

The following resolutions were referred to the
Constitution & Bylaws Committee

1-18

1

WHEREAS, NAPS Constitution Article VII, Section 1(c), currently reads:

“NAPS Executive Board members shall relinquish any offices they might hold in a state or local branch at the time of their election or appointment to the Executive Board,” and

WHEREAS, NAPS has a legitimate interest in the protection of the confidentiality of the discussions of its Executive Board, and

WHEREAS, The adoption of the proposed change is a business and political judgment for the board and not a political one, therefore be it

RESOLVED, That Article VII, Section 1(c), be changed to read:

Any current and future NAPS Executive Board members shall relinquish any offices they might hold in a state or local branch and membership in any other *postal* management organization at the time of their election or appointment to the Executive Board.

NAPS Executive Board

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WHEREAS, NAPS Constitution Article III, Section 2(a), reads:

“(a) Included are all supervisory/managerial and postmaster position personnel who are not subject to collective bargaining agreements under Chapter 12 of *Title 39*, US Code, and who are

employed in processing and distribution centers and facilities, including, but not limited to, Headquarters, area and district offices; post offices, network distribution centers; and other installation personnel,” and

WHEREAS, The USPS is creating new facilities such as RMPCs, LDCs, SOC, etc., and has eliminated network distribution centers, therefore be it

RESOLVED, That Article III, Section 2(a), be changed to read

(a) Included are all supervisory/managerial and postmaster personnel who are not subject to collective bargaining agreements under Chapter 12 of *Title 39*, US Code, and who are employed in processing, distribution centers, facilities, and other installation personnel.

NAPS Executive Board

3

WHEREAS, NAPS Constitution Article III, Section 2(b), reads:

“(b) NAPS is not the representative of personnel employed as PCES installation heads, postal inspectors or other PCES positions in USPS field facilities or at USPS Headquarters,” and

WHEREAS, More and more PCES employees are attending NAPS events, such as conventions and training seminars, and are proudly proclaiming to be NAPS members for a significant number of years, and

WHEREAS, The *Employee and Labor Relations Manual (ELM)* gives all EAS employees the right to choose their representatives in disciplinary cases, and

WHEREAS, NAPS higher-level officers have represented PCES employees, therefore be it

RESOLVED, That Article III, Section 2(b), be amended to read:

NAPS is not the representative in matters of pay talks and benefits of personnel employed as PCES installation heads, postal inspectors or other PCES positions in USPS field facilities or at USPS Headquarters.

NAPS Executive Board

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WHEREAS, It is the policy of NAPS to expect the behavior of NAPS members attending NAPS 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 any NAPS member attending a NAPS event whose conduct is contrary to these expectations, therefore be it

RESOLVED, That a new Section 10 be added to NAPS Constitution Article III, Membership, to read:

The NAPS president may appoint a committee to investigate serious, unprofessional conduct by any NAPS member at any event sponsored by NAPS. 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 NAPS president shall review the allegations of unprofessional conduct and report its findings to the NAPS president, who shall take such action as warranted.

NAPS Executive Board

WHEREAS, Constitution Article III, Section 1, has three categories of membership — Active, Associate and Honorary Member, and

WHEREAS, United Postmasters and Managers of America (UPMA) and other management associations now are allowing all USPS craft employees to join their associations, collecting weekly dues through payroll deductions, which, in turn, has provided over \$1 million in their overall financial health, therefore be it

RESOLVED, That Article III, Section 1, be adjusted to reflect that all craft employees be able to join the NAPS association and pay biweekly dues through payroll deduction in order to strengthen NAPS' overall financial health, and be it further

RESOLVED, That a new category of membership be created for these craft employees as Active Non-EAS members, and be it finally

RESOLVED, That this new category of membership — Active Non-EAS — be allowed to attend local branch meetings and receive mentorship through branch training for upward mobility, but have *no* voting rights, *no* representation rights and *no* Disciplinary Defense Fund (DDF) rights.

