



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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March 30, 2026

Board Memo 017-2026: 2026 Spring Executive Board Meeting Minutes

Executive Board,

Attached are the 2026 Spring Executive Board Meeting Minutes.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters

2026 Spring Executive Board Meeting Minutes

March 18-19, 2026



1. Call to order – 8:30 AM March 18, 2026, by Chairman Chuck Lum
2. Invocation – Led by Troy Griffin Capital Atlantic Area V.P.
3. Pledge of Allegiance – Led by Dwight Studdard Central Gulf Area V.P.
4. Sergeant-At-Arms – Tom Hughes New York Area V.P. and Ed Laster Pioneer Area V.P.
5. Roll call – Warden - All Board members present.
6. Welcome – Butts, Mulidore, Warden

Ivan: President Ivan Butts greeted everyone and was glad everyone arrived safely. Ivan stated we have a full schedule. Hoped everyone recovered from being on the Hill and had productive meetings. Believe we will get through our business timely as we are on a shortened format. Looking forward to a productive meeting. Thought the LTS that Chuck and Bob did a fantastic job putting it together.

Chuck: Vice President Mulidore welcomed all the Executive Board members. He is happy we are all together again. Felt the LTS was very successful even with the challenges of schedule changes. Many people got to visit with their congress person and not the staff. He attended the hearing with the Postmaster General. He thought it was interesting with many concerns. Glad to be here.

Jimmy: Secretary/Treasurer Warden welcomed all the Board members as well. He was happy to see everyone once again and that everyone was doing well. Jimmy was glad we had another successful LTS and was happy to see so many NAPS delegates on the Hill. NAPS was greatly represented to bring our agenda to the Hill. He looked forward to a productive Executive Board meeting. Jimmy stated we have important NAPS business this Spring Board meeting moving the Association forward.

Chairman's Report – Chuck Lum

Chuck said it was great to see everyone in person. As chairperson of the Board, he had been coaching and mentoring the NAPS leadership and trying to attend as many meetings as possible. Especially with the plant reranking's and RIF processes. Chuck continues to participate in the consultative process. He is trying to strengthen local Branches through engagement. Thanked the Board for their support. Chairperson Chuck Lum needed to leave

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at lunch on Thursday. The gavel will be passed to Marilyn Walton.

Minutes of Previous Board Meeting – Warden – **Motion #1** made by Matilyn Walton Second by John Valuet to accept the meeting minutes from the 2025 Fall Executive Board meeting and the October 28th, 2025 zoom Board meeting. No cons Motion passed.

Motion # 2 made by Ed Laster and Second by Dwight Studdard to name the National Convention Banquet Dinner, “Voice & Vision” The Ivan D. Butts Commemorative Banquet” No cons Motion passed.

Conference Direct – Sheri Davies

Sponsorship Monies increased once again: 2023-24,000, 2024-27,000, 2025-49,000, 2026-52,000

Counts dropped for LTS F&B Contracted for total \$118,328.30 We were below minimum by \$6,671.70

Credits: Taking in from Vendor fees \$52,000, 1-40 Rooms savings \$8,400 Credit Concession per contract work for SPAC Dinner \$5,000. Total credit 65,400

Concern the room rate was cheaper booking through Marriott Bonvoy. Sheri explained the process as meeting rooms etc. are based on the number of rooms contracted.

National Convention – 2026 Board meeting will occur the Saturdays before and after the convention. The question was asked about campaign banners how many will be allowed and what size restriction. Final determination was not made.

2030 Competing for the National Convention are Harrah’s Atlantic City New Jersey and Cleveland Ohio. Photos were shown of the convention room and hotel rooms.

Secretary/Treasurer’s Report – Jimmy Warden

A. NAPS Investments, Assets & Balance Sheet

As of February 28, NAPS investments totaled \$ 7,899,827.86. On February 28, 2025, NAPS investments totaled \$7,009,557.78. This is an increase of \$890,270.08 or 13%. Since February 28, 2025, \$200,000 had been transferred from the investments to the checking in April 2025 to cover

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expenses.

As of March 1, 2026, the NAPS General Fund Signature FCU Checking account balance was \$655,069.84 and the Signature FCU Money Market account was \$174,662.22 for a total of \$829,732.06. On March 1, 2025, the NAPS General Fund FCU Checking account balance was \$615,940.66 and the Signature FCU Money Market account was \$97,220.21 for a total of \$713,160.87. This is an increase of \$113,571.19 or 16%.

B. NAPS Property Inc.

As of February 28, 2026, NPI has \$68,835 in cash on the balance sheet. There are \$74,927 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), which encumbers the full balance of this cash.

LocalWorks, currently occupying Suite 305 (7,250 s.f.) expanded into Suite 105, which is an additional 6,090 sf as of March 1, 2024. Like the agreement for Suite 305, the expansion is also a license agreement with profit sharing. It is assumed to be low risk but also has no defined income model. Through 2/28/26, fiscal YTD profit sharing with NAPS Property Inc. totaled \$84,816 which averages \$9,425/month. The year-to-date total is \$18,538 under budget. The budget assumes continued growth over the fiscal year as LocalWorks expands its client base.

Suite 350 (400 s.f.) was leased out to Body and Sole with rent commencement as of 9/1/2025. The tenant is paying \$1,200/month for a two-year term, resulting in a surplus of \$7,200 in base rent through the reporting period.

The current cash projections assume continued vacancies on the 2nd floor as well as suite 300. Jim Stokes of STOLADI Property Group, Inc. has been contracted to lease out the space.

