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A Gift of Time and Talent

Season’s greetings and best wishes to you and your family for a happy holiday season. The holidays are for a time of giving, whether that includes an actual gift or gifting by volunteering your time and talent to help others or an organization. What if there was a way you could gift your time and talent for NAPS this holiday season, but defer the giving until August 2020? Here’s the scoop!

In 2020, NAPS will host its 67th National Convention at the beautiful Gaylord Texan Resort in Grapevine, TX, Aug. 17-21. Before the start of the convention, a small number of delegates will arrive to serve on various national convention committees. If you plan to attend, consider gifting your time and talents to serve on one of the nine committees. You can make your committee request now, but deliver later. Consider it a holiday layaway.

Volunteering to serve on a national committee supports the business of NAPS, which makes NAPS a stronger organization to better serve our 27,000-plus members. This is a gift that keeps on giving. If selected to serve, a delegate will fellowship with many NAPS members, play a critical role in the operation of a national convention, experience NAPS from a different viewpoint and provide input to promote and enhance the welfare and livelihoods of NAPS members and their respective families. There is no stress, holiday or otherwise, when requesting consideration to serve on a national convention committee. The process is very simple.

First, NAPS is all about building our committee bench by expanding the opportunity to serve. This makes our association stronger and members more actively engaged and efficient for years to come. Therefore, just as at our 2018 national convention, approximately 20 percent or more of national convention committee members will be serving for the first time. To clarify, this means that delegates who have attended a national convention before or for the first time and never have served on a national committee will have a greater chance to serve.

Second, convention delegates no longer are required to have their respective branch president nominate them to serve on a national committee. A member may simply self-nominate themselves. This is done in two ways. First, a delegate may submit a self-nomination committee request form. Go to www.naps.org to download, print, complete and mail the form to NAPS Headquarters. You also can find the self-nomination form on page 13 of this issue.

The second way—and new for 2020—is to request committee consideration online at www.naps.org. Please note: All national convention committee requests must be received at NAPS Headquarters by midnight, March 31. NAPS will not accept committee requests via email or fax—only those that are mailed or submitted through our new online system.

When completing a self-nomination form, delegates may request consideration for up to three committees. Designate preferences with a number one, two or three next to the committee for which you want to be considered, with one being top choice. However—

In my November column, I cited just a part of Article IX, Section 2, of the NAPS Bylaws. Below is the entire section regarding being eligible for representation through the DDF.

“Section 2. The DDF only is to be used for active and associate members, including individuals who were members in good standing at the time of retirement. To be eligible for representation through the DDF, an active member must meet the following criteria:

“(a) the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft, or
“(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and
“(c) any additional criteria outlined in the “Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents” in the NAPS Officer Training Manual.”

Continued on page 6
Greetings, NAPS brothers and sisters. In this issue of The Postal Supervisor, I would like to take time thanking you for your continued hard work and dedication to completing the mission of the USPS. I also want to wish you and your family the very best of the holiday season—the times we can, indeed, hold onto and cherish into the new year.

For some of us, the holidays can bring extreme challenges in dealing with prior losses in our lives. Know that you are not alone; there are resources available to help you through these times. Whether you use the USPS Employee Assistance Program or your own provider through your FEHBP, help is available to assist you in making it through.

In the same spirit I do at our annual Legislative Training Seminar in celebrating the tremendous achievements we have made with contributors to our Supervisors’ Political Action Committee (SPAC), I would like to celebrate, yet again, all supervisory and managerial personnel in leading the USPS to be the most trusted federal agency.

Americans still have a mostly positive view of the jobs each of the eight high-profile federal departments and agencies are doing out of 13 such entities measured in a new Gallup poll (see box). The U.S. Postal Service remains the top-rated agency, with 74% of respondents rating it as doing an “excellent” or “good” job. This conforms with the agency’s number-one status in all prior years Gallup has measured it, including 2014, 2017 and 2018.

This is a tremendous achievement that demonstrates the total commitment of EAS employees to the vital and necessary task of leading employees daily in moving America’s mail. Regardless of whether you are on the front line in the field or serve in support positions in the plants, districts, areas or USPS Headquar ters, collectively, we keep those iconic words flowing as if on eagles’ wings: We Deliver, We Deliver.

Thank you for the work you are doing. Your consistent efforts in leading the USPS is validation that our fight for fairness and equality is well-rooted in your dedication—the men and women who are the leaders of the USPS. I am continually humbled to serve you and voice your needs to the Postal Service’s Executive Leadership Team.

