

The following resolutions were referred to the  
Constitution & Bylaws Committee

1-14

1

WHEREAS, The NAPS Executive Board is obligated to follow the  
Constitution & Bylaws as written, and

WHEREAS, Constitution Article VIII, Executive Board, Section 2, second  
paragraph, reads: “The Executive Board shall not assume any financial obligation  
in staging a national convention that is in excess of the amount reported available  
by the Secretary/Treasurer for that convention. At the conclusion of each  
convention, any money not used for the convention shall be transferred to the  
general fund, and

WHEREAS, The NAPS Executive Board has explained the need for the  
current emergency assessment, and

WHEREAS, We believe the expected national dues increase for all NAPS  
members, active and associate, is a result of overspending to conduct the national  
conventions and annual LTS due to increasing costs, and

WHEREAS, NAPS Headquarters has reported it has been using funds from  
investments and real estate tenant income to cover these added expenses, and

WHEREAS, These funds have diminished, and

WHEREAS, Had NAPS Headquarters been following Article VIII, Section 2, there would be no shortfall of operating funds, therefore be it

RESOLVED, That the NAPS Executive Board adhere to the NAPS Constitution & Bylaws and not assume any financial obligation in staging a national convention or LTS event that is in excess of the amount reported available by the Secretary/Treasurer for that convention, and be it further

RESOLVED, That the NAPS Executive Board apply this rule and prudent financial policy to all NAPS Headquarters-hosted events and functions.

Clearwater, FL, Branch 386

2

WHEREAS, In Constitution Article VIII, Executive Board, Section 2, the second paragraph reads: “The Executive Board shall not assume any financial obligation in staging a national convention that is in excess of the amount reported available by the Secretary/Treasurer for that convention. At the conclusion of each convention, any money not used for the convention shall be transferred to the general fund,” and

WHEREAS, This paragraph specifies the National Convention and NAPS Headquarters also hosts the annual Legislative Training Seminar to which NAPS makes financial obligations, therefore be it

RESOLVED, That Article VIII, Section 2 be amended to include the Legislative Training Seminar and any other national events:

“The Executive Board shall not assume any financial obligation in staging a national convention, a Legislative Training Seminar and any other national event that is in excess of the amount reported available by the Secretary/Treasurer for that event. At the conclusion of each event, any money not used for the event shall be transferred to the general fund.”

Clearwater, FL, Branch 386

3

WHEREAS, Constitution Article XIII, Section 1, reads, in part: “The national dues (the national per capita tax) of this Association shall be \$91 per active member, per year, effective January 1, 2005,” and

WHEREAS, Article III, Section 3(c), reads, in part: “Associate members shall pay dues at the national or branch level no less than an amount one-half the national per capita tax,” and

WHEREAS, The NAPS Executive Board passed a motion on May 30, 2023, to levy an assessment on the membership per Article VIII, Section 2, of the NAPS National Constitution & Bylaws, and

WHEREAS, This motion approved a levy to increase the per capita in the amount of \$2 per postal pay period for each active member and \$1 per postal pay for each associate member effective July 1, 2023, but was modified under reconsideration on June 6, 2023, changing the assessment's effective date to Aug. 26, 2023, with the assessment expiring on Oct. 4, 2024, and

WHEREAS, The NAPS Headquarters fiscal year budgets for 2023/2024 and 2024/2025 required NAPS to withdraw approximately \$2 million from its investment portfolio to balance said budgets, and

WHEREAS, The per capita has not seen an increase since Jan. 5, 2005, but costs continue to increase to effectively and efficiently operate the Association, and

WHEREAS, By recommendation of the NAPS accountant to avoid future withdrawals from NAPS' investment portfolio to balance the budget of the association that the active member per capita be increased by \$4 per postal pay period to cover yearly Association budget expenses, therefore be it

RESOLVED, That the active member per capita be raised \$4 effective Oct. 5, 2024, and be it further

RESOLVED, That Article XIII, Section 1, be amended to read: “The national dues (the national per capita tax) of this Association shall be \$195 per active member, per year, effective Oct. 5, 2024.”

California State Branch 905

4

WHEREAS, Despite the assessment not being sufficient to cover the affiliated costs of the shortfall in budget requirements, the Executive Board should take other cost-saving endeavors to reach the goals of NAPS, therefore be it

RESOLVED, That the NAPS Executive Board make every effort to cut expenditures unless they pertain to training, retiree/installation, transportation of the board or other necessary expenditures.

