s Financial Crime Enforcement Network sent a “FinCEN Alert” to America’s financial institutions entitled, “Nationwide Surge in Mail Theft-Related Check Fraud Schemes Targeting the U.S. Mail.”

Specifically, the Treasury Department reported an astonishing increase of 161% in mail theft complaints over one year, from 2021 to 2022. Reducing uniformed agent patrols created an opportune target for postal criminals.

For these reasons, NAPS believes Congress should clarify and strengthen the law enforcement authority of the uniformed division of the Postal Inspection Service.







## Promoting a Secure and Well-Earned Retirement

**C**urrent and former employees of the U.S. Postal Service participate in either the Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS). To supplement their CSRS or FERS annuities, most postal employees also contribute to the Thrift Savings Plan (TSP). In addition, almost all current postal employees and many retirees participate in the Social Security System.

The CSRS was created in 1920 as a federal employees' defined-benefits pension fund to provide retirement, disability and survivor benefits for those hired as federal and postal employees before 1984. CSRS participants do not participate in Social Security unless they worked in the private sector.

Postal and federal employees hired after 1983 are covered by FERS, a three-pronged retirement system that includes a modest defined-benefit component (FERS), Social Security and a defined-contribution component, the TSP. Both CSRS and Social Security benefits are adjusted annually to reflect the increase in the consumer price index. FERS benefits also are adjusted annually, but the adjustment is usually 1% less than the consumer price index.

All FERS participants receive an automatic 1% agency contribution into their TSP accounts and a dollar-for-dollar match for the next 3% of salary; the agency makes a 50 cents-to-dollar match up to 5% of salary. Moreover, the TSP allows account holders to invest their contributions in a variety of different funds managed by the Federal Retirement Thrift Investment Board. The combination of FERS, Social Security and TSP

benefits was intended to be equivalent to the level of benefits provided by the CSRS.

### **H.R. 82, the Social Security Fairness Act**

Two, long-lingering provisions in the Social Security Act discriminate against many public-sector retirees, including a significant number of Postal Service retirees. More than four decades ago, the Windfall Elimination Provision (WEP) was signed into law by President Ronald Reagan; the Government Pension Offset (GPO) was signed into law by President Jimmy Carter.

The GPO and WEP, individually and collectively, reduce the Social Security benefits of many CSRS annuitants. The WEP applies to CSRS annuitants with Social Security entitlement who worked fewer than 30 years in the private sector. About 2 million Social Security beneficiaries are penalized by the WEP (including federal, postal, state and municipal retirees).

The GPO negatively impacts CSRS annuitants' Social Security survivor's benefit. Under the GPO, the Social Security survivor's benefit is reduced by an amount equal to two-thirds of the CSRS annuity. About 724,000 Social Security survivors are impacted by the GPO (including federal, postal, state and municipal retirees). NAPS believes the WEP and GPO should be repealed.

On Jan. 9, 2023, Reps. Garret Graves (R-LA) and Abigail Spanberger (D-VA) introduced H.R. 82, the Social Security Fairness Act. The legislation would eliminate or lessen the adverse impact on annuitants harmed by the WEP and GPO. H.R. 82 would repeal these provisions.



# LEGISLATIVE ISSUES BRIEF



## H.R. 866, the Equal COLA Act

Retirement security is sustained by maintaining the purchasing power of postal annuitants during their retirement years. Inflation chips away at earned benefits and jeopardizes a retiree's income security. Consequently, both CSRS and FERS include a cost-of-living adjustment (COLA). However, the CSRS and FERS retirement systems fail to provide the same level of inflation protection for postal and federal annuitants.

FERS is inferior. During periods of high inflation, such as currently being experienced, FERS COLA protection is reduced as compared to CSRS. Specifically, when the CPI-W is less than

2% in a year, FERS and CSRS annuitants will receive the same COLA. If the CPI-W is between 2% and 3%, CSRS annuitants would receive a full COLA, while the FERS COLA would be capped at 2%. If the CPI-W exceeds 3%, CSRS annuitants would be entitled to a full COLA, while FERS annuitants receive 1% below the CPI-W. Over time, FERS benefits can erode significantly due to inflation.

NAPS believes that all federal and postal retirees have earned the same degree of inflation protection. H.R. 866, the Equal COLA Act, would provide such equity.

## Advancing Postal Innovation

**W**ith the continued erosion of profitable First-Class mail, it is vital that the Postal Service diversifies and brings a variety of communication modalities and government services directly to American citizens. The Postal Service and its employees are well-positioned to offer and market a wide variety of products and services to the American public.

The goal should be to explore and implement new strategies to generate revenue for the agency. Some of the products and services simply would expand existing postal-oriented commodities; other products and services could be more innovative.

