

**The following resolutions were referred to the
Constitution & Bylaws Committee**

1-14

1

WHEREAS, Article III, Section 3(a), of the NAPS *Constitution & Bylaws* sets the criteria for a former active member to become an associate member at the time of their postal retirement, and

WHEREAS, There is no timeframe required for how long an EAS employee must be an active member in good standing prior to their postal retirement, and

WHEREAS, In accordance with Article IX, Section 2, of the NAPS *Bylaws*, the Disciplinary Defense Fund (DDF) may be used only for active and associate members, including individuals who were members in good standing at the time of retirement, and

WHEREAS, A nonmember eligible for membership may join NAPS as an active member the day prior to their official postal retirement date without paying any active membership dues and immediately become eligible for associate membership and respective association benefits on their postal retirement with access to the DDF, and

WHEREAS, There is no clear definition of the term “good standing,”
therefore be it

RESOLVED, That Article III, Section 3(a), be changed to read as follows:

“Section 3. Associate Members

“Former active members who were active members for at least 90 days prior to the date of their official postal retirement are considered to be in good standing with the association at the time of retirement and may not be denied associate membership. Associate members may affiliate with the local or state branch of their choice.”

NAPS Executive Board

2

WHEREAS, Article III, Section 8, of the NAPS *Constitution & Bylaws* reads: “The secretary of each local and state branch, upon the addition of new members, shall immediately furnish the Secretary/Treasurer with the original and a copy of Forms 1187 for members on dues withholding, and/or the names, addresses and social security numbers of direct pay and associate members,” and

WHEREAS, The NAPS *Constitution & Bylaws* is unclear as to when NAPS membership is actually effective, including membership benefits, once an eligible person and respective branch officer signs and dates a Form 1187, and

WHEREAS, The NAPS Disciplinary Defense Fund (DDF) has an eligibility requirement based on when a person's membership begins, therefore be it

RESOLVED, That a second paragraph be added to Article III, Section 8, clarifying that NAPS membership is effective the date when a local, state or national officer signs and dates the Form 1187 after the eligible person has signed and dated their respective Form 1187. The effective date of membership cannot be prior to the date signed by the respective local, state or national officer, and be it further

RESOLVED, That Article III, Section 8, reads as follows:

“Section 8. The secretary of each local and state branch, upon the addition of new members, shall immediately—without delay—furnish the Secretary/Treasurer with the original and a copy of Forms 1187 for members on dues withholding, and/or the names, addresses and social security numbers of direct pay and associate members. Branches shall notify the Secretary/Treasurer of those direct pay and associate members that they wish to have removed from their rolls for whatever reason.

“NAPS membership shall be effective the date from which a local, state or national officer signs and dates the Form 1187, after the eligible person has signed and dated their respective Form 1187. The effective date of membership cannot be prior to the date signed by the respective local, state or national officer.”

NAPS Executive Board

3

WHEREAS, Not living in close proximity to a local NAPS branch is detrimental to a NAPS members' ability to actively participate and gain fellowship in NAPS branch activities, and

WHEREAS, Requiring NAPS branch membership to be defined by state borders is not always in the best interests of its members, therefore be it

RESOLVED, That the NAPS *Constitution* be amended to allow members to belong to a local branch in another state if no local branch in their home state is not located within 50 miles of their assigned work location, and be it further

RESOLVED, That the following c) be added to Article III, Section 6, of the NAPS *Constitution*:

“c) When no local branch in a members' home state is located within 50 miles of their assigned work location,” and be it finally

RESOLVED, That Article IV, Section 1, be revised to read:

“**Section 1.** A local branch is not a state branch, but recognized as a branch within the state in which it is located. A local branch may not accept for membership current or eligible active members who are in employing offices

outside the local branch's respective state, unless there is no local branch in their home state located within 50 miles of their assigned work location, unless in accordance with Article III, Section 6."

