

The following resolutions were referred to the

Resolutions Committee

28-59

1

WHEREAS, NAPS has, for over a century, maintained a reputation for ethical behavior, and

WHEREAS, All appearances of favoritism or nepotism should be avoided in order to retain the trust of members, and

WHEREAS, The paid staff of NAPS is small, with candidate choices subjected to increased member scrutiny, and

WHEREAS, The challenges facing the organization demand that the best qualified candidates be selected for positions, therefore be it

RESOLVED, That immediate family members of any NAPS resident officer or NAPS employees are not eligible for employment by the organization without review of their qualifications, and be it further

RESOLVED, That the entire NAPS Executive Board must vote on the applicant's employment.

Handelman-Palladino Branch 935

WHEREAS, NAPS appeals to members for donations to the Supervisors' Political Action Committee (SPAC) in order to advocate for support by elected officials of NAPS-supported legislation, and

WHEREAS, Members are encouraged to give at any level in order to increase the impact NAPS SPAC can have, and

WHEREAS, Members are encouraged to give yearly support at President's Ultimate (\$1,000+) and VP Elite (\$750) levels, which will secure an invitation to the SPAC reception and dinner held each year during LTS, and

WHEREAS, Monies spent on the SPAC reception are taken from the NAPS budget at a time when excessive spending is a concern, and

WHEREAS, The SPAC reception and dinner should be a prerequisite for those giving at the highest level of support, therefore be it

RESOLVED, That attendance at the SPAC reception and dinner held each year at LTS be limited only to those members contributing at the President's Ultimate (\$1,000+) level.

WHEREAS, NAPS appeals to members for donations to the Supervisors' Political Action Committee (SPAC) in order to advocate for support by elected officials of NAPS-supported legislation, and

WHEREAS; members are exhorted that every contribution, no matter how small, is important to help legislative outreach, and

WHEREAS, Members able and willing to contribute at prescribed levels are feted at a SPAC reception and dinner each year during LTS, and

WHEREAS, Monies spent on the SPAC reception are taken from the NAPS budget at a time when excessive spending is a concern, and

WHEREAS, Giving to SPAC should be motivated by a desire to assist the organization—not the prospect of rewards, therefore be it

RESOLVED, That the SPAC reception and dinner held each year be voted on by the NAPS Executive Board.

WHEREAS, Retired NAPS Executive Board members, except for resident officers, forgo accepting full responsibilities by attending NAPS events to support and represent the members of their respective areas and regions, and

WHEREAS, retirees on the NAPS Executive Board members customarily have received substitution pay in full-day increments to make up for time they are unavailable to accept other employment, and

WHEREAS, Many meetings, events and consultations can be held remotely and do not require travel or an entire day away from work or being unavailable for employment, therefore be it

RESOLVED, That the daily substitution pay rate of retired NAPS Executive Board area and regional vice presidents be available to those with documented current employment at the rate that corresponds with said employment.

WHEREAS, Cyber criminals are becoming increasingly aggressive in their approach, and

WHEREAS, Advances in technology make it easier to replicate emails coming from a trusted source, and

WHEREAS, Publicly listing the email addresses of Executive Board members, state presidents and other NAPS members on naps.org make them vulnerable to phishing and fraudulent messages, and

WHEREAS, The proliferation of fraudulent messages makes it difficult to identify and quickly respond to member inquiries, therefore be it

RESOLVED, That NAPS implements password protected portions of the naps.org website available only to verified members, and be it further

RESOLVED, That the email addresses of resident officers, Executive Board members, state presidents and other NAPS members be available only to members using their password, and be it finally

RESOLVED, That NAPS only provide a public email that could be used for general inquiries and routing genuine inquiries to the correct NAPS officers.

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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 members, 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, Reorganization of the USPS has made member concerns more focused by job function than by region, and

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

RESOLVED, That NAPS eliminates the regional vice president positions by 2026, and be it further

RESOLVED, That, in the interim, if any regional vice president resigns or retires prior to 2026, the position becomes null and void with no interim person assuming these duties, and be it further

RESOLVED, That if one of the regional vice president positions becomes vacant, each area vice president will receive an additional \$3,000 in their yearly training funds—saving NAPS approximately \$250,000 each year once all the regional vice presidents are eliminated.

Handelman-Palladino Branch 935

WHEREAS, Delegates approved Resolution #73 at the 2022 National Convention in New Orleans: “That excess, defined term expense allowance funds not used by a NAPS area vice president be rolled into the next defined term for purposes of engaging, supporting and facilitating training NAPS members in their area of responsibility,” and

WHEREAS, The intent of having term expense allowance funds expiring at the end of a NAPS’ two-year fiscal period provides for better accounting of NAPS funds, financial transparency to NAPS members as to how their dues were spent by their respective area vice president and is a fiscally responsible action when it comes to analyzing how NAPS performed to its approved fiscal year budget, and

WHEREAS, Rolling over term expense allowance funds into perpetuity for training defeats the purpose of NAPS area vice presidents engaging, supporting and facilitating training of NAPS members during the two-year term the area vice president was elected to serve, and

WHEREAS, NAPS area vice presidents must be financially and fiscally responsible and reasonable with member funds—regular training of members throughout an area vice president’s two-year term is more important than



accumulating a financial windfall of training funds through the constant rolling over of term expense allowance funds, therefore be it

RESOLVED, That Resolution #73 be rescinded, and be it further

RESOLVED, That any excess funds remaining in the NAPS Executive Board Allowance and Training Fund accounts after the expiration of the two-year NAPS fiscal period (June 1-May 31 ) between even-year national conventions be returned to NAPS' General Fund.

