



Sunday, Aug. 11 **‘Walk by Faith’**

“This is the day the Lord has made,” declared Eastern Region Vice President Richard Green as he welcomed NAPS members to Sunday’s worship service. Members gathered to listen to Bible readings, music and a sermon from Pastor Prescott Butler, president of Robert L. Towns, NJ, Branch 327 and pastor of the Orange and Irvington United Methodist churches.

James E. Parks
Jr. Northern VA
District Branch 526
President
Lloyd Cox



Lloyd Cox



Richard Green

said he was so happy to see the attendance at the worship service get larger each convention. “We put it in His hands,” he affirmed.

The Old Testament reading was by Marcia Kimbrough, Cleveland Branch 46; the New Testament reading was by Paul Foley, Linda Wagner Southeastern Massachusetts Branch



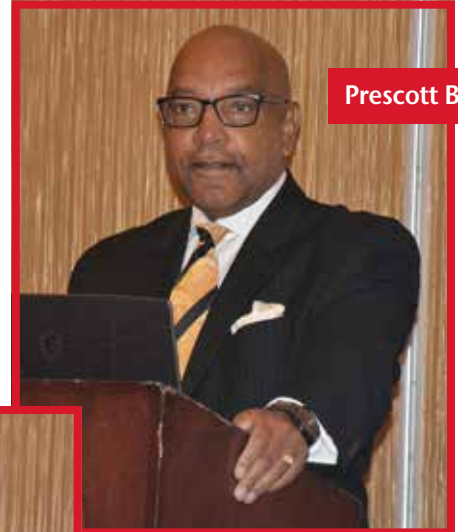
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Marcia Kimbrough



Paul Foley



Prescott Butler

120. Music was provided by “God’s Favor (Chosen by God).”

Butler referenced National Auxiliary President Laurie Butts’ column titled “Let’s Stay the Course” in the February 2024 *Postal Supervisor*. “God is not through with you yet,” he intoned. “Be patient, stay the course. God’s plan for you always is worth the wait.

“We have to go through the process and allow God to grow us into the position. I don’t



Marilyn Jones introduced Pastor Prescott Butler.

know the future, but I know who holds the future. Walk by faith and not by sight.

“We must keep the faith, stay the course

and follow His plan.”

“God’s Favor (Chosen by God)”





NAPS Delegates Learn the Ropes

Executive Vice President Chuck Mulidore welcomed first-timers to the Delegates' Orientation Sunday afternoon. "We are happy to have you here," he announced, "to work on behalf of NAPS members. I hope you enjoy your time here."

Secretary/Treasurer Jimmy Warden said it was great to see so many first-timers at the convention. "You are our future," he stressed.

President Ivan D. Butts told delegates it was tremendous to see 214 first-timers. "That speaks well to the health of our organization," he said.

The first-timers heard from Parliamentarian Bruce Bishop about the ins and outs of parliamentary procedure and how to stay on track during the convention. He told them they are

here to make decisions to shape the future of NAPS.

There are two ways NAPS members can influence the process: go to the microphones to state their opinions, then vote.

Parliamentary procedure aids in promoting meeting efficiency and assures everyone has an equal opportunity to make decisions. Parliamentary procedure helps:

- promote efficiency
- avoid redundancy
- maintain order



**Parliamentarian
Bruce Bishop**

NAPS Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore and President Ivan D. Butts



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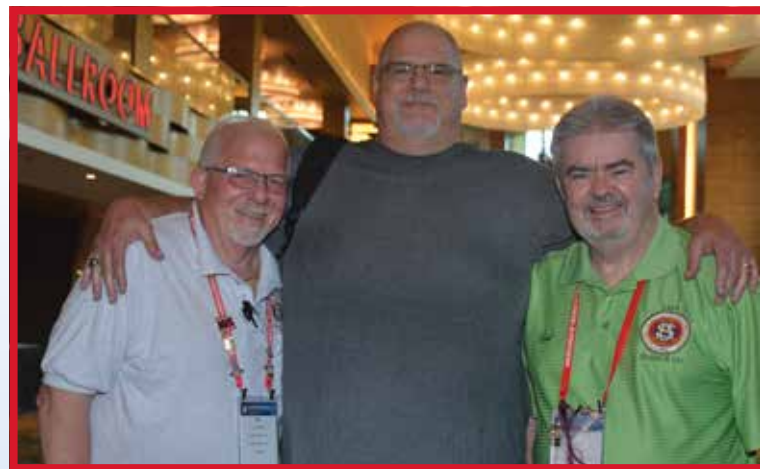


- move things forward and
- assure fairness

One goal of parliamentary procedure is to constantly move things forward; it assumes the majority prevails, but the minority needs to be heard.

Bishop stressed that everyone has a vote. Delegates must be respectful of others, avoid monopolizing the discussion and be decision-focused. Most importantly—vote!

All members may vote. By exercising that right, you are upholding your responsibility as a NAPS delegate.



POWERING THE FUTURE THROUGH COLLABORATION



Monday, Aug. 12

Collaborating to Sustain the USPS and EAS Employees

NAPS delegates at the 69th National Convention were welcomed Monday morning by Host Branch 3 President Denis Wright. “We come here not just as professionals dedicated to the Postal Service, but as a community bound by a shared mission of excellence, integrity and progress,” he declared. “Let’s take full advantage of this opportunity to learn from one another and network.” Host Branch 3 member Manny Allen gave the invocation, Vice President Lori Collins led the Pledge of Allegiance and Dorinda Colavito sang

the national anthem.

Next on the agenda was the Memorial Service, honoring NAPS members who



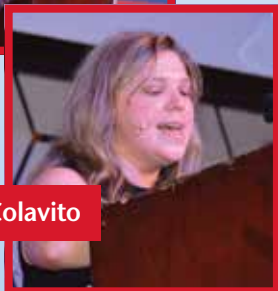
Host Branch 3 President Denis Wright

have died since the 2022 National Convention. New England Area Vice President Bill Austin said, “Let us never forget our NAPS brothers and sisters who passed before us; keep them in our thoughts and prayers. As we acknowledge our members, let us remember the good times we shared.”

Sonny Magnuson, South Dakota State Branch 946, remembered Bob Tolman who revamped the NAPS voting system and was very involved in legislative issues. There also was a special



Manny Allen



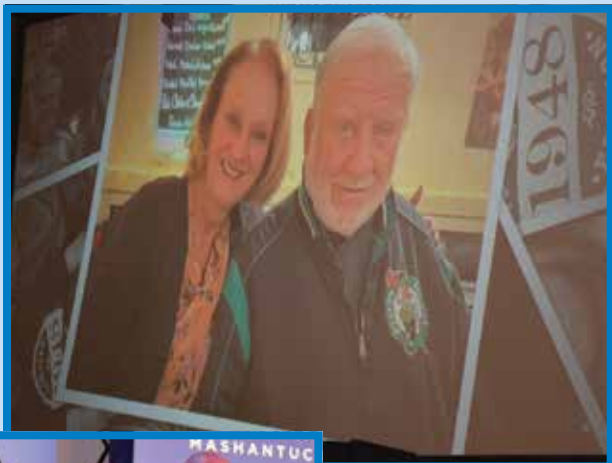
Dorinda Colavito



New England Area Vice President Bill Austin



Remembering Jay Killackey



**Killackey-Russell Boston
Branch 43 President
Vince Ignoto**



Jay's wife Suann, her daughter Jessalyn, fiancé Curtis Rand and Jay's daughter, Kati Seaver



remembrance of former NAPS Executive Vice President Jay Killackey. His wife Suann, with daughter Jessalyn and her fiancé Curtis Rand, and Jay's daughter, Kati Seaver, joined Killackey-Russell Boston Branch 43 President Vince Ignoto to honor Jay.



Wright introduced USPS Connecticut District Manager Carissa Laino. She told delegates it was an honor to speak with such a distinguished group of professionals and urged them to share knowledge and ideas and forge new connections.



“This convention is a testament to the dedication and hard work of each of you,” she offered. “You can discuss the latest trends, changes and opportunities of our organization. Your collec-



New England Area Vice President Bill Austin, Connecticut District Manager Carissa Laino and Northeast Region Vice President Tommy Roma

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NAPS Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, Connecticut District Manager Carissa Laino, Branch 3 President Denis Wright and President Ivan D. Butts

tive growth is essential for the success of our community. I encourage you to take opportunities to learn, collaborate and inspire one another. It can lead to innovative solutions. I wish you a productive and enjoyable convention with meaningful discussions and lasting memories.”

Sen. Richard Blumenthal (D-CT) was unable to be at the convention, but sent a video message. He said he was disappointed not to be with NAPS members in person and acknowledged the importance of the Postal Service. “The USPS is a vital service for all Americans that must be preserved and protected,” he stressed.

In Connecticut, the USPS employs 8,400 people and serves millions of residents and more than 30,000 business. The agency also is the only service that can deliver to the Army



Sen. Richard Blumenthal (D-CT)



and Fleet post office addresses for members overseas.

Blumenthal noted that, during COVID-19, it became clear the Postal Service was a vital lifeline to citizens and is particularly vital to voting. He referenced recent actions related to the “Delivering for America” plan, observing there now are fewer post offices and reduced hours and services. “I understand the need for long-term reform,” he said, “but it can’t undermine the premise of our great postal system to provide service and fair rates. I am calling for a pause in the ‘Delivering for America’ plan.”