Oregon State Branch 940

4

WHEREAS, Article IV, Section 2, of the NAPS *Constitution & Bylaws* reads, in part: "Members of other offices in the vicinity may affiliate with a local branch by consent of the local branch, provided that the application to affiliate shall be signed by a majority of members of such office," and

WHEREAS, It is necessary to verify that members of an office are domiciled within the vicinity of another local branch to which the majority of members signed an application to affiliate, and

WHEREAS, It is necessary to verify that the local branch has consented to accept the application signed by the majority of members from another office to affiliate with said local branch, and

WHEREAS, To verify that the respective boundaries of NAPS representation of the member's current local branch are not being manipulated to favor another local branch to which the majority of members request to affiliate, therefore be it

RESOLVED, That the member's current area vice president shall investigate and confirm the majority members' request to affiliate with another local branch is within the vicinity of the local branch and the majority of members of the office has signed the application to affiliate, and be it further

RESOLVED, That the member's current area vice president must approve the application to affiliate with another local branch in the vicinity and will report such findings to NAPS Headquarters for concurrence by at least two-thirds of the resident officers, and be it finally

RESOLVED, That Article IV, Section 2, reads as follows:

“Section 2. Local branches may likewise be formed upon application of ten (10) or more members who constitute a majority of each of two (2) or more post offices. Members of other offices in the vicinity may affiliate with a local branch by consent of the local branch, provided that the application to affiliate shall be signed by a majority of members of such office. The member's current area vice president shall investigate, confirm and approve the majority members' request to affiliate with another local branch and report such findings to NAPS Headquarters for final concurrence by at least two-thirds of the resident officers.”

NAPS Executive Board

5

WHEREAS, The three levels of leadership on the NAPS Executive Board have become redundant and need to be redefined to best serve NAPS members, and

WHEREAS, NAPS members would be better served by only two levels of Executive Board leadership, therefore be it

RESOLVED, That the NAPS Executive Board be restructured, and be it further

RESOLVED, That the five regional vice president positions be eliminated, and be it further

RESOLVED, That Article IV, Section 6 a) be removed from the NAPS *Constitution & Bylaws*; Article IV, Section 6 b) becomes Section 6 a), and be it finally

RESOLVED, That this resolution would take effect on completion of the 2021 National Convention; the newly elected regional vice presidents would serve as non-voting trustees until the start of the 2022 National Convention.

Oregon State Branch 940

6

WHEREAS, The districts have been realigned by states, and

WHEREAS, Michigan's Upper Peninsula has only 25% reporting to Michigan Branches, while 75% report to Green Bay, WI, and

WHEREAS, The entire Upper Peninsula now reports to Michigan 2 District, and

WHEREAS, NAPS leaders will have to work with the district manager in a different state over NAPS members' issues from the Upper Peninsula without familiarity of that district or its leaders, and

WHEREAS, Keeping the state of Michigan together shows unity, therefore be it

RESOLVED, That Article IV, Section 6 (b) of NAPS *Constitution & Bylaws*, which currently reads:

“(b) The US and its possessions shall be subdivided into sixteen (16) areas, each to be represented by an Area Vice President. The areas are identified as follows:

“New England Area: The states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont.

“New York Area: The state or territories of New York, Puerto Rico and Virgin Islands.

“Mideast Area: The states of Delaware, New Jersey and Pennsylvania.

“Capitol-Atlantic Area: District of Columbia and the states of Maryland, North Carolina, South Carolina and Virginia.

“Pioneer Area: The states of Kentucky, Ohio and West Virginia, and Evansville, IN, Branch 55.

“Michiana Area: The states of Michigan, except Upper Peninsula 498-499, MI Branch 21, and Indiana, except Evansville, IN, Branch 55.

“Illini Area: The state of Illinois.

“North Central Area: The states of Minnesota, North Dakota, South Dakota, Wisconsin and Upper Peninsula 498-499, MI Branch 21.

“MINK Area: The states of Missouri, Iowa, Nebraska and Kansas.

“Southeast Area: The states of Florida and Georgia.

“Central Gulf Area: The states of Alabama, Louisiana and Mississippi.

“Cotton Belt Area: The states of Arkansas, Oklahoma and Tennessee.

“Texas Area: The state of Texas.

“Northwest Area: The states of Alaska, Idaho, Montana, Oregon and Washington.

“Rocky Mountain Area: The states of Arizona, Colorado, Nevada, New Mexico, Utah and Wyoming.

“Pacific Area: The states or territories of California, Hawaii, American Samoa and Guam.”

Be changed in the following two areas to read:

“Michiana Area: The states of Michigan and Indiana, except Evansville, IN,
Branch 55.

“North Central Area: The states of Minnesota, North Dakota, South Dakota
and Wisconsin.”