Florida Suncoast Branch 425

WHEREAS, Funds are allocated to each vice president for their respective assigned regions and areas, and

WHEREAS, Each vice president is expected to use the funds for engaging and supporting and facilitating training NAPS members in their area of responsibility, and

WHEREAS, Traveling outside a vice president's region or area often can often cost more than traveling within, and

WHEREAS, A policy for no-travel outside a vice president's assigned area of responsibility was proposed at the NAPS Executive Board last year, but the motion failed 10 to 11, therefore be it

RESOLVED, That, effective immediately, Executive Board vice presidents no longer will be reimbursed for travel to NAPS (non-national) events outside of the vice president's assigned NAPS region or area.

Clearwater, FL, Branch 386

WHEREAS, The U.S. Postal Service's retiree assets are, by law, invested exclusively in U.S. Treasury securities, and

WHEREAS, These investments are low-risk and generate low investment returns compared to other types of investments such as stocks or corporate bonds, and

WHEREAS, This investment strategy is not typical for defined-benefit pension funds, and

WHEREAS, For example, state pensions are invested in various ways—stocks, corporate bonds, real estate and more, therefore be it

RESOLVED, That USPS pension funds be more flexible in investing in different securities, thereby affording the opportunity to gain a higher rate of return, and be it further

RESOLVED, That NAPS lobbies Congress for this change.

WHEREAS, Many union/labor management settlements are being made by EAS management employees who are not qualified or properly trained to deal with experienced union stewards, and

WHEREAS, A significant number of settlements concern a single EAS employee, and

WHEREAS, In many cases, the EAS employee is not really involved or kept up to date on what the union or management is proposing, which is inherently unfair, and

WHEREAS, The EAS employee is not fairly given their day in court, and

WHEREAS, An agreement is made by the union/management team without all the facts or the EAS employee's input and with no review by upper management, which again is unfair to the EAS employee involved, therefore be it

RESOLVED, That all union/management settlements involving a single EAS employee be resolved by the manager of Labor at the installation involved and be reviewed by a senior district manager before being approved.

WHEREAS, For the most part, the NAPS/PES process that was put in place to replace the cost-of-living adjustment (COLA) most postal employees receive basically has failed due to unrealistic goals being created and has not been fair to everyone overall, and

WHEREAS, The EAS pay scale, not being fair and equitable, still has many EAS employees at the lowest level or below the lowest level of their respective EAS pay level on the scale when it is updated in January, and

WHEREAS, Pay raises do not seem to keep up with inflation for a lot of EAS employees, therefore be it

RESOLVED, That NAPS negotiates with the Postal Service to return COLAs to all EAS employees, and be it further

RESOLVED, To also scale down the process of NPA/PES to a simpler, realistic achievement of goals.

WHEREAS, EAS-17s have two distinct categories of those who supervise employees and those who do not supervise employees, and

WHEREAS, As it stands now, the EAS-17 pay scale is the same no matter what the responsibilities, and

WHEREAS, This can create confusion regarding what any EAS-17 should get paid, even if there is an incentive payment for EAS-17s who supervise employees, and

WHEREAS, At this time, all EAS-17s expect to be paid the same, regardless of their responsibilities, and

WHEREAS, This current policy can create confusion and resentment, therefore be it

RESOLVED, That a new category of EAS-17s be created and recoded to an EAS-17B to reflect a better understanding on the added pay and responsibility that comes with supervising employees.

WHEREAS, Resolution #73 at the 2022 National Convention in New Orleans was approved: “That excess, defined term expense allowance funds not used by a NAPS area vice president be rolled into the next defined term for purposes of engaging, supporting and facilitating training NAPS members in their area of responsibility,” and

WHEREAS, Rolling over term expense-allowance funds into perpetuity defeats the intent and purpose to properly schedule important NAPS training within the area vice president’s two-year elected term, and

WHEREAS, It is financially and fiscally responsible and important for NAPS area vice presidents to provide membership training during their two-year term, rather than fail to schedule or intentionally postpone or delay important NAPS training into perpetuity with the intent of accumulating a substantial financial windfall in their defined term allowance funds only to be used years later when training is needed during the current term, and

WHEREAS, The intent of having term expense-allowance funds expire at the end of the NAPS’ two-year fiscal period provides for better accounting and auditing of NAPS funds, financial transparency on how membership dues are spent by area vice presidents and is a responsible accounting practice when closing out

NAPS’s fiscal year to finalize its fiscal year “Income and Expense” Report shared with the membership in the respective National Convention *One Book*, therefore be it

RESOLVED, That Resolution #73 be rescinded, and be it be further

RESOLVED, That any excess funds remaining in the NAPS Executive Board Allowance and Training Fund accounts, after the expiration of the two-year NAPS fiscal period (June 1-May 31) occurring between even year national conventions, be returned to the NAPS General Fund.

Heart of Illinois Branch 255

14

WHEREAS, The NAPS Legislative Training Seminar (LTS) currently is scheduled each year, and

WHEREAS, The cost of the 2024 LTS was \$162,000, and

WHEREAS, NAPS currently is experiencing a budgetary crisis requiring cost-saving actions in many areas, and

WHEREAS, U.S. representatives serve two-year terms, and



WHEREAS, NAPS Branch representatives can meet and discuss NAPS' legislative priorities with members of Congress in their home districts, therefore be it

RESOLVED, That NAPS schedule LTS every other year, to occur between national conventions, representing a significant reduction in expenses.

Anthony LaGreca Mid-Hudson Branch 330

15

WHEREAS, Fair and equitable EAS pay policies are necessary to recruit and retain the most qualified candidates, and

WHEREAS, The current EAS pay policies are neither fair nor equitable, and

WHEREAS, When pay adjustments are made to correct and maintain the Supervisor Pay Differential, only the lower EAS pay bands are affected, narrowing the pay differential from the lowest and middle pay bands, therefore be it

RESOLVED, That NAPS consults with the USPS to correct this issue and incorporate this concept in pay consultations and be it further

RESOLVED, That when pay adjustments are made to the lowest EAS pay, all EAS individual compensation be adjusted by the same percentage.

