



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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November 19, 2024

Board Memo 177-2024: 2024 Fall Executive Board Meeting Minutes

Executive Board,

Attached are the 2024 Fall Executive Board Meeting Minutes.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters

2024 Fall Executive Board Meeting Minutes

October 21-23, 2024



1. Call to order – October 21, 2024, 8:00 by President Ivan Butts
2. Invocation – Led by Shri Green Cotton Belt Area VP
3. Pledge of Allegiance – Led by Robert Bock Southeast Area VP
4. Sergeant-At-Arms – Tony Dallojacono Mid-East Area VP, Myrna Pashinski Rocky Mountain AreaVP
5. Roll call – Warden - All Board members present.
6. Welcome – Butts, Mulidore, Warden

Ivan: President Ivan Butts welcomed the Executive Board. Congratulations to everyone who had a successful election. Stated the Board has a lot of work ahead. DFA some parts are disturbing, and other parts are happening quick. Looking at the next year or two with staffing etc. Ivan is glad to see everyone, and they all arrived safely. Looking forward to a productive day

Chuck: Vice President Mulidore welcomed all the Executive Board members. Congratulated everyone on their election and re-elections. Welcomed Bob back to the Board. A lot of decisions need to be made and looking forward to good discussions. 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. Jimmy congratulated those re-elected and elected and stated after meeting with Bob Washington he knows he will be a great asset to the Board. He looked forward to a productive Executive Board meeting.

Election for the position of Executive Board Chair

Kevin Trayer nominated Chuck Lum. No other nominations were made. Chuck will continue as the Board Chair for the next two years.

Chairman's Report – Chuck Lum

Chuck thank Kevin and the Board for their vote of confidence. He said it is an honor serving on

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the Board as the Board Chair. He is looking forward to a productive Board meeting.

Minutes of Previous Board Meeting – Warden – Motion made by Richard Green to accept as written the 2024 Convention 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 Tony Dallojacono. A voice vote was taken, and the motion passed unanimously.

Secretary/Treasurer's Report – Jimmy Warden

A. NAPS Investments, Assets & Balance Sheet

As of September 30, 2024, NAPS investments totaled \$ 6,965,572.90.

On September 29, 2023, NAPS investments totaled \$6,616,994.69. This is an increase of \$348,578.21 or 5.00%.

As of October 19, 2024, the NAPS General Fund Signature FCU Checking account balance was \$529,736.25 and the Signature FCU Money Market account was \$99,963.32 for a total of \$629,699.57.

B. NAPS Property Inc.

As of September 30, 2024, NPI has \$107,667 in cash on the balance sheet. There are \$102,490 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), leaving \$5,177 unencumbered.

LocalWorks, currently occupying Suite 305 (7,250 s.f.) expanded into Suite 105, which is an additional 6,090 sq.ft.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 9/30/2024, profit sharing with NAPS Property Inc. totaled \$28,147 which averages \$7,035/month. Year to date total is \$4,553 under budget; however, monthly payments are trending in a positive direction. The budget assumes continued growth over the fiscal year as LocalWorks expands its client base.

The current cash projections assume continued vacancies on the 2nd floor, as well as suite 350. Jim Stoladi has been contracted to lease out the space. The overall pace of leasing activity remains slow.

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

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C. Web & Social Media Report

1. [Facebook](#) followers as of Oct 1 – 4,334 followers (up from 4,035 in Oct 2023: up 7.41%)
 - 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 (~4.2k+ 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 (~3.2k+): 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>
 - 8/1/24 (~2.7k+): 📄 The August issue of [#ThePostalSupervisor](#) magazine is now available on the NAPS website. 📄 Read it here: [https://naps.org/files/galleries/The Postal Supervisor 08 August 2024.pdf](https://naps.org/files/galleries/The_Postal_Supervisor_08_August_2024.pdf)
 - 1/3/24 (~2.3k+): 📄 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 (~2.1k+): 📄 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 (~2k+): 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. Most of your web traffic from social media continues to come from Facebook (90%+); it's still very important to be on

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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 Oct 1 – 470 (up from 431 in Oct 2023: up 9.05%)
3. [LinkedIn](#) followers as of Oct 1 – 998 (up from 402 in Oct 2023: up 148.26%)
4. [X/Twitter](#) – FYI Only – Account is no longer in use – 711 followers as of Oct 1
 - Stopped posting per Ivan’s direction/email on 11/2/22.
5. NAPS Website Traffic
 - Your web traffic (number of users) for Jan-Sept 2024 compared to Jan-Sept 2023 is relatively flat, and the number of overall page views increased by 2.3%.
 - 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, six of your top 30 pages (20%) are from The Postal Supervisor.
 - (#12) naps.org/The-Postal-Supervisor
 - (#15) naps.org/Post/Impending-RIF-Actions-Will-Impact-Our-Members
 - (#17) naps.org/Post/Know-Your-Responsibilities-When-Issuing-Discipline
 - (#27) naps.org/Post/Compensation-for-EAS-Employees-Falls-Short-Again
 - (#28) naps.org/Post/Annual-Leave-Are-You-Kidding-Me
 - (#30) 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 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 September 2024 DCO (reflecting DCO membership through PP19 and PP20) NAPS had 29,032 members (27,568 active and 1,464 associates, 95% and 5%, respectively). Total

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membership from a year ago, (PP18, PP19 and PP 20 2023) was 27,068 (25,608 active and 1,460 associate); an overall total increase over SPLY of 1,964 members or (7%).

As of the September 2024 DCO, the total number of active non-members are 20,582. 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 43.00% 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 be contacted and informed regarding the benefits of joining NAPS.