The cash forecast for the fiscal year assumes contributions of \$40K/month from the landlord to cover the building operating expenses; however, to the extent vacancies are leased out and/or LocalWorks becomes more profitable, these contributions may decrease. Fiscal YTD contributions total \$360K.

C. Web & Social Media Report

1. [Facebook](#) followers as of Feb 28 – 4,772 followers (up from 4,441 Feb last year: up 7.45%)

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- Posts continue to garner an average of approximately ~300-2,000+ views; the most engaging posts get ~10-20k views organically.
- A few highlights:
 - The post with the highest reach during 2025 was from 12/10/25 (~16k reach and ~23k views)
Note – reach is number of people who saw it and views is the number of times a post was viewed; views counts if an individual saw a post multiple times:
 - 🎧 Former postal employee Steve Grant, author of the best-selling book, *Mailman: My Wild Ride Delivering Mail in Appalachia and Finally Finding Home*, joins Bob Levi on NAPS Chat to discuss his book and share his views about the U.S. Postal Service. The book, published during this past summer by Simon & Schuster, recounts Steve's personal experiences and reflections on working for the Postal Service and the customers he served. Steve and Bob also talk about the extraordinary outpouring of interest in the publication and how Steve's narrative should inform America's views about the Postal Service. 🎧 Listen at <https://naps.org/NAPS-Chat> or search for "NAPS Chat" on Spotify, iTunes, iHeartRadio, or Google Podcasts.
 - The next highest posts/reach:
 - 4/30/25 (~9.9k reach and ~24.3k views): House Oversight Committee Approves \$50.9 Billion in Federal-Postal Retirement Cuts By 1 Vote
<https://naps.org/post/House-Oversight-Committee-Approves-Federal-Postal-Retirement-Cuts-By-1-Vote>
 - 12/27/25 (~9k reach and ~14.1k views): On Oct. 29, Postal Service Caucus Co-Chairs Reps. Nikki Budzinski (D-IL), Jack Bergman (R-MI), Chris Pappas (D-CT) and Andrew Garbarino (R-NY) sent a letter to Postmaster General David Steiner to outline their top priorities for improving the Postal Service and address concerns with the "Delivering for America" plan:
Postmaster General David P. Steiner: As Co-Chairs of the Congressional Postal Service Caucus, we are writing to congratulate you on taking office as the 76th Postmaster General of the United States. We trust you know that your appointment comes at a pivotal time when it is essential to prioritize improving on-time delivery rates for customers to maintain trust and faith in the Postal Service. Read more: <https://naps.org/post/Congressional-Postal-Service-Caucus-Outlines-Its-Priorities-to-PMG-David-Steiner>
 - 4/10/25 (~5.5k reach and ~10.7k views): Thank you to fellow postal organizations and elected representatives who joined NAPS for a rally at the US Capitol building on Tuesday during LTS. Your support amplifies our message to protect America's Postal Service! [#MailForAll#ProtectOurPostalService](#) [National Association of Letter Carriers](#) [National Rural Letter Carriers' Association](#) [AFGE](#) [Senator Van Hollen](#) [Congressman Kweisi Mfume](#) [Congresswoman Nikki Budzinski](#) [Photos Included With Post]
 - 4/28/25 (~3.7k reach and ~9.3k views): On Friday night, April 25, the House Committee on Oversight and Accountability circulated to its members legislation to increase FERS contributions, reduce CSRS and FERS annuities, eliminate the FERS Supplemental Annuity and impose a fee to appeal adverse actions to the Merit Systems Protection Board. The draft includes several other provisions that impact federal employees, but do not appear to directly affect USPS employees at this

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time. The committee has scheduled a vote on the provisions for Wednesday, April 30. [Read More] <https://naps.org/post/House-Committee-on-Oversight-and-Accountability-Schedules-Vote-on-Retirement-Cuts-for-April-30>

- Competition for organic visibility on Facebook remains high. Each year, NAPS content competes with posts from organizations, businesses, and individuals for placement in users' feeds. While organic reach can be limited due to the platform's algorithm, Facebook continues to be the primary source of social media traffic to the NAPS website, accounting for more than 90% of visits from social platforms. Maintaining a presence on additional platforms such as Instagram and LinkedIn remains important for overall visibility and audience reach.
- 2. [Instagram](#) followers as of February 28 – 532 (up from 487 Feb last year: up 9.24%)
- 3. [LinkedIn](#) followers as of February 28 – 1,225 (up from 1,069 Feb last year: up 14.59%)
- 4. [Twitter](#) – FYI Only – Account is no longer in use – followers as of February 28 – 686 Stopped posting per Ivan's direction/email on 11/2/22.
- 5. NAPS Website Traffic - The NAPS website was updated at the end of 2024 and completed during Q1 of 2025. There is very limited website data for Q1 2025 because due to the website rebuild, the Google tracking code was not added until late March (3/25/25). Year-over-year from April–December, your website showed an increase in page views of 15.41% and an increase in users/visitors of 30.35%.

