

**OUR**

**VOICE**

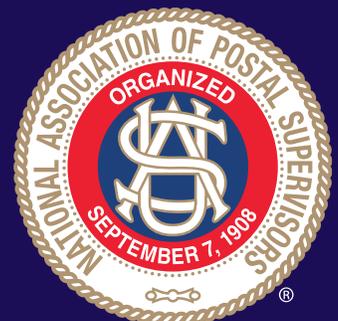
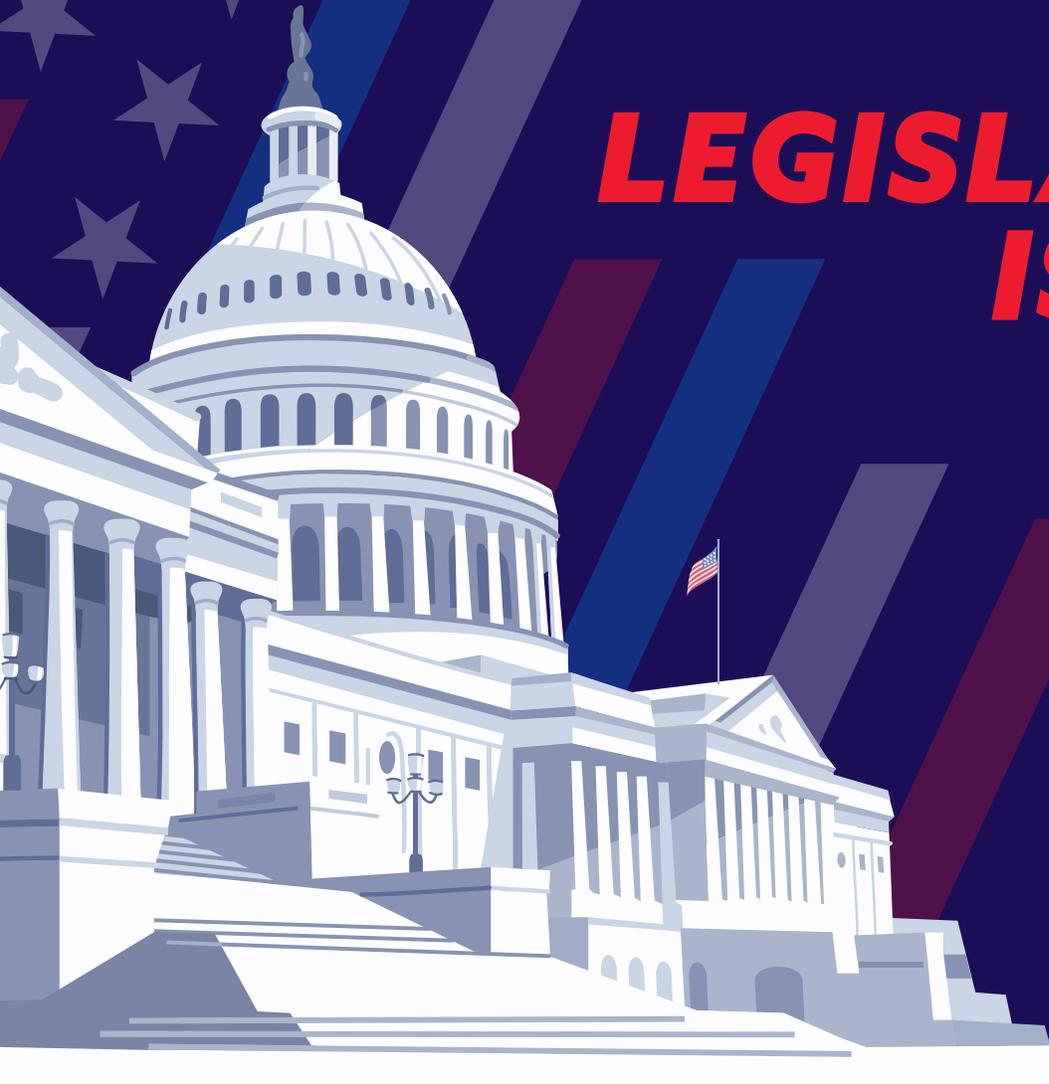
**IS**

**OUR**

**POWER**

NATIONAL ASSOCIATION  
OF POSTAL SUPERVISORS  
2026 LEGISLATIVE TRAINING SEMINAR

**LEGISLATIVE  
ISSUES  
BRIEF**



# Things to Know About

## **USPS Must Remain an Independent Government Agency**

In this, the 250th year of the United States' national postal system, NAPS members must continue to safeguard the essential attributes contributing to the system's reliance and vitality. The architects of our democracy viewed a constitutionally established, national postal operation as an essential and fundamental component of our national infrastructure.

Congress established the first postal system as an independent cabinet-level Postal Department. In 1971, Congress recast the agency as an independent establishment within the executive branch of the federal government.

Throughout its quarter millennium of existence, our national postal system has continued to bind this nation together as a pipeline for letters, news, commerce, live-saving medications and election ballots. As a result, our most-cherished national treasure constantly underscores its value to America.

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

Among the congressional powers enumerated in Article I, Section 8, of the Constitution is Congress' authority "... to establish Post Offices and Post Roads." 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.

The U.S. Postal Service is a citizen-owned, nationwide, integrated logistics network that facilitates communications, financial transactions and health care necessities, as well as national, regional and local commerce. Title 39 of the U.S. Code requires the Postal Service to "be operated as a basic and fundamental service provided to the people by the government of the United States, authorized by the Constitution..."

Although this law demands the agency to be self-sustaining, its mission remains a public service.

There are only a handful of "agencies" charged with being self-sustaining. Besides the U.S. Postal Service, the others are small organizations that deal primarily with financial matters (e.g., Federal Deposit Insurance Corporation, Farm Credit Administration, Federal Housing Finance Agency, etc.).