Oregon State Branch 940

16

WHEREAS, With the current Postal Service higher-level rules, many EAS employees are required to perform higher-level duties in addition to their normal duties on a routine and recurring basis without appropriate compensation or recognition, and

WHEREAS, These EAS employees still are held accountable for the decisions they make performing higher-level duties, and

WHEREAS, The Postal Service could not effectively operate without EAS employees being placed into important decision-making positions on a daily basis, and

WHEREAS, It is not ethical or financially responsible to expect EAS employees to be placed into higher-level, decision-making positions on a daily basis, therefore be it

RESOLVED, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

RESOLVED, That a new, higher-level compensation procedure be created to acknowledge and immediately compensate EAS employees when they are required to perform higher-level duties in shift durations.

Oregon State Branch 940

17

WHEREAS, The USPS is constantly changing and adding new programs that require staffing by postal employees, and

WHEREAS, The Postal Service is not always equitable and fair when staffing for new programs before full-time positions are approved, and

WHEREAS, Current EAS employees often are overlooked when staffing EAS NTE details, and

WHEREAS, These opportunities are given to less-qualified craft employees, and

WHEREAS, NAPS acknowledges that, to remain relevant and respond to a variety of economic, societal and financial conditions, the USPS will continually change, therefore be it

RESOLVED, That NAPS consults with the Postal Service to implement a policy where no EAS NTE details will be granted to craft employees before EAS employees are made aware of the opportunity and given the first opportunity for the detail.

Oregon State Branch 940

18

WHEREAS, Pay equity between managers and postmasters and the subordinated EAS employees they supervise has deteriorated—caused by an extended EAS pay freeze and the lack of an EAS pay package, and

WHEREAS, When an EAS employee competes and is awarded a manager or postmaster promotion, added responsibilities are expected by the successful EAS applicant and the USPS, and

WHEREAS, With additional responsibilities come respect, and

WHEREAS, Respect for an employee is equitable compensation from their employer commensurate with their responsibilities, therefore be it.

RESOLVED, That no EAS supervisor shall earn less than 5% more than the top of the pay scale of any craft employee they supervise, and be it further.

RESOLVED, That no manager or postmaster shall earn less than 5% more than the top of the pay scale of any employee they supervise, including subordinate EAS employees.

Oregon State Branch 940

19

WHEREAS, The Postal Service, through Postal Reform legislation, will manage the health benefits of all postal employees—active employees and annuitants—effective Jan. 1, 2025, and

WHEREAS, In cases where a postal employee is married to a spouse who also is a postal employee, two health benefits are earned, and

WHEREAS, Under current regulations, if one spouse has selected a family coverage option, the remaining spouse is required to be covered under the family plan and does not receive their earned health benefit, therefore be it

RESOLVED, That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

Oregon State Branch 940

20

WHEREAS, Many exempt employees are routinely required to work a 6th day, and

WHEREAS, *ELM 519.733* states: “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor *may grant* [emphasis added] a full day of personal absence without charging it to official leave,” and

WHEREAS, The supervisor rarely approves a full day of personal absence,  
and

WHEREAS, The exempt employee is not compensated for working a 6th  
day, therefore be it

RESOLVED, That NAPS consults with the Postal Service to change the  
language in *ELM 519.733* to reflect: “When an exempt employee is directed to  
work a full day on a holiday or other full day in addition to normal workdays, the  
supervisor *shall grant* a full day of personal absence without charging it to official  
leave, *of the employee’s choosing.*”

Oregon State Branch 940

21

WHEREAS, The compensation for EAS employees has not kept pace with  
the cost of living, and

WHEREAS, An equitable salary is necessary to recruit and retain the most  
qualified employees in EAS positions, therefore be it

RESOLVED, That NAPS consults with and includes in pay consultations that the USPS implements a COLA adjustment process to the EAS pay package.

Oregon State Branch 940

22

WHEREAS, *ELM* 651.2 provides employees covered under the provisions of *ELM* 650 the right to request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue, and

WHEREAS, *ELM* 651.3 holds managers/supervisors accountable for EAS employees to take non-disciplinary corrective measures prior to the issuance of discipline, and

WHEREAS, The USPS only should issue discipline as the last resort because other corrective actions have failed to correct a performance or behavior deficiency or due to the level or type of infraction, and

WHEREAS, The USPS should thoroughly investigate and allow the employee an opportunity to respond to the allegation prior to the decision that discipline is the appropriate action to take, and



WHEREAS, The disciplinary process should be consistently and uniformly applied throughout the nation, therefore be it

RESOLVED, That *ELM 650* includes the requirement to conduct an investigative interview allowing an EAS employee a representative of choice prior to any discipline being issued.

Oregon State Branch 940

23

WHEREAS, EAS employees can apply for membership to the NAPS by completing *PS Form 1187* (Postal Service Deduction of Dues), and

WHEREAS, The Human Resources Shared Services Center (HRSSC) is the USPS' national processing center for personnel activities, and

WHEREAS, Membership branch placement is designated via office Finance numbers, and

WHEREAS, Members continually have been placed in correct Finance numbers, but the wrong corresponding branches, therefore, be it

RESOLVED, That NAPS Headquarters place members in branches according to the domiciled three-digit ZIP codes associated with each branch.