Ongoing Content Recommendations

- Email remains a significant factor in boosting your website traffic and readership. The news pages and magazine articles that are regularly published online and distributed through email are also among the most popular pages. Reposting the printed magazine articles on your website is crucial since it offers your current and potential association members an additional means of accessing the information. Furthermore, it provides the website with consistent and fresh content, which is essential for Google and search purposes. From January 1–December 31, 2025, significant portion of the top 100 pages on the NAPS website were magazine articles published as website posts. However, among the top 25 pages, the highest-performing posts were Breaking News updates, indicating that timely news content drives a significant share of the site's highest traffic.
- Email continues to be a major driver of website traffic and readership. News updates and magazine articles that are published online and distributed through email consistently rank among the most visited pages on the website. Republishing printed magazine articles on the website is important because it gives current and prospective members another way to access the information while also providing the site with fresh, regularly updated content that supports search visibility.
- Posts represent a significant share of the website's most visited content. From January 1–December 31, 2025, a significant portion of the top 100 pages on the NAPS website were posts (URLs beginning with /post/), which include both magazine articles and Breaking News updates. Within the top 25 pages, however, the highest-performing posts were primarily Breaking News items, indicating that timely news content drives a substantial share of the site's highest traffic.
- Develop an ongoing digital content plan. Consider creating a structured annual content plan—organized quarterly—to publish more original website content that directly addresses the interests

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of members and prospective members. While magazine articles perform well, expanding the mix of online content (such as timely updates, short news items, or other member-focused information) could broaden messaging, increase website traffic, and further attract potential members.

Google Analytics

See Google website data attached (note – the file has 4 tabs for your review; the fifth tab contains notes about where to find the data after the Google GA4 Update that took place in July 2023).

D. Membership

As of the February 2026 DCO (reflecting DCO membership through PP4 and PP5) NAPS had 29,075 members (27,663 active and 1,412 associates, 95% and 5%, respectively). Total membership from a year ago, (PP4, PP5 2025) was 29,060 (27,608 active and 1,452 associate); an overall total increase verse SPLY of 15 members or (.05%).

As of February 2026 DCO, the total number of active non-members are 20,030. This number is based on the USPS payroll files of non-member EAS which now also includes Postmasters. Based on current membership totals, there are approximately 42.00% non-members. Non-members from a year ago February 2025 were 20,465, a decrease of 435 or 2%.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check and have established the “High Five Club” where a member could receive an additional check for \$25.00.

Local and state branches continue to receive their NAPS Non-Member and Change Summary Reports along with their DCO Report and their Mail Address Report monthly. We also encourage review of the bi-weekly EAS promotion report and the monthly Postmaster promotion report. It is also encouraged to view the monthly SWCs report as it shows where vacancies exist that potentially will be filled. We ask any individual listed as a non- member to be contacted and informed regarding the benefits of joining NAPS.

E. Expiring, Pending Contracts

Contracts received: Marriott Chrystal Gateway to host the LTS four (4) years from March 2029 through March 2032. Conference Direct to manage the LTS from March 2029 through March 2032. Embassy Suites Executive Board housing during the LTS/Spring Board meetings March 2029 through March 2032. John Wallace NAPS Bookkeeping five (5) years 9/1/2026 – 8/31/2031.

Preliminary Budget Reading

Motion #3 – Made by Chuck Mulidore Second by Craig Johnson to accept the 2026/2027 Fiscal Year Budget. Motion passed No cons.

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DDF – Al Lum and Chuck Mulidore

May 1st is the deadline for submission of interest in being the new DDF provider. Once received the Executive Board will probably have a zoom call or wait until the August Board meeting to decide. Looking at having the new DDF provider start on September 1, 2026.

With a little over two months to go we will probably break 100 cases. Currently 7 contractors. 2 are attorneys who still have a practice and 5 are retirees. Uncertain who if any current contractors will stay on or not with the new DDF provider.

Receiving many cases that are not progressive. Seriousness of the action. Nothing in the ELM that says they must follow progression. Progressive action has not been the norm. The cases are classified as egregious.

NAPS FY 26 Total DDF Cases:

MSPB – 67 (76%) ELM 650 – 5 (6%) DCA – 16 (18%) Total 88 Cases
Total Closed Cases – 41 Total Pending Cases 47 Total 88 Cases
Average Cost per case \$3,847.74 Total Cost of FY26 Cases \$107,736.75

NAPS FY26 Total MSPB Cases:

Win – 6 (9%) Loss – 2 (3%) Withdrawn – 3 (5%) Settled – 23 (34%) Pending – 33 (49%) Total – 67

NAPS FY26 Total ELM 650 Cases:

Loss – 3 (60%) Pending – 2 (40%) Total – 5

NAPS FY26 Total Debt Collection Act Cases:

Win – 3 (19%) Withdrawn – 1 (6%) Pending – 12 (75%) Total 16

NAPS FY26 DDF Cases By Type

Performance – 38 Includes failure to perform assigned duties, follow instructions
Finance – 22 Includes unit reserve shortages, health benefits, salary over payments
Violence – 8 In the work place includes verbal/physical altercations
Sexual Misconduct – 7 Includes verbal/physical harassment, relationships
Falsification – 6 Includes scans, TACS, Reports
Attendance – 4 Includes failure to be regular, tardiness, LWOP, AWOL
Theft – 3 Includes unit reserve accountability, postal property

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NAPS FY26 Total DDF Cases By Area:

Southeast – 14, New York & Cotton Belt – 13, Mideast – 9, Capitol Atlantic – 8, Michiana & Pacific – 5, Central Gulf & Rocky Mountain – 4, Pioneer & North Central & Texas – 3, New England – 2, Illini & Northwest – 1, Mink - 0

PNC Bank – Dwight McTizic

1/31/2026 Conflict with Iran Retaliation Iran closed the route that handle 20% of the oil market. Oil is up \$30 a barrel. Every \$10 a barrel goes up inflation goes up .1%. It is impacting prices on everything. Could be weeks to a few months this will affect the market. Red sea pipeline many countries are using. Hoping it gets resolved sooner than later especially with midterms coming. 1.4 down GDP in fourth quarter. Government shut down affecting this also.