Michigan State Branch

7

WHEREAS, Article VI, Section 1, of the NAPS *Constitution & Bylaws* establishes that votes of state and local branches in national conventions shall be based on the average number of active and associate members for whom the branch has paid dues each pay period during the preceding biennial period, June 1 to May 31, and

WHEREAS, When the Dues Check-Off (DCO) Reports are generated, the membership information is from the previous month’s membership data (i.e., the May DCO Report is for April membership numbers), and

WHEREAS, During a national convention year, the May 31 time frame creates a challenge in calculating and auditing the local and state branch voting

strength to be completed in time for publication in the national convention *One Book* prior to the start of the national convention, and

WHEREAS, Changing the time frame between national conventions to May 1 to April 30 will not change the number of pay periods or methodology for calculating the average number of active and associate members for whom the branch has paid dues each pay period during the preceding biennial to establish a branch's voting strength, therefore be it

RESOLVED, That Article VI, Section 1, be amended to read as follows:

“**Section 1.** Votes of state and local branches in national conventions shall be based on the average number of active and associate members for whom the branch has paid dues each pay period during the preceding biennial period, May 1 to April 30, between national conventions. Each branch shall be entitled to one (1) vote for each ten (10) members, or major fraction thereof, of the average paid membership during the preceding biennial period. All branches shall be entitled to a minimum of one (1) vote.”

NAPS Executive Board

WHEREAS, When the NAPS president decides not to rerun for office, has a serious medical condition and is unable to continue as president or in case of death, it long has been a tradition that the executive vice president has the option to be nominated and run for the soon-to-be vacant president position, and

WHEREAS, The secretary/treasurer has the option to run for the executive vice president position, vacating the secretary/treasurer position and opening that position for outside nominations and election process, and

WHEREAS, In each of the above two current resident officer nominations, in most cases, a popular vote with name recognition usually only prevails without any submitted list of job performance or qualifications other than, “I will give 100%; I know my goals; I will have an open-door policy and maintain a positive demeanor; I will attend all Executive Board meetings, etc.,” therefore be it

RESOLVED, That any nominated candidate—either a current resident officer or other nominated candidate—shall provide a detailed list of accomplishments, experience and knowledge of the position so desired.

Des Moines, IA, Branch 172

WHEREAS, All members of this organization are equal and dues-paying members, and

WHEREAS, Current board members running for office have an unfair advantage over other candidates seeking office, and

WHEREAS, Current board members running for office at the national convention are paid substitution pay and their hotel, airfare, per-diem, food and registration, including a free registration for their guest to attend, as well as attend events such as the National Auxiliary Luncheon—all paid from the dues of members of NAPS, all while allowed to campaign, and

WHEREAS, Members of this organization who currently are not on the board have to pay all their own costs to campaign, travel, attend the convention, use their leave and buy their own food, along with other costs associated with seeking office, which is discriminatory, unacceptable and unfair to those candidates, and

WHEREAS, During convention years, all three resident officers, in many cases, are attending conventions, trainings, picnics, parties and board meetings and, in some cases, are backdoor campaigning by having individuals ask them questions so they can get up and speak about why they are running at the cost of the members, and

WHEREAS, The costs to NAPS and its members are not justified, and

WHEREAS, Unless the convention is a tri-state or bi-state convention, there always should be a resident officer at NAPS Headquarters, as it had been in the past, therefore be it

RESOLVED, That, effective at the end of the 2021 National Convention, all board members seeking office shall be responsible for their own expenses at the national convention, and be it further

RESOLVED, That NAPS will cease and desist from paying substitution pay, hotel, registration, per-diem, travel and guest expenses if they are campaigning so that all dues-paying members will be treated equally, and be it finally

RESOLVED, That any officer who campaigns at a convention, training, LTS, meeting or any event paid by NAPS shall be responsible for their own expenses.

South Suburban, IL, Branch 493

10

WHEREAS, NAPS has no set standards, policies or rules in its *Constitution & Bylaws* regarding time limits, dates for receiving officer spread sheets, how much time candidates running for resident officer positions are allowed to speak, nominations or what items they need to run for office, and

WHEREAS, Members not currently on the board do not receive information on conventions, when their campaign information is required and are denied the ability to serve on convention committees if they are running for office,

WHEREAS, In some cases, they do not receive information until much later after the current board members to send out campaign literature, although they announced their candidacies in the fall before the convention year, which puts the member at a disadvantage, and

WHEREAS, Candidates seeking office as a resident officer are allowed three minutes to speak to the body at the convention and five minutes for nominations; vendors, depending how much money they pay for vendor space, are allowed more time than candidates to address the body, therefore be it

RESOLVED, That candidates seeking a resident officer position shall be allowed no less than 10 minutes to address the body at a national convention and five minutes for nominations, and be it further

RESOLVED, That NAPS will create a booklet or provide the information on the NAPS website regarding how much time is allowed to address the body, what size and how many banners are allowed at the convention, and be it further

RESOLVED, That all candidates seeking office who have notified NAPS Headquarters shall receive the list of branch officers no later than Feb. 1 of the

convention year; the list will be distributed to all candidates at the same time, and be it finally

RESOLVED, That NAPS shall further email all candidates a list of state conventions or other events that board members receive so everyone can campaign equally.