As we move into the new year, I wish you and your family a truly blessed Christmas season and a happy, prosperous 2020. See America’s results below on the job that you do.

In solidarity …

naps.ib@naps.org

Ivan D. Butts
Executive Vice President

America’s Ratings of Job—Key Federal Departments and Agencies

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<thead>
<tr>
<th>Department Name</th>
<th>Excellent/Good</th>
<th>Only Fair</th>
<th>Poor</th>
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<tbody>
<tr>
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<td>18</td>
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<td>12</td>
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<td>The Central Intelligence Agency (CIA)</td>
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<td>NASA, the U.S. Space Agency</td>
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<td>The Federal Bureau of Investigation (FBI)</td>
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<td>The Department of Homeland Security</td>
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<td>The Federal Emergency Management Agency (FEMA)</td>
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<td>The Federal Reserve Board</td>
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<td>The Food and Drug Administration (FDA)</td>
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<td>The Environmental Protection Agency (EPA)</td>
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<tr>
<td>The Veterans Administration (VA)</td>
<td>39</td>
<td>31</td>
<td>28</td>
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</table>

Gallup, April 17-30, 2019
all has faded into winter and, as such, fall mailing season has passed into peak. It’s a time of joy in our hearts for the coming holidays, but also a time of long hours, no days off, unrealistic expectations and, finally, exhaustion.

Fall mailing and peak seasons are two of the most stressful times to be a supervisor, manager, postmaster or, really, any level EAS employee in the Postal Service. You perform heroic, oftentimes thankless work for long hours away from your families during the holiday season. It’s even more complicated by the fact we have been hearing for some time now a litany of bad news:

1. Mail volume for the Postal Service is down significantly; consequently, revenue is down.
2. Employee schedules in the plants often do not match mail arrival or workload.
3. There seems to be no legislative relief from Congress on the horizon.
4. The vehicle fleet is outdated.
5. Too many employees are “disengaged.”

Yet, are these problems unsolvable? Clearly there is work to do, but the Postal Service should not attempt to fix these problems on the backs of EAS employees. I believe that nothing says thank you like a raise in pay. I mean, it’s nice for senior leaders to thank you for your work and sacrifices. But it sure makes all the long hours and stress a whole lot easier to take when that same senior leadership ensures you get a raise that matches your commitment to the job.

EAS employees are the only Postal Service employees who are not guaranteed a raise. In spite of the
A Gift of Time and Talent
Continued from page 3

er, if selected, a delegate will serve on only one committee, but it may not be the member’s first choice.

Also, in the October 2019 issue of The Postal Supervisor, NAPS published the duties and responsibilities of each national convention committee, including the number of members that will be required for each committee. This provides delegates insight on what to expect when serving on a committee, including when certain committee members need to arrive at the Gaylord Texan Resort to be ready for their first committee meeting.

Third, after the committee submission deadline closes on March 31, committee selections will be made and delegates notified no later than April 20 whether they were selected or not. Those selected need to ensure they have registered for the national convention and have their submitted delegate credential. Newly selected committee members, if they haven’t already done so, need to ensure they have confirmed their Gaylord Texan Resort room reservation and made their final travel arrangements.

Fourth, if selected to serve, delegates will be required to arrive on either Friday or Saturday, Aug. 14 or 15, 2020, respectively, before the start of their respective committee’s first scheduled meeting on either Aug. 15 or 16. In mid-July, additional committee information will be forthcoming to those selected, including specific committee meeting times and room locations at the Gaylord Texan Resort.

Here is hoping the holiday spirit moves many 2020 convention delegates to consider sharing their gift of time and talent by requesting to serve on a national committee this August. If selected to serve, your gift to NAPS will be priceless, as well as your national convention committee experience. I also hope the holiday spirit moves members to volunteer their time and talent this 2019 holiday season or any season during the year to help those less fortunate.

Now, I am fortunate to be moved by the holiday spirit to volunteer my December ice-cream-flavor-of-the-month recommendation—sugar cookie dough!

naps.bw@naps.org
The Louis M. Atkins Presidential Student Scholarships are awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.

Applicants for this scholarship must be the children or grandchildren of a living NAPS member, active or associate, at the time of drawing. Furthermore, the children or grandchildren must be attending or have been accepted by an accredited two- or four-year college or university.

NAPS will award five $1,000 Louis M. Atkins Presidential Student Scholarships. One winner will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

Scholarship winners will be announced in January 2020. In addition, the scholarship winners will be listed in the March 2020 issue of The Postal Supervisor.

