



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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September 6, 2024

Board Memo 123-2024: 69th National Convention Executive Board Meeting Minutes

Executive Board,

Attached are the 2024 69th National Convention Executive Board Meeting Minutes.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters

2024 69th National Convention Executive Board Meeting Minutes

August 10, 2024



1. Call to order – 8:36 AM August 10, 2024, by Chairman Chuck Lum
2. Invocation – Led by Charles Mulidore, National Executive Vice President
3. Pledge of Allegiance – Led by Ivan Butts National President
4. Sergeant-At-Arms – Marilyn Walton Western Region V.P., Myrna Pashinski Rocky Mountain Area V.P.
5. Roll call – Warden – All Board members were present
6. Welcome – Butts, Mulidore, Warden

Ivan: President Ivan Butts welcomed the Executive Board. Looking forward to a good board meeting. Stated Andy Freedman NAPS's attorney will brief the board as well as the delegates. Ivan is looking forward to a good Board meeting and Convention. Ivan is glad to see everyone, and they all arrived safely.

Chuck: Vice President Mulidore welcomed all the Executive Board members. Looking for an interesting week and good convention. Chuck is hoping we can raise some good money for SPAC. Glad everyone arrived safely and appreciates everyone.

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. He looked forward to a productive Executive Board meeting and National Convention addressing future budgets. Jimmy stated we have important NAPS business moving the Association forward.

Chuck Mulidore reviewed items in the folders specifically the staffing assignments.

Chairman's Report – Chuck Lum

Since the last Board meeting Chuck Lum has been attending the Consultative meetings and meetings in the Pacific Area concentrating on coaching and mentoring. Engaging the team and ensuring the correct business is being performed. He has been receiving calls from across the country regarding challenges. The same Challenges seem to be occurring across the country such as TACS performed by supervisors and supervisors also being told not to put in for T-Time. The selection process seems to now be a major issue pertaining to promotions. Appears not to be based on merit. Poor craft staffing at delivery units. Lack of integrity in

2024 69th National Convention Executive Board Meeting Minutes

August 10, 2024



reporting. Lack of training. Chuck wanted to identify these issues and possibly develop a strategy to mentor and support the members in the field. Board members brought other issues such as dignity and respect on zoom meetings. This appears to be occurring more often. Also occurring on group texts, they are demeaning individuals. In one Area the Carrier Union is telling carriers to walk slow while delivering mail. Lack of response from the Areas on issues. S&DCs management issues are chaotic. No structure. What is the structure, oversight (supervision) and compliment for S&DCs?

Doctor Bruce Bishop – Parliamentarian

Dr. Bishop welcomed everyone. This is his fifth convention with NAPS. Dr. Bishop went over his position as the Parliamentarian stating we will be following Robert's Rules of Order. All clubs, organizations, associations etc. use an established rule of procedures. Dr. Bishop informed the Board of his background. Dr. Bishop explained exactly what a Point of Personal Privilege is. It is used extremely often but not correctly. There are over 100 rules and motions in Robert's Rules of Order. Any questions whether inside or outside the meeting please feel free to approach him.

NAPS vs USPS Legal Team Andy Freedman and Bruce Moyer

The Board went into Executive Session

Al Lum – DDF Provider

Currently the DDF has six (6) contractors. Four are Attorneys and 2 are former Postal employees. One being a retired Labor Relations Manager. and the second former Human Resource Manager. Two of the four attorneys are also former Postal employees. NAPS is currently handling 19 cases involving Postmasters. This says a great deal of NAPS's Disciplinary Defense Fund. Credit card cases are decreasing since March 2024. Believed to be because no Postal Symposiums were held. Inspection Service is greatly involved in reviewing credit card usage. Merit System Protection Board (MSPB) put out a new filing system. In July of 2024 the Judicial Office where debt collections are heard also put out a new system. Currently there are issues. Cases are not listed in chronological order. NAPS advocates were given the option to email the case and documentation. Please do not take photos of paperwork unless it is converted into a legible PDF file. Stress not to take photos of documents. Questions and clarification were asked regarding dual cases or referred to as mixed cases (MSPB and EEO) NAPS does not handle mixed cases. Debt Collection employees can be held accountable. One

2024 69th National Convention Executive Board Meeting Minutes

August 10, 2024



cannot hold an employee accountable for settling grievances. No statute or policy pertaining to this.