Economy relatively in good shape Retail is doing well. Equity markets and Equity earnings. 2023, 2024 and 2025 markets doing well. SP 500 all reported strong earnings. Consumer numbers showing well at 4.4% mid 4s is healthy with compared to the unemployment rate. Economy is continuing to expand. 2026 14% projective growth in our portfolio. Believe interest rates will remain as is.

Average returns are low during midterm elections. Since 1938 the S&P 500 has modestly positive returns in midterm election years. The average returns in Presidential cycles for the SP 500 were Year 1 – 17.2%, Year 2 – 1.7%, Year 3 – 10% and Year 4 – 5.2%. Democratic House/Senate and a Republican President the market usually does better.

The NAPS portfolio is invested in 61.9 % Equities, 32.4% Fixed Income and 5.7% Cash & Equivalent. US Large Cap has helped us the most.

USPS Consultative Meeting Minutes – Tim Brust, James Timmons, Paulita Wimbush

Responses will be forthcoming

General Business – State Presidents being paid on Convention years for reimbursement for hotel and registration. In 2010 passed for Legislative Chairs. In 2012 Resolution to add State Presidents. It did not pass. In 2004 Resolution to send two people. Dr. Bishop the Parliamentarian has been contacted for determination.

Concern delegates staying outside the room block. Discussion was held but no determination made should they be charged additional registration fee.

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Stoladi Group

Jim Stokes, Stephanie Glacier, Shelley Baxter, Keith MacWhorter

Stoladi History

Founded in 1993 by Jim Stokes and Melisa Fouladi
It was built on Careers, Not jobs for its employees

NAPS History Inc. (NPI) History

1989 – 1727 & 1729 was developed with 48,000 square feet
1992 – NAPS purchased property on a foreclosure
1994 – Hired Stoladi as management

NPI covers expenses for NAPS Property Inc. And (KSMPOA) King Street Metro Place Owners Association We are part of this Association.

1) Trust Timely and Accurate Accounting:

Committed to a Flat Management Fee of \$1,400/month since the start and through the future
32-year Savings of \$353,604.00

Accounts Receivable/Collections & Accounts Payable

Monthly Financial Reporting with Cash Projections

Detailed Annual Budgets

1st 15 days of the month prepare Monthly Report

1727/1729 Revenue, Expenses, Capital Expenses

Detail Annual Budgets

3-month process

1727/1729 Revenue, Expenses, Capital Expenses

2) Ease Peace of Mind

Company Policies and Standards

Purchase Order System

Scheduled Preventative Maintenance & Inspections

\$2,500 Bid Comparison

Draft FY2027 Budget

Service Contracts, Inspections, American Flag, Hallway

Signage 2nd Floor door, Real Estate Taxes and Insurance

Work Order Tracking

24/7 Emergency Response

Construction Management

3) Value Unmatched, Experienced and Dedicated

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Stoladi as a Tenant

Strong Tenant Relations

Customer Service

Focus on Retaining Tenants

Activities: Evacuation Drills, Thanksgiving Pies, Holiday Event with favors

Management as Liaison for Tenants and Ownership

Update on tenant that failed to pay rent when on the second floor. She is on a payment plan and has been making the payments.

Tenant retention is extremely important. Company on the first floor is resigning. We are close to have a tenant in Suite 300.

Competition with 52 buildings last here. Presently 51. Alexandria leading the region in conversion from commercial to residential. 26% vacancy in Alexandria including the sub lease market. Last year selling at \$125 a foot. Last two quarters \$175 square foot. Renewal for Suite 301. Blue Health 2400 square feet.

Second floor – Stoladi paid for the open house. No luck so far. Allot of competition especially with 12,000 square foot potentials. Residential not allowed association bylaws and by Alexandria. The bylaws would have to be changed. Attorneys would be needed to present to the city of Alexandria. Could be \$100,000 in attorney fees. 5.3% vacancy in residential. \$48 a square foot currently. \$80 a foot times 12,000 feet to rebuild the second floor to residential. Rent for \$4 a square foot.

Jim – Hired to lease the building in July 2024. Alexandria market Occupancy 1994/1995 89 – 90%. Covid it dropped. Vacancy currently is 30% vacancy rate in old town. Availability is 62%. Space not being used. Have had tours of our property. Broker open event. Stoladi is the first to try and re-introduce since COVID. Stoladi paid for the brokers open. Space still not leased yet. There are 214 buildings in Alexandria and 110 are our competition. Our rate is in the middle at \$29 sf. This would give us a return. Do not want to get leased up and not make money. Tenant on the first floor was previously at \$22 sf last year. 4000 sf. Settled at \$26 sf being no (TI) Tenant Improvement. Have been getting calls and giving tours once about every two to three weeks. Jim is positive we will get the building leased. We are back where we were in Feb/March when the white box was done. No Tenant Improvement (TI) on the third-floor space rented. Someone is interested in Suite 300. Looking for good credit tenants. 18 tours since March 2025. 1727 and 1729 no upcoming projects. Looking at possibly other brokers open in the spring. Question was asked is it possible to have a hard-set sign on King St. City stating a vacancy. The city of Alexandria recently did an audit eliminating much outdoor signage in the city.

New Business – Items posted on the website Board mail gets posted on the website. Board

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Memos are sent out to the board and posted on the website. We will start sending both out via email.