E. Expiring Contracts

Per Board motion, contracts expiring prior to the March 2025 Executive Board meeting are Bruce Moyer for Legal Services and Al Lum Disciplinary Defense Fund Provider. Two additional contracts have been submitted, Conference Direct for the 2028 National Convention Management and one from ADI Construction for upgrading the NAPS HQ copy room.

Recommendation by Jaime Elizondo to include how much was withdrawn from investments during the previous period. Jimmy agreed to have it on all forthcoming Secretary/Treasurer reports.

Louis DeJoy – Postmaster General

Ivan welcomed the PMG. Looking forward to getting an update on the DFA plan.

Mr. DeJoy said yes there are some strains, but things are getting better. Facilities are getting fixed, and the American people are seeing the positive changes. When he first came to the Postal Service there were a great many strains. Regarding the upcoming elections and mail in ballots, we will have a good service performance. Our people have been and are training in preparation. It's not perfect but every measure is being taken by having teams in the field and the OIG verifying aspects of the operation. PMG DeJoy said we got through tough times with the pandemic and knows our people will make this happen. We can make service, and even though the OIG is going around the country they may find some deficiencies somewhere. We will get through this

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election. He has been talking with state election committees and the Secretary of States regarding mail in ballots as he has been building communications ensuring the Postal Service will succeed. PMG DeJoy has numerous calls each week from field people regarding the elections. He has refrained from stating to the public regarding the type of paper used for some ballots and incorrect bar codes on ballots as not to scare the American people. The PMG has Process Improvement Teams, and the OIG are working around the clock to ensure ballots are delivered. The PMG mentioned that we have had a great relationship with President Biden's administration. The Postal Service received the President's award for sustainability. He stated that the present administration has been the best for the Postal Service in many, many years. They understand what needs to be done. The Postal Service was extremely successful in delivering vital COVID test kits which many have forgotten and successful with the transformation to electric vehicles. Mr. DeJoy mentioned how we worked together on the Postal Reform Act and said he would like to continue working together on Medicare enrollment, a new Housing Program and Opioid avoidance. Mr. DeJoy believes the Postal Service is underutilized, under deployed and underappreciated and wants to change that.

For this peak season the Postal Service may add 5 to 7 thousand temporary employees. The Postal Service saved billions of dollars of waste by addressing transportation. Last year 15 million work hours were reduced yet we have 20 thousand more career employees. Trucks are now running 90% full across the country in three-, four- and five-day zones. Originating plants have been reduced all completed with insourcing of other operations. We are insourcing now compared to previous PMGs who looked to outsource. The PMG is trying to inspire the organization by doing this. We are competing with Fed Ex and UPS. We are adding more capacity in Denver, Dallas, Phoenix, and Indianapolis. Looking forward to a good successful peak season.

Just completed discussions with FedEx and the Postal Service has ended the Priority transformation from Fed Ex. We are now control of our product. 1.6 billion dollars were paid last year to FedEx. The agreement has ended, and we will no longer pay them anything. Ground advantage has been rolled out and packages are increasing whereas Priority volume is decreasing. The Postal Service is currently reviewing a two-to-three-day product.

The Postal Service is revamping the Sales group. There is a new Vice President overseeing the sales group. He has experience as he worked for FedEx. Sales needed organizational structure and decision making as this has all eroded over the years. A certain level of effort is needed in the field to allow for what we need to redo the Maintenance organization, losing approximately 30% capacity due to maintenance issues with our equipment and creating a cross functional organization.

27,000 new vehicles are coming this year. The Postal Service has been working closely with John Podesta who is a member of the President's cabinet. Of the 27,000 new vehicles approximately 20,000 are gas vehicles, not electric. The Postal Service needs new vehicles on the road, and it will take to long to change the entire infrastructure to accommodate electric vehicles therefore gas

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vehicles were purchased. They will continue building the electric infrastructure concentrating on the Sorting and Delivery Centers (S&DCs). This is a 30-year program. The PMG was involved in the vendor selection but is dealing with it now. He wants the vehicles and needs them to roll out as they are needed in the field. Looking to increase S&DCs especially for offices with 75 carriers and above. The infrastructure in these buildings must be fixed first, which has caused some delays.

The reason for splitting Delivery, Processing Plants and transportation was so they can monitor each other which would help identify deficiencies and breaks in service. When under one group there wasn't a monitoring process as one was monitoring themselves and deficiencies weren't being corrected. Operating efficiently and making service. Gemba's are being completed daily, averaging over 100 a day and improvements are showing. The PMG realizes there are issues in the Plant. There is an issue in attracting the right people to take Plant Manager positions. Mr. DeJoy wants Plant Managers to know everyone in their operation. Trucks are running to delivery units much fuller. The Postal Service cancelled all the private contracts. Now talking with UPS CEO tomorrow. The PMG has a plan his is presenting and intends it has 100% best interest of the Postal Service. Depending on how the meeting goes he has a plan if he can achieve 80% but nothing less. The best interest of the Postal Service comes first. Transitions sometimes don't go to well. It would have been easy to rebuild an entirely new post office then rebuild while operations continue. UPS puts their label on their packages which when ran through their machines determines how dense the package is. The machine determines UPS or USPS who gets the package. This is why we get all the small packages from UPS. UPS fought against the Postal Reform Act. We can handle the packages but must be paid accordingly. Our S&DCs can handle the workload. Sales needs to work and get back the package business. There are currently 83 S&DCs and another 40 -50 going online. Network facilities much capital has been spent getting them online. Some facilities are 80-million-dollar projects. 40 annexes have been closed and looking at having 140 nationwide. Streamline cost and attract revenue is our goal.