Dorothy “Dotty” Wileman, MD, State Branch 923

24

WHEREAS, EAS supervisors and managers are not granted automatic pay raises in recognition of their service as other federal employees are, and

WHEREAS, EAS employees are required to meet Postal Service standards and goals, and

WHEREAS, EAS employees often are repeatedly denied pay increases, therefore, be it

RESOLVED, That EAS employees be granted an automatic 5% increase payable on pay period 2 each year.

Dallas Branch 86

WHEREAS, NAPS has advocated for over 115 years for the improvement of the working and financial conditions of management employees of the Post Office Department and later the U.S. Postal Service, and

WHEREAS, Financial accountability is essential for the continued strength of the organization, and

WHEREAS, the NAPS Executive Board has an obligation to its members to conduct its financial business in a transparent and responsible manner, and

WHEREAS, Establishing a budget and adhering to its parameters is essential to the successful fiscal viability of a business or organization, therefore be it

RESOLVED, That the NAPS Executive Board be required to pass and adopt a budget prior to the June 1 commencement of each fiscal year.

Killackey-Russell Boston Branch 43

WHEREAS, There are a number of organizations that have USPS EAS employees as members, and

WHEREAS, Another management organization has continually derided NAPS and distorted facts in order to gain membership, and

WHEREAS, Another management organization sided with the USPS when NAPS undertook legal action to obtain fair salary increases for EAS employees, and

WHEREAS, Other social and professional organizations include EAS employees who also are members of NAPS, but do not provide any benefit to NAPS as an organization, and

WHEREAS, NAPS has been taking action to reduce expenses and maintain a healthy financial position, therefore be it

RESOLVED, That NAPS officers attending conventions of other organizations provide an explanation to the NAPS Executive Board of how their goals and aims bring benefits to NAPS and its members, and be it further

RESOLVED, That attendance of any NAPS officers in their official capacity at events of other organizations be approved by the Executive Board, and be further

RESOLVED, That attendance at events for other organizations be limited to one NAPS officer per event, and be finally

RESOLVED, That NAPS officers do not attend the conventions of UPMA, which has misrepresented NAPS to its current or prospective members.

Killackey- Russell Boston Branch 43

27

WHEREAS, It has been the custom of NAPS to occasionally provide a leased vehicle to the NAPS president over the years, and

WHEREAS, It is necessary for the NAPS president to mirror the same as its members who drive to and from work, and

WHEREAS, There has been no cap on the cost of the vehicle lease for which the NAPS president previously contracted, and

WHEREAS, NAPS is determined to reduce expenses and maintain a healthy financial position, therefore be it

RESOLVED, That there will be no monies spent on any leased or owned vehicle by the NAPS association, starting at the conclusion of the current lease.

Killackey-Russell Boston Branch 43

28

Whereas, NAPS has leased a car for the NAPS president for several decades, and

WHEREAS, The NAPS president is permitted to use the vehicle for personal business, as well as NAPS duties, and

WHEREAS, The past practice has been to give the vehicle outright to NAPS presidents at the conclusion of their terms, and

WHEREAS, As EAS employees, we struggle to get the USPS to provide vehicles for postal business and must depend on our private vehicles outside of work hours, and

WHEREAS, NAPS is trying to regain financial stability after recent setbacks to all three tiers that generate its revenue, such as rent, membership and investments, therefore be it

RESOLVED, That NAPS no longer leases a vehicle for exclusive use by the NAPS president, and be it further

RESOLVED, That, due to the current financial challenges facing the organization, NAPS refrains from gifting any previously leased vehicle to the NAPS president at the conclusion of their term.

Killackey-Russell Boston Branch 43

29

WHEREAS, The NAPS immediate past president retains an Executive Board seat so their experience and knowledge can assist the current Executive Board, and

WHEREAS, There always is an experienced resident officer who can guide a newly elected president, and

WHEREAS, Advances in communication technology (Zoom) enable the immediate past president to provide guidance to a newly elected president if that person never was a resident officer or Executive Board member, and

WHEREAS, The newly elected president, if guidance in the performance of their duties is needed—due only if there are no experienced resident officers elected—can seek advice in the form of a presidential assignment from the immediate past president to train the newly elected, inexperienced president, and

WHEREAS, At a time when NAPS' finances are strained, eliminating the budget of the immediate past president would save \$23,000 annually, therefore be it

RESOLVED, That the immediate past NAPS president seat on the Executive Board be eliminated following the 2024 convention.

Killackey-Russell Boston Branch 43



WHEREAS, Retired NAPS Executive Board members, except for resident officers, forgo accepting full or part-time work/pay during retirement in order to perform their Executive Board duties and responsibilities by attending NAPS events to support and represent the members of their respective areas and regions, and

WHEREAS, Retirees on the NAPS Executive Board customarily have received substitution pay in full-day increments to make up for time they are unavailable to accept other employment, and

WHEREAS, Many meetings, events and consultations can be held remotely and do not require travel or an entire day away from work or be unavailable for employment, therefore be it

RESOLVED, That the daily substitution pay rate of retired NAPS Executive Board area and regional vice presidents be available in partial-day increments, and be it further

RESOLVED, That substitution pay only may be provided for the actual amount of time required to attend a remotely occurring NAPS Zoom meeting or event, and be it finally

RESOLVED, That the current payment of \$300 per day be prorated to pay only for the actual time the Executive Board member participated in NAPS business.