New York State Branch 935-Handelman-Palladino-Roma

WHEREAS, Constitution Article III, Section 1, has three categories of membership, Active, Associate and Honorary Member, and

WHEREAS, United Postmasters and Managers of America (UPMA) and other management

associations now are allowing all USPS craft employees to join their associations, collecting weekly dues through payroll deductions, and

WHEREAS, In turn, UPMA now has over 12,000 craft employees paying weekly dues, which has provided a windfall of funds to their financial health, therefore be it

RESOLVED, That Article III, Section 1, be adjusted to reflect that all craft employees be able to join the NAPS association and pay biweekly dues through payroll deduction in order to strengthen NAPS overall financial health, and be it further

RESOLVED, That a new category of membership be created for these craft employees as Active Non-EAS members, and be it finally

RESOLVED, That this new category of membership Active Non-EAS receive *no* voting rights, *no* representation rights and *no* Disciplinary Defense Fund (DDF) rights.

New York State Branch 935-Handelman-Palladino-Roma

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WHEREAS, Constitution Article III, sections 1, 5 and 6, has designated which NAPS members generally are assigned to local branches, and

WHEREAS, U.S. Postal Inspection Service (USPIS) personnel (i.e. postal police supervisors, postal police managers and support personnel), being in a law-enforcement related craft and business profession with augmenting duties and responsibilities to support the USPS, but are not currently specifically covered or aligned with other traditional duties and responsibilities of postal supervisors, managers and postmasters, and

WHEREAS, Their operations, staffing standards, work policies and applications are so uniquely

specialized that it causes a true hardship and challenge to fully and adequately represent them in all work-related and/or disciplinary matters in that they are domiciled in relatively small numbers throughout the nation with various USPS Finance numbers, and

WHEREAS, Due to this situation, many eligible EAS employees choose not to become a NAPS member of a traditional local branch, therefore be it:

RESOLVED, That Article III, sections 1-6, be adjusted to allow all USPIS EAS employees nationwide who desire to join the NAPS association be allowed to become a member of the specialized branch (i.e. Branch 51, Postal Police Supervisors) and pay biweekly dues through payroll deductions in order to be adequately represented and supported, thus strengthening NAPS' overall financial health and its membership, and be it further

RESOLVED, That a new category of membership be created for USPIS employees as Active USPIS EAS, and be it finally

RESOLVED, That this new category of membership Active USPIS EAS employees be allowed to attend branch meetings (in-person or remotely), receive mentorship through branch training for upward mobility, have voting rights, representation rights and Disciplinary Defense Fund (DDF) rights and all other rights as currently enjoyed by Branch 51 members.

New York State Branch 935-Handelman-Palladino-Roma

WHEREAS, NAPS currently maintains on its Executive Board five regional vice presidents: Northeast, Eastern, Central, Southern and Western, and

WHEREAS, Improvements in communication have made it easier for the resident officers to

disseminate news and information directly to area vice presidents and the membership, and

WHEREAS, The availability of virtual meetings has made remote training possible without the need for local branches to allocate funds for sending members, and

WHEREAS, Reorganizations by the USPS have made member concerns more focused by job function than by region, and

WHEREAS, As an organization, NAPS needs to be more fiscally responsible and reduce expenses, therefore be it

RESOLVED, That NAPS eliminates the regional vice president positions by 2028, and be it further

RESOLVED, In the interim, if any regional vice president resigns or retires prior to 2028, that position becomes null and void, with no interim person assuming these duties.

New York State Branch 935-Handelman-Palladino-Roma

9

WHEREAS, The NAPS organization is experiencing a financial crisis caused by numerous issue such as reduced investment income, increased legal costs and increased fees for services and supplies, and

WHEREAS, The NAPS Headquarters fiscal year budgets for 24/25 and 25/26 required NAPS to withdraw approximately \$2 million from its investment portfolio to balance said budgets, and

WHEREAS, NAPS Headquarters has failed to reduce costs by rightsizing the NAPS organization, and

WHEREAS, With current messaging and communication technologies, the regional vice-

president level of the NAPS organization is a costly duplication of representation and these positions are not needed for the NAPS organization to function effectively, therefore be it

RESOLVED, That the NAPS National Constitution & Bylaws be changed to eliminate the five regional vice president positions, and it be further

RESOLVED, That these five regional vice president positions be vacated after the 2027 Legislative Training Seminar to allow the incumbents to seek other elected NAPS positions at the local and state levels or campaign for an area or NAPS resident officer position at the 2028 National Convention.