The current hurricanes are unfortunate timing with elections taking place but gives a lot of hope for the organization. Controlled shutdowns helped bring back operations much quicker in the storm hit areas. Very proud of the organization and the way they handle the current storms. The Postal Service is down to 3,000 addresses in the Carolinas and 25,000 addresses in Florida receiving no delivery. Ashville NC was extremely bad.

Service – Had issues in Richmond and Atlanta that shouldn't have happened. Extent of communication and ability to adapt and affected execution resulted in these issues. It will not affect the election. We will not have the issues going forward. Looking at closing some retail sites. Reviewing stocking different items and looking at returns which is a 5-billion-dollar market. Looking at a big next day delivery.

Questions and Discussion

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Ballot Mail steps referring to a memo stating extraordinary measures starts today for the next two weeks and overtime not to be used. These measures are to take place after normal work hours. Response They will be running extra transportation. All does not have to be done on overtime. Retail centers when they close the mail will be collected.

Concerning the way EAS are treated. Trying to get out of using 204Bs. He cannot change the attitude of the postal service overnight. Plant Management issues he is working on to make better. Louis wants to manage that more. More attention to daily interaction and rules on how work is dispatched ease of getting work done and not always an emergency. PMG is going to the field a great deal more. The pressure needs to be taking off the whole place. Chuck said it is falling into Louis's lap. Louis said he does not feel it fell in his lap but is doing the work which is why he took the job knowing the challenges. He is going out to the field and confident in making more tactical type improvements in many places. People need to understand the DFA is believable. He meets with Union leadership. Much more strategic thinking and planning in the organization. The PMG wants to be part of any postal system in the world. We need to work together as we are all part of management.

Executive Board members can submit any further questions to Jimmy who will forward to PMG DeJoy.

In closing Ivan thanked Louis for taking the time to come and address the Executive Board.

PNC Bank – Amy Bartosh

The Market has had a good year. Seeing positivity the first 9 months. The Fortune 500 is being driven by the magnificent 7 companies. The other 493 companies are starting to improve. Investment portfolios are looking at 200 base points 2% cut in rates. Feds went 50 instead of 25 as it is the belief they don't want to wait. Inflation is down, the hiring market doing well. Page 5 of the handout there is no red all doing well. Pages 6,7 inflation down as the economy is in a good position. Consumer index still doing well as people are still spending. Earning growth though needs to start increasing.

Markey doesn't like uncertainty. Market may be affected until the new President is announced. Take out the magnificent 7 you're looking at only a 1.5% growth. The Market favors a split government as nothing will get done. When the same party holds the House, Senate and President the market usually does not do as well. Lessen the cash as dues were increased. Quarter performance up 5.85%. For 2024 we withdrew \$933,875 which includes fees.

Don Flak – PFP

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NPA Composite Performance Summary ALL National is showing 20 people out of money (Box 0,1,2) .11% Under Target 2906 people (Box 3,4) 16.21% Over Target 15023 people (Box 5,6,7,8,9) 83.79% Cell 10 0

Retail and Delivery not finalized for FY 2024. Over 17,000 score cards in Retail and delivery. Revenue dropped for September, so all score cards are projected to drop. Major hit on cost as few weeks the plan was over by a million hours. Lost 200 million in revenue and ran over 1.5 million dollars. This resulted in a full cell drop. All score cards are projected to go down because of this.

The system is designed to be as accurate as possible. Package products consist of 7 categories: Priority Mail and Priority Express, Priority Mail return, Ground advantage, Ground advantage returns, Parcel Select DDU, Parcel Select SCF and Parcel Select NDC. Competitive Product Composite. The Delivery Unit goal is 95.55. Processing and Logistics the goal is 91.19% (Does not include parcel select DDU. The Network is 91.19 and the DDU 99.80 therefore the average is 95.55% which is how the goal was determined for the delivery units. It is scored at District level. Large amount of DDU pieces helps the score. Mitigation factors through July 2024 No one will drop. 2403 score cards will increase by 1 cell. Will be recalculated with September numbers.

S&DCs are being looked at. Don has been reviewing monthly. Last year 82 finance numbers this year approximately 400 are involved with the S&DCs. It has gotten extremely better. Have not seen the level of degradation for this year. If a case could be made it will be made. Mitigated 640 last year. If the current proposal is approved, it would allow to mitigate affecting approximately 3500 people. Score will reflect on the bottom next to the composite score therefore people can see the change. The Competitive Product Service Composite score does not change as there is a business rule. End of year score to be posted is tentatively 11/15. Mitigation begins 11/18.

Al Lum – Disciplinary Defense Fund

Currently Labor Relations Administration Group has 6 contractors (Advocates). Al Lum will be hiring one additional advocate. Since June of 2024 they have received 4 Postmaster cases. Since the National Convention 8/2024, there have been 3 cases involving credit card usage where in the prior 7 months there were 4. Employees in financial difficulties are using the government credit card for personal expenses which is a wrong thing to do.

FY 2024

Total DDF Cases 107 Closed Cases 87 Total Pending Cases 20
MSPB Cases 75-70% DCA Cases 24-22% ELM 650 Cases 8-8%.

DDF Cost per case \$3,088.52 Total cost of FY 24 Cases \$259,435.26

MSPB Cases 75 Settled 43-58%, Withdrawn 6-8%, Win 7-9%, Loss 7-9%, Pending 12-16%.

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Debt Collection Cases 24 Settled 3-13%, Win 15-62%, Pending 6-25%
ELM 650 Cases 8 Loss 4-50%, Settled 2-25%, Pending 2-25%

DDF case infractions: Performance 35, Finance 29, Attendance 12, Falsification 10, Sexual Harassment and Violence tied with 8, Theft 5

Top five Areas with DDF cases: New York 15, Texas 14, Capitol-Atlantic 13, Pacific 11, New England and Northwest tied with 9.