Killackey-Russell Boston Branch 43

31

WHEREAS, NAPS appeals to members for donations to the Supervisors' Political Action Committee (SPAC) in order to advocate for support by elected officials of NAPS-supported legislation, and

WHEREAS, Members are encouraged to give at any level in order to increase the impact NAPS SPAC can have, and

WHEREAS, Members are encouraged to give yearly support at the President's Ultimate (\$1,000+) and VP Elite (\$750) levels, which will secure an invitation to the SPAC reception and dinner held each year during LTS for themselves and a guest, and

WHEREAS, Monies spent on the SPAC reception are taken from the NAPS budget at a time when excessive spending is a concern, and

WHEREAS, The SPAC reception and dinner should be a prerequisite for those giving the highest level of support, therefore be it

RESOLVED, That attendance at the SPAC reception and dinner held each year at LTS be limited only to those members contributing at the President's Ultimate (\$1,000+) level, and be it further

RESOLVED, That if a guest attends, the cost of their dinner shall be paid either by the guest or the awarded President's Ultimate member.

Killackey-Russell Boston Branch 43

32

WHEREAS, NAPS has leased a car for the NAPS president for several decades, and

WHEREAS, the NAPS president is permitted to use the vehicle for personal business, as well as NAPS duties, and

WHEREAS, The past practice has been to give the vehicle outright to NAPS presidents at the conclusion of their terms, and

WHEREAS, As EAS employees, we struggle to get the USPS to provide vehicles for postal business and must depend on our private vehicles outside of work hours, and

WHEREAS, NAPS is trying to regain financial stability after recent setbacks to all three tiers that generate its revenue such as rent, membership and investments, therefore be it

RESOLVED, That NAPS no longer leases a vehicle for exclusive use by the NAPS president ,and be it further

RESOLVED, That ,due to the current financial challenges facing the organization, NAPS refrains from gifting any previously leased vehicle to the NAPS president at the conclusion of their term.

Minnesota State Branch 926

33

WHEREAS, The NAPS immediate past president retains an Executive Board seat so their experience and knowledge can assist the current Executive Board, and

WHEREAS, There always is an experienced resident officer who can guide a newly elected president, and

WHEREAS, Advances in communication technology (Zoom) enable the immediate past president to provide guidance to a newly elected president if that person never was a resident officer or Executive Board member, and

WHEREAS, The newly elected president, if guidance in the performance of their duties is needed—due only if there are no experienced resident officers elected—can seek advice in the form of a presidential assignment from the immediate past president to train the newly elected, inexperienced president, and

WHEREAS, At a time when NAPS' finances are strained, eliminating the budget of the immediate past president would save \$23,000 annually, therefore be it

RESOLVED, That the immediate past NAPS president seat on the Executive Board be eliminated following the 2024 convention.

Minnesota State Branch 926

34

WHEREAS, NAPS appeals to members for donations to the Supervisors' Political Action Committee (SPAC) in order to advocate for support from elected officials of NAPS-supported legislation, and

WHEREAS, Members are encouraged to give at any level in order to increase the impact of NAPS SPAC, therefore be it

RESOLVED, That the SPAC reception and dinner be eliminated completely.

Minnesota State Branch 926

35

WHEREAS, It has been the custom of NAPS to occasionally provide a leased vehicle to the NAPS president over the years, and

WHEREAS, It is necessary for the NAPS president to mirror the same as its members who drive to and from work, and

WHEREAS, NAPS has determined to reduce expenses and maintain a healthy financial position, therefore let be it

RESOLVED, That no monies will be spent on any leased or owned vehicle by association, starting at the conclusion of the current lease.

Minnesota State Branch 926

36

WHEREAS, The USPS generates income by processing U.S. passports, and

WHEREAS, The USPS has access to customers and businesses, therefore be it

RESOLVED, That the USPS create, develop and establish the availability of the services of a notary public as part of retail operations to increase revenue for the USPS.

Indianapolis Branch 8

37

WHEREAS, USPS employees have the opportunity to donate to the Postal Employees' Relief Fund (PERF) for employees subject to natural disasters such as tornadoes, hurricanes and fires, and

WHEREAS, Donations are made with contributions of annual leave hours, therefore be it

RESOLVED, That the USPS permit USPS employees to donate up to 10% of accumulated sick leave each year to support PERF and local requests.

Indianapolis Branch 8

38

WHEREAS, A detail to a higher management position is accompanied by a 5% increase in salary, and

WHEREAS, The responsibilities of a larger office increase with each level, therefore be it

RESOLVED, That a detail increase to Level-18 to -20 offices remains at 5%, and be it further



RESOLVED, That a detail increase to a Level-21 office is increased to 7%,  
and be it finally

RESOLVED, That a detail to a Level-22 or higher increases to 10%.

Indianapolis Branch 8

39

WHEREAS, The USPS is striving to maintain a fiscal responsibility to all  
USPS employees and service to the United States, and

WHEREAS, USPS costs to unions in conducting union business is costly to  
the USPS, therefore be it

RESOLVED, That the expense of conducting union business be financed by  
union funds.

Indianapolis Branch 8

40

WHEREAS, The USPS is striving to maintain a fiscal responsibility to all USPS employees and service to the United States, and

WHEREAS, Operational hourly costs continue to rise, therefore be it

RESOLVED, That the USPS maintains overtime pay, and be it further

RESOLVED, That penalty overtime be eliminated.

Indianapolis Branch 8

41

WHEREAS, Since the Field Maintenance restructuring in 2022, Field Maintenance managers are required to perform additional duties in addition to their normal duties on a routine and recurring basis without consideration of this additional workload, and

WHEREAS, These Field Maintenance managers are held accountable for the decisions they make performing these additional duties, and

WHEREAS, The Postal Service could not effectively operate without Field Maintenance managers being placed in important decision-making positions on a daily basis, therefor be it

RESOLVED, That Field Maintenance managers, EAS Level-19, be raised to a higher level to compensate for additional responsibilities of the position to provide district-wide recognition, and be it further

RESOLVED, That a two-tier Field Maintenance manager compensation package be created based on the number of Field Maintenance supervisors assigned to each Field Maintenance District as follows: Level-21 Field Maintenance manager should be staffed with one to two supervisors, Field Maintenance Operations; Level-22 Field Maintenance manager should be staffed with three to four supervisors, Field Maintenance Operations.