The USPS is unique – it is large, has a long legacy and is the only agency that provides a nationwide service. Being self-funded frees the agency from congressional budget approval and appropriations. This autonomy is intended to provide the agency with a unique degree of political independence; however, this "independence" recently has come under assault.

The U.S. Postal Service is guided by an 11-member Board of Governors (BOG). Nine governors are presidentially nominated and Senate-confirmed. They are tasked with hiring two additional governors who are employees of the board – the postmaster general and deputy postmaster general. The BOG also appoints a postal inspector general.

Collectively, the 11 governors must ensure all Americans are provided prompt, reliable and efficient postal services. It is important to note the governors are legally required to "represent the public interest" — not the parochial political or economic views of specific interest groups or companies.

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

Generally, the Postal Service is self-funded and does not depend on taxpayer dollars to pay for its operations. This means the Postal Service operates as a unique governmental entity; however, it is expected to cover its costs. The USPS' operating revenue totaled \$80.5 billion in fiscal year 2025, an increase of \$1 billion from the previous year.

The federal agency relies on the sale of postage and mail products. In addition to lingering pandemic-related challenges, the Postal Service confronts high inflation, increasing delivery points, the loss of profitable First-Class Mail and competitors not subject to a universal service obligation (USO).

The Postal Regulatory Commission (PRC) adjudicates price adjustments for USPS market-dominant

# the Postal Service

products (i.e., products for which the Postal Service has a monopoly) and evaluates postal performance. In its deliberations, the PRC recognizes the extraordinary burdens unique to a universal and accessible national system.

Over the course of the past few years, Congress has acknowledged the unique and essential role played by the USPS by converting a \$10 billion pandemic-related line of credit into a grant. Furthermore, in 2022, Congress authorized \$3 billion to help modernize the agency's obsolete and unsafe postal delivery fleet.

In addition, the fiscal year 2026 congressional appropriation included \$38.36 million to compensate the agency for providing free and reduced mail. Furthermore, the Postal Service is authorized to request up to \$460 million for public service costs for providing universal service; the agency has neither requested nor received any public service reimbursement since 1982. This is the equivalent of returning approximately \$10 billion to the U.S. Treasury.

## **Nation's Largest Civilian Employer**

The Postal Service employs about 624,000 Americans, of which about 531,000 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 70,000 USPS employees, representing about 13% of its career workforce, served in the U.S. military. Our military veterans have brought leadership, reliability and high-tech skills to the Postal Service, as well as loyalty and integrity. NAPS proudly supports local and national outreach efforts to help qualified veterans find secure, stable careers at the USPS.

## **Plays a Major Role in the U.S. Economy**

Notwithstanding the explosion of artificial intelligence and digital communications, the Postal Service remains a cornerstone of America's economic and communications infrastructure. In fiscal year 2025, the Postal Service carried mail to 170 million delivery points, including homes, businesses and post office boxes in every American city, town and village.

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 7.6% of the nation's gross domestic product. Furthermore, a January 2026 report published by the prestigious Brookings Institute concluded the Postal Service is crucial to the viability of small and rural-based businesses.

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 postal operation 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 fiscal year 2025, the Postal Service handled 108.7 billion pieces of mail — 156 million pieces of First-Class Mail each day.

UPS, FedEx and 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 78 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 its own costs. There is no industrialized nation that charges cheaper postage.

## **Earning Postal Trust**

The Postal Service excelled in delivering democracy by accepting, processing and delivering absentee election ballots. The agency's success in binding the nation together during the COVID-19 pandemic reinforced confidence in the institution. The Postal Service demonstrated its priceless value in fulfilling and delivering 737 million coronavirus tests to the homes of countless Americans.

However, the hostile political environment and general mistrust in public institutions continue to plague America. In addition, the "Delivering for America" (DFA)-associated postal changes, including consolidations, realignments and operational changes, have compromised mail security, made mailing letters and parcels less accessible and slowed the mail in many sections of the nation.

All this has impacted America's view of the Postal



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## Promoting a Financially and Operationally Sustainable Postal Service

**T**he financial picture unveiled at the February 2026 Postal Service Board of Governors meeting was alarming. During the first quarter of fiscal year 2026, the Postal Service reported a net loss of \$1.3 billion as compared with a \$100 million profit for the same period in fiscal year 2025.

Moreover, parcel and shipping volume — the mail category on which the previous and current postmasters general have doubled down — fell by about 12%; total mail volume plunged by 2.94 billion pieces. Inasmuch as expenses were held in check, loss in revenue generation is the major reason for the budget gap.

In the short term, Postmaster General David Steiner and Board of Governors Chair Amber McReynolds are banking postal resurgence on a mix of legislative and administrative changes. Some have been languishing in Congress and at the White House for years, others may face mailer resistance and others have yet to be fully fleshed-out. These proposals include:

- Adjust the formula used to calculate the Postal Service’s Civil Service Retirement System (CSRS) liability to ensure the postal pension obligation fairly and accurately recognizes that postal employees who worked for the Post Office Department (i.e., the pre-1971 Postal Service) were employees of the federal government and, therefore, are an obligation of the U.S. Treasury.
- Permit the Postal Service to invest its retiree trust funds in secure and conservatively managed diversified securities rather than be restricted to low-yield U.S. Treasury bonds.

- Lift the Postal Service’s decades-old \$15 billion debt ceiling to a more realistic level.
- Reform the Postal Service’s workers’ compensation program to reflect private-sector practices,
- Redefine the Postal Regulatory Commission’s authority regarding periodic rate changes to provide the Postal Service with more flexibility to adapt to the postal marketplace.
- Establish regional “last-mile delivery auctions” to boost revenue by contracting for negotiated rates with qualified mailers.

NAPS strongly supports the CSRS recalculation to account for pre-1971 postal employees. In addition, at the 2024 NAPS National Convention, NAPS delegates overwhelmingly approved a resolution to support expanding the Postal Service’s trust fund investment authority.