FY 2025

Total DDF Cases 31 MSPB Cases 18-58%, DCA Cases 10-32%, ELM 650 3-10%

MSPB Cases 18 Pending 14-78%, Withdrawn 1-6%, Settled 1-6%, Loss 1-5%, Win 1-5%
Debt Collection Cases 10 Pending 9-90%, Settled 1-10%
ELM 650 Cases 3 Pending 3-100%

DDF Cost Average per case \$2,214.29 Total Cost FY 2025 \$15,500.00

DDF case infractions: Finance 13, Performance 7, Falsification 6, Violence 3, Sexual Harassment 1, Attendance 1

Top five Areas Capitol-Atlantic 5, Texas and Pacific tied with 4, New England and Cotton Belt tied with 3

Stoladi NPI – Jim Stokes and Team

Jim Stokes is positive we will get the building back to full occupancy.

Stephanie Gleishner discussed the building. 48,000 square footage, Built 1989 Building considered a duplex. Purchased in 1992 for 3.1 million. Tax assessment 1st half of 2024 at 5 million Stoladi was hired in 1994 to manage the building and NAPS was his first client.

In reference as to who is responsible for what: NPI 100% (dry wall inward). 1727,29,31,33 King Street Metro Place Owners Association is responsible for the exterior.

Management Rate Flat \$1,400 month. This was agreed upon by Vinny Paladino and Jim Stokes in 1994 and agreed never to raise the fee. A gentleman's agreement. If an annual 3% escalation it would be \$3,300 month. Over 30 years it would have cost us approximately 30,000 additional if not for the gentleman's agreement. The COVID paycheck Protection Program granted a savings \$22,390.

Monthly Financial Reporting with Cash Projections yearend tax compliance & External Auditors

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Peace of mind Stoladi is a tenant Management on site,
Work order tracking, Schedule preventive
Maintenance & Inspections, HVAC Unit Replacement Program Saving \$5,000 unit-30 year savings of \$320,000,
Construction Mgt. 1727/1729 KSMPOA and Neighboring Activities 24/7 Emergency Response

Unmatched, Experienced and Dedicated

Annual Budget

Revenue – generated by tenant rent & CAM \$769K LocalWorks does not pay into CAM

Broker service by Jim Stokes

Operating expense 809k

Capital Expenses

KSMPOA – we perform the snow removal giving an additional cost savings

Jim Stoladi recommended that the second-floor space be opened by taking walls down and adding windows to some of the walls as the area has no natural light. The cost would be \$200,000 for the demolition. This cost would incur anyway if we leased it. We would be front loading the cost. The Executive Board toured the second floor. Upon returning discussion was held.

Legislative/SPAC Report – Bob Levi Chuck Mulidore Executive Vice President

NAPS Director of Legislative and Political Affairs Bob Levi provided to the Executive Board an update on Legislation and SPAC. Bills of NAPS concern are:

H.R. 594 – Postal Supervisor & Managers Fairness Act

H.R. 595 – Postal Employees Appeal Rights Amendment Act

H.R. 3005/S.3356 – Postal Police Reform Act

H.R. 82 – Windfall Elimination Provision/Government Pension Offset – This has been discharged from committee without any need for consideration. It should hit the floor for a vote in November or early December.

Nominations – Postal regulatory Commission – Ann Fisher & Ashley Poling have been confirmed
Board of Governors – Martin Walsh, Val Demings, William Zollars and Gordon Hartogenis are pending.

On September 26, 2024, Financial Service and General Government Appropriations held a hearing. Discussed were: Operational Status of Election Mail, PMG reassured committee members heroic efforts are put in place. There is a concern with Postal performance in Wisconsin, Cleveland and Atlanta.

Senate Bill 4675 – USPS Stop & Study Act This bill is pending Senate Homeland Security and

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Government Affairs Committee approval. It was introduced by Chairman Peters and Senators Collins and Rosen. The provisions of the bill are as follows:

Prior to implanting any network changes, USPS is required to seek PRC Advisory Opinion

Permits PRC to address reversal or previously implements changes

Prohibits USPS to implement and network changes if, in the PRCs opinion, such changes are likely to have a negative effect on service.

NAPS Regulatory issues here is a request for advisory opinion on the DFA plan. NAPS plan to intervene and participate in discovery and will be submitting comments.

As for the upcoming election it is undetermined who will have control of the House. There are 12 Democratic tossups and 14 GOP tossups. In the Senate there are 8 tossup races. Postal Committee implications of the upcoming election are in the House should the Democrats have the majority Jamie Raskin (D-MD) – Full Committee Chair and Kwesi Mfume (D-MD) – Subcommittee Chair. Should the Republicans have the majority of the House the James Comer (R-KY) – Full Committee Chair and Pete Sessions (R-TX) – Subcommittee Chair. In the Senate should the Democrats have the majority Gary Peters (D-MI) – Full Committee Chair and the Subcommittee Chair has yet to be determined. Should the Republicans have the majority Rand Paul (R-KY) – Full Committee Chair and James Lankford (R-OK) – Subcommittee Chair.

SPAC – Nearly \$430,000 has been granted to candidates this election cycle. Incoming SPAC donations are slightly over \$200,000 for 2024 but we still have 4 ½ months to go.

Open Business Session -

Concern with one of the vendors that convention shirts were not delivered for the convention. It was recommended we should state the vendor is not endorsed by NAPS. If there is an issue with a vendor at the National level maybe we should not have them at a national event. If they attend Regional or Area events that is up to that respect Region or Area. Richard Green Eastern Region VP said he would speak with the vendor in question.

Discussion concerning the ADI Contract to redo the cabinets in the copy room at NAPS HQ as they have become a safety issue. The Board requested three proposals from other contractors.