Shrinking mail volume demands that the Postal Service expands its postal products and services in order to survive.

## Shipment of Alcoholic Beverages

NAPS supports legislative efforts to authorize the USPS to ship alcoholic beverages. Such authority would end the Prohibition-era ban that prevents the Postal Service from shipping alcoholic beverages to consumers.

For decades, winemakers have been legally allowed to ship bottles of wine via private shipping companies. Shipping these products has generated substantial revenue for such carriers. However, the Postal Service has been unfairly barred from this market.

This prohibition restrains Postal Service revenue because private shippers such as UPS and FedEx are exempt from such rules. The Postal Service has estimated that shipment of alcoholic beverages would annually generate \$50 million in new revenue.

H.R. 3287 and its Senate companion, S. 1663,



the U.S. Postal Service Shipping Equity Act, would permit the Postal Service to carry alcoholic beverages from licensed producers and retailers to consumers over the age of 21, in accordance with state and local laws. NAPS supports this legislation.

## Limited Banking

Digital services, including limited banking and public-private partnerships with financial institutions that complement the Postal Service's core products and mission, should be encouraged and authorized by Congress.

A 2014 report by the USPS Office of Inspector General (OIG) found the Postal Service was well-suited to provide non-bank financial payments, credit services and products to the underserved, some in partnership with the private sector. The OIG found that one in four U.S. households lives at least partially outside the financial mainstream—without bank accounts or reliant only on costly payday lenders.

The United States had a Postal Savings System from 1911 to 1967, which, in 1947, had \$3.4 billion in assets (more than \$35 billion in today's dollars) or about 10% of the entire commercial banking system. Worldwide, 1.5 billion people receive some financial services through their postal service.

In fall 2021, the Postal Service initiated a spartan approach to offering Americans limited financial services at only four postal facilities in the country. It is unclear how these venues were selected or how the sole financial product, a restricted payroll cash card, was promoted.

NAPS encourages Congress to advance legislation to expand the authority of the Postal Service to provide basic financial services, including small-dollar loans, checking accounts, interest-

bearing savings accounts and services relating to international money transfers.

## Modernization of the Postal Delivery Fleet

In 2022, Congress passed and President Biden signed into law legislation that included a provision to provide \$3 billion to supplement the Postal Service's plans to upgrade and modernize its outdated and unsafe delivery fleet. The existing fleet has been on the road on average for a quarter century.

These vehicles already have surpassed their life span; replacement parts are scarce. Over the next five years, the USPS will put about 106,000 new vehicles on the road. At least 66,000 of the new vehicles will be battery electric.

Certain members of Congress now seek to reverse the much-needed \$3 billion government investment in the Postal Service's modernized fleet. NAPS opposes the withdrawal of these postal funds.



## Nominating and Confirming Well-Qualified and Motivated Postal Governance

**O**ver the past decade, there have been extended periods of time when the U.S. Postal Board of Governors lacked a working quorum and, for more than one year, lacked *any* presidentially nominated members. A well-qualified and mission-motivated Board of Governors is essential to sustain our nation's most respected and revered national treasure—the U.S. Postal Service.

American citizens entrust an affordable, universal, accessible, prompt and reliable national mail system to the board and its hires. As outlined in law, the members of the Board of Governors must represent the “public interest.” Therefore, our elected leaders must hold accountable those entrusted with this sacred responsibility.

The Postal Service is governed by nine presidentially nominated and Senate-confirmed members of the Board of Governors. No more than five governors may be of the same political party. The Postmaster General and Deputy Postmaster General also are members of the Board of Governors, but are not nominated by the president.

The Postmaster General is hired by the board and serves at its pleasure. The Deputy Postmaster General is hired by the Postmaster General and the other board members and serves at their pleasure. The current Board of Governors chairman is Ramon Martinez.

Presently, all nine presidentially nominated seats are filled, but the terms of two governors lapsed on Dec. 8, 2022. As a result, Donald Moak and William Zollars are serving in one-year hold-over positions. They may continue to serve in that

capacity until either or both are reconfirmed, successors are confirmed or their holdover year expires on Dec. 8, 2023. If the terms expire without successors being confirmed, the positions will remain vacant until successors can be confirmed by the Senate.