Despite efforts to generate additional postal revenue, improve performance and secure necessary administrative changes, powerful interests beat the drums for radical and harmful changes to the structure and governance of the agency. For more than a year, proposals to privatize the U.S. Postal Service and/or be put under the auspices of the U.S. Department of Commerce have been muffled, but those proposals have not disappeared.

There continues to be an undercurrent of support that specific postal functions be assumed by profit-driven interests. For example, at a June 2025 House Oversight and Accountability Subcommittee on Government Operations hearing, a few committee members and private-sector witnesses spoke openly about having the private sector process and sort mail. Also, recent changes to local delivery operations have



created incentives to reduce the Postal Service’s retail footprint, potentially opening the floodgates to contract postal units, non-staffed postal kiosks and more remotely managed post offices.

Fortunately, there has been tremendous bipartisan opposition to postal privatization or Commerce Department seizure of the Postal Service. NAPS also is attentive to any attempt to undermine the integrity of postal independence through political threats made against the USPS Board of Governors or members of the PRC.

It is important to note that such actions would defy the Postal Reorganization Act of 1970 that established the U.S. Postal Service as an “independent establishment.” Additionally, these proposals are contrary to the constitutional foundation of our national mail system that placed postal oversight squarely in Congress.

In 1970, Congress delegated postal governance to the Postal Board of Governors and regulatory authority to the Postal Rate Commission, which was changed to the Postal Regulatory Commission in 2006. Clearly, both privatization and executive agency annexation would violate the law. Therefore, NAPS strongly supports H.Res. 70 and S.Res. 147 — House and Senate resolutions declaring congressional opposition to postal privatization and elimination of the Postal Service as an independent establishment.

The USPS, even with its recent financial woes and operational shortfalls, continues to enjoy strong public support. The agency still provides the most-affordable conveyance of mail and is the most-efficient postal system among industrialized countries.

In fact, a fall 2025 Gallup public opinion survey concluded the Postal Service to be the most-favored federal agency with a 56% approval rating. The Pew Research Center confirmed the Postal Service’s favorability in August 2025 with a 69% approval rating — the USPS trailed only the National Park

Service and National Weather Service, tied at 76%, by 7 points.

Postal privatization or seizure by another executive branch agency, such as the Commerce Department, is an attack on rural America and other postal-reliant communities. Private-sector incentives and corporate interests represented in the Commerce Department would result in higher postage rates, slower delivery and reduced postal accessibility.

This scenario has played out overseas, most recently in Denmark. Late December 2025, the Danish postal system ceased to carry letter mail and delegated a for-profit company to provide letter transit. This company strives to deliver a letter in a country the size of Massachusetts within five days for the U.S. dollar equivalent of \$3.35.

The Postal Service fulfills a universal service obligation (USO), which means it must provide non-discriminatory services to the entire nation, whether the delivery point is urban, suburban, rural or located in Hawaii, Alaska or any of the U.S. territories. Absent a government-operated universal mail system, private-sector incentives will drive where mail is delivered, how often it’s delivered and the price of transporting it; profit replaces service.

This threat not only affects rural postal customers, but also non-rural ones. For example, U.S. postage for Americans mailing individual parcels average about 40% less than similar packages sent via private shippers. Ironically, many private shippers benefit from the Postal Service’s USO as they dump their packages with the Postal Service for the “last mile” and delivery. The Postal Service’s intent to auction-off its last-mile strength underscores that point.

Incorporating the independent postal establishment into the Department of Commerce, accompanied by the reported termination of the Postal Board of Governors and the PRC, would be catastrophic. The 47,000-employee Commerce Department has lit-



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tle in common with the 624,000-employee Postal Service, other than USPS assistance with the decennial U.S. census. NAPS would support greater USPS involvement in the decennial census enumeration, so long as the Postal Service is fairly compensated by the Commerce Department for its work.

The Commerce Department has as its primary mission to “drive U.S. economic competitiveness” and “strengthen domestic industry.” Although not contradictory, the mission does not lend itself to annexing the Postal Service.

The focus of the Postal Service’s current strategy to viability has been rigid allegiance to its controversial 2021 “Delivering for America” plan (DFA). While some parts of the initiative may have improved the postal spreadsheet — primarily Congress’ enactment of the Postal Reform Act of 2022 — the same cannot be said about its ongoing network changes.

Thus far, the 2025 track record of postal network realignment has been inconsistent and unpopular. In late January 2025, the PRC issued a highly critical “advisory opinion” on the DFA. The commission concluded “the Postal Service is irreversibly changing its network without laying the foundation for success.”

Specifically, the PRC found the USPS relied on a flawed design, with inflated and uncertain cost-savings, that would slow mail delivery and has failed to create a reliable method for evaluating the DFA. The Government Accountability Office also has raised concerns about the USPS’ projected cost-savings resulting from postal facility consolidations and redesign.

On-time performance and the USPS’ financial condition have suffered as the result of the DFA initiatives. Congress and the White House have taken notice, which has renewed interest in privatization and bred proposals to reduce or eliminate USPS independence.

## Modernization of the Postal Delivery Fleet

In fiscal year 2025, the Postal Service had approximately 258,000 vehicles on the road. Four years ago, Congress passed legislation that included a provision to provide \$3 billion to supplement the agency’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 lifespan; replacement parts are scarce. Over the next five years, the USPS plans to put about 160,000 more new vehicles on the road.

Certain members of Congress now seek to “claw-back” the much-needed \$3 billion government investment in the Postal Service’s modernized fleet. NAPS opposes the withdrawal of postal funds.



## Interagency Collaboration and the U.S. Census Bureau

In 2009, former Rep. Jason Chaffetz (R-UT), before assuming chairmanship of the House Committee on Oversight and Reform, suggested the Postal Service and the U.S. Bureau of the Census should collaborate on execution of the decennial censuses. The census, as is a national mail system, is required in the U.S. Constitution.

In part, the now-Fox News personality recommended deploying letter carriers as effective and expert enumerators for the purpose of tallying the



U.S. population. In early March 2025, Secretary of Commerce Howard Lutnick resurrected the idea.