South Suburban, IL, Branch 493

11

WHEREAS, Several resolutions have been passed over the years resolving that the Executive Board and resident officers carry out all directives, and

WHEREAS, The resident officers and board members have consistently failed to comply with the vote of the body, such as getting out of the Joint Statement on Violence and Behavior in the Workplace, setting up a hotline to report violence in the workplace, failing to be transparent when entering into contracts with vendors, changing resolutions after the convention at which the body has voted and adopted, representing all members on issues, treating all dues-paying members with respect and dignity and not retaliating against members for reporting ethics charges or other issues that protect every member from discrimination, and

WHEREAS, Many members have been on the board for many years and have been given preference when it comes to running for office. Some board members have violated their oath of office by not complying with the *Constitution & Bylaws* and privacy laws by giving out members' Social Security numbers and home addresses for personal gain. Board members have been allowed to abuse members verbally during the LTS and national conventions and no action is taken against those officers, even after ethics charges have been filed. Yet dues-paying members who are not on the board are not afforded the right to defend themselves and have been banned, discriminated against and denied the ability to serve on convention committees. Further, members not on the board are denied treatment of respect and dignity when they bring forth issues that protect all members, and

WHEREAS, NAPS has made it difficult for members currently not on the board to seek office and actually win because the cost and advantage current board members have by receiving all the information to run in many cases before nonboard members, the voting process lacks fairness and transparency to all members, which is a disservice to all members of this organization, therefore be it

RESOLVED, That, effective at the 2022 National Convention, term limits be set: no resident officer shall serve no more than two terms in any resident officer position; no area or regional vice president shall serve more than two terms.

South Suburban, IL, Branch 493

12

WHEREAS, NAPS was founded on advocacy to protect its members and give them someone to *advocate*, protect their rights and provide representation, and

WHEREAS, Times have changed and many board members do not handle grievances; some fail to respond to members, although their phones and bills are paid from dues, and

WHEREAS, Times have changed and many organizations are applying term limits in order to maintain transparency, fairness and honesty, and

WHEREAS, It has been extremely noticeable what happens when companies, organizations and Congress fail to put term limits in place: People lose focus on why they were elected, and

WHEREAS, Term limits will ensure that elected board members will be more focused on advocating and not counting the perks, privileges, monies and benefits from holding office, therefore be it

RESOLVED, That, beginning with the 2022 National Convention, no officer will serve in the same position for more than two terms. If a member is elected to the Executive Board, they may not serve in the same position for more than one term, and be it further

RESOLVED, That if they run for secretary/treasurer, executive vice president or president, they can go to another Executive Board position, but still be limited to one term in that position. They cannot run again for a previously held position for the good of the membership, and be it finally

RESOLVED, That any current board member who currently has served in their current position more than six terms effective at the 2022 National Convention will be ineligible to run for that office.

South Suburban, IL, Branch 493

13

WHEREAS, Branches cannot have 204-Bs as members in our association, therefore be it

RESOLVED, That any person serving in an EAS position in the USPS is eligible to join NAPS as a special member, and be it further

RESOLVED, That the individual will be able to attend all branch meetings and national events and be able to speak on all subjects, but will not be able to vote on issues or hold any NAPS elected office, and be it further

RESOLVED, That the dues will be set at one-half branch dues.

Handelman-Palladino, NY, Branch 935 Executive Board

14

WHEREAS, At the 2018 fall Executive Board meeting, the board voted to increase their expense accounts, and

WHEREAS, This information was not published in accordance with resolutions passed by the body such as Resolution #63 adopted at the 2010 National Convention, and

WHEREAS, The cost to the membership is not justified, and

WHEREAS, Board members are using additional monies to attend picnics, barbeques and swearings-in of officers at one-day events, and

WHEREAS, Monies were used for over 15 board members to attend an event renaming a branch for an Executive Board member, costing the organization and members excessive expense to pay for airlines, hotels, per-diem and substitution pay, therefore be it

RESOLVED, That, effective immediately, just as the *Constitution & Bylaws* state that raises are voted on by the body, any proposed increases to any Executive Board officer's expense account shall be voted on by the body at the national convention.

South Suburban, IL, Branch 493