Sun Dance, UT, Branch 139

WHEREAS, The Postal Service instituted new service standards to support its “Delivering for America” plan, and

WHEREAS, Said service standards have not been met even though the delivery time for mail volume has been extended by at least two days to deliver, and

WHEREAS, Managers and supervisors have been disciplined in the past for not meeting delivery standards and being accused of and disciplined for delaying the mail, and

WHEREAS, For this discipline to remain in the personal records of these managers is inappropriate, improper and wrong due to the sanctioned delaying of mail by the Postal Service, and

WHEREAS, The Postal Service is a service to the American people and such sanctioned delaying of the mail is in violation of its core mission, and

WHEREAS, The Postal Service’s abandonment of that mission renders moot any discipline that exists that reprimands any employee for delaying the mail, therefore be it

RESOLVED, That all discipline in any EAS manager's or supervisor's file be purged, rendered moot, erased from all records, withdrawn and rendered null and void.

Georgia State Branch 912

43

WHEREAS, NAPS is an organization comprising 20,000-plus members, and

WHEREAS, When members of this organization are on extended leave due to illness or injury, there is no present mechanism by which they can receive compensation if sick leave and annual leave balances have been exhausted, and

WHEREAS, Members of other organizations in the USPS have access to supplemental insurance to provide needed funds to continue to pay bills and meet financial obligations during periods of incapacity, therefore be it

RESOLVED, That NAPS contract with a supplemental insurance carrier to provide supplemental income insurance to all members of this association.

Georgia State Branch 912

WHEREAS, *Title 39* states, in part, that compensation benefits and other terms and conditions of employment shall continue to apply to officers and employees of the Postal Service and no variation, addition or substitution shall result in a program of fringe benefits, which, on the whole, is less favorable to the officers and employees than fringe benefits in effect on the effective date of this section of law, and

WHEREAS, *Title 5* of U.S. code provides for hazardous duty pay for employees in the executive branch of the U.S. government—of which the Postal Service is a part—when exposed to virulent biological substances likely to cause serious disease or fatality and for which protective devices do not afford complete protection, and

WHEREAS, EAS employees were and are exposed on the front lines to the COVID-19 pandemic, ensuring the prompt, efficient receipt, processing, dispatch and delivery of mail, COVID test kits and parcels, keeping the nation connected and functioning during this time, and

WHEREAS, Correspondence has been forwarded to the Postal Service concerning this issue, and

WHEREAS, The Postal Service has responded by saying it is not authorized to pay this premium to its employees, without citing or explaining the legal reasons for refusing to do so, when NAPS has provided its quotation of law, therefore be it

RESOLVED, That NAPS seeks legal opinion on this law and forward correspondence to the Postal Service concerning the findings if the law does address this item in our favor, and be it further

RESOLVED, That NAPS imposes a 30-day time limit for the USPS to respond and either provide legally acceptable reasons for not complying with this law or implement a plan for compliance with this law, and be it further

RESOLVED, That if this time limit is missed or ignored or the legal foundation for non-compliance is not correct, NAPS immediately file a lawsuit to have the courts act to instruct the Postal Service to fulfill its obligations under law, and be it finally

RESOLVED, That no settlement be agreed to without consultation with the body of delegates assembled at this convention.

Georgia State Branch 912

WHEREAS, *Title 39* states, in part, that “Compensation benefits and other terms and conditions of employment shall continue to apply to officers and employees of the Postal Service, and that no variation, addition or substitution shall result in a program of fringe benefits which on the whole is less favorable to the officers and employees than fringe benefits in effect on the effective date of this section of law,” and

WHEREAS, Strict interpretation of *Title 39* in this area would prohibit any changes in any fringe benefit detrimental to the whole to be just as damaging as the elimination, variation or substitution of any fringe benefit, while maintaining the benefit as a benefit, but reducing said benefit rates and percentages to levels far below what were in effect at the enactment of the Postal Reorganization Act of 1970, and

WHEREAS, There is evidence of variations, substitutions and changes in fringe benefits that have resulted in unfavorable fringe benefits in comparison to the fringe benefits guaranteed by law in the 1970 Postal Reorganization Act, for example, annual and sick leave accrual rates for newer managers, percentages of employee contributions to health care plans and life insurance, higher rates for health and life insurance, etc., therefore be it



RESOLVED, That NAPS take an exhaustive look at all fringe benefits in effect at the codification of *Title 39* and make a comparative study as to the benefits, levels of benefits, percentages and all other governing factors of such benefits, and be it further

RESOLVED, That if any detrimental variations of the above are legally found, the Postal Service be notified of such aberrations and given a 30-day period to address these issues with plans to correct the violations of law and return the guaranteed fringe benefits to the levels guaranteed to the lock-in period proscribed in the 1970 *Title 39* levels, with all affected employees made whole for any amounts due because of the illegal variations, and be it finally

RESOLVED, That if the time limits are exhausted for correspondence or NAPS' initial correspondence is ignored, NAPS immediately goes to court to address this issue.

Atlanta NDC Branch 567

WHEREAS, The first paragraph of *Title 39* says in applicable part: “The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the government of the United States, authorized by the Constitution, created by act of Congress and supported by the people,” and

WHEREAS, Because the law instructs the Postal Service is a service and not a business, it is inappropriate to mandate financial goals to a service organization and its managers that are not in the business of making a profit, but are tasked with providing service funded by the American people to serve the American people by law, and

WHEREAS, No market share, revenue or income data requirements were included in the law that factor into any salary requirements for non-bargaining employees, such inclusion indicating *ultra vires* action by the Postal Service, imposing pay requirements that are illegal according to established law, and

WHEREAS, Goals of this type are legal only for bonus purposes, and

WHEREAS, Only PCES managers qualify for these bonuses by law, these requirements are not legal for EAS managers and supervisors, therefore be it

RESOLVED, That NAPS does not discuss any pay package or accept any pay package for EAS employees that include any revenue goals, suggestions or

auspices, no income items, no market dominant share requirements, no competition matrices or requirements or operating expense costs as an avenue for pay increases or a pay schedule solely, and be it further

RESOLVED, That such requirements or goals be the basis for bonus compensation only to appropriate managers and supervisors.