Assuming the Postal Service and its employees are fairly compensated for providing census support, this would be a constructive means to increase USPS revenue and illustrate the vital role the USPS plays in our nation. It also would be consistent with a provision in the 2006 Postal Accountability and Enhancement Act to increase interagency collaboration with the independent USPS.

### **Shipment of Alcoholic Beverages**

NAPS supports legislative efforts to authorize the USPS to ship alcoholic beverages to consumers of legal age in states in which they reside. Such authority would end the Prohibition-era ban that prevents the USPS 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 restricts 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.

NAPS supports H.R. 3011, legislation to 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 law.

### **Limited Banking**

Digital services, including limited banking and public-private partnerships with financial institutions that complement the Postal Service's core products and align with the postal 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 payment, 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 very spartan approach to offering Americans limited financial services at only four postal facilities. 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.

### **Fair Calculation of CSRS Pension Responsibility**

The USPS and the federal government share responsibility for the Civil Service Retirement System (CSRS) costs of postal employees who worked for the cabinet-level Post Office Department prior to 1971. The law, at the time the USPS was created, did not address how the increased pension costs of pre-1971 postal employees who continued to work in the USPS would be allocated.

Consequently, the Office of Personnel Management uses a financing method unfair to the Postal Service. The method should be revised by regulation



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or by law. Correcting this inequity would enable the Postal Service to transfer a projected \$95 billion pension surplus into its retiree health benefits fund — extending the life of the fund from five years to more than a quarter-century. NAPS strongly supports this proposal.

## **Permit Postal Investment in Diversified Securities**

Current law restricts the investment of the USPS pension trust fund to low-yield U.S. Treasury debt

securities. The Postal Service’s inspector general estimated this limitation has cost the agency and its postal annuitants approximately \$900 billion in accumulated trust fund assets.

If the Postal Service is authorized to invest in conservatively managed long-term securities, the agency would be able to reduce its actuarial payments into the trust. This would lessen the financial burden on the Postal Service. NAPS strongly supports this proposal.

## **Fostering a Fair and Just Relationship Between the Postal Service and Its Supervisors, Managers and Postmasters**

**Y**ears of NAPS’ pay-talk 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 lead to the undeniable conclusion that the current process by which the Postal Service determines Executive Administrative Schedule (EAS)-level personnel compensation is inherently flawed. In close consultation with NAPS several years ago, the late Rep. Gerry Connolly (D-VA) and longtime NAPS ally Rep. Michael Bost (R-IL) crafted effective and meaningful legislation to address the chronic impediments to reaching a fair, equitable and just compensation package for postal supervisors, managers and postmasters.

After Connolly’s death, Rep. James Walkinshaw (D-VA), Connolly’s successor, assumed leadership in championing the bill. On Feb. 17, 2026, Walkinshaw, at NAPS’ recommendation, reintroduced the measure as H.R. 7600 to accommodate NAPS’ request to reference the postmasters’ organization.

Substantively, the new bill reaches the same goals as the previously introduced one. However, the explicit inclusion of the postmasters’ organization enables that organization to join NAPS in promoting H.R. 7600.

## **H.R. 7600, the Postal Supervisors, Managers and Postmasters Fairness Act**

On Feb.17, 2026, Reps. Walkinshaw and Bost introduced H.R. 7600. The bill is straightforward. It accelerates the timeline of the consultative process under which compensation for EAS-level postal personnel is determined. It also provides greater accountability and transparency to the process. Specifically, the bill provides for the following:

- Not later than 60 days prior to the expiration of the previous pay decision, the Postal Service is required to provide the respective organizations representing supervisors, managers and postmasters with new compensation proposals.
- 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 the supervisor and postmaster organizations with a compensation proposal that includes 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, the supervisors' and postmasters' organizations and the Postal Service still disagree over the FMCS recommendations, the FMCS will have 15 days to consider comments by the supervisors' and postmasters' organizations and the Postal Service, and will issue its final recommendations that shall be binding on the parties.

### **H.R. 7600 Is Vitrally Important to Postal Supervisors, Managers and Postmasters**

A key element in forging a solid and enduring relationship among 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.

### **H.R. 7600 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 talks 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 USPS' reaction to NAPS' request to retroactively apply newly implemented pay schedules has been disheartening. A just consultative process would ensure there is no lapse between agreements and, if such a lapse is unavoidable, there should be a guarantee of retroactivity.

H.R. 7600 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. 7600 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 the Postal Service has failed to follow the law in the consultative process. This failure undermines the credibility and substance of the consultative process.

The existing law assumes the Postal Service would consider the recommendations and findings of an FMCS fact-finding panel, should one be assembled and issues conclusions. The entire process is rendered meaningless if the Postal Service ignores or



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delegitimizes the FMCS’ findings and recommendations. This is exactly what happened regarding the 2019 EAS pay package.

H.R. 7600 would improve the credibility of the consultative process by strengthening the authority of the FMCS fact-finding panel, should one be called on

to render findings and recommendations. In sum, the findings and recommendations would be binding on the Postal Service after it is provided an opportunity to review the report and still fails to reach a consultative agreement with supervisors, managers and postmasters.