The senator said he was honored to serve on the Senate Homeland Security and Governmental Affairs Committee, which oversees the Postal Service. “I am familiar with the issues that affect you,” he offered. “I promise you I will continue to fight on the committee on issues facing the Postal Service, the fairness of your compensation and the protection you need and deserve to do your jobs.”

Blumenthal expressed support for the Postal Police Reform Act, as well as the need to repeal the WEP and GPO. “These unfair and out-



**National Auxiliary President
Laurie Butts**

dated provisions negatively impact civil servants and public employees,” he observed. “That is unfair and why I’m a strong supporter of repeal.

“The Postal Service is a national treasure,” he stressed. “We need to protect and preserve it.”

National Auxiliary President Laurie Butts welcomed convention attendees and explained the Auxiliary was established to help NAPS members. “The Auxiliary’s tasks have changed,” she asserted, “in order to meet the changing needs of NAPS.”

The Auxiliary has grown significantly over the past few years and is committed to continue increasing its membership. “We need your help encouraging growth in our organization



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President Ivan D. Butts

so we can better assist you,” she urged.

Wright acknowledged the first-timers attending. He advised them that education is about relationships with their peers. “Reach out to old-timers because we have more time behind us than in front of us,” he suggested. “Knowledge is power; take it and run with it. Make a difference in the workplace; we need you to be engaged and active.”

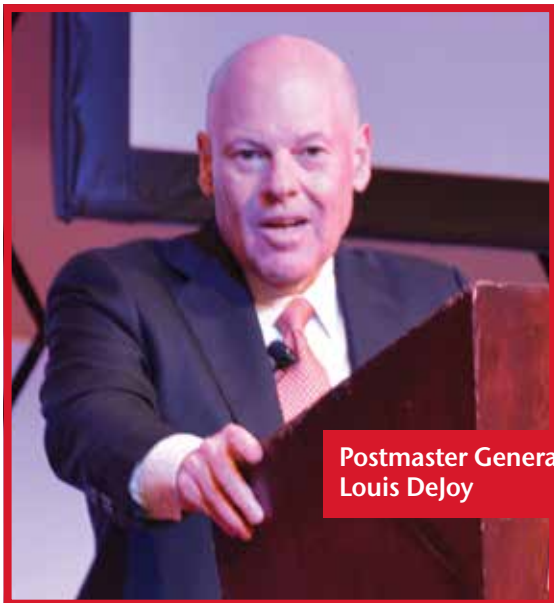
NAPS President Ivan D. Butts also acknowledged the first-timers. “We have 214 first-timers at this convention,” he declared. “Nearly 20% of our delegates are first-timers. That’s how you do it NAPS! Grow and stay relevant and sustainable.” Butts next introduced Postmaster General Louis DeJoy.

“We’re coming up on my fourth year as PMG,” DeJoy told delegates. “I came here in 2020 at the beginning of the pandemic. There were a lot of things going on in the Postal Service at that time—there’s still a lot of things going on. I’ve studied our rich history and know it pretty well.

“We have 654,000 people spread throughout the country, with 23,000 retail centers, 19,000 delivery units, 400 processing plants, 300,000 vehicles and 26,000 routes—all the way from Alaska and down to the Grand Canyon. We are a massive enterprise with a rich, long history. We are a very important organization.”

DeJoy discussed the importance of focusing on the “Delivering for America” plan, explaining the agency is required by law to be





Postmaster General
Louis DeJoy

self-sustaining. “We have to cover our costs,” he said. “That’s what we’re trying to do.”

A focus of the plan is changing outdated plants, he said, improving operating precision, reducing costs, growing revenue, creating a stable workplace, investing in packages and avoiding a government bailout.

“Our goal is to be best in class regarding delivery operations, with a fully optimized service and transportation network,” DeJoy declared. “Add to that, financial stability in

investments with a stable workforce. I want to be the go-to organization—an organization structured for success.

“Innovation continues. We’re transforming our workforce and retail strategy. The agency recently was a recipient of the Presidential Federal Sustainability Award for ‘Electrifying the Largest Federal Fleet.’

“We’re touching everything and moving forward,” he touted. “Now, we’re getting back in the game.”

DeJoy urged NAPS members to treat others like they want to be treated—with courtesy and respect. “Have trust and confidence in what we do in leadership,” he urged. “Listen, observe, learn and tell your people. Lead your employees to the right answers. And for that to happen, we need to have processes and procedures that work and are repeatable.

“If you do all this, you will energize our transformation by multiplying our talent. We have the commitment and people in place; it just needs a little adjustment.”

Following the PMG’s address, President Butts reminded delegates the resident officers



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NAPS Executive Vice President Chuck Mulidore, President Ivan D. Butts, PMG Louis Dejoy, North-east Region Vice President Tommy Roma and Secretary/Treasurer Jimmy Warden

meet with the Postal Service and collaborate with its leadership on many things. “The PMG spoke to us about the state of the USPS,” he affirmed. “Some changes have been good, which

demonstrate his business tact and moving forward. But there are things on which we don’t see eye to eye.

“For example, we don’t see eye to eye on running facilities so shorthanded that supervisors have to unload trucks, case mail, deliver routes, run equipment and do HR and their own safety. Those are among the challenges we face and, as a result, make it so we can’t collaborate on everything.”

Continuing with the convention’s theme of “Powering the Future through Collaboration,” Wright invited Erin Morrisroe, Fairfield County, CT, Branch 47, to share her thoughts about her personal experience with collaboration before taking the position of manager, Operations Integration. She told delegates that she had been a manager in the Connecticut District, working with offices to improve. “They brought out operational excellence in which



President Ivan D. Butts presented plaques to 2024 National Convention Host Branch Chair Denis Wright and 2022 Host Branch Chair Tomica Duplessis.



Erin Morrisroe

we have a lot of success,” she related. “Here, we talk about it a lot—going to offices doing Gemba, see what is needed.

“We need our employees to be engaged—coming to work, wanting to do the job. We need communication and their expertise. I was a carrier, but now, I see all levels of the organization having a collaborative spirit. We will continue to improve.

“What I have found in the field is we need as much training as possible. Employees require more training; they need someone to coach and mentor them. If you are a postmaster, help your supervisor, which will help build the bench down the road. Find someone to help you be successful.”

Executive Vice President Chuck Mulidore stressed the importance of SPAC. “We have worked for years to develop relationships with lawmakers on the Hill,” he said. “Money from SPAC contributions drives access to allow us to talk about our issues and how changes in the Postal Service affect our members.

“We have become a resource for many on



NAPS Executive Vice President
Chuck Mulidore

Capitol Hill. The relationships we build not only help us, but strengthen our legislative position and allow us to present your views.”

Mulidore informed delegates he sets a goal for contributions at the convention; this year, he settled on \$20,000. “Can we raise \$20,000 for SPAC?” he asked. “Can we do better? Let’s make it \$25,000! It only will help us as we move forward.”



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Executive Vice President Chuck Mulidore, with President Ivan D. Butts and Secretary/Treasurer Jimmy Warden, recognized members who were inducted into the Ann Konish SPAC Hall of Fame, from left: Warden, Mulidore, Brian Wagner, Donalda Ross, Arnie Rosario, Frances Meana, Gail Van Horn and Butts.

Mulidore recognized those members who have contributed to SPAC over the years and were inducted into the Ann Konish SPAC Hall of Fame. Konish was a great advocate of SPAC and always donated generously: Donalda Ross, Branch 135; Frances Meana, Branch 159; Gail Van Horn, Branch 154; Arnold Rosario, Branch 96 (who also received an

award for reaching the President's Ultimate SPAC level—\$1,000-plus); and Brian Wagner, Branch 255.

Secretary/Treasurer Jimmy Warden lauded members for their recent membership efforts. "You are doing a fantastic job," he declared.



POWERING THE FUTURE THROUGH COLLABORATION



“Right now, membership is over 28,000— thanks to everyone’s recruitment efforts. I think we can get to 30,000 by the end of the year,” he asserted. “If everyone here just signs two members, we would be way above and beyond that goal.”

Warden recognized the top-10 new-member sponsors for the past two years:

1st place—Brian Wagner, Branch 255, IL

Tie for 2nd place—Derek Lothridge,

Branch 96, ME; and John Bu, Branch 68, NY

4th place—Jacshica Laster, Branch 46, OH

5th place—David Joseph, Branch 183, NC

6th place—Deborah Johnson, Branch 88,

CA

7th place—Keith Hansen, Branch 43, MA

Tie for 8th place—Steven Shawn, Branch 403, MD; and Jonathan Kofsky, Branch 568, NJ

10th place—Kanani Alos, Branch 214, HI

Monday afternoon’s business session opened with Credentials & Registration Chair Rosemary Harmon and Co-Chair Roy Madden giving their report: Registration totaled 1,142, including NAPS Executive Board, delegates, Auxiliary and guests.

Rules Committee Chair Jim Isom, with his committee members, read the Rules of the Convention.



NAPS Secretary/Treasurer Jimmy Warden, with President Ivan D. Butts and Executive Vice President Chuck Mulidore, recognized the top-10 new member sponsors for the past two years. Front row, from left: Brian Wagner, Kanani Alos, John Bu, Keith Hansen and Steve Shawn.

Back row: Mulidore, Warden, David Joseph, Derek Lothridge, Jacshica Laster, Deborah Johnson, Jon Kofsky and Butts.

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Credentials & Registration Committee Chair Rosemary Harmon reminded everyone, "We are a family. We need to lean on others who love us."



Credentials & Registration Committee Co-Chair Roy Madden reported registration was at 1,142.