Legislative/SPAC Report – Chuck Mulidore, Robert Levi

Postal Congressional Hearing:

USPS will exhaust cash within a year without congressional assistance

Universal Service Obligation = Anchor weighing down USPS

Either raise postage to 90-95 cents or

Appropriate funds to pay for USO

Continued dismay about DFA

Congressional Touch Points

GOP unconvinced about insourcing

DEM concern about USPS involvement in Census

Skepticism about revenue generation

Desire 5-year projections

Congressman Sessions and Mfume pledge to collaborate on strategy forward with the USPS

Need for Enhanced Congressional Authority

Resurrect House Postal Subcommittee

Public Service Appropriations (39 U.S.C. & 2401)

Authorization: The Postal Reorganization Act authorized the USPS to request up to \$460 million annually for “public service costs” to ensure effective postal services to rural areas, communities, and small towns where post offices are not self-sustaining.

Current Status: Despite the authorization, the Postal Service has neither requested nor received and public service cost reimbursement since 1982.

Revaluation: While the 1970 authorization remains in the U.S. Code, it does not represent the current cost of providing universal service.

In the House:

Currently – 218 Republicans 214 Democrats 3 Vacant

Toss-Up Races – 13 Republican Held vs. 4 Democrat Held

Potential Flips – 4 Republican held lean or Solid Democrat

5 Democrat held lean, Likely or Solid Republican

In the Senate:

Currently – 53 Republicans 45 Democrats 2 Independent

Toss-Up Races 2 Republican held and 2 Democrat held

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Republican Held

Susan Collins (ME) Toss-Up

Open (NC) Toss-Up

Sullivan (AK) Lean GOP

Husted (OH) Lean GOP

Democrat Held

Jon Osoff (GA) Toss-Up

Open (MI) Toss-Up

Open (NH) Lean Democrat

SPAC: Total contributions and Per Capita have been dropping since 2022. They have risen from 2020 to 2022. SPAC contributions for 2025 were approximately \$215,000 with approximately \$8 per capita. For 2025 for SPAC donations the Western Region led with the most donations. Second was the Southern Region, third was the Eastern Region, fourth was the Northeast Region with the Central Region in fifth. For the "Drive for Five" participants the Southern Region had the most participants with the Eastern Region in second, the Western Region in third, the Central Region in fourth and the Northeast Region was in fifth.

Tammy Hull – Chief Inspector, OIG

Thanked NAPS for assisting in the relief supervisor review. Report should be published at the end of March.

The Board was informed of the OIG website. We were given a QR code to enter. The website to use is USPS.OIG.GOV We were given an explanation in reviewing the website and how to find reports of interest. We reviewed some of the information on the website and where to find it.

Ivan expressed he appreciates the relationship we (NAPS) have with her office.

Freight Auctions is a concern. Afraid it might be the beginning of privatization. The OIG has identified some big issues and made recommendations to the USPS. It looks like they are outsourcing to brokers but need to ensure they follow regulations. The OIG is now auditing the brokers to ensure they are complying with the contract terms. The OIG is starting to get more involved in this area.

The USPS at times do not agree with the recommendations in reports submitted by the OIG. It then falls on the doorstep of the BOG, PMG and Congress. The USPS agree to 70-80% of their recommendations. There is a resolution process which they move it up the chain when they don't agree. First the PMG then to the Board of Governors then to Congress. Usually, they will get an agreement prior to going to the Board of Governors. Sometimes USPS will take a different action but get to the same solution.

The OIG is currently performing a counterfeit postage review. They are looking at specific fraud schemes.

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Issues with the Oshkosh vehicle, new vehicles are arriving with major issues.

RTO Retail Transportation Optimization – Express selling that we know will fail. On ebay stamps being sold cheaper than face value. A report will be issued in a few months on the selling of fake stamps. There is technology to detect and return the piece of mail. Currently training on detecting fraudulent postage. Machines can detect but USPS in fear it will deflect legitimate postage. Costly returning this mail it is cheaper to deliver it.

OIG looks at internal mail theft. The U.S. Postal Inspection Service investigates external theft.

Couple of reports they are currently working on: Relief Supervisors and big-ticket options to address the 9-billion-dollar loss. Size the amount of money for each issue and the impacts who will be affected. The OIG is also looking at 5 areas of the country where operations are working efficiently compared to 5 parts of the country where operations are not running efficiently. They will be doing a 6–8-week study on this.

Don Flak Executive Director Performance/Field Operations

Don's team looks at potential impacts during the year. His team pre-mitigated 1,183 scorecards. This resulted in 530.56 points total increase. An average of approximately a half of a point per score card. For 2025 85% of the EAS in NPA Composite Performance Summary ended up in a box 5 or higher. Only 1 scorecard ended in a box 2 and did not receive a raise. This was a small level 20 office. Out of the Money – 1 (.01%) Under Target 2,629 (14.59%) Over Target 15,396 (85.41%)

For FY 2026 as of the January scorecard, NPA Composite Performance Summary 2 scorecards are in a box 2. 16,177 are in a box 5 or higher. Out of the Money – 2 (.01%) Under Target 1,857 (10.30%) Over Target 16,177 (89.70%).

Don reviewed ways to increase one's pay out and the weight of the goals.

There was a concern of timeliness of receiving the goals. Don explained why the delay this year. The process will be held up until they are confident the data sources are accurate for each goal. Average days late package arrival CRDO the target and scaling were a concern. This year allot of issues finalizing the goals to ensure the data was correct. Also, some goals were changed as Mr. Tulino had concerns the silos were not communicating with each other. He wants to get that communication back therefore Mail Processing, Logistics and Delivery have some of the same goals. The weight may be different but the same goal. NPA for 2027 is currently being established. The on-sight meeting which includes the management associations in Bolger will occur in 2027.