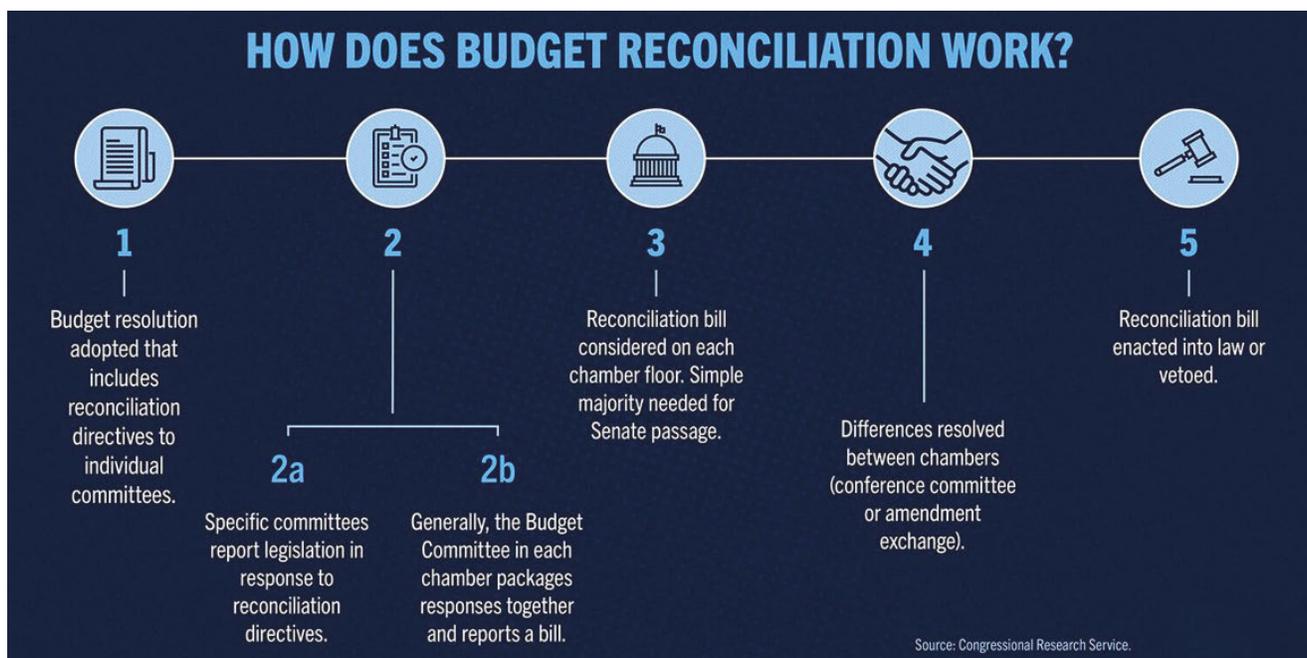
## Safeguard Retirement Benefits, Health Insurance and Job Security

In 2025, Congress adopted Budget Resolutions that served as the “blueprints” that would have reduced retirement benefits, cut pay and undermined EAS-level job security. Evolving combinations of these proposals found their way into H.R. 1, the so-called “One Big Beautiful Bill.”

H.R. 1 was a “reconciliation bill” — special legislation that sought to change established law to meet specific budget targets. Unlike other bills, reconcilia-

tion bills are not subject to a Senate filibuster and require only a simple Senate majority to pass.

Last year, the House and Senate Budget committees tasked both chambers’ authorizing committees with amending the law to cut funds or raise money. In NAPS’ case, the budget committees assigned spending cuts and revenue generators to the House Committee on Oversight and Accountability and the Senate Committee on Homeland Security and





Governmental Affairs.

In collaboration with our postal and federal employee partners and — most importantly, countless NAPS members who communicated with their representatives and senators during the critical battle, NAPS succeeded in defeating these efforts. Moreover, NAPS led the way in challenging specific items in H.R. 1, including one that targeted EAS-level postal employees by making them “at-will” hires. (At-will hires may be fired for any reason or no reason.)

Since enactment of H.R. 1 on July 4, 2025, House Speaker Mike Johnson (R-LA) has suggested that another reconciliation bill would be under consideration this year. Most recently, Johnson raised the option of directing the House Budget Committee to use the reconciliation process to finance a GOP alternative to the Affordable Care Act (ACA), whose subsidies expired at the end of 2025 because of congressional inaction.

In addition, military-minded members of Congress are seeking another reconciliation bill to underwrite approximately \$450 billion in increased

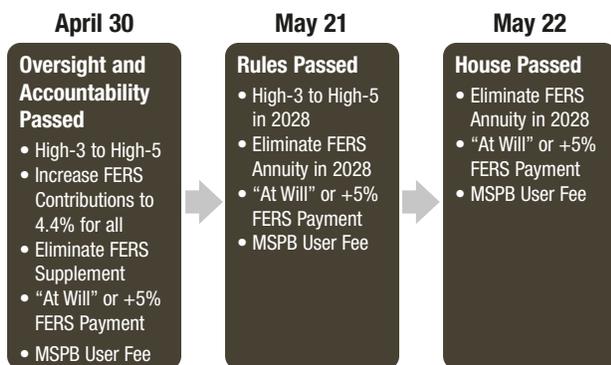
military spending. It is noteworthy that the nonpartisan Congressional Budget Office (CBO) recently projected enactment of H.R. 1 added \$4.7 trillion to the federal deficit over the next decade. These fiscal pressures continue to place postal and federal benefits in the bullseye.

In January, the conservative Republican Study Committee unveiled its budget framework for the next reconciliation bill. While it does not explicitly reference postal or federal benefits, the document urges House leadership to embrace \$1.6 trillion in cuts and would require the House Budget Committee to assign the cuts to selected authorizing committees.

Finally, under law, the president is required to submit his fiscal year 2027 budget to Congress by Monday, Feb. 2, 2026. President Trump failed to comply with this deadline. NAPS understands the president’s budget may not be submitted until right before the NAPS Legislative Training Seminar.

You can be sure that NAPS will provide real-time analysis of budget recommendations, whether congressional or presidential, as those proposals may impact EAS-level postal employees and annuitants.

