

**The following resolutions were referred to the
Resolutions Committee**

30-62

30

WHEREAS, The USPS business model is changing, allowing for delivery of parcels on Sunday, and

WHEREAS, The Postal Service needs revenue from this process to survive financially, and

WHEREAS, The Postal Service has not adjusted EAS schedules to compensate for delivery processes encompassing seven days, and

WHEREAS, It is a hardship for EAS postmasters, managers and supervisors to work six and seven days in a week, therefore be it

RESOLVED, That the Postal Service compensate all special-exempt and nonexempt EAS employees who work a nonscheduled day in a service week at a rate of 150% of their calculated base hourly rate for all hours worked on a nonscheduled day.

Oregon State Branch 940

31

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

WHEREAS, An equitable salary is necessary to attract and keep the most qualified employees in EAS positions, therefore be it

RESOLVED, That NAPS consults with the USPS to implement a COLA adjustment process to the EAS pay package.

Oregon State Branch 940

32

WHEREAS, In cases where a Postal employee is married to a spouse who also is a postal employee, two health benefits are earned, and

WHEREAS, According to current FEHB regulations, if one spouse has selected a family coverage option, the remaining spouse is required to be covered under the family plan and does not receive their earned health benefits, and

WHEREAS, The Postal Service, through postal reform legislation, intends to manage the health benefits of all postal employees, both currently employed and retired, therefore be it

RESOLVED, That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

Oregon State Branch 940

33

WHEREAS, Pay equity between managers and postmasters and their subordinate EAS employees they supervise has deteriorated, and

WHEREAS, This inequity was caused by an EAS pay freeze and lack of an EAS pay package, and

WHEREAS, When an EAS employee competes and is awarded a manager or postmaster promotion, added responsibilities are expected by the USPS, and

WHEREAS, With additional responsibilities comes respect, and

WHEREAS, Respect for an employee is equitable compensation from their employer, commensurate with their responsibilities, therefore be it

RESOLVED, That no EAS supervisor shall earn less than 5% more than the top of the pay scale of any craft employee they supervise, and be it further,

RESOLVED, That no manager or postmaster shall earn less than 5% more than the top of the pay scale of any employee they supervise, including subordinate EAS employees.

Oregon State Branch 940

34

WHEREAS, With current Postal Service higher-level rules, many EAS employees are required to perform higher-level duties in addition to their normal duties on a routine and recurring basis without appropriate compensation or recognition, and

WHEREAS, These EAS employees still are held accountable for the decisions they make performing higher-level duties, and

WHEREAS, The Postal Service could not effectively operate without EAS employees being placed into important decision-making positions on a daily basis, and

WHEREAS, It is not ethical or financially responsible to expect EAS employees to be placed into higher-level, decision-making positions on a daily basis, therefore be it

RESOLVED, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

RESOLVED, That a new, higher-level compensation procedure be created that would serve to acknowledge and compensate EAS employees immediately when they are required to perform higher-level duties in shift durations.

Oregon State Branch 940

35

WHEREAS, Delegates currently employed by the United States Postal Service have to use their annual leave should they desire to attend a NAPS national convention, therefore be it

RESOLVED, That the United States Postal Service provides two days' administrative leave to any delegate who attends the entire week of a NAPS national convention.

Flushing, NY, Branch 164

36

WHEREAS, EAS management receives pay increases only by higher positions or NPA increases, and

WHEREAS, EAS positions are being reduced, and

WHEREAS, NPA increases are not following the prescribed agreement with the USPS, and

WHEREAS, EAS management is limited to pay increases after achieving a Level-22, therefore be it

RESOLVED, That the pay structure of EAS management be changed to follow the pay structure as prescribed by OPM, and be it further

RESOLVED, That the EAS pay structure be based on 10-steps rates, each worth approximately 3% of the employee's salary and be it further

RESOLVED, That within-grades step increases are based on an acceptable level of performance and longevity (waiting periods of one year at steps 1-3, two years at steps 4-6 and three years at steps 7-9), and be it finally

RESOLVED, That employees with outstanding (or equivalent) performance ratings may be considered for additional, quality step increases (maximum one per year).

Indianapolis Branch 8

37

WHEREAS, The USPS continues to reflect quarterly losses due to the decline of mail, and

WHEREAS, Operating costs continue to rise, and

WHEREAS, The USPS business model is not sufficient to meet expenses, therefore be it

RESOLVED, That payment for all penalty overtime hours be eliminated, resulting in payment of only regular and overtime hours used in operation of the USPS.