California State Branch 905

5

WHEREAS, 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, A NAPS member in good standing may not retire but transfer to another federal government agency, yet still wants to participate, engage and continue to be active in carrying out the business of NAPS and its members, therefore be it

RESOLVED, That any NAPS member in good standing at the time of retirement or transfer be allowed associate membership and be entitled to all the same benefits granted active members and granted all other benefits as outlined in Article III, Section 3 (b-d), of the NAPS Constitution & Bylaws.

Los Angeles Branch 39

6

WHEREAS, At the 2010 NAPS National Convention in Orlando, FL, NAPS delegates passed Constitution & Bylaws Resolution #38, submitted by Michigan State Branch 925, to modify Article IX, Disciplinary Defense Fund, of NAPS’ Bylaws to add a new Section 4 to read as follows: “The NAPS resident officers shall review requests for evidentiary expenses resulting from a member’s DDF representation, and, when deemed necessary, authorize payment in an amount not

to exceed \$1,000 above the normally authorized fees and expenses as outlined in ‘Disciplinary Defense Fund: Authorized DDF Provider’ in the *Officer Training Manual*, and

WHEREAS, The evidentiary amount of \$1,000 in Section 4 has not increased in approximately 14 years, but necessary evidentiary expenses to fully and fairly represent NAPS members during an adverse action through NAPS’ DDF have increased, and

WHEREAS, The actual, total, cumulative, cost-of-living adjustment (COLA) from 2010 through 2024 was 42.5%, and

WHEREAS, COLAs could continue to increase at an unknown rate over the next five years, from 2025 to 2030, further increasing evidentiary expenses, therefore be it

RESOLVED, That NAPS’ evidentiary expense amount be increased to an amount to cover past inflationary measures and future projected inflation (COLAs) to ensure NAPS members are not required to pay out-of-pocket evidentiary expenses for DDF adverse action representation, and be it further

RESOLVED, To ensure NAPS continues to have the best DDF representation of all postal management associations, that Article IX, Section 4, be amended to read as follows:

“The NAPS resident officers shall review requests for evidentiary expenses resulting from a member’s DDF representation, and, when deemed necessary, authorize payment in an amount not to exceed \$2,000 above the normally authorized fees and expenses as outlined in ‘Disciplinary Defense Fund: Authorized DDF Provider’ in the *Officer Training Manual*.”

Michigan State Branch 925

7

WHEREAS, Constitution Article XIII, Section 1, reads: “The national dues (the national per capita tax) of this Association shall be \$91 per active member, per year, effective January 1, 2005,” and

WHEREAS, Article III, Section 3(c), reads: “Associate members shall pay dues at the national or branch level no less than an amount one-half the national per capita tax,” and

WHEREAS, The NAPS Executive Board passed a motion on May 30, 2023, to levy an assessment on the membership per Article VIII, Section 2, of the NAPS National Constitution & Bylaws, and

WHEREAS, This motion approved a levy to increase the per capita in the amount of \$2 per postal pay period for each active member and \$1 per postal pay



period for each associate member effective July 1, 2023, but was modified under reconsideration on June 6, 2023, changing the assessment's effective date to Aug. 26, 2023, with the assessment expiring on Oct. 4, 2024, and

WHEREAS, The NAPS Headquarters fiscal year budgets for 2023/2024 and 2024/2025 required NAPS to withdraw approximately \$2 million from its investment portfolio to balance said budgets, and

WHEREAS, The per capita has not seen an increase since Jan. 5, 2005, costs continue to increase to effectively and efficiently operate the Association, and

WHEREAS, By recommendation of the NAPS accountant to avoid future withdrawals from NAPS' investment portfolio to balance the budget of the Association that the active member per capita be increased by \$4 per postal pay period to cover yearly Association budget expenses, therefore be it

RESOLVED, That the active member per capita be raised \$4 effective Oct. 5, 2024, and be it further

RESOLVED, That Article XIII, Section 1, be amended to read: "The national dues (the national per capita tax) of this Association shall be \$195 per active member, per year, effective Oct. 5, 2024."