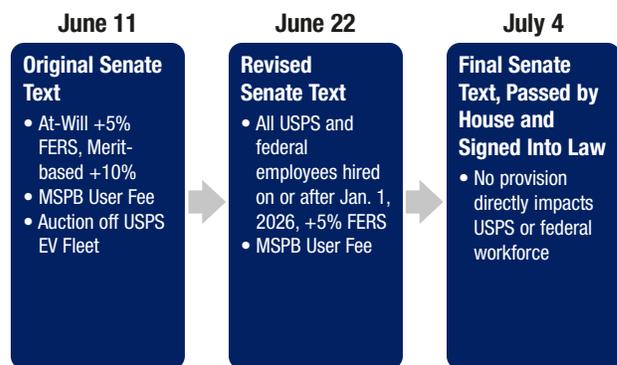
**2025 HOUSE RECONCILIATION**



As the above graphic demonstrates, NAPS battled multiple proposals in 2025 – and they could be resurrected:

- Increase FERS contributions
- Eliminate FERS supplemental benefits

**RECONCILIATION PROCESS – END GAME**



- Change FERS retirement formula from high-3 to high-5
- Eliminate job protections for EAS-level postal employees
- Impose a user fee to appeal adverse actions to



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the Merit Systems Protection Board

- Eliminate FERS Supplemental Retirement payment
- Auction-off postal vehicles

## **FERS Retirement Contribution**

In 1984, Congress and President Reagan sought to save the Social Security system from insolvency by, in part, requiring postal and federal employees to contribute and participate in Social Security. Leaders of the then-House Postal and Civil Service Committee and then-Senate Committee on Governmental Affairs Committee realized the Civil Service Retirement System needed to be revised. Otherwise, federal and postal employees would be forced to contribute 6.2% of their salary to Social Security and an additional 7% to the Civil Service Retirement System (CSRS).

Rather than eliminate the defined benefit annuity (CSRS), the committees legislated a hybrid retirement program to replace CSRS that included Social Security, FERS (defined benefit) and TSP (defined contribution, with an automatic 1% employer contribution and a partial employer match). When all three components were combined, the aggregate benefit was intended to replicate the value of the CSRS annuity.

At the outset, the FERS employee contribution of 0.8%, when combined with the 6.2% Social Security payroll tax, equaled the 7% CSRS employee contribution. Over time, past budget reconciliation bills have undermined that equity

Currently, postal and federal employees hired prior to 2013 still contribute 0.8% of pay for FERS, while those hired in 2013 contribute 3.1% and those hired in 2014 and thereafter contribute 4.4%. Previous budget proposals would have forced all FERS participants to contribute 4.4% or more.

Increased employee contributions — contributions for which there is no enhanced benefit — are a reduction in take-home pay of 1.3% for those hired in 2013 and 3.6% for those hired prior to 2013. This is simply unfair and punitive.

## **Modify FERS Retirement Formula from High-3 to High-5**

The annuity of FERS retirees is calculated based on the average of their highest-3 salaried years. Previous proposals submitted to the Oversight and Accountability Committee would have changed the formula to the average of the highest-5 consecutive years. This proposal would have a negative impact on all current employees already vested in FERS, as well as employees nearing retirement.

Changing the annuity calculation reduces lifetime earned annuities in two ways. First, it lowers the base annuity. Second, it reduces the value of the annual COLA because the COLA is applied to the base annuity.

## **Replace USPS Health Benefits Program Premium Formula with a Voucher**

The present formula for calculating both the employee and retiree shares of the Postal Service Health Benefits (PSHB) Program and the Federal Employees Health Benefits (FEHB) Program premiums is 72% of the “weighted average premium.” The current formula accounts for the underlying premium and annual premium increases.

Previous proposed budget cuts would have replaced the formula with a tax-free voucher that would be used to purchase PSHB coverage. It would not account for premium increases. This proposal would apply to both employee and retiree coverage.

Health insurance vouchers are intended to shift the cost of health coverage from the federal govern-



ment and the Postal Service to employees and annuitants. At this point, it is unclear if the voucher would be indexed to inflation and, if so, which consumer price index (CPI) would be applied.

It is important to note there is a major difference between the medical CPI, the CPI-W used to calculate annuity COLAs and the so-called bare-bones chained-CPI. For example, if the CPI-W were to be used instead of the current formula, employees and retirees would be paying 50% of the PSHB premium within a decade. That shift would accelerate after the first 10 years.

### **Eliminate the FERS Supplemental Retirement Program**

Many postal employees begin their careers at a young age. In addition, law enforcement personnel with the Postal Service may face mandatory retirement prior to Social Security eligibility. Consequently, a meaningful number of early hires retire from the USPS when eligible for their full FERS annuity.

However, eligibility for a full FERS annuity can be a few years before Social Security eligibility. In addition, economic and Postal Service factors can incent a postal employee to retire earlier than Social Security eligibility. The FERS Supplemental Program is intended to provide a temporary financial cushion for FERS retirees until eligible for Social Security.

### **Eliminate EAS Employees' Job Security**

Last year, the House Oversight and Accountability Committee advanced a budget proposal to extort EAS-level postal employees by making them choose between an inflated FERS employee contribution or becoming an "at-will" hire. Senate Homeland Security and Governmental Affairs Chair Rand Paul (R-KY) offered a similar proposal. An at-will

employee can be terminated for any reason or for no reason. So, the choice would be a pay cut or loss of job security.

### **H.R. 491 and S. 624, 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 would receive 1% below the CPI-W. Over time, FERS inflation protection can erode significantly.

NAPS believes all federal and postal retirees have earned the same degree of inflation protection. H.R. 491 and S. 624, the Equal COLA Act, would provide such equity.

### **Budget Reconciliation Act**

NAPS anticipates Congress may consider a Budget Reconciliation Act later this year. If it includes provisions that unfairly target or penalize postal employees and retirees through reductions in take-home pay or cuts in earned benefits, NAPS will vigorously oppose the legislation.



# Legislative Issues Brief

## 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 employee appeals in most adverse personnel actions.

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

These EAS-level postal employees must turn to an internal agency-appeal system that uses the same chain of command that issued the adverse action. Consequently, agency management is the arbiter of any appeal for adverse action. This is patently unfair and an inherent conflict of interest.