Members whose child or grandchild have been awarded a Louis M. Atkins Presidential Student Scholarship will receive a check, payable to the college or university listed in the application, in January 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

Applications must be received no later than Dec. 27, 2019. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the Louis M. Atkins Presidential Student Scholarships, or go to https://naps.org/Members-Scholarship.

Online applications only: https://naps.org/Members-Scholarship
New Address for DDF Provider

Effective Nov. 2, DDF Provider Al Lum’s new address is:
Labor Relations Admin Group LLC
PO Box 25822
Brooklyn, NY 11202
(347) 384-2519 (office)

In Memoriam

NAPS is saddened to report that Bridget Evans, California State secretary, San Diego Branch 159 president and chair of the 2014 NAPS National Convention, died Oct. 9. She was an Operations support specialist at the Margaret Sellers Processing Plant in San Diego. She is survived by her family and her many NAPS friends and co-workers. A celebration of her life was held Nov. 18.

NAPS extends its condolences to Eastern Region Vice President Richard Green Jr. whose father, Richard Green Sr., died Oct. 11.

Heart of Illinois Branch 255 President Dan Rendleman (right) and his wife Linda met with Rep. Mike Bost (R-IL).

Miami’s 2019 Susan B. Komen Race for the Cure was held Oct. 12. From left: NAPS Miami Branch 146 member Caroline Williams, Rep. Debbie Wasserman Schultz (D-FL) and Rep. Donna Shalala (D-FL).

Attending the Central Plains Career Conference were, from left: USPS District Manager Rick Pivovar, NAPS MINK Area Vice President Bart Green, Wichita District Branch 205 Vice President Kit Rogers, President Kathie Simmons, Vice President Lori Moats, Central Plains Senior Plant Manager Mark Talbott and Branch 205 Secretary/Treasurer Dawn Neece.

From left: Rep. Brenda Lawrence (D-MI), NAPS Detroit Branch 23 President Ken Bunch and member June “June Bug” Wardell visited during a district fundraiser.
On Oct. 4, longtime Bronx, NY, Branch 459 member Scott Farrar was installed as Postmaster of the Bronx Post Office. The installation took place at Borough Hall in the Bronx. The Honorable Judge Doris Gonzalez administered the oath to Farrar, who was joined on stage by his family; his wife Yvette held the Bible.

From left: USPS Long Island District Manager Frank Calabrese, NAPS New York Area Vice President Jimmy Warden, Yvette Farrar, Scott Farrar and USPS New York District Manager Lorraine Castellano.

NAPS President Brian Wagner (front row, center) attended Nashville, TN, Branch 32’s meeting on Oct. 29. Also attending were Cotton Belt Area Vice President Shri Green (front row, left), Southern Region Vice President Tim Ford (front row, right), Tennessee State Branch 947 President Donna Aaron (second row, fourth from right) and Vice President Robert McMurray (back row, right). The meeting was at the Loveless Café in Nashville. The NAPS officers discussed membership, representation, contributing to SPAC and being legislatively active. Wagner discussed NAPS’ pending lawsuit against the USPS and answered questions regarding EAS pay.
The NAPS Margarete A. Grant Branch 127 (Oakland, CA) Scholarship Committee hosted a bus trip from the Bay Area to a casino in the Sacramento Foothills—one of the many scholarship fundraisers held each year for the Margarete A. Grant Scholarship Fund. The branch awards four $500 scholarships to the children and grandchildren of branch members. The scholarships are awarded each year at the branch’s retirement luncheon. Thanks to Scholarship Committee Chair D’Arcy Bush, Branch 127 President Vontina Swygert, Treasurer Yolanda Lewis and member Rachel Gholsten for providing games and raffles on the fun trip.

NAPS Executive Vice President Ivan D. Butts and Rocky Mountain Area Vice President Myrna Pashinski met with Albuquerque Branch 295’s Executive Board. From left: Gino Martinez, Joel Wadsworth, Branch President Joe Alberti, Pashinski, restaurant staff member, Butts and Earlie Brown.

Ivan D. Butts and Myrna Pashinski gave a special thanks to Branch 295 members Joel Wadsworth and Frank Gallegos for their work at the state level to promote voting by mail.

Rep. Debbie Mucarsel-Powell (D-FL) held a town hall meeting this fall. She expressed her continued support for legislation beneficial to NAPS and the Postal Service.

Rep. Debbie Mucarsel-Powell with Miami Branch 146 members Ilia Marino and Eddy Suarez.
New York Area Vice President

I would like to first take this opportunity to wish everyone a happy holiday season and a very happy and healthy New Year! I wish you and your family all the happiness the holidays will bring.