Indianapolis Branch 8

38

WHEREAS, EAS employees earn over 2,080 hours of sick leave, and

WHEREAS, EAS employees use sick leave at the end of their final year in the Postal Service, and

WHEREAS, EAS employees who use sick leave before retiring prevent other EAS employees from bidding on positions and advancing their careers, and

WHEREAS, There already is a shortage of EAS personnel, and

WHEREAS, Using 204-Bs relegates the carrier craft to cover management positions, and

WHEREAS, Covering carrier positions due to 204-B use leads to excessive over time and penalty overtime in the carrier craft, therefore be it

RESOLVED, That all EAS management with 2,080 or more hours of sick leave be given two times the credit—4,160 hours—or double the earned amount toward retirement with the requirement to retire in a timely manner.

Submitted by Indianapolis Branch 8

39

WHEREAS, EAS employees earn 2,080 hours or more of sick leave, and

WHEREAS, EAS employees use sick leave at the end of their careers before retirement, and

WHEREAS, EAS employees who use sick leave before retirement prevent other EAS employees from bidding on and advancing positions, therefore be it

RESOLVED, That the USPS grant one year credit or up to the sick leave amount accrued by the EAS employee and pay the amount equal to 2,080 hours or the amount saved by the EAS employee, in addition to the one-year credit that would result in the EAS employee's immediate retirement, thus freeing positions and opportunities for other EAS employees.

Indianapolis Branch 8

40

WHEREAS, It is mandatory to perform a 3999 for each route on a yearly basis, and

WHEREAS, Route inspections are required to assess changes in a delivery office, and

WHEREAS, Supervisors are required to perform daily street supervision, and

WHEREAS, EAS employees must visit new growth in an office, investigate accidents, meet and discuss customer issues and perform 3999s and special inspections, and

WHEREAS, It is required that USPS employees wear proper footwear to prevent slips, trips and falls, therefore be it

RESOLVED, That a uniform allowance, which would include only shoes and a raincoat, be allocated to EAS management to perform these duties.

Indianapolis Branch 8

41

WHEREAS, Parcel volume has increased yearly up to 20%, and

WHEREAS, The USPS has set a time limit to eliminate penalty overtime (POT) for the holiday season due to a surge in parcels, and

WHEREAS, The increase in parcels starts immediately after Thanksgiving and goes through Jan. 1, therefore be it

RESOLVED, That the elimination of POT begins immediately the first Saturday after Thanksgiving through the first Saturday following New Year's day.

Indianapolis Branch 8

WHEREAS, Locality pay has been studied at length by the USPS Office of Inspector General, which submitted a report in February 2014, stating locality pay should be used by the Postal Service as a method for attracting and retaining quality employees, and

WHEREAS, Locality pay currently is being used by the Postal Service in Alaska, Hawaii, Guam, Puerto Rico and some employee segments as an effective means of attracting and retaining employees in high-cost areas, and

WHEREAS, All other federal government employees currently enjoy both locality pay and COLAs, no matter where they work, and

WHEREAS, New York City Branch 100 hired professionals several years ago to study locality pay and submit a report that showed all employees would gain income and none would lose, and

WHEREAS, EAS employees have, each year, been losing purchasing power and effectively having their wages lowered due to not having either COLAs or locality pay, therefore be it

RESOLVED, That NAPS Headquarters works with USPS Headquarters and/or the USPS Office of Inspector General to create a

strategic locality-pay plan for EAS employees and seek legislative action for implementation.

San Francisco Branch 88

43

WHEREAS, The number of manager and supervisor positions in post offices, branches and stations is established through SWCs, and

WHEREAS, SWCs is the nationally recognized program for maintaining correct staffing of EAS employees in all offices, and

WHEREAS, SWCs does not allow any extra manager or supervisor EAS position in case of extended leave (medical or military), and

WHEREAS, Many post offices, branches and stations have only two EAS employees on their management teams, and

WHEREAS, Extended leave for one of those EAS employees results in the remaining EAS employee working six and often seven days because no replacement is given to the office for various reasons, and

WHEREAS, These offices either cannot find an employee interested in becoming an acting supervisor or, in most cases, cannot afford to lose a craft employee locally, therefore be it

RESOLVED, That the MPOO/CSOM and/or district management office be required by the Postal Service to supply a relief EAS employee or acting supervisor to said office no later than two weeks from the date that the extended leave period began to ensure proper management staffing and, thus, the proper tools are supplied for the successful completion of required duties of said offices.