Oregon State Branch 940

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WHEREAS, The National Association of Postal Supervisors currently maintains on its Executive Board five regional vice presidents: Northeast, Eastern, Central, Southern and Western, and

WHEREAS, Improvements in communication have made it easier for the resident officers to disseminate news and information directly to area vice presidents and the membership, and

WHEREAS, The availability of virtual meetings have made remote training possible without the need for local branches to allocate funds for sending members, and

WHEREAS, Reorganizations made by the USPS have made member concerns more focused by job function than by region, and

WHEREAS, As an organization, NAPS needs to be more fiscally responsible and reduce expenses, therefore be it

RESOLVED, That NAPS eliminates the regional vice president positions by 2028, and be it

further

RESOLVED, In the interim, if any regional vice president resigns or retires prior to 2028, that position becomes null and void, with no interim person assuming these duties, and be it finally

RESOLVED, Once the regional vice president position becomes vacant, each area vice president will receive an extra \$3,000 in their yearly training funds. This will save NAPS approximately \$77,000 each year once all the regional vice president positions are eliminated.

Illinois State Branch 916

11

WHEREAS, The National Association of Postal Supervisors is committed to providing its members with exceptional national conventions that promote fellowship, education, leadership and organizational unity, and

WHEREAS, Securing high-quality convention services at a financially responsible cost is in the best interest of the organization and its membership, and

WHEREAS, Entering into a multi-year agreement with large providers such as Hilton, Marriott, Gaylord and other suitable locations would provide significant financial advantages through negotiated long-term pricing, operational efficiencies and convention cost savings and allow NAPS to be placed regionally to benefit all members from all regions, and

WHEREAS, Such an agreement would reduce or eliminate expenses traditionally incurred by NAPS Headquarters for convention breakfasts and Monday evening party functions, thereby preserving organizational funds and improving overall budget management, therefore be it

RESOLVED, That the National Association of Postal Supervisors pursue and enter into a

contractual agreement covering five biennial conventions with any large-scale resort corporation such as Marriott, Gaylord, Hilton other resorts of similar size and quality for future national conventions covering the years 2032, 2034, 2036, 2038 and 2040, and be it further

RESOLVED, These proposed resorts must be qualified as defined in the NAPS Constitution & Bylaws Article VII, Section 4, and be it further

RESOLVED, That such agreements aim to maximize member experience, maintain top-tier convention standards and achieve meaningful long-term savings for the organization and its members, and be it finally

RESOLVED, That this multi-year agreement is to be sourced and completed on or before the end of year 2026.

Florida State Branch 911

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WHEREAS, The National Association of Postal Supervisors is committed to providing its members with exceptional national conventions that promote fellowship, education, leadership and organizational unity, and

WHEREAS, Securing high-quality convention services at a financially responsible cost is in the best interest of the organization and its membership, and

WHEREAS, The Gaylord Hotels brand has consistently demonstrated the ability to host large-scale conventions with outstanding accommodations, meeting facilities, food, customer service and member experience, and

WHEREAS, Entering into a multi-year agreement with the Gaylord Hotels brand would provide

significant financial advantages through negotiated long-term pricing, operational efficiencies and convention cost savings and allow NAPS to be placed regionally to benefit all members, and

WHEREAS, Such an agreement would reduce or eliminate expenses traditionally incurred by NAPS Headquarters for convention breakfasts and Monday evening party functions, thereby preserving organizational funds and improving overall budget management, therefore be it

RESOLVED, That the National Association of Postal Supervisors pursue and enter into a multi-year contractual agreement with the Gaylord Hotels brand for five future national conventions in the years 2032, 2034, 2036, 2038 and 2040, and be it further

RESOLVED, That such agreements shall aim to maximize member experience, maintain top-tier convention standards and achieve meaningful long-term savings for the organization and its members.