Oregon State Branch 940

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

WHEREAS, This financial predicament is exacerbated by the fact that the per capita has not seen an increase since Jan. 5, 2005, but costs continue to increase to effectively and efficiently operate the Association, and

WHEREAS, In order to try to stem the tide, the NAPS Executive Board passed a motion on May 30, 2023, to levy an assessment on the membership per Article VIII, Section 2, and

WHEREAS, This motion approved a levy to increase the per capita in the amount of \$2 per postal pay period for each active member and \$1 per postal pay for each associate member effective July 1, 2023, but was modified under reconsideration on June 6, 2023, changing the assessment's effective date to Aug. 26, 2023, with the assessment expiring on Oct. 4, 2024, and

WHEREAS, NAPS Headquarters also reduced the budgets for area, regional and national officers by 10% as a cost-saving measure, and

WHEREAS, The NAPS Headquarters fiscal year budgets for 2023/2024 and 2024/2025 required NAPS to withdraw approximately \$2 million from its investment portfolio to balance said budgets, and

WHEREAS, The cost to NAPS for five Regional Vice President positions is in excess of \$400,000 for a two-year period: \$172,000 for a non-convention year; \$201,000 for a convention year, and

WHEREAS, In addition, it is estimated that the costs associated with regional officer involvement in special projects and reimbursements for regional officer participation in other NAPS-related functions is approximately \$30,000 for a two-year period (source: 2022 Convention *One Book* and information received from NAPS Headquarters), and

WHEREAS, With escalating operation costs and reduced income, NAPS has failed to address these issues by considering right-sizing the NAPS organizational structure, and

WHEREAS, The current NAPS organizational structure does not align with the current USPS management configuration, and

WHEREAS, With the elimination of the unnecessary Regional Vice-President level of the NAPS organizational structure, NAPS will significantly reduce costs and empower the 16 Area Vice Presidents to more effectively and efficiently interact with USPS counterparts in their areas of responsibility, and

WHEREAS, With current messaging and communication technologies, the Regional Vice-President positions are a costly duplication of representation and not needed for NAPS to function effectively, therefore be it

RESOLVED, That the NAPS National Constitution & Bylaws be changed to eliminate the five Regional Vice President positions, by removing all text referring to National Vice Presidents:

- Article IV, Section 6
- Article VII, Sections 1 and 2
- Article VIII, Section 1
- Article XII, Sections 1 and 2, and be it further

RESOLVED, That changes to the Regional Vice President positions take effect after the 2026 LTS and concurrent Executive Board Meeting to allow the incumbents to seek other elected NAPS positions at the local and state levels or campaign for national officer positions that would include area and resident officer positions at the 2026 National Convention.

Oregon State Branch 940

9

WHEREAS, Bylaws Article IX, Disciplinary Defense Fund, reads, in part, that in order for an active member to be eligible for NAPS' Disciplinary Defense Fund (DDF), the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft or

the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and

WHEREAS, If a newly promoted EAS employee signs a NAPS application and is accepted by NAPS within 60 days of their promotion from the craft, they automatically are eligible for NAPS' DDF, even if the newly promoted member was charged with an adverse action or debt collection prior to joining NAPS within the 60-day DDF criteria, and

WHEREAS, If a newly promoted EAS employee never was contacted by NAPS within 60-days of their promotion from the craft and joins NAPS after the 60th day, they must wait the 90-day DDF period from the date they officially joined NAPS for DDF eligibility, and

WHEREAS, The vast majority of DDF cases involve members who have years and sometimes decades of NAPS membership affiliation, and

WHEREAS, There are very rare DDF cases involving newly promoted active members who joined NAPS within 60-days of their promotional date from the craft, and

WHEREAS, Reducing the DDF criteria to where an active member must have been a NAPS member for at least forty-five (45) days prior to the charge, no matter the date of their promotion from the craft, will not result in any significant or noticeable increase in DDF cases, and

WHEREAS, Rather than providing a two-tier, qualifying DDF system for active members and further promote the benefits of NAPS membership with an enhanced DDF system that provides for one fair, consistent and reasonable DDF criteria for all active members, therefore be it

RESOLVED, That Bylaws Article IX, Section 2, Disciplinary Defense Fund, be amended to read as follows:

“Section 2. The DDF is only to be used for active and associate members, including individuals who were members in good standing at the time of retirement. To be eligible for representation through the DDF, (a) an active member must have been a NAPS member no fewer than forty-five (45) days prior to the charge being issued, and (b) be subject to any additional criteria outlined in the ‘Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents’ in the NAPS *Officer Training Manual*.”