Some frustration regarding the 50/50 at the National Convention that it is for the Auxiliary and not SPAC. The Auxiliary uses this 50/50 to support themselves. It was recommended maybe allow them to continue their 50/50 but also possibly have a SPAC 50/50. Many Areas are trying to revitalize the auxiliary and get folks involved. The 50/50 helps them recruit and retain members so they can assist NAPS.

The training committee will be looking at substitution pay claimed by Board members. They will speak with the Resident Officers with recommendations pertaining to substitution pay.

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The NAPS calendars will go out to each member for 2025.

UPMA has a new President coming in January. We need to continue to sign up new supervisors as UPMA is going to have a big push in trying to recruit our members. In New Mexico UPMA has been entering Post Offices trying to sign up new members. Dee Perez recommended we have a membership blitz to try and reach 30,000. Discussion was held on a membership drive.

Issue concerning local branches that have internal issues. The National does not get involved in branch issues. The local branch needs to handle the issue. Branch officers are voted in by the membership. If a change is considered that relies on the membership of that branch to exercise their right in voting. Area and Regionals VPs can assist and make recommendations to the branches but ultimately, it's up to the branch to control their business.

Conference Direct – Sheri Davies

Branding is completed for 2025 LTS. April 6 – 9, 2025. The wreath laying will be on Saturday April 5, at 12:15. The Board may arrive on Friday. Waiting for approval for the rooms for the hotel.

2026 National Convention August 9 – 14, 2026. It has been negotiated for a 1.5-hour free beer and wine reception.

2028 Grand Sierra National Convention. We will 25k towards master bill from the convention visitor's bureau, 10k from the hotel to offset the Monday night reception, and the pool has been secured for Monday night, which is an added value 10k, complimentary parking and round-trip airport shuttle.

2024 National Convention: Food & Beverage savings \$76,241.17, Audio Visual over \$20,185.11, Entertainment savings \$2,425.00, Décor savings \$30,018.34, Branding/Registration Counters savings \$18,319.52, Convention Bags savings \$4,446.25, Overall savings (Conference Direct) \$110,265.17

Sponsorships (Vendor Fees) have increased 453% since 2018. Sponsorships (Vendor Fees) 2018 \$42,000, 2021 \$77,100, 2022 \$85,000 and for 2024 \$190,000

With Budget savings of \$110,265.17 Sponsorship totaling \$190,000 Total \$300,265.17
Overall Total \$300,265.17 plus the Registrations \$308,000 Total \$608,265.17.

Doug Tulino – Deputy Postmaster General

A great deal going on in the organization. With it being Election season we are right in the middle

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of everything. We have been planning extensively to establish ballot ambassadors, and IG audit teams all monitoring our processes. The difference this year is everyone is looking for a scape goat regardless of who wins, and we are the scape goat. Our mission is simply to deliver. Mr. Tulino knows the people we represent are working hard to ensure the mail is delivered.

A tentative agreement with the NALC was made last Friday (10/18/24). The process will take about 12-15 weeks to send information to their membership to vote whether to ratify.

Organization side we are setting a different course. Some of our partners we are departing with being FedEx. He will be meeting along with Louis DeJoy and speaking with UPS later today (10/22/24). Things will change as far as their previous contracts went. The Postal Service will not do the same contract with UPS. Soon they will also be meeting with Amazon to discuss a future arrangement. Ground Advantage is a good product and is growing. He is certain this will drive revenue.

Questions were taken:

In reference to the S&DCs is there any possibility of incorporating a middle level of management as these facilities are quite large and are seven-day operations. In the old days large stations had a Tour Superintendent Postal Operations (TSPOs). As not to have the same name maybe title them Superintendent Postal Operations. With the SWCs criteria being implemented in the S&DCs the supervisor staffing in some S&DCs has been reduced. Many S&DCs were able to keep a supervisor as they qualified for Supervisor Customer Service Support. A middle level manager would be of great assistance with the SWCs taking effect. The new position shouldn't have them work the exact same tour as the Postmaster but possibly have their tour working the weekends with two rest days during the week and work either the early or late end. It would allow the Postmaster not to have to worry about the operation when off duty. This would be a great help overseeing operations and identifying and correcting daily deficiencies. They would also assist not just the Postmaster but also the supervisors ensuring a smoother operation. Mr. Tulino said he would get back to us in a few weeks regarding this idea.

Supervisors and Managers and Postmasters are not spoken to properly. Being spoken down to. Total lack of dignity and respect. The threats need to stop. Mr. Tulino believes one should be firm but fair but never treat others in a different way than you want to be treated. We need to get a culture of respect up and down the organization. Yes, he admits it needs to get better and assures we have the support of the PMG and DPMG. In the past there were no repercussions for one's behavior but going forward there will be percussions. Yelling at people will not get us to where we want to be.

First class mail continues to dwindle. We need to capture the package market. People need to understand the mission. PMG DeJoy is trying to inspire people but when it drills down the message changes. The Postal Service wants to have a voice in the vision. Amazon has products we

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can deliver where UPS and FedEx are competitors. The Amazon relationship will change based on how we deliver their product. We can deliver their product but need the relationship to change.

Hurricanes Retail shuts down at 6:00 pm but Plants did not shut down until the next day. Both need to shut down at the same time. What is unsafe for one to travel is just as unsafe for the other. Doug will take this recommendation back to operations. HERO program will there ever be one PFP/HERO program? The HERO will no longer be a pilot. The direction is to have all under one program. To have specific goals with direct eyesight of all goals. Doug wants to move to one system. Base pay should be predicated on one's specific line of sight pertaining to goals.

Central Area would like to start up Area meetings with Postal Leadership to help promote communication. Quarterly meetings. Doug said he will address this.