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Committee Updates

Committee Reports

Legislative Committee

NAPS NATIONAL LEGISLATIVE COMMITTEE REPORT March 2026

Since October 2025 I have worked with the California Postal Legislative Coalition planning for the February 2026 27th Annual Postal Coalition event. It was held on Sunday February 1, 2026, in Sacramento and the Coalition committee would like to thank NAPS National for the support of Jimmy Warden, National Secretary/treasurer for traveling out to Sacramento California to attend our event, also thank you to Bob Levi for joining us via zoom as he was not able to join us in person. We had participation from all four unions, UPMA, NAPS, NARFE and AFL-CIO California State. The theme this year was the "Power of the Vote" The event was well attended, and the feedback was very positive. I continue to meet with as many of my assigned branches throughout the Western Region in person and on zoom regarding any updates on NAPS legislative agenda. I continue to encourage all to learn as much about the issues that benefit NAPS and the Postal Service and of course always focus on voting your interest. I have been able to coordinate various Legislative receptions and send NAPS members that vote in the district. I also coordinate with the state Legislative consultants to ensure updated information is made available. SPAC is a focus and the Western Region and continue to promote SPAC events and have been very successful in the Pacific Area. We continue to promote NAPS members to donate to SPAC. I continue to write my monthly Blog and feature Legislative and SPAC information. Membership is also a focus as we explain legislation and all the benefits for joining NAPS, we share that not only do we represent members on job actions, but a lot of NAPS work is in the legislation and meeting with congress.

Marilyn Walton, Chairperson,
NAPS National Legislative Committee

Marilynwalton@comcast.net

Robert Bock
Southeast Area Vice President
Subject: Legislative Report

I have met with members of the Florida State and Georgia Executive Boards regarding our legislative agenda. I am also a strong supporter of the NAPS Political Action Committee (SPAC). I have worked with the Florida State organization on an initiative to increase SPAC participation through a drawing to encourage additional contributions. In addition, I have shared NAPS legislative messaging with my email distribution list to help raise awareness and engagement.

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I have also had discussions with the office of Congressman Cory Mills regarding NAPS legislative concerns. Additionally, I have attended town hall meetings hosted by my congressman to remain engaged on issues impacting our members. Furthermore, I am participating in the NAPS First Timers event and continue to work closely with Bob Levy, NAPS Legislative Director, on legislative matters. I am also proud to be an Ultimate Contributor to NAPS.

Respectfully submitted,
Robert Bock, Legislative Committee

Kevin Trayer

Most recently I had NAPS HQ reach out to Congressman Jack Bergman to be this year's speaker at our LTS. Bergman is the congressman from Michigan's first Congressional District. He has agreed to NAPS request. Congressman Bergman's district has been hard hit with the failed policies of the USPS.

The Iron Mt/Kingsford Plant-Post office had most if not all its rural carriers quit their jobs. The USPS is asking for help in delivering the mail. They ask the Postmasters to deliver mail! The Plant and post office is vital to Michigan's Upper Peninsula for delivering VA hospital Medications. I recently went to State Rep. Julie Rogers office with NAPS Branch 142 legislative rep. Anthony Bradley to answer questions and bring her up to speed on how the latest roll out on the reevaluation level 18 and 18B offices. I have been saying for over two years now the USPS will be going after the 18 Post Offices next. Rep Rogers suggested that NAPS start including state Representatives and Senators in our briefing, since their communities are directly impacted negatively when the USPS try to close or reduce their town Post Offices hours of operation. This reevaluating level 18 and 18B's office is nothing more than cover up to start closing offices. This was just bad when NAPUS and League stood by and let them close level 16 and below offices. I'm aware that some offices my need to be looked at but USPS has been nothing but disingenuous about everything they tried to do since Post Plan. In early spring my plan for the Michiana area is to copy what we did in Kalamazoo and as well as Northern Mi.

Submitted by,
Kevin L. Trayer, Michiana Area VP
Member of the National Legislative committee

Bill Austin

The New England Area was well represented at the LTS with a total of 20 Delegates coming from Massachusetts, Maine, Vermont, New Hampshire, Rhode Island, and Connecticut. The delegates reported back with very positive feedback from their visits with their Congressman and Senators on Capitol Hill.

Respectfully,
William Bill) Austin
NAPS, NEA V.P.

Marilyn thanked her committee, Bill Austin, Bobby Bock, Chuck Mulidore, Kevin Trayer

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Constitution and By Laws Committee – Bill Austin

One recommendation for a National Convention Resolution was reviewed and passed by the committee. (See Motion #5).

Bill thanked his committee Jaime Elizondo, Bob Washington, Dan Mooney, Myrna Pashinski,

Training Committee – Myrna Pashinski

The committee met at Lunch March 18, 2026, during the board meeting. The committee was a little conflicted about what our role was as Ivan had initiated the NAPS Training Academy at the Fall Board Meeting. The committee had not been included in any conversations about the mission or role of the Academy. We weren't sure where or what direction the president wanted us to go.

After lunch I had a short conversation with Ivan about where he felt the committee was to fit in and where the topics for the training academy were going to come from. I brought up the ad in the Br 100 program and the need to put it in the Postal Supervisor Magazine. Ivan said it was in the magazine with a Gmail email address for members to make suggestions for topics for training. I let Ivan know I'd reach out to GiGi about how the training Committee can assist her in developing content. Ivan acknowledged during the report that represent our conversation.

Myrna thanked her committee Pam Davis, Ed Laster, Dan Mooney, Dwight Studdard

Postmaster's Committee – Dee Perez

The following dates the Postmasters Committee held Zoom meetings in FY 25 and into FY 26.