Constitution & Bylaws Committee Chair Chad Itami and Co-Chair Rich Caruso conducted the first reading of the resolutions Monday afternoon.



Rules Committee Chair Jim Isom



From left: Rules Committee Co-Chair Gail Ingram, Latrina Williams, Gail Van Horn and Yvette Jackson. Not pictured: Mary DiGioia.



Resolutions Committee Chair Junemarie Brandt began the first reading of the resolutions.



Resolutions Committee Co-Chair Angela Garland spoke at the mic to address a question regarding the committee's ruling.

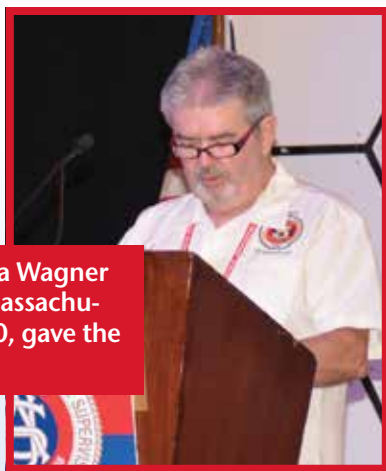


NAPS Parliamentarian Bruce Bishop addressed parliamentary procedure during the reading of resolutions.



Tuesday, Aug. 13

PRC Committed to Ensuring Postal Oversight and Transparency



Paul Foley, Linda Wagner
Southeastern Massachusetts Branch 120, gave the invocation.

PRC Commissioner Ashley Poling addressed delegates. She commended them for the critically important role they play in keeping the Postal Service functioning and moving the mail.

Poling, who made clear the views she was expressing were hers and not those of the Postal Regulatory Commission, explained the PRC consists of five Senate-confirmed commissioners who serve six-year terms and have extensive backgrounds in postal and public-service issues.

She was a staff member for Sen. Gary Peters (D-MI), Sen. Jon Tester (D-MT) and former Sen. Heidi Heitkamp (D-ND). “I got my passion for postal issues working in North Dakota and Montana,” she explained. “In my travels across North Dakota, I had the privilege of working with postal employees who gave me an appreciation for the pivotal role the Postal Service plays in lives across the nation.”

Poling said the PRC’s mission is to foster a



Executive Vice President Chuck Mulidore updated delegates on SPAC. “Yesterday, we had an enthusiastic conversation about SPAC,” he affirmed. “We set an ambitious goal of \$25,000. We raised \$3,000 on Monday; we’re at \$12,000. So please, continue to visit the SPAC table.”

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PRC Commissioner
Ashley Poling

vital and efficient universal mail system. The commissioners spend a lot of time examining efficiency, controlling costs, ensuring optimal performance and assessing work issues critical to the USPS.

A major goal is to ensure the agency is held accountable for delivering essential mail and packages everywhere. Part of that is ensuring transparency. “We need to shine a bright light on what the Postal Service is doing,” she

offered, “and provide everyone with clear and accurate information. Transparency makes the agency stronger and allows the public and policymakers to hold it accountable for its operational choices.”

Regarding recent changes the Postal Service has undertaken as part of its “Delivering for America” plan, Poling said the PRC is not opposed to change; the USPS must change to keep up with the times. “But those changes should be transparent to the public,” she observed, “and not abuse the agency’s core mission—the fast and reliable delivery of mail and packages.”

NAPS Director of Legislative & Political Affairs Bob Levi joined Poling on stage to record live the Aug. 19 episode of *NAPS Chat*, which can be heard on www.naps.org on the *NAPS Chat* page.

Levi: Congratulations, Ashley, on your successful confirmation hearing. We eagerly anticipate the vote on the floor of the Senate





for your next term. In your prepared statement at the Senate hearing for your confirmation, you said the Postal Service is in danger of losing the public's confidence; there has been a slippage in a variety of public opinion polls measuring USPS approval since 2019. In your testimony, you said, "The PRC gives voice to America's concerns about the future of the Postal Service." How does the PRC give voice to America?

Poling: It's important to note first what's going on regarding service performance, which has been challenging since 2023. It's really important to make the point that postal employees have done a tremendous job with everything. These are operational phases the USPS still is trying to work out.

I wanted to make clear that when I spoke at my hearing about losing that confidence in



service performance, it had nothing to do with Americans losing confidence in Postal Service employees. You all are the heart of this country and I'm grateful for what you do every day. But I know how much you value mail that is fast and reliable and how central that is to the Postal Service's mission.

When I talk about what the PRC can do and how we can improve it, I'm referring to what we can do in terms of quality of service. We have a different role than the USPS; it is the operator, we are the regulator. But we do have a lot of transparency and accountability responsibilities when it comes to service performance.

In April 2023, we opened a "Delivering for America" (DFA) public inquiry docket that allows us to ask the USPS a lot of questions about what it is doing. Also, we had an advisory opinion process that, when there is a nationwide

Clenone Irvin Jr., host Branch 3, reported the golf tournament results:

1st place, Team 4—Robert McMurray, Bill Cook, Larry Shroshire and Kevin Proctor.

2nd place, Team 7—Marcel Austin, Tony Viers, Chad Viers and Jim Archibald.

3rd place, Team 1—Andre Jones, Alex Varghese, Julius Smalls and Robert Sanders.

1st par 3, hole 6—Vince Featherson.

2nd par 3, hole 8—Larry Shroshire.

3rd par 3, hole 13—Milton Cannon.

4th par 3, hole 16, and longest drive—Andre Jones.

Thanks to Marian Featherson for serving as event photographer.





change in service, the agency is supposed to file for that with the commission.

There have been discussions about that occurring; I hope it happens. It's an excellent opportunity for us to provide critical oversight. What it also allows us to do is to have public hearings and hear from folks across the country about how this has affected them. It's important for people to understand what's going on and how these changes impact them daily.

Levi: We heard yesterday from PMG Louis DeJoy. I think this is an honest statement: He is a bit averse to oversight, whether it be Congress, the PRC, Government Accountability Office and more. The primary tools the PRC uses to oversee postal operations are public inquiries, in which we are amidst, and annual compliance determinations, where you determine whether the Postal Service complied with the law. Also, which was precedent-setting, the PRC issued a "show cause order" because the agency had been reluctant or opposed to filing for that advisory opinion.

What is the impact of the show cause order? Has the agency adequately responded? What is next? Finally, the Senate introduced legislation to require the Postal Service to re-

quest an advisory opinion. How does the PRC deal with this confluence of issues regarding the DFA?

Poling: A show cause order relates to how we can find out what's going on. We did this for the first time in the commission's history; we issued a show cause order this past April, which basically told the Postal Service to file an advisory opinion in 40 days or tell us why you are not filing one in 20.

The USPS got back to us in about 20 days and said for a number of reasons it did not need to file an advisory opinion. I'm only going to speak for myself and not my fellow commissioners: I don't believe that response was sufficient and it's really critical that this advisory opinion is filed. There have been a number of sweeping changes that we discussed in our show cause order that need to be analyzed.

An advisory opinion allows us to ask a number of questions throughout the process and find out and understand the data, what's been going on. This is how we could do it





more substantially; I'm hopeful that will be filed with the PRC so we get that authority.

The Senate introduced a bill—it came up at the hearing—that would give the PRC more authority. The reason is, right now, the advisory opinion process is exactly that—it's simply advisory. Even if the Postal Service files with us, we spend 90 days analyzing it. We have an amazing team of technical experts—lawyers, economists—who are doing great work on this plan, very thoroughly.

But at the end of the 90 days when we file it and send it back to the Postal Service, they don't have to do anything with it. And—in my opinion—that is where it could bear further scrutiny. We spend a lot of time on these recommendations; they are strong recommendations.

I hope the legislation gives the PRC more authority in the process. From where I stand, having more checks and balances involved would be critical. Even if the USPS were to consider some of the recommendations, it would be a tremendous benefit to the public.

Levi: At the confirmation hearing, Sen. Roger Marshall, a Republican from Kansas, during his questions for you and Commission-

er Ann Fisher—also undergoing the confirmation process and who was approved by the Senate Committee—reflected a deep frustration in the apparent lack of postal executives accepting responsibility and accountability for deteriorating postal performance customer satisfaction and the resulting volume decline.

Existing law, as you said, provides the PRC specific authority regarding rates and requirement for transparency. I think you answered the first part of my question—does the PRC need more authority? I'm going to say your opinion is “Yes!”

The legislation that was introduced, in addition to permitting greater transparency, had two other provisions I found interesting. First, it would permit the PRC to go back and look at things already implemented and make remedial recommendations for transformation changes.

And second, it would allow the PRC to preclude the Postal Service from implementing any changes the PRC would consider detrimental to the quality of postal services. What is your take on those two provisions?

Poling: As with all bills, I think a lot of iterations would have to take place. I know you all are familiar with the Postal Service Reform Act that passed in 2022 and brought a lot of needed changes. While I was not on the Hill when it passed, I worked on a lot of versions of the legislation with Bob over the years.

I think one of the best parts of the legislative process is that, as slow as it may seem at times, it's important to take time to consider what makes the most sense and the best way to implement it.

So, with this current legislation, we probably need more input on the best way for those things to work. The Senate bill absolutely is going in the right direction; I talked about that at my hearing. The message of the PRC having clearer authority is really important, again for oversight.

Something I really like is that it requires the Postal Service to make sure it's giving us the data we need when we are analyzing the advisory opinion; that's critical. If we don't know what's going on, we can't do the most thorough job possible.