Other postal supervisors, managers and postmasters may avail themselves of specific certain due-process and procedural safeguards outlined in *Title 5*,

Chapter 75 of the U.S. Code. However, about 5,000 EAS-level postal employees who work in certain USPS Headquarters positions are denied such due-process rights.

### **H.R. 1559 Extends Due-Process Protections to All EAS 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 Feb. 25, 2025, Reps. Gerry Connolly (D-VA) and Andrew Garbarino (R-NY) introduced H.R. 1559, the Postal Employee Rights Amendment Act. On Nov. 20, 2025, after the death of Connolly, Rep. James Walkinshaw (D-VA), by unanimous consent, assumed the prime sponsorship of H.R. 1559.

The legislation would extend to virtually all EAS-level postal employees the right to appeal adverse personnel actions to the MSPB. These employees have needed to rely on an internal and unfair appeal process.

## Restoring U.S. Mail Security and USPS Employee Protection

**A**t the beginning of our nation's existence, the federal government prioritized sanctity of the mail and protection of its postal employees. The very first federal law enforcement agency dates to 1772 when Postmaster General Benjamin Franklin created "surveyors" of the mail tasked with, among other law-enforcement responsibilities, investigating mail theft. In fact, mail was so sacred that, in 1792, Congress

imposed the death penalty for mail theft.

Regrettably, over the past few years, the Postal Service has endangered U.S. mail and the safety of the agency's employees responsible for it. In summer 2020, our most-trusted federal agency recklessly exposed its employees and their sacred cargo to theft and even worse.

The Postal Service carelessly constricted the law



enforcement authority of the Postal Inspection Service's uniformed members. The impact of the new limits on postal police officers was immediate and severe. Postal-related crime exploded, undermining postal customer and employee confidence.

It is no secret that visible law-enforcement presence, combined with expert investigative personnel, deter crime and improve the chances criminals are apprehended. This has been the experience of the postal police force.

In 1973, the Security Street Patrol Program resulted in a "general reduction to postal crime in patrol areas," as reported in the USPS Inspection Service's Annual Report. A year later, the Inspection Service reported the program "proved highly effective in high crime areas where letter carrier holdups, assaults and check letter thefts have become a serious problem." The report concluded, officers "contributed to a reduction in the incidence of criminal attacks on the Postal Service, its customers and employees."

In Los Angeles, the reduction was 60%. A separate case study also found assaults on Washington, DC, postal employees were reduced by over 66%. From fiscal year 2016 through fiscal year 2018, postal police officers successfully conducted over 100,000 off-postal-property patrols.

Yet, in summer 2020, the USPS inexplicably changed its policing policy by restricting the authority of its postal police force solely to postal-occupied facilities. No longer would postal police officers be permitted to protect postal employees, postal assets or the U.S. mail unless within a postal facility.

Since the new policy became effective, U.S. mail theft has accelerated by a factor of three. Letters carriers have been attacked on their delivery routes and postal vehicles and collection boxes vehicles have been vandalized, stolen and compromised. Check-washing has become commonplace in many locales due to the new vulnerability of mail-collection boxes.

In 2023, the Washington, DC, affiliate of NBC News cited data secured through a Freedom of Information Act request that found letter carrier robberies increased by an astonishing 853% percent since 2019 (projected for fiscal year 2023). In effect, contraction of the uniformed agents' authority virtually eliminated "letter carrier protection patrols."

Concurrently, with the rapid rise of crime against letter carriers, there 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." Treasury reported an astonishing increase of 161% in mail theft complaints over one year, from 2021 to 2022. The unveiled NBC data reflected a long-term escalation of 146% since 2019.

Finally, in later September 2023, the USPS Office of Inspector General concluded: The USPS failed to effectively deploy postal personnel to combat postal-related crime and had yet to evaluate its personnel resources to address the issue.

For these reasons, NAPS strongly supports the enactment of H.R. 2095, the Postal Police Reform Act. The bill clarifies and strengthens the law enforcement authority of the uniformed division of the Postal Inspection Service by empowering postal police officers to protect postal employees, postal assets and the U.S. mail, whether inside or outside a postal facility.

H.R. 2095 was introduced by Rep. Andrew Garbarino (R-NY). In the last Congress, the legislation was endorsed by the 26,000-member Federal Law Enforcement Officers Association and the 241,000-member National Association of Police Organizations.



# Legislative Issues Brief

## Nominate and Confirm Well-Qualified and Motivated Postal Governance

Over the past decade, there have been extended periods of time when the U.S. Postal Board of Governors lacked a working quorum, including right now. A well-qualified and mission-motivated board that is committed to a government-run independent agency 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 members of the board and serve at their pleasure. The current board chair is Amber McReynolds.

Presently, four of the nine presidentially nominated seats are filled. On Dec. 8, 2026, the term of another member of the board will lapse.

One of the unique features of the Postal Service is 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 the furtherance of a universal mail system and ensuring transparency and responsiveness. The PRC’s acting chair is Robert Taub. There is one vacancy on the PRC.

NAPS believes President Trump must nominate members to the Board of Governors who are committed to the mission of the Postal Service, opposed to privatization of the agency and will maintain its statutory independence.

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### Things to Know About the Postal Service *(continued from page 3)*

Service. Nevertheless, according to an October 2025 Gallup Organization Survey, Americans continue to rate the Postal Service the highest federal agency with a 56% rating of excellent or good — although this is a 3-point decrease from the previous year.

Moreover, the 2025 rating was 18 points lower than the 2019 Gallup Survey (i.e., pre-DFA). Mail delays, particularly to rural communities, is one of the prime reasons for erosion of public support. The USPS

Board of Governors, postal employees and our elected leaders must work together to regain America’s trust.

The BOG and Congress need to ensure the agency restores the high esteem 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.