- August 27 – I held a review of our recent meeting held with the Atlantic Regional V.P., Mr. Rakes
- January 21 – This Zoom was an open mic session with those in attendance to primarily discuss their concerns happening in their respective areas.
- February 26 – We discussed the upcoming LTS Bills that are supported by NAPS with special guest speakers, NAPS resident officer and Executive V.P. Mr. Chuck Mulidore, and NAPS Director of Political Affairs, Mr. Robert Levy.

This past year, communication has been primarily through me sending emails to the Postmasters committee daily/weekly, often more than one per day, with an emphasis on both membership and what is taking place in our work environment today as Postmasters. I am sharing data and reports to alert both active and retired Postmasters serving in their branches, so they can understand and visualize the reports demanded of active Postmasters today. I also discussed the promotional process for writing the KSA that NAPS is undertaking, along with the interview

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process, to help those seeking higher-level positions.

Although only three Zoom meetings were held this past year, the expectation in FY 26 will be far greater. The objective for FY 26 – 27 is to double the number of meetings and bring in special guest speakers from NAPS candidates running for resident officer positions later in this calendar year, prior to the national convention, in addition to Postal leadership, if possible, during this calendar year.

I'd like to thank the executive board members on the Postmasters committee for their contributions this year.

Mr. Tony Dallojacono
Mr. Greg Johnson
Mr. Troy Griffen
Mr. Kevin Trayer
Ms. Pamela Davis

Ethics Committee Report – Craig Johnson:

No issues to report

Craig thanked his committee – Jaime Elizondo, Richard Green, Marilyn Walton, Dee Perez

Executive Board Duties and Responsibilities – Shri Green

No recommendations to report

Shri thanked her committee – Ivan Butts, Richard Green, Craig Johnson, Luz Moreno

Plant Staffing Committee – Chuck Lum

Report Forthcoming

Committee Members:

Chuck thanked his committee - Shri Green, Kevin Trayer, Luz Moreno, Dwight Studdard, Bob Washington

PFP Committee – Tony Dallojacono

After receiving the FY26 NPA Indicators to review we held a meeting to review the 126 pages on January 22. We discussed some of the items that we felt needed review. Some of the questions that we were concerned about vehicle availability and if they supplied the office with a vehicle this

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should not be an issue with vehicle availability. We also discussed Revenue to plan since that is the same and with RTO and standards why would a customer ship priority when it is basically the same time as ground advantage. We also discussed the POS survey score being raised and how they expect the EAS to get better surveys so that we cannot control how they like our service when the Post Office reduces hours for retail clerks causing issues in retail offices. We had a meeting March 19 to discuss any other issues, and it was brought to us that EAS under the HERO program are also given individual goals that they rate them on those goals but if their evaluator does not want to, they can score less than is really deserved. We also became aware of level 18 post offices that are premier offices have drop ships from Amazon, UPS, DHL and others but they do not have barcodes since they are addressed to the PO for the PO Boxes that the clerks have to sort to the boxes and they do not get credit for scanning these packages so they cannot make the goals in these offices. Ivan reached out to meet with the Postal Service to discuss the goals and gave a schedule to meet last week and we did not hear back. We know that they will not change the goals, but we can still push. We feel that the goals should be individual and not based on POOM, District, Area or Headquarters level.

Tony thanked his committee – Bobby Bock, Troy Griffen, Chuck Lum, John Valuet, Ed Laster,

SWCs – Jimmy Warden

No update to report. Pursuing to see S&DCs have their own SWCs calculation based on the complexity of the operation.

Jimmy thanked his committee Tony Dallojacono, Ed Laster, Tom Hughes, John Valuet

Dwight McTizic - PNC Vice President & Investment Market Director

Dwight replaced Amy Bartosh. He has been with PNC for 10 years. He only works with institutions.

Dwight spoke of our portfolio positioning.

Outlook: Underlying fundamentals remain stable, and tailwinds from expected Federal Reserve (FED) interest rate cuts and accelerating business spending should continue to provide economic support. Softening labor market is expected to continue, but not so abruptly as to derail the expansion.

Portfolio Positioning: Broadly diversified with an overweight to global artificial intelligence (AI) and technology – the AI innovation cycle remains in the early innings with technology (tech) and tech-adjacent companies expected to lead earning growth. Ongoing fiscal policy uncertainty supports our large-capitalization tilt.

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The NAPS portfolio as of September 30, 2025, has \$7,458,238.00. Equity – \$4,833,762 64.8%, Fixed Income - \$2,402,144 32.2% and Cash & Equivalents - \$222,331 3% Totaling 100%. Equity is broken down into US Large Cap 62.9%, US Mid Cap 4.1%, US Small Cap 3.4%, Intl. Large Cap 18.6% and Emerging Markets 11.0%. Fixed Income is broken down into Core 53% and Core Plus 47%.

Andy Freedman Bruce Moyer – Legal Counsel Update

The Board went into Executive session as an update on the pending lawsuit against Postal Service was discussed.

Motions & Resolutions

Motion #4 - Submitted by Troy Griffen Second by Kevin Trayer Donate \$10,000 to the Auxiliary and purchase two (2) tickets for each Board member to attend the Auxiliary luncheon at the 2026 National Convention. As discussion began it was stated since the budget for next fiscal year had been passed by the Executive Board, and the budget contained funds for this, a motion was not needed. Therefore, the motion was withdrawn.

Motion # 5 Submitted by Constitution and ByLaws Committee Second by Dan Mooney.