Atlanta NDC Branch 567

47

WHEREAS, The USPS continues to treat supervisors and managers as quasi part-time EAS employees as described by *Form 50*—specifically, failure to post a schedule by Tuesday or Wednesday of the proceeding week, and

WHEREAS, Supervisors and managers are being involuntarily reassigned on a daily, weekly or monthly basis, and

WHEREAS, USPS management is failing to provide a *Form 1723* for weekly and monthly temporary involuntary assignments, and

WHEREAS, Even when EAS employees protest being involuntarily reassigned, management fails to correct the constructive involuntary reassignment, and

WHEREAS, NAPS has received memorandum notice (Oct. 4, 2004; Dec. 20, 2007; and Aug. 31, 2015) from USPS Headquarters illuminating the process necessary to move an EAS employee that includes purposes other than meeting legitimate training, operational requirements or for developmental needs, and

WHEREAS, Currently, Customer Service Field, Maintenance and Distribution Operations managers continue to violate the posted rationales without impunity or consequences, therefore be it

RESOLVED, That NAPS Headquarters files a class-action lawsuit against the USPS for continuous violations of temporary involuntary reassignments for other than legitimate reasons.

California State Branch 905

WHEREAS, In the aftermath of the November 1991 Royal Oak, MI, Post Office workplace tragedy, the Postal Service, postal unions and three management associations signed a Joint Statement on Violence in the Workplace in 1992 pledging to commit to dignity, respect and fairness, and

WHEREAS, To combat abusive and intimidating behavior that can lead to workplace violence, the parties agreed to not reward those who violate the rights of employees and remove repeat offenders from the Postal Service, and

WHEREAS, The end result of this settlement has fallen inequitably on supervisors and managers to their detriment because 1996 National Arbitrator Carlton Snow declared the Joint Statement was a binding contract the National Association of Letter Carriers may enforce, and

WHEREAS, EAS employees are being relocated, downgraded and/or given proposed removals through the labor management arbitration procedures where they have no standing, no statements solicited and cannot give direct testimony throughout the arbitration process, and

WHEREAS, A previously submitted and passed resolution by delegates of the National Convention was not instituted as NAPS did not opt out of the signatory obligation of the Joint Statement, therefore be it

RESOLVED, That NAPS officially opts out of the signatory obligation of the 1992 Joint Statement on Violence in the workplace without exception because it represents a violation of the *Title 39* provision in *ELM 650* relating to the appeal rights of non-bargaining unit employees, and be it further

RESOLVED, That the NAPS Executive Board and resident officers' refusal to adhere to resolutions passed at least three national conventions is without justification and cannot continue, and be it finally

RESOLVED, That the NAPS Executive Board and the resident officers adhere to the convention delegates while ensuring this resolution and/or be required to seek legal representation to comply with *Title 39*, Section 1004.

California State Branch 905

49

WHEREAS, The Postal Service is going to acquire new vehicles, and

WHEREAS, The current fleet of vehicles will be replaced by these newer vehicles, and

WHEREAS, Many delivery units require more vehicles than assigned routes, and

WHEREAS, Vehicles are required for delivery assistance employees, therefore be it

RESOLVED, That the Postal Service increase vehicle inventories in delivery unit offices to delivery employee complement levels or 25% of AMS routes as maintenance reserve vehicles, whichever number is greater.

California State Branch 905

50

WHEREAS, During the course of national conventions there is not a designated allocation of time whereby a question-and-answer session is being conducted, causing many occasions when inquiries are not being furnished by resident officers, political analysts, legal representatives and/or Executive Board members, and

WHEREAS, The primary reason delegates attend national conventions is to ask questions their local membership find relevant, therefore be it

RESOLVED, That at each convention there be a scheduled session of at least two hours that allows delegates to have their questions answered, and be it further

RESOLVED, That these questions be emailed to NAPS Headquarters at least six months prior to the convention to allow subject matter experts, Executive Board members, resident officers, political analysts and legal representative to be better prepared to respond to these inquiries, clarifying responses and saving time, and be it finally

RESOLVED, That questions not answered during this first day of the convention be placed in a “parking lot” and the answers provided to the delegates by the last day of the convention.

California State Branch 905

51

WHEREAS, the Postal Service made a policy change from Jan. 14, 2012, regarding discontinuation of postmaster convention leave effective June 27, 2013, whereby postmasters received administrative leave to attend postmaster organization conventions, and



WHEREAS, Postmasters routinely work beyond eight hours per day and 40 hours per week, therefore be it

RESOLVED, That NAPS requests continuation of administrative leave for postmaster convention leave, which includes attendance at the NAPS annual convention.

California State Branch 905

52

WHEREAS, The Postal Supervisors and Managers Fairness Act of 2023, H.R. 594, is a bill that would provide for the timely start of pay consultation, and

WHEREAS, The Postal Service by decoupling EAS pay consultation from the protracted timeline of collective bargaining between the largest postal union and the USPS, and

WHEREAS, Under the bill, EAS pay consultation would start 60 days prior to the expiration of the existing EAS “pay agreement,” and

WHEREAS, The bill would establish a fair and credible process for conducting pay consultation by binding the USPS and the supervisors’ organization

to the findings and conclusion of an independent Federal Mediation and Conciliation fact-finding panel, therefore be it

RESOLVED, That NAPS members contact legislators and ask them to co-sponsor H.R. 594 to ensure timely pay consultations.