Roy W. Madden, Worcester/Central MA Branch 6

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WHEREAS, NAPS provides advocacy, free of charge, in adverse action cases for members through the issuance of an initial decision by an administrative judge (AJ) of the Merit Systems Protection Board (MSPB), and

WHEREAS, Members may maintain dual membership in another management association or affinity group and may designate that organization as their representative in accordance with *ELM* 650.2, and

WHEREAS, Some dual members seek NAPS representation and protection only after representation by another organization has failed to secure a favorable outcome prior to the initial

MSPB hearing before an AJ, and

WHEREAS, NAPS advocates are placed at a disadvantage when assuming representation of cases that were not developed under NAPS advocacy guidance and strategy from the outset of the *ELM* 650 process, therefore be it

RESOLVED, That Bylaws Article 9, Section 1, be amended to include that dual members who elect, in accordance with *ELM* 650.2, to be represented in adverse action cases by another management association or affinity group as their representative of choice shall not subsequently receive NAPS representation for those cases if the matter was not developed under NAPS representation from the initial stage of the *ELM* 650 process that results in adverse action being initiated.

Pennsylvania State Branch 941

14

WHEREAS, There is no current language in NAPS Constitution Article III, Membership, regarding national or branch officers' membership or participation in the United Postmasters and Managers of America (UPMA) association, therefore be it

RESOLVED, That *all* NAPS national and branch officers shall not hold an office in UMPA, and be it further

RESOLVED, That *all* NAPS national and branch officers shall perform all duties of their position or be subject to removal from that position, and be it further

RESOLVED, That *all* NAPS national and branch officers shall not represent UMPA members as a UPMA representative, and be it further

RESOLVED, That NAPS national and branch officers shall not solicit or sign members for UMPA, and be it finally

RESOLVED, That a new section be added to Article III, Section 3: That all national and branch officers shall not hold an office in the United Postmasters and Managers of America (UPMA) association. They will not solicit membership of members to UPMA or provide representation to members of UPMA as a representative of UPMA.

Juan P. Luna Branch 246

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WHEREAS, NAPS Constitution Article III, Section 3(a), reads, in part: “Former active members who were active members for at least 90 days prior to the date of their official postal retirement are considered to be in good standing with the association at the time of retirement and may not be denied associate membership,” and

WHEREAS, There are no provisions for a NAPS member in good standing who may not have retired but transferred to another agency, yet still wants to participate, engage and continue to be active in all business and representation of NAPS members, and

WHEREAS, These NAPS members have gained valuable skills in representing NAPS members while a member in good standing, therefore be it

RESOLVED, That a new section be added to Article III, Section 3, that any NAPS member in good standing at the time of leaving the USPS be allowed to be an associate member entitled to all benefits given to associate members. These members would pay the same dues as associate members.

Juan P. Luna Branch 246

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Mile High Metro Branch 65

WHEREAS, NAPS Constitution Article III, Section 3(a), reads, in part: "Former active members who were active members for at least 90 days prior to the date of their official postal

retirement are considered to be in good standing with the association at the time of retirement and may not be denied associate membership,” and

WHEREAS, There are no provisions for a NAPS member in good standing who may not have retired but transferred to another agency, yet still wants to participate, engage and continue to be active in all business and representation of NAPS members, and

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Mile High Metro Branch 65

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WHEREAS, At the present time, *The Postal Supervisor* magazine is printed monthly, with a combined September/October issue in national convention years, by NAP, and

WHEREAS, Members receive *The Postal Supervisor* as part of their membership dues; nonmembers’ subscription price is \$25 per year, and

WHEREAS, Branch officers members may submit articles to NAPS Headquarters of not more than 350 words, and

WHEREAS, The NAPS resident officers reserve the right to edit all articles, as well as decline to publish material if it does not promote the welfare of NAPS or its members in accordance with Article II of the NAPS Constitution & Bylaws, and

WHEREAS, All advertising inquiries are directed to the NAPS editor who oversees all potential advertising requests, therefore be it

RESOLVED, That, starting with the January 2027 issue, *The Postal Supervisor* magazine subscription cost for nonmembers increase from \$25/year to \$40/year, and be it further

RESOLVED, That NAPS actively solicits our corporate sponsors and/or nonprofit health-related organizations to purchase full page advertising on a regular basis, and be it further

RESOLVED, That NAPS increase the base cost of a full page ad from \$1,700 to \$2,000, and be it finally

RESOLVED, That covers 2 and 3 go from a 15% premium to a 25% premium and cover 4 (the back cover) go from a 25% premium to a 35% premium. These additional funds will help alleviate printing costs, as well as keep *The Postal Supervisor* magazine affordable for our retired associate members.

Elizabeth R. Flamon Branch 14

(add numbers 19-27 for late resolutions)