Article III Membership

Whereas, it is the policy of NAPS to expect the behavior of NAPS members attending NAPS ~~national~~ events to be professional, civil and respectful and in accord with all NAPS rules governing such events: and

Whereas, unprofessional conduct that includes physical, verbal and threatening acts and interferes with the regular course of business is inconsistent with the organization's expectations; and

Whereas, it is the policy of NAPS to hold accountable and NAPS member attending a ~~national~~ event whose conduct is contrary to these expectations; therefore

Be it Resolved that a new Section 10 be added to Article III – Membership to read:

The National President may appoint a committee to investigate serious, unprofessional conduct by any NAPS member at any event sponsored by ~~the NAPS national organization~~. Unprofessional conduct, for the purposes of this section, is conduct that interferes with the regular order of business and involves physically or verbally threatening behavior. A committee appointed by the National President shall review the allegations of unprofessional conduct and report its findings to the National President, who shall take such action as warranted.

The Motion was amended by Chuck Mulidore Second by Bobby Bock. No cons so the

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Amended version passed. (Amended above with words crossed out) The Motion passed as there were no cons. This will be submitted as a Resolution for the 2026 National Convention.

Motion # 6 Submitted by Bobby Bock Second by Luz Moreno To accept the contract with The Marriott Chrystal Gateway to hold the 2029, 2030, 2031 and 2032 LTS. Motion Passed as there were no cons

Motion # 7 Submitted by Craig Johnson Second by Richard Green To accept the contract with the Embassy Suites for the Board Housing for the Spring Board meeting for 2029, 2030, 2031 and 2032. Motion Passed as there were no cons.

Recommendation # 1 Submitted by Craig Johnson Second by Bobby Bock

I recommend the Resident Officers work with Sheri Davies from Conference Direct to develop a digital page to use for all potential Executive Board candidates to use at the 70th National Convention in San Francisco instead of hanging banners.

- Potential savings of \$20,000 to \$30,000 to hang banners

- Eliminates the need for candidates to purchase banners

- Eliminates the time and cost associated with preparing and mailing the banners home

- Eliminates the need for candidates to drop off banners early Saturday morning

- Eliminates the need for candidates to pick up banners early Saturday after convention

- Eliminates the hassle of bringing or mailing your banners to the National Convention

- Creates a fair advantage to new candidates

Have Sheri look at the cost of displaying two large screens on the convention floor with displays of the name, title and picture of all candidates running for office. Voice vote – Recommendation Failed

Recommendation #2 Submitted by Craig Johnson No Second Recommendation Fails

I recommend the resident Officers work with the Stoladi Properties group to research the cost of converting the 2nd floor at NAPS Headquarters into three condominiums for the three Resident Officers.

- Potential savings to housing for the Three Resident officers

- Eliminate the loss of revenue from no tenant on the 2nd floor

- Eliminates the cost of trying to advertise for a new tenant

- Maybe include two small apartments on the 2nd floor

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Maybe include a workout or entertainment room on the 2nd floor

Generate revenue from the Three resident Officers through rent payments

Rent out any condo not occupied by one of the three resident Officers

Potential savings to the three resident Officers

Have the Stoladi Property Group report to the Executive Board all the potential cost to convert the 2nd floor into residential condominiums for the three resident Officers.

Declare Office for 2026 National Convention Election

Ivan Butts – Will not be running for re-election

Chuck Mulidore – National President

Jimmy Warden – National Executive VP

Dee Perez – Northeast Region VP

Richard Green – National Secretary/Treasurer

Craig Johnson – Central Region VP

Jaime Elizondo – Southern Region VP

Marilyn Walton – Western Region VP

Bill Austin – New England Area VP

Tom Hughes – New York Area VP

Tony Dallojacono – Mid-East Area VP

Troy Griffin – Eastern Region Area VP

Ed Laster- Pioneer Area VP

Luz Moreno – Illini Area VP

Kevin Trayer – Michiana Area VP

Dan Mooney – National Secretary/Treasurer

Robert Washington – Mink Area VP

Shri Green – Cotton Belt Area VP

Bobby Bock – Southern Area VP

Pam Davis – Texas Area VP

Dwight Studdard – Central Gulf Area VP

Myrna Pashinski – National Secretary/Treasurer

John Valuet – Northwest Area VP

Chuck Lum – Pacific Area VP

New Business

Fall Board Meeting Arrive Sunday 10/18/26 – Meeting 10/19 – 10/21, leaving Thursday 10/22.

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May 18th Officer's Reports are due for the Convention One Book.

Seating chosen for the 2026 National Convention – Choosing first Western Region as they are the host Region, Second Eastern Region Third Southern Region Fourth Northeast Region Fifth Central Region

Good of the Association

Arrival for the National Convention is Friday 8/7. Leaving is the following Sunday 8/16.

Board members may arrive one day early but the cost will be charged to their Allowance account.

Bobby Bock addressed membership stating we need to speak with our local branches. UPMA is going into facilities canvassing membership. We need to have boots on the ground and increase our membership.

Chuck Mulidore congratulated Ivan Butts for his years of service to NAPS. The Executive Board gave President Butts a standing ovation.

Troy Griffen thanked the Board for all the help the Board has given to him. This may be the last time this group will be together.

Ivan thanked the Board for all their work and friendship. He has been on the Board since 2008. His goal was always to serve the members to the best of his ability. Ivan leaves office satisfied on his efforts and wish us all the best and will support the next administration. He wants to see the Board continue going forward and remain a unified Board. Our sustainability depends on remaining a unified Board.

Final Remarks

President Butts thanked everyone. He wished everyone safe travels home. We had a very productive meeting.

22. Closing prayer – Led by Kevin Trayer Michiana Area V.P.

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23. Chair Marilyn Walton adjourned the meeting at 2:57 PM

Respectfully Submitted,

James "Jimmy" Warden

NAPS Secretary Treasurer