Madison, WI, Branch 213

44

WHEREAS, Exempt employees are routinely required to work a sixth day, and

WHEREAS, *ELM* Section 519.733 reads: “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor *may grant* [emphasis added] a full day of personal absence without charging it to official leave,” and

WHEREAS, The supervisor rarely approves a full day of personal absence, and

WHEREAS, The exempt employee is not compensated for working a sixth day, therefore be it

RESOLVED, That NAPS consults with the Postal Service to change the language in *ELM* Section 519.733 to: “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor *shall grant* a full day of personal absence without charging it to official leave, *of the employee’s choosing.*”

Oregon State Branch 940

45

WHEREAS, The USPS is continuing to increase the number of required programs and duties to manage Customer Service Operations, and

WHEREAS, The USPS has continued to reduce Support and Human Resources functions and incorporating programs and duties that formerly were performed by eliminated positions in management of Retail, Delivery and Collection Operations, and

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

RESOLVED, That each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how much

time is required to effectively perform each new added program or task, and
be it further

RESOLVED, That each time a new program or task is assigned to any
EAS employee, the USPS will provide NAPS with an outline of how each
new program or task is to be integrated into the existing workload and
prioritized with current duties.

Oregon State Branch 940

46

WHEREAS, The business model for the USPS has continued to
change since the last SWCs model implementation many years ago, and

WHEREAS, The Postal Service has continued to assign duties
formerly performed by Human Resources and support staff without
consideration of the effects on a reasonable and manageable workload, and

WHEREAS, With all the new responsibilities added to Customer
Service Operations, the Postal Service has not shown the consideration to
adjust EAS staffing to a level needed to ensure that Customer Service
Operations are effectively managed to ensure excellent customer service and
employee and customer safety, therefore be it

RESOLVED, That NAPS enters into consultations with the USPS to finalize and implement a SWCs process that encompasses all duties and responsibilities of a supervisor, Customer Service, within six months of the acceptance of this resolution.

Oregon State Branch 940

47

WHEREAS, There is no current supervisor staffing workload evaluation process for mail processing, and

WHEREAS, There is no current process to evaluate current SDO duties encompassed, therefore be it

RESOLVED, That NAPS enters into consultations with the USPS to develop and implement a supervisor staffing workload model for mail processing facilities, and be it further

RESOLVED, That the supervisor staffing workload evaluation process encompasses all duties, employees, machinery and responsibilities of SDO positions.

Oregon State Branch 940

48

WHEREAS, The USPS is constantly changing, and

WHEREAS, The USPS is constantly adding new programs that require staffing by postal employees, and

WHEREAS, The Postal Service is not always equitable and fair when staffing for new programs before full-time positions are approved, and

WHEREAS, Current EAS employees often are overlooked when staffing NTE details and these opportunities are given to less-qualified craft employees, therefore be it

RESOLVED, That NAPS consults with the Postal Service to implement a policy were no NTE details will be granted to craft employees before EAS employees are made aware of and given the first opportunity for the detail.

Oregon State Branch 940

49

WHEREAS, All EAS employees have demonstrated their value as assets to the United States Postal Service, and

WHEREAS, All EAS employees have proven their ability to manage in various situations to meet the needs of the Postal Service, and

WHEREAS, All EAS employees have earned the right to be treated with dignity and respect, as well as bargaining-unit employees, in regard to the discipline process, therefore be it

RESOLVED, That when an investigative interview (II) has been conducted for EAS employees as part of the corrective action process, it is to be completed and issued within 30 days from the date of the II, and be it further

RESOLVED, That any formal corrective action issued beyond 30 days after the II should be deemed untimely and procedurally defective.

Greensboro, NC, Branch 157

50

WHEREAS, The current formula used to determine the number of supervisors earned per local unit is outdated and antiquated, and

WHEREAS, There are many more factors than number of employees, which RCAs and maintenance employees assigned to a Customer Service unit are not counted that need to be considered, including, but not limited to,

volumes, mandatory performance-review programs such as *4000 As* and *Bs*, *1838cs*, *3999s*, stamp stock audits, attendance reviews and training, along with 360 communications, not to mention the normal day-to-day activities and duties associated with operating a local unit, and

WHEREAS, Postal operations are six- and, in increasingly more instances, seven-day operations, local units are understaffed at the front-line supervisory level, therefore be it

RESOLVED, That USPS Headquarters, with NAPS officers, jointly create a formula that takes into account as many indicators as possible to effectively develop a system whereby local units are properly staffed with numbers of front-line EAS supervisors necessary to successfully and profitably operate a local unit.