Wisconsin State Branch 956

WHEREAS, Constitution Article XIII, Section 1, reads: “The national dues (the national per capita tax) of this Association shall be \$91 per active member, per year, effective January 1, 2005,” and

WHEREAS, Article III, Section 3(c) states: “Associate members shall pay dues at the national or branch level no less than an amount one-half the national per capita tax,” and

WHEREAS, The NAPS Executive Board passed a motion on May 30, 2023, to levy an assessment on the membership per Article VIII, Section 2, and

WHEREAS, This motion approved a levy to increase the per capita in the amount of \$2 per postal pay period for each active member and \$1 per postal pay for each associate member effective July 1, 2023, but was modified under reconsideration on June 6, 2023, changing the assessment’s effective date to Aug. 26, 2023, with the assessment expiring on Oct. 4, 2024, and

WHEREAS, The NAPS Headquarters fiscal year budgets for 2023/2024 and 2024/2025 required NAPS to withdraw approximately \$2 million from its investment portfolio to balance said budgets, and

WHEREAS, The per capita dues has not seen an increase since Jan. 5, 2005, but costs continue to increase to effectively and efficiently operate the Association, and

WHEREAS, By recommendation of the NAPS accountant to avoid future withdraws from NAPS investment portfolio to balance the budget of the Association that the active member per capita be increased by \$4 per postal pay period to cover yearly Association budget expenses, therefore be it

RESOLVED, That the active member per capita be raised \$4 effective Oct. 5, 2024, and be it further

RESOLVED, That Article XIII, Section 1, be amended to read:

“The national dues (the national per capita tax) of this Association shall be \$195 per active member, per year, effective Oct. 5, 2024.”

Cleveland Branch 46

11

WHEREAS, Constitution Article XII, Section 1, states “The five (5) National Vice Presidents, one (1) from each region, shall co-chair the Membership Committee,” and

WHEREAS, Article XII, Section 2, reads: “The National Vice Presidents shall coordinate activities of the Area Vice Presidents and shall be the chief liaison officers between the Association and the USPS area office in the region they represent,” and



WHEREAS, Recent USPS management restructuring has abolished the five postal-regions level of management structure, which, in turn, eliminates the need for the NAPS regional “chief liaison officers” function, responsibilities and duties of the five NAPS Regional Vice Presidents, and

WHEREAS, Article XII, Section 3, already reads: “The (16) sixteen Area Vice Presidents shall be responsible for membership ... in their respective areas,” and

WHEREAS, The NAPS Headquarters fiscal year budgets for 2023/2024 and 2024/2025 required NAPS to withdraw approximately \$2 million from its investment portfolio due to increased costs to effectively and efficiently operate the Association, and

WHEREAS, It was determined that member per capita would need to be increased by \$4 per postal pay period to cover yearly Association budget expenses, raising the annual member per capita to \$195 from the current \$91, and

WHEREAS, Decreasing operational expenses is another method to help fund the NAPS Headquarters annual budget, and

WHEREAS, Each NAPS Regional Vice President has an annual expense budget line of \$24,225, and

WHEREAS, Each NAPS Regional Vice President also has their expenses paid by the general budget to attend, in-person, the annual LTS, two annual Executive Board meetings and the bi-annual national convention, and

WHEREAS, Additional expenses covered for each Regional Vice President include: hotel costs, travel expenses, registrations, substitution pay in lieu of workhours, cost of meals for self and one guest at the national convention and per-diem at LTS and Executive Board meetings, and

WHEREAS, The approximate total, bi-annual cost to support each regional vice president is \$48,450 (budget line) plus approximately \$35,000 (additional expenses) with an estimated, bi-annual, grand total of over \$400,000 for all five Regional Vice Presidents, therefore be it

RESOLVED, That Article XII, Sections 1 and Section 2, be removed, and be it further

RESOLVED, That Article XII, Section 3, last sentence—“They shall report to their designated National Vice President”—be removed, and be it further

RESOLVED, That Article XII’s title be amended to read “Area Vice Presidents,” and be it further

RESOLVED, That these changes are effective at the start of the 2026 National Convention, and be it finally

RESOLVED, That the cost savings from this organizational change be used to fund general operations and help offset future per-capita increases.