Certain Districts do not utilize relief supervisors properly. The intent is to reduce 204B hours and T-Time and give supervisors their rest days off. Two Districts were discussed, and he assured he will contact them to inform them the proper use.

Doug realizes we are turning the organization upside down and realizes the anxiety it may cause some people. But the company needs to change. Every eye in the world is watching the Postal Service. They are trying to attach a sinister motive to what we do which is not true.

Mr. Tulino said it is too early to tell if partnership with Amazon will continue. The Postal Service had a vision on what the partnership will be. It will be a two-way street not a one way. There is revenue but they must meet our operational structure. Projections are not adhered to, and staffing is affected, which incurs unnecessary costs. The relationship needs to be two-sided.

Consultative Meeting – Bruce Nicholson, James Timmons, Paulita Wimbush

Written minutes to follow once received from the Postal Service.

COMMITTEE REPORTS

Ethics Committee – Chair Craig Johnson

No issues received

Constitution and Bylaws - Chair Bill Austin

No Resolutions Submitted

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Postmasters Committee – Chair Dee Perez

The following report will outline all the accomplishments achieved by the Postmasters Committee in FY 2024.

This Postmasters committee aimed to establish an open line of communication among the 22 Postmasters committee members from various areas of our country, from as far west as Hawaii to as far east as Puerto Rico. To ensure these Postmasters are valued members of the NAPS Association. However, we first needed to establish open-to-way communication on all topics while addressing their Areas Postmasters concerns. The following bullet points will briefly describe the number of ZOOM meetings held by this committee as their chairman in FY 2024.

- ZOOM meetings have been held quarterly throughout FY 24.
- ZOOM meetings held six in FY 24, they were 6/15/23, 6/27/23, 7/2/24, 9/24/23, 2/4/24, and 10/2/24.
- Currently the Postmasters committee has been tasked with reviewing the Rural Form 150 which has not been updated in nearly 55 years, with all the additional duties added to SCS & Postmasters today, it makes sense that the Postmasters committee will help have a helping voice in guiding the USPSHQ to a much-needed revision of the Rural Form 150.

The Postmaster committee has been actively involved in visiting the grand openings of S&DC in their regional areas. It has discussed many concerns involving the Postmasters in the S&DC and has brought these concerns to the NAPS NPA committee regarding Postmasters being absorbed into an S&DC that has reduced their staffing responsibilities to the resident officers, which has affected their NPA scorecard.

Presently and into the future this Postmaster committee will begin inviting certain District subject matter experts to conduct a ZOOM presentation on various Daily Postal topics, executive board members, resident officers, and USPHQ officials to discuss various Postal & NAPS topics to enhance the understanding of the members of this committee, which in turn they will share this information with their email distribution members throughout their areas.

Executive Board Members of the Postmasters Committee for FY 25 are:

Region Area 1 – Chairman - New York Area VP Dee Perez

Region Area 2 – Tony Dallojacono- Mid Eastern Area VP

Region Area 3 – Kevin Trayer - Michiana Area VP

Region Area 4 – Craig Johnson – Central Area Regional VP

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Region Area 5 – Pamela Davis – Texas Area VP

Region Area 6 – Troy Griffin - Capitol-Atlantic Area VP

I'd like to thank Mr. Kevin Trayer – Michiana Area VP who has gone above and beyond on this committee for all his hard work this past year in helping understand the S&DC local concerns and their current shortfalls while bringing these concerns to the attention of NAPS legislative partners in his area for discussion.

In closing the Postmasters committee members were informed that they still have NAPS Area & Regional VP to reach out to for their local district concerns first. If the concern deals with a USPS policy directly related to Postmasters, then the communication will include their assigned regional area executive board Postmaster committee member. I will then escalate the issue/ concern to the resident office for a policy decision by the president of NAPS.

Respectfully,

Dee Perez
NY Area VP
Chairman NAPS Postmasters Committee
nyavpdee@aol.com

Duties & Responsibilities – Chair Shri Green

Recommending the word substitution rate/pay be changed to compensation pay in the National Officers Duties and Responsibilities.

SWCs – Chair Tommy Roma

NAPS received the updated 2024 verbiage of the SWCs rules. There is a concern with the verbiage "Earned." After the Executive Board meeting a zoom meeting will be scheduled to review the SWCs. Will also look at raising the credits for rural carriers and rural carrier associates. Also looking at the maintenance employees being assigned to customer service.

Legislative – Marilyn Walton

Marilyn Walton, Fall Legislative Report 2024

Along with the California Legislative Coalition Team we continue to focus on Legislation on the home front. We continue to schedule quarterly zoom meetings to discuss legislative issues. California has a robust Congressional race in Northern, Central and Southern California. The Unions and many of the political state, local and nonpartisan organizations are working to turn several house seats. Our NAPS teams are doing their part attending local Congressional receptions in the

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North and South! Thanks to my Legislative teams for stepping up and attending many events on behalf of NAPS.

I want to extend a special thanks to Chuck Mulidore and Bob Levi the NAPS Resident Legislative team for making themselves available to attend our Coalition zoom meetings. We are honored to have Bob Levi come on with his overviews of what is happening in DC. Our coalition looks forward to Bob's input and we call him the Dean of Washington Consultants and NAPS is lucky to have him on our staff!

The California Coalition is currently working within our various organizations on the Get out to Vote (GOTV). We share training with voters that it is very important to vote the entire ballot. We also share with voters how to research the ballot issues and candidates. In California everyone can vote by mail. We are encouraging all to vote, sign and date the ballot and return **no stamp needed**.

The California Coalition annual event has been scheduled for Sunday February 2, 2025; at the Laborers Hall in Sacramento, we are looking forward to the 26th year for this annual event.