Michigan State Board

51

WHEREAS, EAS employees are required to perform street duties on a daily basis, and

WHEREAS, EAS employees are required to attend meetings, visit customers, perform Business Connect duties, handle accidents, perform street observations and other miscellaneous duties, and

WHEREAS, The USPS does not cover the use or damage of an EAS employee's personally owned vehicle (POV), and

WHEREAS, EAS employees should not be required to use their POV for USPS responsibilities, therefore be it

RESOLVED, That one USPS vehicle be provided for EAS employees' use to each Level 18-20 office and two USPS vehicles be provided to each Level 21-22 office.

Indianapolis Branch 8

52

WHEREAS, From time to time, the work environment for groups of EAS employees becomes unacceptable, even toxic, and

WHEREAS, In most situations, the USPS does not respond to EAS work environment "hot spots" in a reasonable manner or time frame, and

WHEREAS, The USPS will not respond to EAS work environment “hot spots” unless EAS employees provide names, dates, times and places, as well as who is causing the “hot spot,” and

WHEREAS, The majority of EAS employees are unwilling to step forward and expose themselves to retribution for reporting workplace environment issues, and

WHEREAS, Anonymous online surveys are a useful tool to measure and document negative issues within groups of people being surveyed, therefore be it

RESOLVED, That NAPS Headquarters uses an online survey service to create online surveys to be used quickly to identify workplace issues in the field and respond appropriately once the results have been reviewed, and be it further

RESOLVED, That once a NAPS area vice president has determined that a significant workplace issue may exist in an area they represent, NAPS Headquarters will have 14 days to implement an online survey to the identified “hot spot.”

Oregon State Branch 940

WHEREAS, The Joint Statement on Violence and Behavior in the Workplace (JSV) continually has been used against EAS employees, and

WHEREAS, The body adopted several resolutions that stated NAPS would get out of the JSV and the board voted to get out of the JSV, yet NAPS has not fulfilled the will of the body, and

WHEREAS, EAS employees have filed numerous JSVs, yet postal management refuses to comply with investigating or taking action regarding EAS employees who have been subjected to a hostile work environment, and

WHEREAS, The NAPS resident officers have not stepped in when class-action JSVs were filed on behalf of NAPS members in Chicago post offices; the NAPS resident officers received all documents needed to escalate the case to Postal Headquarters, but took no action, therefore be it

RESOLVED, That NAPS will comply with the resolutions passed and get out of the JSV, and be it further

RESOLVED, That the NAPS resident officers will intervene and report abuse of EAS employees when information is sent to them regarding hostile work environments.

South Suburban, IL, Branch 493

54

WHEREAS, “Robert’s Rules of Order” is the guide used by NAPS to settle questions of rules and order, and

WHEREAS, There have been members of the Executive Board who have violated “Robert’s Rules of Order” by not allowing members to speak, such as on questions of points of personal privilege, without even allowing the member to state their question, therefore be it

RESOLVED, That board members adhere to “Robert’s Rules of Orders” and not discretionarily deny members rights in accordance with the *Constitution & Bylaws*.

South Suburban, IL, Branch 493

55

WHEREAS, Resolutions passed by the body should be made available at the request of any member, and

WHEREAS, Currently, those requests have been denied to some members, therefore be it

RESOLVED, That NAPS maintains a copy of all resolutions passed and adopted by the body on its website to which all members can refer, and be it further

RESOLVED, That no member shall be denied their request for a copy of such documents, to be done no later than August 2022.

South Suburban, IL, Branch 493

56

WHEREAS, *The Postal Supervisor* magazine does not include a feedback section so readers can voice their opinions in this forum, therefore be it

RESOLVED, That *The Postal Supervisor* magazine includes a “Members Mail” feedback section where members’ mail is printed for the magazine’s readers, and be it further

RESOLVED, That the “Members Mail“ pro or con is to be printed for the membership to read without impunity to the author of the mail.

Flushing, NY, Branch 164

57

WHEREAS, Delegates at the NAPS national conventions speaking at the microphone take entirely too much time to make their point, disrupting the flow of the convention, therefore be it

RESOLVED, That any delegate speaking at the microphone be given a running clock of one minute to make their point and a 30-second time limit for follow-up, and be it further

RESOLVED, That, after the expiration of the 30 seconds for follow-up, the microphone be switched off, the delegate thanked and the next member acknowledged.