James F. Killackey/John Russell Boston Branch 43

12

WHEREAS, Constitution Article XII, Section 1, states “The five (5) National Vice Presidents, one (1) from each region, shall co-chair the Membership Committee,” and

WHEREAS, Article XII, Section 2, reads: “The National Vice Presidents shall coordinate activities of the Area Vice Presidents and shall be the chief liaison officers between the Association and the USPS area office in the region they represent,” and

WHEREAS, Recent USPS management restructuring has abolished the five postal regions level of management structure, which, in turn, eliminated the need for the NAPS regional “chief liaison officers” function, responsibilities and duties of the five NAPS Regional Vice Presidents, and

WHEREAS, Article XII, Section 3, already reads: “The (16) sixteen Area Vice Presidents shall be responsible for membership ... in their respective areas,” and

WHEREAS, The NAPS Headquarters fiscal year budgets for 2023/2024 and 2024/2025 required NAPS to withdraw approximately \$2 million from its investment portfolio due to increased costs to effectively and efficiently operate the Association, and

WHEREAS, It was determined that member per capita would need to be increased by \$4 per postal pay period to cover yearly Association budget expenses, raising the annual member per capita to \$195 from the current \$91, and

WHEREAS, Decreasing operational expenses is another method to help fund the NAPS Headquarters annual budget, and

WHEREAS, Each NAPS Regional Vice President has an annual expense budget line of \$24,225, and

WHEREAS, Each NAPS Regional Vice President also has their expenses paid by the general budget to attend, in-person, the annual LTS, two annual Executive Board meetings and the bi-annual national convention, and

WHEREAS, Additional expenses covered for each Regional Vice President include: hotel costs, travel expenses, registrations, substitution pay in lieu of workhours, cost of meals for self and one guest at the national convention and per-diem at LTS and Executive Board meetings, and

WHEREAS, The approximate total, bi-annual cost to support each Regional Vice President is \$48,450 (budget line) plus approximately \$35,000 (additional

expenses) with an estimated bi-annual grand total of over \$400,000 for all five Regional Vice Presidents, therefore be it

RESOLVED, That Article XII, Sections 1 and Section 2, be removed, and be it further

RESOLVED, That Article XII, Section 3, last sentence—“They shall report to their designated National Vice President”—be removed, and be it further

RESOLVED, That Article XII’s title be amended to read “Area Vice Presidents,” and be it further

RESOLVED, That these changes are effective at the start of the 2026 National Convention, and be it finally

RESOLVED, That the cost savings from this organizational change be used to fund general operations and help offset future per-capita increases.

New Jersey State Branch 933 Executive Board

13

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

WHEREAS, United Postmasters and Managers of America (UPMA) and other management associations now are allowing all non-members, specifically

204(b)s, to join their associations, collecting weekly dues through payroll deductions, which, in turn, enhances their overall financial health, therefore be it

RESOLVED, That Article III, Section 1, be adjusted to reflect that non-EAS employees be able to join NAPS in order to strengthen NAPS' overall financial health, and be it further

RESOLVED, That a new category of membership be created that will allow all non-EAS 204(b)s to join NAPS and pay full membership dues through payroll deduction, and be it finally

RESOLVED, That this new category of membership will receive no voting rights, no representation rights and no Disciplinary Defense Fund (DDF) rights.

Handelman-Palladino Branch 935

14

WHEREAS, Constitution Article XIII, Section 1, reads: "The national dues (the national per capita tax) of this Association shall be \$91 per active member, per year, effective Jan. 1, 2005," and

WHEREAS, Article III, Section 3, reads: "Associate members shall pay dues at the national or branch level no less than an amount one-half the national per capita tax," and

WHEREAS, The NAPS Executive Board passed a motion on May 30, 2023, to levy an assessment on the membership per Article VIII, Section 2, and

WHEREAS, This motion approved a levy to increase the per capita in the amount of \$2 per postal pay period for each active member and \$1 per postal pay for each associate member effective July 1, 2023, but was modified under reconsideration on June 6, 2023, changing the assessment's effective date to Aug. 26, 2023, with the assessment expiring on Oct. 4, 2024, And

WHEREAS, The NAPS Headquarters fiscal year budgets for 2023/2024 and 2024/2025 required NAPS to withdraw approximately \$2 million from its investment portfolio to balance said budgets, and

WHEREAS, The per capita has not seen an increase since Jan. 5, 2005, but costs continue to increase to effectively and efficiently operate the association, and

WHEREAS, By recommendation of the NAPS accountant to avoid future withdrawals from NAPS investment portfolio to balance the budget of the Association that the active member per capita be increased by \$4 per postal pay period to cover yearly Association budget expenses, therefore be it

RESOLVED, That the active member per capita be raised \$4 effective Oct. 5, 2024, and be it further

RESOLVED, That Article XIII, Section 1, be amended to read: “The national dues (the national per capita tax) of this Association shall be \$195 per active member, per year, effective Oct. 5, 2024.”

Handelman-Palladino Branch 935