It's something that was being considered in the last markup. The committee process of going through the bill and all the amendments will mean a lot more discussion. What I'm excited about—and why I hope it gets some traction—is that it provides really critical PRC

oversight authority that is needed right now with the Postal Service.

Levi: One of the issues addressed in the committee hearing was the concern about the impact of mail slow-down on election mail. We're in the midst of a general election. Some persist in raising unfounded questions about the integrity of mail-in balloting and the speed of processing.

To what extent does the PRC have a role in ensuring election material is delivered as quickly as possible and is not subject to the portions of the DFA that have had the tendency to slow things down?

Poling: I think that's a really critical question considering how close we are to the election. I mentioned this public inquiry docket we've opened on the DFA plan, that's the tool we're working with at the commission. One of the reasons we opened the inquiry was because we were concerned about the impact this plan was having on the delivery of mail and packages—encompassed in that is election mail.

We are continuing to raise questions. I mentioned in my remarks that we have these reports and an annual compliance determination where we can ask some questions later and follow up with the Postal Service about service compliance. From my perspective, sometimes I wish we had tools that were a little faster, but we're working on that. We're working on ways we can do that within our authority.

But even when that review does come out for the prior fiscal year, in our annual compliance determination, we are able to track how election mail was delivered—and that has been





done every time there is an election. It will be interesting to see—obviously a lot of changes have happened recently with the “Delivering for America” plan, so it will be critical to look at how it will impact the election process.

I don’t know if we have the answers yet. But I can assure you that, within the authorities we have at the commission, we are doing all we can from a transparency perspective.

Levi: It’s kind of ironic that, when the Postal Service Board of Governors are nominated, one of the general requirements is they reflect the general view of the public. They are presidentially appointed and serve the same staggered terms as PRC commissioners. The current board, except with the exception of Ron Stroman, really doesn’t have any postal experience.

On the other hand, with the five members of the Postal Regulatory Commission who are

nominated based on their technical expertise, we seem to be reflecting the American public more than the Board of Governors.

Both the governors and commissioners are presidential appointees; you are full time; the board of governors is part time. In the statute, you reflect technical expertise, but really, the PRC has reflected the public. I’m curious about that dynamic—what is the difference?

Poling: When you talk about public interest, I think we both very much are serving the public; that is our job. We’re supposed to protect the postal customer; we’re supposed to make sure the mailing community is protected. It’s essential that we always pay attention to what’s going on.

We have a critical part of our process. A good example is we just opened our three-year review on the market dominant rate-making system. I say three year because we opened the



NAPS Director of Legislative & Political Affairs Bob Levi, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden, PRC Commissioner Ashley Poling and NAPS President Ivan D. Butts

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Poling took questions from delegates.

review a few years early. There are a lot of challenges. We have talked to a lot of stakeholders; that's one of the reasons we opened it early, so we could examine it early.

In that process, we have notice and comment proceedings, which allows anyone to file comments with us and let their voice be heard. Similarly, if there was an advisory opinion, the public also could file those comments with us. We have a lot of ways and mechanisms for the public to be involved. But, importantly, we must look at the quality of service that

people expect and look at what we can do from our perspective by making sure it is as fast and reliable as possible; that is critical.

I mentioned earlier, we are the regulator; they are the operator. But I think we fill a very critical space when it comes to transparency and accountability.

I'll mention it again because it's a really good example, the advisory opinion process does allow for the tremendous technical expertise we have in terms of the amazing team and staff of economists and lawyers—people able to get into the nitty gritty of what's going on and really analyze it; we have that experience. As a commissioner, it is absolutely my responsibility to be looking at what is best for the public and what I can be doing to make sure it is represented.

Several years ago, the Postal Service lengthened service standards. In an advisory opinion case in 2021, the commission wrote an in-





credibly thoughtful, thorough and very well analyzed opinion. I very much supported that opinion.

I had a bit of additional commentary, though, because I was very concerned that the Postal Service did not investigate how this plan affected rural America; how it affected elderly and low-income Americans. So, in my additional commentary, I voiced that I did not think the Postal Service should be moving forward with that plan.

I supported the full opinion, but expressed the thoughts I had. That's a good example of how important it is that we have that ability on the commission and look at what we are doing

to make sure the country is protected and the public is getting the mail service they need.

Levi: I would observe that, on the one hand, the PRC is doing everything it can to seek out public opinion and comments regarding certain operational changes the Postal Service made. On the other hand, the Board of Governors, at least during the past two scheduled meetings, has not accepted public comments. There used to be a public comment period at the conclusion of the meeting.

It is my hope the board will reinstitute the public comments at the next public meeting.

Poling: I noticed the board reduced it to once a year in November. I'm always going to say more transparency is better. It's not a choice I get to make. More chances for the



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public to weigh are essential. So I hope they provide more opportunities in the future.

Levi: Final question, Ashley. What message do you have for the 1,200 NAPS delegates in the room?

Poling: All I want to say is thank you for everything you do every day. You are so critical; people's reliance on this great service is because of you. And we are so fortunate you do it every day.

I'm sure it's very challenging when you have changes around you that you have to carry out; I think that's amazing and so admirable. Your commitment to the mail and your customers is unparalleled. Working in rural America, I got to see that commitment to the post office and postal employees.

Thank you for what you do and keep doing it! We need you more than ever and we're so grateful to have you. I'm so happy to work with the tremendous leadership at your organi-

zation. I can't say enough about how much they do for all of you and how much they care about you. I'm grateful I get to be a part of working with them.

Next on the agenda, the NAPS Humanitarian Ambassadors reported on their project at the convention.

Phoebe Jordan, Carolinas Bi-State Branch 936; Beverly Torain, Joseph Butler Winters Jr. Raleigh, NC, Branch 177; Karen Douglas, Charlotte Branch 183; Renee Hulin, Columbia, SC, Branch 225; and William Taylor, Branch 936, are part of the Humanitarian Ambassadors. For their first project at the 2022 NAPS National Convention in New Orleans, the group provided 200 dignity bags for men's, women's and children's shelters.

Torain told delegates that, as they were researching organizations in Connecticut, they came across St. Vincent de Paul Place in Norwich. The organization offers day-shelter ser-



Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, NAPS Humanitarian Ambassador Beverly Torain, St. Vincent de Paul Place Executive Director Jillian Corbin, Humanitarian Ambassadors William Taylor, Renee Hulin and Karen Douglas, and President Ivan D. Butts. Not pictured: Phoebe Jordan.



**NAPS Legal Counsel
Bruce Moyer was
present during the
convention week.**

vices to anyone in need; breakfast and lunch, Monday through Friday; access to showers and hygiene supplies, baby diapers, formula and wipes; health clinics; assistance in applying for state benefits and more. It serves 32 towns and cities and three out-of-state cities.

Torain thanked NAPS members, branches and Executive Board members for their contributions that allowed the group to donate \$3,500 in products and supplies. “This could be any one us at any time,” she intoned.

Jillian Corbin, executive director of St. Vincent de Paul Place, thanked the NAPS Ambassadors for their donations. “We are a daytime shelter,” she explained, “offering a comfortable place to be. We open our doors to everyone. We have a small staff and over 250 active volunteers.

“When I received a call from Phoebe, I was so grateful. Helping the community is at the core of what the Postal Service does. You care for individuals and families every day. As supervisors, you make sure your staff has the tools to do their jobs well.”

Corbin told NAPS members that, last year,

they distributed over 1.3 million pounds of food and served 120,000 hot breakfasts and lunches. They also distribute hygiene products and pet food as those items cannot be purchased with food stamps.

“If you live in your car, if you even have a car, it’s a challenge to have an address for mail,” she said. “Over 500 people have an address at St. Vincent de Paul Place in order to receive mail. Having a safe place is critical to people getting back on their feet.

“We do it with over 250 active volunteers and donations. Your donations of food have made it possible to keep dinner on the table, as well as providing hygiene products. The impact to the community with your donation is immediate and life-saving.”

Postmaster Committee Chair Jimmy Salmon, with Co-Chair Kanani Alos, gave the committee’s report Tuesday afternoon:

1. Impact of S&DCs—how do they affect all EAS employees, especially postmasters? When delivery stations are moved into other stations, where will EAS personnel be? The gaining manager has new routes to manage with no change in pay/grade.



**Postmaster Committee Chair
Jimmy Salmon**

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2. EAS and craft staffing—Postmasters don't have enough craft employees to deliver mail and packages. Some postmasters are required to cover supervisors on their days off. Offices need proper staffing, whether a promoted or relief supervisor or 204(b). Build the bench; have a succession plan.

3. Education—Postmasters need to be fully trained to use the *PM 150* and SWCs to assure correct office levels. Postmasters need the training necessary to capably run their offices.

4. Postmaster Essentials training needs to be updated.

5. Postmasters taking mail to plants—In some areas, they are required to take mail received in the office after dispatch to the plant, despite offices that have mail reported delayed and not delivered on a daily basis. Also, in offices affected by local transportation optimization, mail sits overnight daily or two nights over weekends.

6. Disrespect during telecons/Zooms—When postmasters are disrespected on these platforms, they need to let the offender know that behavior is inappropriate and won't be tolerated.



Postmaster Committee with resident officers and Executive Board Postmaster Committee Chair Dee Perez: Front row, from left: Beverly Torain, J.J. Wong and Toni Coleman-Scruggs.

Second row: C. Michele Randall and Peggie Bednar.

Back row: Secretary/Treasurer Jimmy Warden, Perez, Daniel Coy, Executive Vice President Chuck Mulidore, Jimmy Salmon (chair), President Ivan D. Butts, Kanani Alos (co-chair) and Kevin Moore.