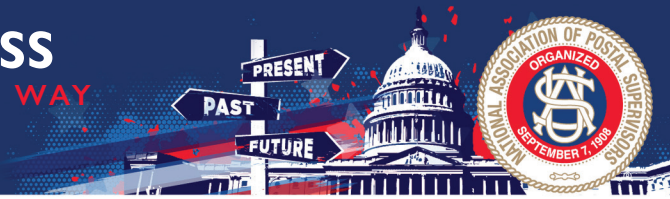
One of the unique features of the Postal Service is that it is a government agency regulated by another government agency. The Postal Regulatory Commission (PRC), through its five presidentially nominated commissioners, exercises regulatory oversight over the Postal Service in furthering a universal mail system and ensuring transparency and responsiveness. The PRC is chaired by Michael Kubayanda.

All five seats on the PRC are filled, but the terms of two commissioners lapsed on Oct. 14, 2022. Robert Taub and Mark Acton currently are serving in one-year holdover positions. President Biden has renominated Taub, but there is yet to be a nominee for the other commission seat.

Similar to the Board of Governors, Taub and Acton may continue to serve until either or both are reconfirmed, successors are confirmed or their holdover year expires on Oct. 14, 2023. If either terms expire without a successor being confirmed, the positions will remain vacant until successors can be confirmed by the Senate.

NAPS believes the Senate should promptly confirm the two Board of Governor nominees and two PRC nominees to ensure the board and the commission are at full complement.





# Frequently Asked Questions About

## What is NAPS?

The National Association of Postal Supervisors (NAPS) is a management association representing over 47,000 active and retired postal supervisors and other managerial personnel, including postmasters. Collectively, this group of supervisory and managerial postal employees is categorized as Executive Administrative Schedule (EAS) level postal employees. Organized in 1908, NAPS exists to improve the Postal Service and the pay, benefits and working conditions of its members. NAPS is a management association, not a union.

## Who are typical NAPS members?

Most are first-line supervisors and managerial employees working in either mail processing or mail delivery — what's called "operations." Others are employed at Postal Headquarters or in area offices. In addition, NAPS membership includes postmasters, the managers in charge of independent post offices. NAPS represents men and women working in virtually every functional unit in the Postal Service, including sales, human resources, training, corporate relations, law enforcement and health and safety.

## Where do NAPS members live?

NAPS members live in all 50 states (and virtually every congressional district), as well as in Puerto Rico, the Virgin Islands, Guam and other American territories.

## What legislative issues generally concern NAPS?

NAPS devotes its greatest attention to legislation that promotes the vitality and stability of the Postal Service. It also supports legislation that assures fairness in the treatment of federal and postal employees and retirees.

## How have changes in the Postal Service impacted NAPS members?

Postal instability, inadequate postal resources, workforce downsizing and other challenges and changes have dramatically impacted postal supervisors and other managerial employees, including postmasters. NAPS supports changes in the Postal Service law, infrastructure and operations that will sustain and modernize the agency's operations and products, without impairing service.



## NAPS and Postal Supervisors

### Why is a postal organization concerned about federal employee retirement and health benefits?

Postal employees and retirees participate in the same pension programs (CSRS and FERS) and the same federal health insurance program (FEHBP) as all federal employees until the end of 2024. However, beginning Jan. 1, 2025, postal employees and retirees will participate in a new Postal Health Benefit Program within the FEHBP; it will continue to be administered by the Office of Personnel Management (OPM). In addition, unlike other federal agencies, the Postal Service makes annual payments into the Civil Service Retirement and Disability Trust Fund. OPM requires the Postal Service to contribute an inflated amount into the fund.

### How are the wages of postal supervisors set?

The pay of postal supervisors, managers and postmasters is determined through a “meet and confer” or “consultation” process involving the Postal Service and NAPS. Postal supervisors and postmasters do not receive annual wage cost-of-living adjustments as do rank-and-file employees, if available. The pay of rank-and-file postal employees is negotiated through collective bargaining between the Postal Service and their unions.

### How do NAPS members participate in legislative activities?

Hundreds of NAPS members gather in Washington, DC, every spring for a three-day legislative conference. Much of that time is spent on Capitol Hill visiting members of Congress. Throughout the year, postal supervisors remain in touch with every representative’s district office and every senator’s state office, providing helpful information about the Postal Service and its operations.

### How can I reach a postal supervisor?

Begin by calling NAPS Headquarters at 703-836-9660. Ask for Executive Vice President Chuck Mulidore or another resident officer. NAPS also can provide congressional offices with the names and contact coordinates of its state legislative chairs and branch legislative representatives.