2024 Cases

MSPB 75 – 70% DCA 24 – 22% ELM 650 8 - 8%

DDF Cases Closed 63 Pending 44 Total 107

Average Cost Per Case \$2,981.02 Total FY 24 \$155,013.00

FY 23 Total cases 69 pending 7 Total DDF 76

Average Cost Per Case \$2,579.88 Total FY 23 \$185,751.50

2024 MSPB Cases 75 - Loss 3 4% Win 5 7% Pending 32 43% Withdrawn 4 5% Settled 31 41%

2024 DCA Cases 24 – Win 12 50% Settled 3 12% Pending 9 38%

2024 ELM 650 8 – Settled – 2 25% Pending 3 38% Loss 3 37%

The two major charges are 1) Performance with 35 cases, second is Finance with 29 cases and third is Attendance with 12 cases. The top four (4) NAPS Areas having cases filed are New York with 15 cases, second is Texas Area with 14 cases, third is Capitol-Atlantic Area with 13 cases followed by the Pacific area with 11 cases. The Area with the least number of cases is the North Central Area with 1 case.

Minutes of Previous Board Meeting – Warden – Motion made by Craig Johnson second Bobby Bock to accept as written the Spring 2024 Executive Board Meeting Minutes as it was previously sent to the Board, published in the Postal Supervisor, and placed on the NAPS website. This was Second by Bobby Bock. Minutes were approved as written.

SPAC/Legislative Update – Chuck Mulidore and Bob Levi

The Legislative agenda is basically the same as from the LTS as the 118th Congress is still in session.

NAPS Legislative Issues in the 118th Congress

Postal Issues

Postal Supervisor & Managers Fairness Act (H.R. 594)

Postal Employees Appeal Rights Amendment Act (H.R. 595)

2024 69th National Convention Executive Board Meeting Minutes

August 10, 2024



Postal Police Reform Act (H.R. 3005/A. 3356)
Implementation of the “Delivering For America” Plan
Implementation of the Postal Reform Act of 2022
Legislation to permit investment of postal retirement funds in non-governmental securities

Retirement Issues

Social Security Fairness Act (H.R. 82/S. 1302)
Equal COLA Act (H.R. 304/S.4221)

Chuck spoke as he is continually asked why so much emphasize on the Postal Police bill. We made it a special issue as crime is up. It’s an anti-crime issue. It will not cost the Government any money. Congressman Garbarino informed Chuck and Bob Levi he can’t push the bill further as the bill has to go through Judiciary committee. He recommended trying to push the Senate bill S3356 and maybe he can place HR 3005 as a rider on another bill.

Pre-Convention Midsummer Nights’ Gift Raffle brought in \$5,890 for SPAC (which includes In-Kind contributions) SPAC contributions for the first six months of 2024 is totaling just over \$14,000.00. Chuck expects to have great SPAC results during the convention.

Consultative Meeting – USPS Bruce Nicholson, James Timmons, Paulita Wimbush

Written responses from the U.S. Postal Service pertaining to the Consultative Meeting will be forthcoming.

Secretary/Treasurer’s Report – Jimmy Warden

A. NAPS Investments, Assets & Balance Sheet

As of June 28, 2024, NAPS investments totaled \$ 7,053,646.53.
On June 30, 2023, NAPS investments totaled \$7,170,863.67. This is a 2024 fiscal year-to-date decrease of \$117,217.14 or 2.00%.

As of July 26, 2024, the NAPS General Fund Signature FCU Checking account balance was \$315,039.44 and the Signature FCU Money Market account was \$419,157.13 for a total of \$734,196.57.

B. NAPS Property Inc.

2024 69th National Convention Executive Board Meeting Minutes

August 10, 2024



As of June 30, 2024, NPI has \$81,684 in cash on the balance sheet. There are \$38,003 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), leaving \$43,681 unencumbered.