7. Postmaster pay—Getting the supervisor differential adjustment was a great win for NAPS, but, now, in some situations, supervisors are being paid more than their postmaster. A differential should apply to postmasters, as well.

8. Changes—Be prepared for the continuing changes in the Postal Service and use all available resources.

President Ivan D. Butts announced members of the Ballot Committee: Bruce Kuiper (chair), Branch 16; Angela Gavin (co-chair), Branch 428; David Lum, Branch 6; Jonathan Kofsky, Branch 933; Butch Maynard, Branch 51; Larry Martin, Branch 42; Cristina McComas, Branch 212; Shanika Ivy, Branch 270; and Rhonda Davis, Branch 8,

Also, Cathy Savorek, Branch 213; Lisa



Peterson, Branch 36; Syl Johnson, Branch 595; JoAnn Cook, Branch 904; Debra Foster, Branch 9; Aric Skjelstad, Branch 66; Becky Jones, Branch 463; Shirley Lee, Branch 39; and Mary Billingsly, Branch 208.

Postal Service employees and annuitants are aware that, on Jan. 1, 2025, they will transition to the new Postal Service Health Benefits (PSHB) plan. During open season Nov. 11-Dec. 9, employees and annuitants will have an opportunity to review the new PSHB plans and make decisions about their coverage.

Despite the dearth of information available, there continues to be confusion and misinformation circulating. NAPS welcomed Karla Kirby, USPS executive manager, PSHB, to discuss the new health plan and answer questions.

She outlined the key tenants:

- The PSHB plan is a new set of health benefits available exclusively to USPS active employees, retirees and family members, ad-



Karla Kirby, USPS executive manager, Postal Service Health Benefits

ministered by OPM, which oversees all other federal employee benefits.

- It still will be a part of the FEHB program; employees and annuitants are not losing federal health coverage.

- Open season is the time of year you can review your benefits and make changes that meet the needs of you and your family members.

- If you participate in health insurance through the Postal Service, you will transition to the new PSHB program. No one is being grandfathered into an FEHB plan; it will be a PSHB plan.

- Employees and annuitants will transition their enrollment to a new PSHB system.

- The USPS will send out a quick reference guide in October.

“As we get closer to open season, it is important to look at the mail arriving in your mailbox,” Kirby stressed. “The information coming out over the next several months is critical and important to your health insurance coverage. We want you to make informed decisions about what plan you want to be in.”

She pointed out that a login.gov account will be needed to access the new PSHBS enrollment platform; however, employees and annuitants still will be able to submit a *SF2809 Health Benefits Election Form* to enroll or change their health insurance coverage.

Cost-sharing will be the same as under FEHB — 28% of the weighted average paid by employees and annuitants vs. 72% remaining paid by the Postal Service.

Also, employees will continue to pay pre-

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Many NAPS delegates had questions for Karla Kirby regarding the new Postal Service Health Benefits Plan.



miums biweekly; annuitants will continue to pay premiums monthly. The premium amounts are the same for both. And the implementation of PSHB does not impact any other federal benefits, Kirby explained; it's strictly health—not vision, dental, life, etc.

“There are provisions that come with implementation of PSHB,” she offered. “One is there is a group of active employees who will have a future requirement to enroll in Medicare Part B; we draw the line at age 64. If you are an active employee who is 64 or older, you will not have that future requirement to enroll in Medicare Part B once you are eligible to enroll in Medicare.

“If you are under age 64 at time of PSHB implementation—Jan. 1, 2025—you will have that future requirement to enroll in Part B. Active employees age 64 or older at the time of PSHB implementation do not have to enroll in Part B when they retire and are eligible to retire.

“Not only will you have that requirement, your spouse will have the requirement, as well, regardless of their age.” There are three exceptions for the required category—if you:

1. Live abroad
2. Are enrolled in health benefits through the Department of Veterans Affairs
3. Are eligible for health services through the Indian Health Service Agency, which



Jimmy Warden, Chuck Mulidore, Karla Kirby and Ivan D. Butts



requires documented tribal lineage

Spouses also get these exceptions.

Kirby informed annuitants that, if they currently do not have Part B—regardless of age—they will not have the future requirement to enroll. “However, if you have Part B on Jan. 1 and try to get out of Part B,” she warned, “you will lose your health insurance. You must keep Part B to keep your health insurance.”

She provided this summary of Medicare scenarios:

- If you no longer are in FEHB, you cannot get in PSHB.
- At age 65, enroll for Medicare—three months before, during and three months after your birthday. If you are in Social Security, you automatically will be enrolled.
- If you retire after age 65, you have eight

months from retirement to enroll in Medicare.

Kirby reiterated it is important to look at all the information provided and make an educated choice. “Not viewing the information is a disservice to you and your family,” she said.

- MyHR has an entire page devoted to PSHB.
- Videos are available.
- Keepingposted.org has a wealth of information; be sure, though, the page has the postal logo.
- Checkbook guide allows you to compare plans and offers resources, recorded seminars and fact sheets.
- To stay informed, text “PSHBP” to 39369.
- OPM also has a page on PSHB that includes an overview and FAQs.



The Constitution & Bylaws Committee completed its duties. Front row, from left:

Suzette James, Carol Randle, Patti Lynn, Juanita Billups, Jackie Caffey and Pamela Aldape.

Second row: Rich Caruso (co-chair), Rafael Brathwaite, Darrilyn Smith, Tamera Connelly and Thomas Horner.

Back row: Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, President Ivan D. Butts, Debra Johnson and Chad Itami (chair).

Thursday, Aug. 15



Participants in Thursday's SPAC Walkathon gathered at 6 a.m. to raise money for SPAC.





‘When We Adapt, We Survive’

National Auxiliary President Laurie Butts told NAPS delegates that, as everyone is experiencing trying times, the Auxiliary would like to remind everyone to be kind to each other, no matter the circumstance. “Kindness is the language the deaf can hear and

the blind can see,” she offered. “We ask that you put a little love in your heart.”

Linda Thomas, president of San Francisco Branch 88, and Roxanne Bradley, Sacramento Branch 77, sang “Put a Little Love in Your Hearts” as National Auxiliary members danced in the aisles.



President Ivan D. Butts gave the invocation.



National Auxiliary members were ready for their moment to shine.



Linda Thomas (left) and Roxanne Bradley

The resident officers thanked members for their continued support and pledged to keep NAPS moving forward and work to face the challenges ahead.



President Ivan D. Butts



Executive Vice President
Chuck Mulidore



Secretary/Treasurer
Jimmy Warden

The main item of business Thursday morning was the nomination of officers for the Executive Board. There were no challenges to the three resident officer positions.





Audit Committee Chair Arnie Rosario and Co-Chair Stephnia Campbell

Audit Committee Chair Arnie Rosario, Branch 96, Maine, and Co-Chair Stephnia Campbell, Bridget Evans San Diego Branch 159, reported their committee met Sunday to review 24 Executive Board vouchers and invoices from 16 vendors from September and October 2022, April 2023 and March 2024.

The committee's review found the records to be in good order; no major issues were found. A minor issue was related to receipts on thermal paper that fade over time.

Executive Vice President Chuck Mulidore reported that over \$17,000 had been collected for SPAC by the end of the day Tuesday. "I'm expecting a big day today," he declared. "Let's go over our

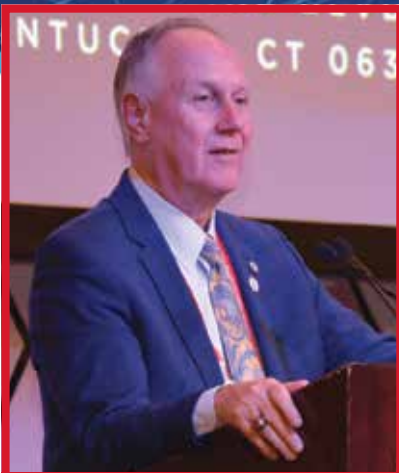


Parliamentarian Bruce Bishop addressed a delegate's concern regarding parliamentary procedure as Resolutions Committee Chair Junemarie Brandt (left) and Co-Chair Angela Garland continued discussion on the resolutions.

\$25,000 goal. Thanks to those who participated in this morning's SPAC Walkathon. Let's keep it up for SPAC!"

Thursday afternoon, NAPS delegates were treated to keynote speaker Greg Gray. He previously addressed NAPS delegates at the 2022 National Convention in New Orleans. "One thing I have learned," he observed, "is I have to collaborate to make my way in. I visited post offices to see what you do. So the journey began to learn about the Postal Service."





Executive Vice President Chuck Mulidore reported that over \$17,000 had been collected for SPAC by the end of the day Tuesday.



Assistant secretaries, from left: Nancy McVicker (chair), LaTasha Brown (co-chair), Marcia Jones and Roberta Hoag.

“I was having a difficult time dealing with difficult people,” he said.

“They would not do things, respond to things and that made them difficult. When I realized that, I decided to change them.”

Gray acknowledged that trying to change adults does not work well. “Rather than trying to change people, maybe I can collaborate better with them if I meet them where they are instead of trying to be who I am,” he observed. “That’s what the ‘Chameleon Approach’ is all about.”

He described four personality types—directors, entertainers, relaters and perfectionists. Using the “Chameleon Approach” workbook, delegates determined which type they most personified. “Being different is okay,” he stressed, “if we understand who we are and who they are.