I will continue to write a monthly blog in which I include a spot on Civic's 101, we need to be more aware of how government and the legislators work! Also, a reminder to all to support the Supervisor Political Action Committee (SPAC). I remind NAPS members that we support our friends in Congress who support our NAPS agenda, and each person should vote for their interest!

On a final note, I want to thank Dee Perez for contributing important information to the Legislative committee as he moves on to support other NAPS National Committee assignments. THANK YOU, DEE, we are welcoming Bill Austin, New England Area VP to our legislative committee.

Marilyn Walton, Chairperson
NAPS National Legislative Committee

Legislative report by committee member Dee Perez, NAPS NY Area VP.

[These are the highlights of my legislative activity.](#)

This past year my involvement in legislative responsibilities has been no less than in previous years, with a more localized emphasis on a special election to replace George Santos in February 2024 for NY Congressional District 3, in which Mr. Tom Suozzi was running as a former three-term moderate Democrat versus an unknown republican named Mazi Philip. The outcome of this election was overwhelmingly in favor of Mr. Suozzi, who has always been a NAPS supporter on all our legislative concerns. However, Mr. Suozzi must run again in this November 2024 election, the expectation is he will prevail overwhelmingly once again, according to local news polls.

For the record, I've promoted all NAPS legislative concerns this past year as I always have in years past with all my representatives in the NY Area regardless of party affiliation. Party affiliation plays no role in this for me, my only concern is that my legislators support 100% NAPS legislative priorities, to help every member of our association.

In 2023-2024 this became another, very busy, legislative year. As the NY Area VP, I promoted SPAC at

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every possible opportunity, not only in my NY Area with the membership but also as the Chairman of the NAPS Postmasters committee Nationally.

- This past spring of 2024 and summer I was invited to speak at the new Supervisors training class and Postmasters essentials training in the NY 2 District. This allowed me the opportunity to discuss NAPS legislative matters with a new group of both Postmasters and Supervisors. With this opportunity, I showed them how to contact their legislative representative along with all the bills that NAPS deems a priority to pass.
- On February 4, 2024, I held a ZOOM Meeting with my National Postmasters Committee members with special guests. Mr. Robert Levi, the NAPS legislative Director along with West PAC Regional Area VP Miss. Marilyn Walton. The discussion was for members to get involved with NAPS legislation issues locally, both guest speakers articulated the importance of the upcoming LTS in March in addition to continuing to reach out to remind their representatives of the NAPS bills we need their support with.
- On February 25, 2024, I held a ZOOM meeting with my NY Area membership regarding the upcoming LTS along with all the important legislative bills NAPS would like them to support. Mr. Robert Levi was a guest speaker at this ZOOM meeting.
- I attended a Branch 68 ZOOM meeting to reestablish with congresswoman Mrs. Nydia Velazquez on February 22, 2024, to help promote all NAPS legislative concerns and to reestablish a base of understanding where we can help each out both in the present and future.
- In this last year alone, I've forwarded Mr. Robert Levi's legislative emails along with his SPAC drawing to both my Postmasters committee and NY Area membership through my email network distribution mailing list.
- This past year I've shared monthly with both my Postmasters committee and the NY Area membership the blog sent to me by West PAC Regional Area VP Miss. Marilyn Walton. Her blog provides a better understanding of the political complexity of legislative bills NAPS requires support with.

Respectfully,
Dee Perez
NY Area VP
nyavpdee@aol.com

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The past six months have become very interesting. I've attended events held by former congressional members and one current member. The first dealt with how to govern in a toxic political environment. This event was put on by former Rep. Fred Upton (R-MI) and Rep. Debby Dingell (D-MI). There was armed security in the room due to the fact Upton had received threats to his life.

I attended a get-out-the-vote event held recently at Western Michigan University's Student Center. Upton and former Rep. Mark Schauer (D-MI) attended. Also speaking was the former state election commissioner with 40 years of service job. The commissioner noted Michigan should be proud of how they lead the county in early balloting. He said Kalamazoo, out of 83 counties, should be proud of the clerks who made Kalamazoo the only county in Michigan with multiple voting sites. The early voting reduces the need for expensive, high-speed equipment and ensures clerks have time to check ballot signatures, if needed, and give voters time to request new ballots in case they spoiled the previous ones.

With the help of NAPS Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi, we were able to secure co-sponsorship from Michigan Reps. Bill Huizenga (R) and Hillary Scholten (D).

I can't say it enough: Never give up on NAPS' legislative agenda. If at first you don't succeed, try until they give in!

Kevin Trayer
Michiana Area VP
Central Region Legislative Chair

Bobby Bock has been very busy with supporting his members adversely impacted by the terrible two hurricanes, tornadoes and floods. Florida has some very engaged NAPS members who are very supportive of SPAC and make significant contacts with their legislators. Let us hope that our impacted Postal Family in the south is taking advantage of the Postal Employee Relief fund!

Thank You Bobby

Plant Staffing – Chuck Lum

Will be looking more into the FMO operations.

PPF Committee – Tony Dallojacono

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After having a meeting with the PFP Committee we have proposed that we would like to see changes in some of the cells in the Field based on the percentage of employees that have increased from 2023 to 2024. We have seen increases in 4 of the 8 cells that EAS fell into during FY 2023. We see that most changes are in cell 4, 5 and 6. We see a 12.13% decrease in EAS in cell 4 but that increase % is now in cells 5, 6 and 7. The NPA proposed by the Postal Service is less than the EAS received last year in those cells. PFP is all about Pay for Performance and the numbers we see for 2024 illustrate that EAS are performing better but will be getting less NPA than the year before. We want our EAS to perform better every year and we want to keep these EAS, one of the ways to do this is to continue to give respectable NPA increases yearly to our EAS. Headquarters employees NPA should stay as of FY 2023 since Individual goals must be met by them and approved by their manager.