LocalWorks, currently occupying Suite 305 (7,250 s.f.) expanded as of March 1, 2024, into Suite 105, which is an additional 6,090 s.f. Like the agreement for Suite 305, the expansion is also a license agreement with profit sharing. It's assumed to be low risk, but also has no defined income model. In FY2024 (6/1/23-5/31/24), profit sharing with NAPS Property Inc. totaled \$55,490, which averages \$4,624/mo. The first payment made was \$1,987, and gradually increased each month, until it peaked in March at \$6,287 and dropped slightly in April \$6,070 and May \$5,561.

The current cash projections assume continued vacancies on the 2nd floor, as well as suite 350. There is currently no broker contracted to lease out the vacancies. The overall pace of leasing activity remains slow.

The cash forecast for the fiscal year assumes contributions of \$32,500/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.

C. Web & Social Media Report

1. [Facebook](#) followers as of July 25 – 4,311 followers (up from 4,035 in Oct 2023: up 6.40%)
 - Posts continue to garner an average of approximately ~300-1,000 views; the most engaging posts get ~1,000-4,000 views organically.
 - A few highlights:
 - So far, the post with the highest reach in 2024 was from 3/1/24 (~3.5k+ reach/views):
 - 📄 The March issue of [#ThePostalSupervisor](#) magazine is now available to be downloaded from the NAPS website. 📖 Read it now: [https://naps.org/files/galleries/The Postal Supervisor 03 March 2024.pdf](https://naps.org/files/galleries/The_Postal_Supervisor_03_March_2024.pdf)
 - The next highest posts/reach:
 - 6/27/24 (~3k+): Is Sunday Delivery Really Worth It? By Peter Piteira, Orlando, FL, Branch 321 President 🗨️ Every Sunday, the Postal Service delivers packages for Walmart and Amazon. Although that may be a great service we provide for the American people, I believe it's a losing proposition for the Postal Service. Customers are delighted to get these packages on Sunday. The problem is Amazon and Walmart get the credit for such a fast and efficient service, while we at the Postal Service get the headaches. <https://naps.org/Post/Is-Sunday-Delivery-Really-Worth-It>

2024 69th National Convention Executive Board Meeting Minutes

August 10, 2024



- 1/3/24 (~2k+): 📄 The January issue of #ThePostalSupervisor magazine is now available to be downloaded from the NAPS website. 📄 Read it now: [https://naps.org/files/galleries/The Postal Supervisor 01 January 2024.pdf](https://naps.org/files/galleries/The_Postal_Supervisor_01_January_2024.pdf)
 - 4/2/24 (~1.8k+): 📄 The April issue of #ThePostalSupervisor magazine is now available on the NAPS website. 📄 Read it now: [https://naps.org/files/galleries/The Postal Supervisor 04 April 2024.pdf](https://naps.org/files/galleries/The_Postal_Supervisor_04_April_2024.pdf)
 - 1/22/24 (~1.7k+): Without acceptance, NAPS HQ paves the way for the USPS to release PFP/NPA FY24 goals, targets and indicators. Read more: [https://naps.org/files/galleries/Board Memo 008-2024 NAPS Response to USPS FY24 NPA Proposal.pdf](https://naps.org/files/galleries/Board_Memo_008-2024_NAPS_Response_to_USPS_FY24_NPA_Proposal.pdf)
 - The competition for organic views on Facebook's timeline remains intense. Every year, your page competes with numerous organizations, individuals, and pages to appear on people's timelines while scrolling through the platform. To expand your reach, boosting posts can be an affordable option. It is a cost-effective approach that can increase the number of people who see your posts Most of your web traffic from social media continues to come from Facebook (90%+); it's still very important to be on the other platforms for visibility (Instagram and LinkedIn). LinkedIn, especially, is growing at a rapid rate organically (without paid ads).
2. [Instagram](#) followers as of July 25 – 469 (up from 431 in Oct 2023: up 8.10%)
 3. [LinkedIn](#) followers as of July 25 – 941 (up from 402 in Oct 2023: up 57.28%)
 4. [Twitter](#) – FYI Only – Account is no longer in use – followers as of July 25 – 707
 - Stopped posting per Ivan's direction/email on 11/2/22.
 5. NAPS Website Traffic
 - Your web traffic (number of users) for Jan-Jun 2024 compared to Jan-Jun 2023 is relatively flat, but the number of overall page views increased by 7.50%.
 - 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.
 - So far this year, four of your top 25 pages (20%) are from The Postal Supervisor.
 - (#11) naps.org/Post/Impending-RIF-Actions-Will-Impact-Our-Members
 - (#18) naps.org/Post/NAPS-Requests-Adjustments-to-the-EAS-Salary-Range
 - (#21) naps.org/Post/Compensation-for-EAS-Employees-Falls-Short-Again
 - (#25) naps.org/Post/Our-Work-for-EAS-Employees-Continues
 - Online content recommendations - Create an ongoing content plan for publishing more original news and other types of original content/messaging on the website that will directly speak to your members and prospective members. I recommend developing a yearly plan that is broken down quarterly. While the magazine articles are popular, it is worth asking the question if there is other information you want to get out to your audience in other/newer