“If I’m an entertainer, it won’t work to try and make someone who is a director like me. When we adapt, we survive. Chameleons adapt; it’s a biological thing. They don’t have to choose; it’s built into who they are—avoid predators and approach their prey.

“We have to choose to adapt. I need to willfully decide this person does not communicate the way I do, but I will meet them where they are and maybe they will work to meet where I am. The bigger thing is the mission—not to do battle, but to collaborate.

“When you go home from this convention, the evidence of your collaboration will be that, no matter where you are from, your co-workers will hear the same voice because you gather to figure out where this organization is going to go.

“You don’t have to agree with all of it. But your job is to deliberate on the matters of the day, then it’s time to move on. When we adapt, we survive!”



Keynote speaker Greg Gray



Friday, Aug. 16



Patti Lynn, Fort Lauderdale Branch 296, gave the invocation.



Credentials & Registration Committee Chair Rosemary Harmon and Co-Chair Roy Madden gave their final report: 1,142 registered Executive Board members, delegates, Auxiliary and guests.



Bruce Kuiper, chair, Minneapolis Branch 16

Elections got underway Friday morning with the help of Ballot Committee members:



Shirley Lee, Los Angeles Branch 39



JoAnn Cook, Arkansas State Branch 904



Butch Maynard, Postal Police Supervisors Branch 51, and Mary Billingsley, Montgomery, AL, Branch 208



Rhonda Davis, Indianapolis Branch 8



Cathy Savorek, Madison, WI, Branch 213



Christina McComas, Charleston, WV, Branch 212



Jon Kofsky, New Jersey State Branch 93

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Angela Gavin, co-chair, North Texas Branch 428



David Lum, Worcester, MA, Branch 6



Larry Martin, Baltimore, MD, Branch 42



Debra Foster, Austin, TX, Branch 9



Syl Johnson, North Georgia District Branch 595



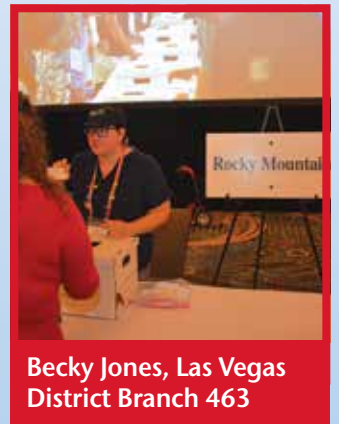
Shanika Ivy, Illinois North Shore Branch 270



Lisa Petersen, Kansas City, MO, Branch 36



Aric Skjelstad, Portland, OR, Branch 66



Becky Jones, Las Vegas District Branch 463

POWERING THE FUTURE THROUGH COLLABORATION



Secretary/Treasurer Jimmy Warden, with President Ivan D. Butts and Executive Vice President Chuck Mulidore, presented the Best Newsletter and Best Website awards:



From left: Junemarie Brandt, Branch 526 (VA), Best By-lined Column/Editorial; Carolyn Moore, Branch 88 (CA), Best Layout; and Maxine Campbell, Branch 42 (MD), Overall Excellence and Best News/Feature Article.



From left: 3rd place—Joanne Farmer, James E. Parks Jr. Northern VA District Branch 526; 2nd place—Ray Nowden, A. Millie Callaway (DC) Branch 135; and 1st place—Robert Wakefield, Nashville Branch 32.

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NAPS also presented new charters:



Louisiana Branch 170 has been established as the Roy W. Beaudoin Branch 170. From left: President Ivan D. Butts, former President Louis Atkins, Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore.



Branch 266 has been established as the Mabel Stevens Southern California Bay Branch 266. From left: President Ivan D. Butts, Executive Vice President Chuck Mulidore, Branch 266 members Patrick Johnson, Willie Hawkins and Evelyn Benjamin, and Secretary/Treasurer Jimmy Warden.



Branch 268 has been established as the Tony Viers (MI) Branch 268. From left: President Ivan D. Butts, Michigan Area Vice President Kevin Trayer, Branch members Cindy Potter, Lorraine Hill, Karla Malpress-Brown, T. Goodman, Betty Schillar, Chad Viers, Jimmy Archibald, Executive Vice President Chuck Mulidore, Tony Viers and Secretary/Treasurer Jimmy Warden.



Ann Strickland, the outgoing Florida legislative director, reported a successful SPAC Walkathon on Thursday morning; 80 walkers participated. “It takes a team of lots of volunteers to have a successful project,” she declared. “I have to thank Kenny Ruckart who helped with the design and printing of the T-shirts; my Florida team sold the shirts. I also have to thank Dillard Financial Solutions for sponsoring the shirts.” The proceeds from the Walkathon totaled \$9,792.51.

Ann recognized the top-two pledge-earners: Velma McClinton, Los Angeles Branch 39—\$1,692.51; and Kathy Gill, Harrisburg, PA, Branch 50—\$1,185. Special recognition went to Joann Farmer, James E. Parks Jr. Northern VA District Branch 526, who collected \$815.

President Ivan D. Butts thanked Ann for



From left: Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden, Kathy Gill, Velma McClinton, President Ivan D. Butts and Ann Strickland.

putting together the Walkathon at every national convention. “She does it with love in her heart,” he said.

Southeast Area Vice President Bobby Bock, with Florida State President Diane Goldstein and Secretary/Treasurer Ken Ruckart, on



From left: Secretary/Treasurer Jimmy Warden, Southern Region Vice President Jaime Elizondo Jr., Florida State President Diane Goldstein, Southeast Area Vice President Bobby Bock, Ann Strickland, Executive Vice President Chuck Mulidore, Florida State Secretary/Treasurer Ken Ruckart and President Ivan D. Butts.

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behalf of Florida NAPS members, presented Ann Strickland with a token of their appreciation for her duties and responsibilities over many years. “Ann has been terrific as our state legislative director,” he declared. “Now, she’s handing over the keys. We have been blessed

to have you all these years and your dedication to SPAC. Enjoy your well-earned retirement.”

Ken told delegates Ann is a big Buffalo Bills fan, so they gave her some Bills merchandise, as well as a case to display her challenge coins.



President Ivan D. Butts dismissed members of the Resolutions Committee, front row, from left: Diana Peters, Lynn Segal, DeLisa Moore, Keith Hansen, Gregg Walker and Dan O’Donnell.

Back row: Catherine Brady, Harold Wade, Junemarie Brandt (chair), Michael LeCounte, Angela Garland (co-chair) and Michael Belger.



Resident officers with NAPS staff, from left: President Ivan D. Butts, Conference Planner Sheri Davies, Charles Caburian, Patrick Gustafson, Tierney Cambell, Executive Director Chuck Mulidore and Secretary/Treasurer Jimmy Warden.





Suann Killackey with daughter Jessalyn thanked NAPS for the opportunity to attend the national convention in honor of her husband, the late Jay Killackey, former NAPS executive vice president. She also thanked members for the many cards and condolences she received in memory of Jay.



Election Results

President—Ivan D. Butts

Executive Vice President—Chuck Mulidore

Secretary/Treasurer—Jimmy Warden

Northeast Region Vice President—Tommy Roma, 291;
Sabir “Jamal” Salih, 192

Eastern Region Vice President—Richard L. Green Jr., 408;
Darryl G. Williams, 183

Central Region Vice President—Craig Johnson

Southern Region Vice President—Jaime Elizondo Jr.

Western Region Vice President—Marilyn Walton

New England Area Vice President—Bill Austin

New York Area Vice President—Dee Perez

Midwest Area Vice President—Tony Dallojacono

Capitol-Atlantic Area Vice President—Troy Griffin

Pioneer Area Vice President—Ed Laster Sr., 71; Leslie
Saunders, 64

Michiana Area Vice President—Kevin Trayer

Illini Area Vice President—Greg Harris, 52; Luz Moreno, 68

North Central Area Vice President—Dan Mooney

MINK Area Vice President—Kelly McCartney, 40; Bob
Washington, 47

Southeast Area Vice President—Bobby Bock

Central Gulf Area Vice President—Kyle Laurendine, 35;
Dwight Studdard, 39

Cotton Belt Area Vice President—Shri Green

Texas Area Vice President—Pamela D. Davis

Northwest Area Vice President—John Valuet

Rocky Mountain Area Vice President—Myrna Pashinski

Pacific Area Vice President—Chuck Lum



The 2024-26 NAPS Executive Board was sworn in, front row, from left: Central Gulf Area Vice President Dwight Studard, Northwest Area Vice President John Valuet, Capitol-Atlantic Area Vice President Troy Griffin, Texas Area Vice President Pamela D. Davis, Cotton Belt Area Vice President Shri Green, Southeast Area Vice President Bobby Bock, Rocky Mountain Area Vice President Myrna Pashinski, Illini Area Vice President Luz Moreno and Pioneer Area Vice President Ed Laster Sr.

Middle row: New York Area Vice President Dee Perez, New England Area Vice President Bill Austin, Mideast Area Vice President Tony Dallojacono, Michiana Area Vice President Kevin Trayer, North Central Area Vice President Dan Mooney, Pacific Area Vice President Chuck Lum and MINK Area Vice President Bob Washington.

Back row: Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, President Ivan D. Butts, Western Region Vice President Marilyn Walton, Northeast Region Vice President Tommy Roma, Eastern Region Vice President Richard L. Green Jr., Central Area Vice President Craig Johnson and Southern Area Vice President Jaime Elizondo Jr.



Past NAPS President Brian Wagner swore in the resident officers—President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden.