Flushing, NY, Branch 164

58

WHEREAS, There have been incidents where Executive Board members at national conventions, training, board meetings and the LTS have bullied, screamed, discriminated and acted in a threatening manner toward members, and

WHEREAS, This behavior has been allowed and no actions have been taken against board members, even after ethics charges have been

brought forth, although members not on the board have been censured, banned, suspended and denied due process to be heard when they are accused of such behaviors, and

WHEREAS, At the 2018 National Convention, the Secretary/Treasurer was allowed to holler, scream and act in a behavior that was threatening, unprofessional and made some members feel fearful for their safety, and

WHEREAS, This behavior was accepted by the president and no action was taken during the convention—the sergeants-at-arms were not called to intervene—and that officer was allowed to still participate and run for office at the convention, and

WHEREAS, Ethics charges were filed, as well as letters of concern regarding members feeling unsafe, the board refused to hear the complaint of members as spelled out in Resolution 104 passed by the body at the 2016 National Convention, as well as the board's own Ethics Policy, further allowing members to be put in harm's way, therefore be it

RESOLVED, That any officer who bullies, screams, threatens and acts in a hostile, abusive or discriminatory manner will be suspended for no less than three months depending on the action, and be it further

RESOLVED, That if the action is more serious in nature, the officer will immediately be banned from the event and subject to expulsion from the organization if they are found to violate criminal laws.

South Suburban, IL, Branch 493

59

WHEREAS, At the 2016 National Convention, the body voted and adopted Resolution 104, and

WHEREAS, The Ethics Committee and other board members arbitrarily rewrote the resolution in order to deny members the right to file ethics charges against board members and be heard in accordance with Resolution 104, and

WHEREAS, the Ethics Committee and some board members used the changes to intimidate, harass, humiliate, discriminate and bully members who exercised their rights under Resolution 104, therefore be it

RESOLVED, That Resolution 104, passed at the 2016 National Convention, be reinstated as written and adopted by the body, and be it further

RESOLVED, That the board will cease and desist from rewriting any resolutions after they have been concurred with and adopted by the assembly of delegates.

South Suburban, IL, Branch 493

60

WHEREAS, The National Association of Postal Supervisors has a Whistleblower Policy that is reported to the IRS on its 990 tax documents that the organization complies with such policy, and

WHEREAS, The policy applies to staff, vendors and all board members, and

WHEREAS, Dues-paying members of this organization have been told they cannot be a whistleblower or report wrongdoings because this policy does not apply to dues-paying members that are not on the board, therefore be it

RESOLVED, That the Whistleblower Policy be updated and states that any dues-paying member of this organization can report suspected wrongdoing under the Whistleblower Policy, and be it further

RESOLVED, That a copy of the policy be a permanent document found on the NAPS website.

South Suburban, IL, Branch 493

61

WHEREAS, With declining attendance the past few years at the annual NAPS Legislative Training Seminar (LTS), and

WHEREAS, The in-person 2021 LTS was cancelled due to COVID-19 restrictions, therefore be it

RESOLVED, That, beginning with 2023, face-to-face LTS events be held in odd-numbered years (opposite the national conventions' even years), and be it further

RESOLVED, That, in odd-numbered years beginning with 2023, virtual LTS events be scheduled, similar to the successful 2021 virtual LTS that had three keynote speakers on the four-hour, live-link, Zoom-type meeting, and be it finally

RESOLVED, That the NAPS state legislative chair(s) make appointments in odd-numbered years with their state's elected

representatives and senators who are home for spring, summer and fall congressional breaks.

Des Moines, IA, Branch 172

62

WHEREAS, On average, fewer than 1% of NAPS members actively contribute to SPAC, and

WHEREAS, SPAC contributions have declined over the past three calendar years to their lowest in 2020, not due to COVID-19, and

WHEREAS, The current 1% of members who contribute includes the 24-member Executive Board, state legislative chairs, state and local branch officers and limited active and associate retired members, and

WHEREAS, SPAC member contributions do not include contributions received at national, regional and area gatherings to include 50/50s, silent auctions and NAPS-sponsored raffles, and

WHEREAS, Those contributors by donated amount are awarded achievement levels, and

WHEREAS, Those few who donate a higher amount to SPAC enhance their personal “ego” contributor status, therefore be it

RESOLVED, That, to encourage and stimulate the 99% of noncontributing members, effective at the beginning of 2022, the maximum amount of annual individual SPAC contributions shall not exceed \$5,000, and be it further

RESOLVED, That the individual SPAC contribution levels be established as following: President's Ultimate SPAC—\$500; VP Elite—\$400; Secretary's Roundtable—\$300; Chairman's Club—\$200; and Supporter—\$100.

Des Moines, IA, Branch 172