California State Branch 905

53

WHEREAS, The Postal Employees Appeal Rights Amendments Act, HR 595, is a bill that would provide appeal rights to 5,000 non-supervisory managers locked out of the Merit Systems Protection Board (MSPB), and

WHEREAS, A narrow interpretation by the courts resulted in non-supervisory managers denied the right of appeal over adverse actions to the MSPB, a right all other supervisory postal managers enjoy, and

WHEREAS, Non-supervisory managers' only option is an internal USPS process that lacks fairness and due process, therefore be it

RESOLVED, That NAPS members contact legislators and ask them to co-sponsor H.R. 595.

California State Branch 905

WHEREAS, The Social Security Fairness Act, H.R. 82, would fully repeal the Windfall Elimination Provision and Government Pension Offset, and

WHEREAS, These two Social Security provisions unfairly target federal retirees who participate in the Civil Service Retirement System or are the surviving spouses of such retirees, and

WHEREAS, Both provisions reduce the Social Security benefits of these individuals, and

WHEREAS, S. 597, the Senate companion bill to H.R. 82, was introduced in the 118th Congress (2023-2024), therefore be it

RESOLVED, That NAPS members contact legislators and ask them to co-sponsor H.R. 82 and S. 597.

55

WHEREAS, The USPS continues to violate policy regarding EAS temporary involuntary reassignments, and

WHEREAS, A *Form 50* job description contains the scheduled hours and days off of the EAS employee assigned to their position in their domiciled facility, therefore be it

RESOLVED, That the USPS compensates any EAS employee who is temporarily, involuntarily reassigned in violation of USPS policy be compensated with penalty pay, travel and per diem, if applicable, for the duration of the temporary involuntary reassignment.

California State Branch 905

56

WHEREAS, The USPS has created new EAS positions, such as Delivery Support specialists, and

WHEREAS, It is necessary for these EAS employees to travel to surrounding offices in the district of their domiciled office, therefore be it

RESOLVED, That the USPS compensates these EAS positions with an assigned postal vehicle or pay for all travel, lodging plus per diem in the scope of their position responsibilities.

California State Branch 905

57

WHEREAS, the Postal Service is going to acquire new vehicles, and

WHEREAS, The current fleet of vehicles will be replaced by these newer vehicles, and

WHEREAS, Delivery vehicles are required for assistant rural carriers, therefore be it

RESOLVED, That the USPS increase rural delivery vehicle inventories to 25% more than the number of assigned AMS routes, assigned as operational reserve vehicles.

California State Branch 905

58

WHEREAS, The Postal Service is adding new vehicles to their fleet for customer service, and

WHEREAS, With the many different vehicles to be serviced to accommodate Sunday Amazon and UPS deliveries, Vehicle Maintenance should be staffed for Sunday to ensure vehicles are available, therefore be it

RESOLVED, That NAPS requests this issue is brought to the attention of the Postal Service to consider staffing for supervisor and Vehicle Maintenance mechanics.

California State Branch 905

59

WHEREAS, The Postal Service consistently undergoes restructuring, and

WHEREAS, During restructuring of the USPS, USPS facilities and Finance numbers, this constitutes constant movement on the NAPS Dues Check-Off (DCO) Report, and

WHEREAS, This constant movement reassigns NAPS members who hold USPS Headquarters positions to the A. Millie Callaway, DC, Branch 135, and

WHEREAS, This USPS finance number “places” the NAPS member in Branch 135, and

WHEREAS, The NAPS member is domiciled at various other NAPS branches throughout the country, of which they were previously a member, therefore be it

RESOLVED, that NAPS Headquarters consults with USPS Headquarters to ensure that all USPS Headquarters employees who are affected, although assigned a USPS Headquarters Finance number, are placed in the NAPS branches in which they are domiciled, and be it further

RESOLVED, That NAPS Headquarters gets this done expeditiously, as it has a common, negative financial impact on the smaller, affected NAPS branches.

California State Branch 905

For the Good of the Order

76

WHEREAS, Marilyn Walton has served all the branches of the Western Region with outstanding loyalty, commitment, tact and diplomacy, caring and dedication, and

WHEREAS, Marilyn Walton has proven, without a doubt, to be reliable, enthusiastic, responsible, outspoken, knowledgeable and honest, and

WHEREAS, Marilyn Walton always is ready, willing and able to assist Los Angeles Branch 39 with all of its needs, as well as all NAPS members in California, the Pacific Area and the Western Region and all of the United States, therefore be it

RESOLVED, That the members of Los Angeles Branch 39 enthusiastically endorse and support Marilyn Walton for NAPS Western Region vice president or any office to which she aspires.

California State Branch 905



WHEREAS, Percy “Chuck” Lum is effectively serving members of the Pacific Area as their Pacific Area vice president for California and Hawaii, and

WHEREAS, Percy “Chuck” Lum always is ready, willing and able to assist his fellow NAPS members throughout the Pacific Area, and

WHEREAS, Percy “Chuck” Lum is knowledgeable, experienced and dedicated, and

WHEREAS, Percy “Chuck” Lum has excelled as chairman of the NAPS Executive Board, and

WHEREAS, Percy “Chuck” Lum continues to work hard toward improving the membership and working conditions for all EAS employees in the Pacific Area and NAPS overall, therefore be it

RESOLVED, That the members of Los Angeles Branch 39 enthusiastically endorse and support Percy “Chuck” Lum for NAPS Pacific Area vice president or any office to which he aspires.