Linda Thompson, San Francisco Branch 88 president, invited delegates to make plans to attend the 2026 National Convention at the San Francisco Marriott Marquis in downtown San Francisco, Aug. 10-14.



President Ivan D. Butts adjourned the convention.



The week culminated with a stunning Grand Banquet



Adopted Resolutions

Constitution & Bylaws Committee

2

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

6

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

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

Resolutions Committee

28 (as amended)

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 by the Executive Board, and be it further

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

Handelman-Palladino Branch 935

35

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

36

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.

Shore Area, NJ, Branch 287

38 (as amended)

RESOLVED, That NAPS negotiates with the Postal Service to return COLAs to all EAS employees.

Las Vegas Branch 463

40

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

42 (as amended)

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



43

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

44

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

47 (as amended)

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."

Oregon State Branch 940

48 (as amended)

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

Oregon State Branch 940

49

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

51

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

Dallas Branch 86

52

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

62

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

68 (as amended)

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.

Sundance, UT, Branch 139

69 (as amended)

RESOLVED, That all discipline pertaining to delayed mail 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

71

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

75

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

69th NAPS NATIONAL CONVENTION

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

76

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

77 (as amended)

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 before the convention resolutions deadline 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

79 (as amended)

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

California State Branch 905

80 (as amended)

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

California State Branch 905

81 (as amended)

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

California State Branch 905

82

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

83 (as amended)

RESOLVED, That the USPS compensates these EAS positions with an assigned postal vehicle and pay for lodging plus per diem in the scope of

their position responsibilities.

California State Branch 905

85

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

86

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

87 (as amended)

RESOLVED, That the NAPS Executive Board make every effort to cut expenditures.

California State Branch 905

In Memoriam

*Following are NAPS members who have died since the 2022 National Convention
as reported to NAPS Headquarters:*

Tavon Alford, Baltimore, MD, Branch 42; March 26,
2024

Leonard Aviles, Southwest-ern, MI, Branch 142;
June 1, 2023

Dorothy Banks, Atlanta Branch 82; Oct. 25, 2023

Thomas Barnett, Davenport, IA, Branch 918; June
18, 2023

Cindy Bray-Geibert, Omaha, NE, Branch 10; March
24, 2024

Franklin D. Broadnax, Greensboro, NC, Branch
157; Aug. 19, 2022

Edwina Brown, Southern Maryland GMF/NDC
Branch 531; May 17, 2024

George David, New York City Branch 100; Nov. 30,
2023

Joan Davis, North Suburban, IL, Branch 489 Auxilia-
ry; June 22, 2024

Marilyn Deadmon, Los Angeles Branch 39; July 26,
2024

Leonard DeToma Jr., Vincent J. Lambusta, NJ,
Branch 53; May 5, 2024

William Disisto, Killackey-Russell Boston Branch
43; July 14, 2024

Michelle J. Dugas, Pittsburgh Branch 20; Oct. 8,
2022

Veronica Epps, Carolinas Bi- State, NC, Branch 936;
Sept. 20, 2022

Victor O. Esvang III, Knoxville, TN, Branch 165;
Jan. 2, 2023

Michael Fair, A. Millie Callaway, DC, Branch 135;
Aug. 28, 2023

Marguerite Feggins, Detroit Branch 23; Dec. 30,
2023

Patricia E. Fish, North Dakota State Branch 937;
March 1, 2023

Joe Flores, San Jose, CA, Branch 94; May 2023

Shannon J. Floyd, Gateway, MO, Branch 131;
March 2023

Steven Foster, Arnold Navarre, VA, Branch 98; May
10, 2024

Timothy Fox, Pittsburgh Branch 20; April 19, 2024

Bradley W. Fralick, Jacksonville, FL, Branch 93;
January 2023

Lilliette Franklin, Elizabeth R. Flamon, IL, Branch
14; Aug. 22, 2023

Frances Grissett, Knoxville, TN, Branch 165; Dec.
10, 2022

Charles Guggino, Al Navarro Quad County, CA,
Branch 373; November 2023

Timothy C. Haney, A. Millie Callaway, DC, Branch
135; Dec. 13, 2023

Patricia Harris, Southeastern Michigan Branch 268

Robert Heslin, Morris County, NJ, Branch 343; Oct.
14, 2023

William Isaac, Long Isaac Keyes, OH, Branch 33;
May 28, 2023

Jens Jensen; Mile High Metro, CO, Branch 65; Aug.
29, 2023

Wednesday Johnson, Fayette- ville, NC, Branch
299; June 6, 2024

Jason Jones, New Haven, CT, Branch 3; Aug. 31,
2022

Robinson Kepaa, Honolulu Branch 214

James Killackey, Killackey-Russell Boston Branch
43; March 21, 2024

Marlene Kocken, Green Bay District, WI, Branch 442; March 27, 2024

Beatrice Lander, Detroit Branch 23; Dec. 24, 2023

Norman Laneuville Jr., Syracuse, NY, Branch 7; Feb. 22, 2024

Bessie Lewis, Margarete A. Grant, CA, Branch 127; Aug. 21, 2022

Derrick A. Lewis, Philadelphia Branch 35; Sept. 22, 2022

Kristie Limon, Austin, TX, Branch 9; April 9, 2024

Norberto Lopez, Springfield, MA, Branch 102; Feb. 29, 2024

Ernest C. Lund Jr., New York City Branch 100; Nov. 24, 2022

John Lunghi Jr., Flushing, NY, Branch 164; Feb. 13, 2024

Marc Luther, Capital District, NY, Branch 83; Nov. 5, 2023

James Mazzocco, Austin, TX, Branch 9; April 25, 2024

Sharon Mathews, Indiana Branch 917 Auxiliary; Dec. 7, 2023

Norman McKee, Des Moines BMC Branch 564; March 17, 2024

James McCombs, Hayes- Cherry, CA, Branch 466; May 31, 2024

Ernie Mendieta, San Francisco Branch 88

Lynn M. Melby, Montana State Branch 929; Oct. 11, 2022

Edwin Montanez, Austin, TX, Branch 9; Oct. 29, 2023

Arnold Navarre, Arnold Na- varre, VA, Branch 98; Jan. 29, 2024

Frances Norphlet, Don Ledbetter, TN, Branch 41; Jan. 4, 2024

Marilu Noseworthy, San Jose, CA, Branch 94; Oct. 24, 2024

Angela Padua, Virginia State Branch 951; Aug. 15, 2023

Mitty Palmer, Don Ledbetter, TN, Branch 41; May 13, 2024

Corina Parson, Flushing, NY, Branch 164; Sept. 20, 2022

Michele Patron, Bronx, NY, Branch 459; Dec. 21, 2022

Kevin Paul, Northeastern Massachusetts Branch 498; May 17, 2024

Matias J. Peace, Gary MSC, IN, Branch 171; March 28, 2023

Anthony Perez, Albuquerque, NM, Branch 295; July 31, 2023

Arthur Piteau, Portland, ME, Branch 96; June 20, 2024

Robert Quinlan, Central Florida Branch 406; April 17, 2023

Edward P. Raleigh, Killackey-Russell Boston Branch 43; Feb. 17, 2023

Helen Reganti, Illinois Branch Auxiliary; Jan. 3, 2024

Charlene Richburg, A. Millie Callaway, DC, Branch 135; Oct. 2, 2023

Dolores Rodriguez, San Antonio, TX, Branch 103; July 17, 2024

Walter Sawka, Bergen- Passaic, NJ, Branch 224

Marie Scialla, honorary Auxiliary member; July 17, 2024

Herb Schneiders, Kansas City, KS, Branch 458; Aug. 11, 2024

Bradley Shamp, Fresno, CA, Branch 274; March 18, 2024

Bobbie Sims, Hallandale, FL, Branch 146; July 6, 2023

Craig Singleton, Los Angeles Branch 39; Feb. 2, 2024

2024 Vince Palladino Scholarship Winners

Michael W. Slavick, Southeastern Pennsylvania Branch 355; December 2022

Eddie L. Smith, New Orleans Branch 73

Eric J. Smith, Heart of Illinois Branch 255; July 3, 2022

Jeffrey Smith, Heart of Illinois Branch 255

Catherine M. Sutton, Al Navarro Quad County, CA, Branch 373; November 2022

Herbert Thomas, Don Ledbetter, TN, Branch 41; Dec. 23, 2023

Pam Tingwald, Fort Worth, TX, Branch 124; April 20, 2023

Trude Todd, Los Angeles Branch 39; December 2022

Robert Tolman, South Dakota State Branch 946; June 6, 2024

Brigitte Towns, Los Angeles Branch 39; Jan. 15, 2023

Winston Tuckerson, New Orleans Branch 73

Mae Annie Tutt, Dallas Branch 86; Aug. 18, 2023

Francisco J. Vazquez, Palladino-Michaelson-Vazquez, NY, Branch 110; January 2023

Fred Webb, Birmingham, AL, Branch 45

Barry J. Williams, Delaware State Branch 909; January 2023

Foster Williams, San Diego Bridget Evans Branch 159; Feb. 6, 2024

Lorene Wong, San Jose, CA, Branch 94; June 2024

Susan L. Yeager, San Jose, CA, Branch 94; Dec. 17, 2022

John Ynchausti, Sundance, UT, Branch 139; May 7, 2023

Janice “Jan” Yockey, Sacramento Branch 77; July 10, 2023

NAPS awards scholarships annually in honor of Vince Palladino, the late NAPS president, for his dedication to NAPS and its members. The children and grandchildren of NAPS members are eligible to participate. This year’s recipients were announced at the 2024 National Convention.