### How can I get information about NAPS quickly?

For general information, visit NAPS’ website: [www.naps.org](http://www.naps.org)

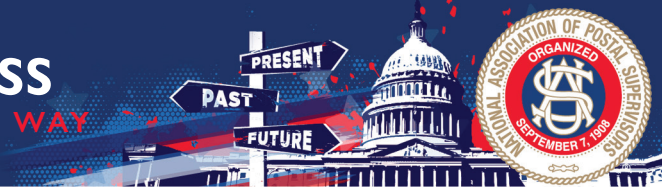
For more detailed information, contact us by email, mail, phone or fax:

NAPS Headquarters  
1727 King St., Suite 400  
Alexandria, VA 22314-2753

[napshq@naps.org](mailto:napshq@naps.org)

703-836-9660 (phone)

703-836-9665 (fax)



# Bills To Co-Sponsor

The National Association of Postal Supervisors encourages sponsorship of the following bills:

## House Legislation

### H.R. 594, Postal Supervisors and Managers Fairness Act of 2023

**Primary Sponsors:** Reps. Gerry Connolly (D-VA-11) and Michael Bost (R-IL-12), introduced Jan. 27, 2023

**Contact:** Annaliese Yukawa, 202-225-1492; [annaliese.yukawa@mail.house.gov](mailto:annaliese.yukawa@mail.house.gov)

The bill would provide for the timely start of pay consultation between Executive and Administrative Schedule (EAS) postal employees and the Postal Service by decoupling EAS pay consultations from the protracted timeline of collective-bargaining between the largest postal union and the USPS. Under the bill, EAS pay consultation would start 60 days prior to the expiration of the existing EAS “pay agreement.” In addition, the bill would establish a fair and credible process for conducting pay consultations by binding the USPS and the supervisors’ organization to the findings and conclusions of an independent Federal Mediation and Conciliation fact-finding panel.

### H.R. 595, Postal Employee Appeal Rights Amendments Act

**Primary Sponsors:** Reps. Gerald E. Connolly (D-VA-11) and Andrew Garbarino (R-NY-2), introduced Jan. 27, 2023

**Contact:** Annaliese Yukawa, 202-225-1492; [annaliese.yukawa@mail.house.gov](mailto:annaliese.yukawa@mail.house.gov)

The bill would confer to approximately 5,000 non-supervisory managerial postal employees the right to appeal significant personnel actions to the Merit Systems Protection Board (MSPB). Non-supervisory postal personnel currently only may appeal such actions through an internal USPS process that lacks impartial third-party review. Postal supervisory personnel and nearly all federal civil service employees already enjoy MSPB appeal rights.

### Postal Police Reform Act (to be introduced soon)

**Primary Sponsors:** Reps. Andrew Garbarino (R-NY-2) and Bill Pascrell (D-NJ-9)

**Contact:** Nikko Keddy, 202-225-7896; [nikko.keddy@mail.house.gov](mailto:nikko.keddy@mail.house.gov)

The bill would reverse a 2020 directive from the Chief Postal Inspector that limited the jurisdiction of the U.S. Postal Police to postal facilities. Under the directive, Postal Police are not able to investigate crimes against postal personnel and property not situated on postal-owned or -leased real estate.

### H.R. 82, Social Security Fairness Act

**Primary Sponsors:** Reps. Garret Graves (R-LA-6) and Abigail Spanberger (D-VA-7), introduced Jan. 9, 2023

**Contact:** Logan DeLaBarre-Hays, 202-225-390; [logan.delabarre-hays@mail.house.gov](mailto:logan.delabarre-hays@mail.house.gov)

The bill would repeal the Government Pension Offset and Windfall Elimination Provision, sections of the Social Security law that unfairly reduce the rightful benefits of Civil Service Retirement System annuitants and surviving spouses of these annuitants.

### H.R. 866, Equal COLA Act

**Primary Sponsor:** Rep. Gerry Connolly (D-VA-11), introduced Feb. 8, 2023

**Contact:** Annaliese Yukawa, 202-225-1492; [annaliese.yukawa@mail.house.gov](mailto:annaliese.yukawa@mail.house.gov)

The bill would create parity between cost-of-living adjustment with respect to a Federal Employees Retirement System (FERS) annuity and Civil Service Retirement System (CSRS) annuity.

### H.R. 716, Fair COLA for Seniors Act

**Primary Sponsor:** Rep. John Garamendi (D-CA-8), introduced Feb. 1, 2023

**Contact:** Jacob Jernigan, 202-225-1880; [jacob.jernigan@mail.house.gov](mailto:jacob.jernigan@mail.house.gov)

The bill would provide more accurate COLAs for federal retirees by calculating COLAs using the Consumer Price Index for the Elderly (CPI-E), which better reflects the spending behavior of seniors than the current methodology.







**National Association  
of Postal Supervisors**

1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Phone: 703-836-9660

Fax: 703-836-9665

Website: [www.naps.org](http://www.naps.org)

email: [napsdq@naps.org](mailto:napsdq@naps.org)