2024 69th National Convention Executive Board Meeting Minutes

August 10, 2024



formats. This approach could help expand your messaging, increase website traffic and further attract potential members. Additionally, digital communication can be easily tracked.

- 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 June 2024 DCO (reflecting DCO membership through PP12 and PP13) NAPS has 28,382 members (26,947 active and 1,435 associates, 95.0% and 5.00%, respectively). Total membership from a year ago, (PP12 and PP13 2023) was 26,510 (25,054 active and 1,456 associate); an overall total increase over SPLY of 1,872 members or (7.00%).

As of the June 2024 DCO, the total number of active non-members was 20,595. 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 44.00% non-members.

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. We ask any individual listed as a non- member to be contacted and informed regarding the benefits of joining NAPS.

E. Expiring Contracts

Per Board motion, at the upcoming Fall 2024 Board meeting we will be having two (2) contracts expiring prior to the end of the year (2024). Labor Relations Administration Group expiring 12/31/24 and Bruce Moyer 10/31/24. New contracts will be presented to the Board at the 2024 fall Board Meeting. We have one contract presently to discuss and that is for Conference Direct to manage the 2026 70th National Convention.

Motions and Recommendations

Motion

- 1) Accept the contract with Conference Direct to manage the 70th National Convention in 2026. Submitted by Robert Bock Second by Craig Johnson Motion Passed 22-1 Voting Yes Ivan Butts, Chuck Mulidore, Jimmy Warden, Tommy Roma, Richard Green, Craig Johnson, Jaime Elizondo, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Ed

2024 69th National Convention Executive Board Meeting Minutes

August 10, 2024



Laster, Kevin Trayer, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Dwight Studdard, Shri Green, Pamela Davis, John Valuet, Myrna Pashinski Voting No Troy Griffin

Recommendation

- 1) As the contract with Labor Relations Administration Group is ending, allow for other Disciplinary Defense Fund providers (DDF) to present their proposal to the Executive Board at the 2024 Fall Board meeting. Submitted by Craig Johnson Second by Kevin Trayer Voice vote was taken. Recommendation Passed

Ed Laster point of personal privilege thanking everyone for prayers and messages while he was enduring medical issues.

New Business

Tommy Roma issue on SWCs with the new SWCs the Postal Service has changed the verbiage which he feels has changed negatively. Tommy will be having a zoom meeting with Postal HQ.

Bobby Bock requested that future Fall Board meetings arrive on Saturday and leave on Wednesday instead of arriving of Sunday and leaving Thursday. This would save those still working to save a day's annual leave.

Dates of Fall Board Meeting are October 20-24, 2024

Schedule Board training if needed.

Good of the Association

Final Remarks Good of the Association

President Butts thanked everyone for pressing through to get the business of the Association done. Ensured the Board we will be doing the work of the Association and is looking toward a productive National Convention. A great number of presentations will be held during the convention so be ready.

2024 69th National Convention Executive Board Meeting Minutes

August 10, 2024



Closing prayer – Led by Chuck Lum Pacific Area V.P.

Chairperson Chuck Lum adjourned the meeting at 4:37 PM.

Respectfully Submitted,

James “Jimmy” Warden

NAPS Secretary Treasurer