Ten scholarships were randomly drawn and awarded, representing two winners from each NAPS region. The winners have been notified; the \$1,000 scholarships, payable to the college of educational institution each student is attending, have been mailed.

Northeast Region

Daniel Ramsawak, son of Richard Ramsawak, Fairfield County, CT, Branch 47. He is attending Western Connecticut State University, Danbury, majoring in computer science.

Hailey Prive, daughter of Douglas Prive, Springfield, MA, Branch 102. She is attending Oregon State University, Corvallis, majoring in fisheries wildlife and conservation sciences.

Eastern Region

Raquel Isaacs, granddaughter of Marcia Jones, Baltimore Branch 42. She is attending Xavier University of Louisiana, New Orleans, majoring in pharmacy.

Thaddeus Hogue, son of Rae Monda Adams-Hogue, Dayton, OH, Branch 2. He is attending Bowling Green State University, OH.

Central Region

Kierra Shipp, daughter of David Shipp, Gateway, MO, Branch 131. She is attending Howard University, Washington, DC, majoring in nursing.

Keaton Hart, grandson of Linda Wilson, Heart of Illinois Branch 255. He is attending Purdue University, IN, majoring in UX (user experience) design.

Southern Region

Madison Ribar, daughter of Patrick Ribar, Middle Tennessee Branch 32. She is attending Tennessee College of Applied Technology, Murfreesboro, majoring in nursing.

Emily Vivas, daughter of Edwin Vivas, Fort Lauderdale Branch 296. She is attending Lynn University, Boca Raton, FL, majoring in cyber security.

Western Region

Jordan Booth, son of Sam Booth, Los Angeles Branch 39. He is attending California State University at Northridge, majoring in business management.

Melanie Osborne, daughter of Stephen Osborne, Southern Arizona Branch 376. She is attending Arizona State University, Tempe, majoring in public service and public policy.

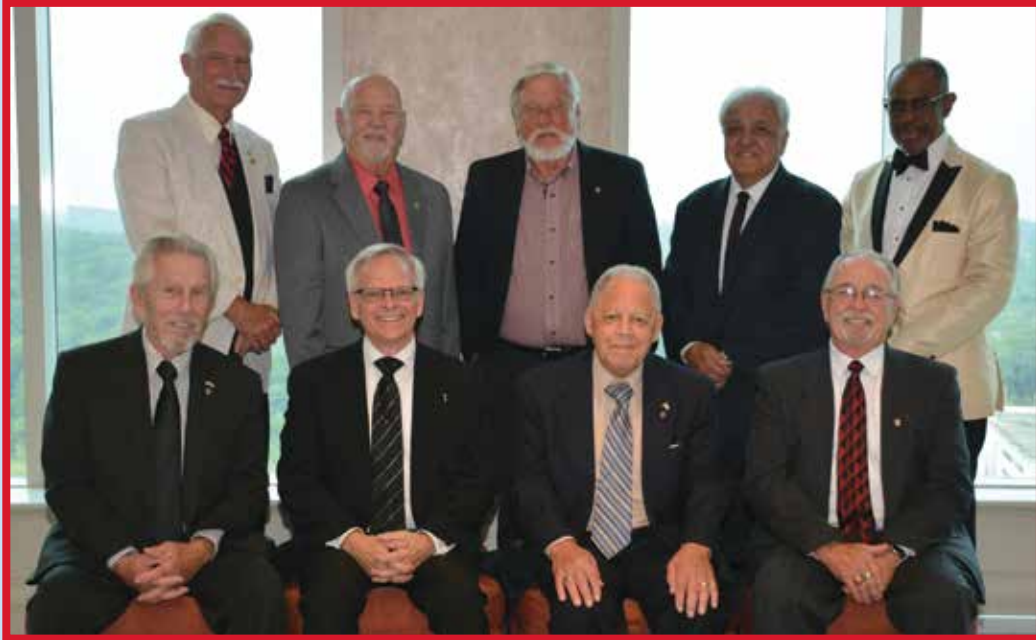
2024-2026 NAPS Executive Board



Seated: **Myrna Pashinski**, Rocky Mountain Area vice president; **Kelly McCartney**, former MINK Area vice president; **Luz Moreno**, Illini Area vice president; **Shri Green**, Cotton Belt Area vice president; **Marilyn Walton**, Western Region vice president; and **Pamela Davis**, Texas Area vice president.

Standing: **Craig Johnson**, Central Region vice president; **Kevin Trayer**, Michiana Area vice president; **Richard L. Green Jr.**, Eastern Region vice president; **Dee Perez**, New York Area vice president; **Chuck Lum**, Pacific Area vice president; **Jimmy Warden**, secretary/treasurer; **John Valuet**, Northwest Area vice president; **Ivan D. Butts**, New England Area vice president; **Dan Mooney**, North Central Area vice president; **Chuck Muldore**, executive vice president; **Tommy Roma**, Northeast Region vice president; **Bill Austin**, New England Area vice president; **Bobby Bock**, Southeast Area vice president; **Jaime Elizondo Jr.**, Southern Region vice president; **Troy Griffin**, Capitol-Atlantic Area vice president; **Tony Dallojacono**, Mideast Area vice president; and **Ed Laster Sr.**, Pioneer Area vice president. Not pictured: **Dwight Studdard**, Central Gulf Area vice president; and **Bob Washington**, MINK Area vice president.

Former NAPS Executive Board



Sitting, from left: **Ray Elliott**, former treasurer; **Brian Wagner**, past president; **Louis Atkins**, former president; and **Stevan Gerber**, former Rocky Mountain Area vice president.

Standing: **Dan Rendleman**, former Illini Area vice president; **Jerry Sebastian**, former Southeast Area vice president; **Ben Clapp**, former Northwest Area vice president; **John Aceves**, former NAPS secretary/treasurer; and **John Geter II**, former Capitol-Atlantic vice president.

National Auxiliary Former and Current Executive Board



Sitting, from left: **Linda Rendleman**, Illini Area vice president; **Hazel Green**, Eastern Region vice president; **Beverly Austin**, executive vice president; **Laurie Butts**, president; **Patricia-Jackson Kelley**, former Western Region vice president; and **Felecia Hill**, Southern Region vice president.

Standing: **Sonya Bonenberger**, former president; **Sherry Mattfield**, North Central Area vice president; **Chanel Dodson**, Western Region vice president; **Elly Soukey**, Central Region vice president; **Bonita Atkins**, secretary/treasurer; **Jane Finley**, Southeast Area vice president; **Mary Caruso**, MINK Area vice president; **Jo Geter**, former Capitol-Atlantic Area vice president; and **Sue Elliott**, former president.

Convention Committees

Credentials & Registration



Front row, from left: Lori Reed, Nanette Frazier, Debbie Moore, Nancy Muschette, Rosemary Harmon (chair), Delores Hunter, Constance Scales-Bradley and Pamela Cothrine.

Back row: Jeanette Carter, Gloria Mitchell, Paul Foley, Renee Rafuse, Maxine Campbell, Melisande Shumate, Tammy Lorthridge, Patty Oasen and Roy Madden (co-chair).

Rules



From left: Jim Isom (chair) Mary DiGioia (seated), Gale Ingram (co-chair), Yvette Jackson, Gail Van Horn and Latrina Williams.

Resolutions



Front row, from left: DeLisa Moore, Junemarie Brandt (chair), Lynn Leone-Siegel, Diana Peters, Keith Hansen and Bernie McCarthy.

Back row: Catherine Brady, Gregg Walker, Michael Belger, Harold Wade and Daniel O'Donnell. Not pictured: Angela Garland (co-chair), Michael LeCounte and Roger Finley.

Audit



Front row, from left: Carolyn Williams, Jackie Clayton, Peggy Allen, Mozell Singleton-Belger (seated), Stephnia Campbell (co-chair) and Arnie Rosario (chair).

Back row: Tira Lewis, Alice Jackson, Kathleen Goettler and Velma McClinton.

Postmaster



Front row, from left: C. Michele Randall, Toni-Coleman Scruggs and Daniel Coy.

Back row: Rose Allen, Kanani Alos (co-chair), Peggie Bednar, Jimmy Salmon (chair), Beverly Torain, J.J. Wong and Kevin Moore.

Constitution & Bylaws



Front row, from left: Debra Johnson, Tamera Connelly, Jackie Caffey, Hans Aglidian, Rafael Brathwaite, Patti Lynn, Ann Strickland, Juanita Billups and Rich Caruso (co-chair).

Back from: Gaybriel Gibson, Darrilyn Smith, Thomas Horner, Pamela Aldape, Chad Itami (chair), Carol Randle and Suzette James.

Sergeants-at-Arms



Front row, from left: Alvetia Smith, Sam Booth Jr., Nancy Rose, Judy Manning, Sylvia Lyday, Virginia Price-Booker, Lloyd Cox (chair), Tamara Rosario, Gina Hellermann (co-chair) and Paul Worley.

Second row: Stephen Swimm, Rickey Frazier, Daryl Smith, Darrell Young, Arthur Christopher, Kenneth Marshall, Richard Walter, Butch Wrazidlo and Wayne James.

Back row: Will McIntyre (co-chair) and Mark Hellermann.

New England Area



New York Area



Midwest Area



Capitol-Atlantic Area



Pioneer Area



Illini Area



North Central Area



Michiana Area



MINK Area



Southeast Area



Central Gulf Area



Cotton Belt Area



Texas Area



Northwest Area



Rocky Mountain Area



Pacific Area