# Bills To Co-Sponsor

NAPS encourages sponsorship of the following bills:

## House Legislation

**H.Res. 70, Expresses support for the Postal Service as an independent establishment of the government and opposition to postal privatization.**

**Primary Sponsors:** Reps. Stephen Lynch (D-MA-8), Nick Lolota (R-NY-1), Andrew Garbarino (R-NY-2) and Gerald Connolly (D-VA-11), introduced Jan. 28, 2025

**Contact:** Bruce Fernandez, 202-225-8273, [bruce.fernandez@mail.house.gov](mailto:bruce.fernandez@mail.house.gov)

The non-binding House of Representatives resolution declares that the House opposes privatization of the U.S. Postal Service

**H.R. 7600, Postal Supervisors, Managers and Postmasters Fairness Act**

**Primary Sponsors:** Reps. James Walkinshaw (D-VA-11) and Michael Bost (R-IL-12),

**Contact:** Jaelin Lespier, 202-225-1492, [jaelin.lespier@mail.house.gov](mailto:jaelin.lespier@mail.house.gov)

The bill would provide for the timely start of pay talks between Executive 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 talks 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 the conduct of 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. 1559, Postal Employee Appeal Rights Amendments Act**

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

**Contact:** Jaelin Lespier, 202-225-1492, [jaelin.lespier@mail.house.gov](mailto:jaelin.lespier@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.

**H.R. 491, Equal COLA Act**

**Primary House Sponsor:** Rep. James Walkinshaw (D-VA-11), introduced Jan. 16, 2025

**Contact:** Jaelin Lespier, 202-225-1492, [jaelin.lespier@mail.house.gov](mailto:jaelin.lespier@mail.house.gov)

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

**H.R. 1522, Federal Retirement Fairness Act**

**Primary House Sponsor:** Rep. Emily Randall (D-WA-6), introduced Jan. 16, 2025

**Contact:** Jaelin Lespier, 202-225-1492, [jaelin.lespier@mail.house.gov](mailto:jaelin.lespier@mail.house.gov)

The bill would permit certain federal and postal employees who participate in the Federal Employees Retirement System (FERS) to make “catch-up” retirement contributions for the time spent as non-career employees after Dec. 31, 1988. Many postal employees began their USPS careers in non-career positions, either working as postal employees or as employees in other federal agencies.

The time employees worked as part of the non-career workforce is presently not creditable toward a FERS annuity. H.R. 5995 would revise the law to permit such federal and postal employees the opportunity to make catch-up retirement contributions for time spent in non-career positions, for the time after Dec. 31, 1988.

**H.R. 2095, Postal Police Reform Act**

**Primary House Sponsor:** Rep. Andrew Garbarino (R-NY-2), introduced March 14, 2025

**Contact:** Dominick Porcella, 202-225-7896, [dominick.porcella@mail.house.gov](mailto:dominick.porcella@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 cannot investigate crimes against postal personnel and property not situated on postal-owned or -leased real estate.

**H.R. 2103, Protect Postal Performance Act**

**Primary House Sponsor:** Rep. Nikki Budzinski (D-IL-13), introduced March 14, 2025

**Contact:** Matt Brush, 202-225-2371, [mattbrush@mail.house.gov](mailto:mattbrush@mail.house.gov)

The bill would prevent the Postal Service from downsizing facilities in underserved areas, provide more oversight over modifications to delivery schedules and increase public transparency on proposed changes.

**H.R. 3011, U.S. Postal Service Shipping Equity Act**

**Primary House Sponsor:** Rep. Dan Newhouse (R-WA-4), introduced April 24, 2025

**Contact:** Chris MacArthur, 202-225-5816, [chris.macarthur@mail.house.gov](mailto:chris.macarthur@mail.house.gov)

The bill would end the Prohibition-era ban that prevents the USPS from shipping alcoholic beverages to consumers, allowing it to ship directly from licensed producers and retailers to consumers over the age of 21 in accordance with state and local laws at the delivery location. This bill is critical in leveling the playing field and increasing consumer and manufacturer choice while bringing in millions of dollars in revenue for the USPS.

**H.R. 7265, Vote by Mail Tracking Act, introduced Jan. 27, 2026**

**Primary Sponsors:** Reps. Kweisi Mfume (D-MD-7) and Pete Sessions (R-TX-17)  
**Contact:** Andrew Heineman, 202-225-4741, [andrew.heineman@mail.house.gov](mailto:andrew.heineman@mail.house.gov)

The bill would increase the transparency of mail-in ballots, boost confidence in elections and help Americans confirm their votes are counted by authorizing the use of scannable barcodes and an official election logo on mailed ballots.

## Senate Legislation

**S.Res. 147, Expresses support for the Postal Service as an independent establishment of the government and opposition to postal privatization.**

**Primary Sponsor:** Sen. Gary Peters (D-MI), introduced March 27, 2025

**Contact:** Dominic Thibault, 202-224-4751, [dominic\\_thibault@hsgac.senate.gov](mailto:dominic_thibault@hsgac.senate.gov)

The non-binding Senate resolution declares that the Senate opposes privatization of the U.S. Postal Service.

**S. 624, Equal COLA Act**

**Primary Sponsor:** Sen. Alex Padilla (D-CA), introduced Feb. 18, 2025

**Contact:** Adrienne Epstein, 202-224-3553, [adrienne\\_epstein@padilla.senate.gov](mailto:adrienne_epstein@padilla.senate.gov)

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



## 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 are 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 the 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 and Guam.

### **What legislative issues generally concern NAPS?**

NAPS devotes its greatest attention to legislation that promotes the vitality, security 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 law, infrastructure and operations of the Postal Service that will sustain and modernize the operations and products of the Postal Service, 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 Postal Service Health Benefits Program (PSHBP), which is within the traditional Federal Employees Health Benefits Program. The PSHBP is 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 to 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?

Over 500 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 Director of Legislative & Political Affairs Bob Levi. 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?

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

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

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1727 King St., Suite 400  
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[napsdq@naps.org](mailto:napsdq@naps.org)

703-836-9660 (phone)

703-836-9665 (fax)

For legislative or political information, contact:  
Bob Levi — [naps.rl@naps.org](mailto:naps.rl@naps.org)



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