Training & Advocacy – Myrna Pashinski

Training Committee Report

Committee met via ZOOM. Original topics were to discuss Substitution Pay /vs Annual leave, Branches setting budgets, items officers could be compensated for from their branches and reorganizing the website for training topics.

Substitution Pay we agreed Myrna would talk with the resident officers about our discussion. By the time we got to the meeting it was not necessary; The Duties and responsibilities Committee made a motion to change the verbiage to compensation.

Website- The Resident Officers held a ZOOM board meeting to discuss a proposal to have a company redesign the NAPS website. This took care of our issue to reorganize the training topics on the NAPS website.

Items the committee will continue with:

- Verify if any changes need made in OTM due to dues changes
- Continue on Legislation at Home
- Continue with IMIP training
- Added Job ownership and Involuntary Reassignment updating

I'd like to that the committee members

Dan Mooney

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Pam Davis
Dwight Studdard
Ed Laster

Myrna Pashinski, Chair

Andy Freedman and Bruce Moyer – Legal Counsel Update

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

Motions and Recommendations

Motion # 1

I make a motion that NAPS makes a \$15,000 donation to the Postal Employee Relief Fund. Discussion was held and an Amendment was made by Jaime Elizondo to motion to increase the amount to \$25,000. This was second by Chuck Mulidore. A voice vote was taken on the Amendment and passed. Roll call vote taken on the motion and passed 23-0.

Motion # 2

Renew the contract of Labor relations Admin Group for the period January 1, 2025 through December 31, 2026 at the current compensation level of \$10,000.00 per month. Submitted by Chuck Mulidore Second by Tommy Roma. Motion passed 23-0

Motion #3

To eliminate per diem for Executive Board members when attending the LTS, Spring and Fall Executive Board meetings. Submitted by Marilyn Walton Second by Luz Moreno. Motion passed 13-10 Voting Yes Roma, Johnson, Walton, Austin, Griffin, Laster, Trayer, Moreno, Studdard, S. Green, Davis, Valuet, Pashinski Voting No Butts, Mulidore, Warden, R. Green, Elizondo, Perez, Dallojacono, Mooney, Washington, Bock.

Craig Johnson asked for reconsideration being he was on the prevailing side. Craig asked for a cap of \$120 be allowed for meals per day. Second by Shri Green. A voice vote was taken, and it was undecided. A raise of hands vote was taken, and reconsideration failed 9 – 14.

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Motion # 4

That NAPS HQ make a \$10,000.00 donation to the National Auxiliary. Submitted by Troy Griffin Second by Kevin Trayer. Motion passed 23-0.

Motion # 5

Accept the contract for Bruce Moyer for legal services from November 1, 2024 through October 31, 2026. Submitted by Myrna Pashinski Second by Shri green. Motion passed 23-0

Motion # 6

Accept the contract with Conference Direct for 2028 National Convention Management. Submitted by Dan Mooney Second by Luz Moreno Motion passed 22-0 Absent – 1 Elizondo

Motion # 7

Increase the membership sponsorship from \$25.00 to \$50.00 for those sponsors who sign up a new member in the month of December 2024. Submitted by Bobby Bock Second by Dee Perez. An Amendment to the motion was submitted by Jimmy Warden Second by Bobby Bock to increase the membership sponsorship fee from \$25.00 to \$50.00 for three (3) months starting December 1, 2024, through February 28, 2025. All 1187s must be received by March 5, 2025. The amendment to the motion passed by voice vote. The amended Motion passed 22-1 Voting Yes - Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffin, Laster, Trayer, Moreno, Mooney, Washington, Bock, S. Green, Davis, Valuet, Pashinski Voting No – Elizondo

Motion # 8

That NAPS increase the per case DDF expense from \$3,500 to a maximum expense of \$4,000 for advocate case preparation and representation services. Submitted by Chuck Mulidore Second by Bobby Bock. Motion passed 22 – 0 Absent – 1 S. Green

Motion # 9

That NAPS HQ invest up to \$200,000.00 into renovation of 2nd floor of NAPS HQ building. Submitted by Richard Green Second by Craig Johnson. Motion Passed 23-0

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Motion # 10

Eliminate the term “Substitution Pay” on the current voucher and change the entry to “NAPS Advocate Compensation”. In addition, each officer shall submit an itemized voucher to refirm the compensation. Submitted by Bob Washington Second by Kevin Trayer

After discussion Motion was withdrawn

Recommendation # 1

Change Term Substitution to Compensation in the Executive Board Duties & Responsibilities. Submitted by Shri Green Chair of the Executive Board Duties & Responsibilities Committee Second by Kevin Trayer. Voice vote taken and passed.

New Business

No new business.

Good of the Association

Craig once again welcomed Bob Washington. He was his ASP instructor so they go way back. Welcome him back to the Board and Central Region.

Final Remarks Good of the Association

President Butts thanked everyone for pressing through to get the business of the Association done with the shortened scheduled. Productive 3 days welcome Bob once again. Hopes everyone travels safely home and keep up the good work for the membership. Looking forward to the membership initiative.

Wished everyone safe travels home. Ensured the Board we will be doing the work of the Association. Ivan already contacted Conference Direct to see if the contract can be amended. NAPS will ensure everyone gets a position in the RIFs.

22. Closing prayer – Led by Luz Moreno Illini Area V.P.

23. Chair Chuck Lum adjourned the meeting On 10/23/24 at 3:50 PM.

Respectfully Submitted,

James “Jimmy” Warden

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NAPS Secretary Treasurer