When we hear the initials D&R, the first thing that probably comes to mind is drops and relays, especially during peak season. With package volume extremely high, drops and relays usually are greatly impacted. Most often, we become so tied up in our jobs that we fail to remember we are a people business.

Yes, machinery has taken over many of the jobs previously performed by human resources, but we must not forget it still is people who get the job completed and satisfy our customers’ expectations. It’s for this reason that when I hear the acronym D&R, I think of dignity and respect.

So often, I hear members of management complain their bosses don’t treat them with dignity and respect. Whether they do or don’t does not give us the right to then also treat our subordinates improperly. Regardless of the levels of those involved, all people want to be treated with dignity and respect.

We all should look at ourselves in the mirror and ask, “Do I treat others the way I want to be treated?” Yelling and barking out commands accomplishes nothing. You strip a person of their dignity, then expect them to achieve high results. How can you expect that person to give you 100% of their commitment to success?

Respect is something that must be earned and not forced on someone. It’s not something enforceable or an entitlement based on your title, grade or level. People wonder why their job is so difficult where others performing the same job seem to have it much easier.

Hint: Maybe start appreciating your staff for what they can contribute or accomplish as part of a solution and not always say they are part of the problem! We need accountability, but there is a proper way to administer it.

If we don’t respect our subordinates, how can we expect our superiors to respect us? You are just as wrong as they are. The only difference is, besides not earning the respect of your subordinates, you’ve also been stripped of your dignity by your boss. You lose on both ends. Then those people wonder why they take the job home with them.

The great American poet Maya Angelou wrote: “I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel!” Isn’t that what engagement is all about?

Dignity and respect makes good business sense. Happy holidays!

nyareavp@aol.com

By Marilyn Walton
Western Region Vice President

U SPS Western Area Vice President of Operations Greg Graves invited NAPS’ Western and Central Region officers to the area’s year-end meeting. Attendees included NAPS Northwest Area Vice President Cindy McCracken, Rocky Mountain Area Vice President Myrna Pashinski, Illini Area Vice President Luz Moreno, North Central Area Vice President Dan Mooney, MINK Area Vice President Bart Green, Colorado/Wyoming Bi-State President Robert Aldrich and me.

The meeting’s theme was SUPER-HEROES. Several impressive videos were shown that depicted each Western Area district management team as HEROES who chanted, “We Are All In.” Each district had an opportunity to review the past year to discuss what might have been left on the table and on what they were going to focus to make up any goals not achieved in FY19.

There also was a commitment by each district to focus on Quarter 1,
which is a challenge due to peak season and impact from weather. Each district is focused on strategies that will ensure success during this challenging time. Successful first quarters set the pace for a prosperous performance year.

The meeting also offered information on Lean Six Sigma projects (black, green and yellow belts) and how information gained from projects helps other areas realize success.

Graves took the opportunity to present awards to each district team in recognition of their significant achievements in FY19. The Western Area is working hard to ensure a successful FY20, including sharing information on NPA targets.

There was an informative ethics seminar presented by a USPS Headquarters lawyer. The information was clear and concise and touched on many subjects problematic to many postal employees. As always, there was a focus on safety, customer service and employee engagement.

The NAPS Western and Central Region teams covering the vast Western Area postal districts appreciate the partnership and hospitality offered by Graves, Western Area staff and the district managers with whom we interact throughout the year.

marilynwalton@comcast.net

From left: Northwest Area Vice President Cindy McCracken, Colorado/Wyoming Bi-State President Robert Aldrich, Rocky Mountain Area Vice President Myrna Pashinski, USPS West Area Vice President Greg Graves, NAPS Western Region Vice President Marilyn Walton, Illini Area Vice President Luz Moreno, North Central Region Vice President Dan Mooney and MINK Area Vice President Bart Green.
Confidential Information

Self-Nomination: National Convention Committee Request

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee. Committees may have up to 25% of selectees who have never before served on a National Convention Committee.


Committee Choices: Select up to three (3) committees. Number your selection(s) in the boxes below with "1" representing your top choice, "2" next priority and "3" as 3rd choice, if so desired. Committee assignments and notifications of selected delegates will be announced on or before April 20, 2020. If requesting advance committee consideration, schedule transportation accordingly.

<table>
<thead>
<tr>
<th>Assistant Secretaries (4 positions)</th>
<th>Postmaster (12 Positions)</th>
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</thead>
<tbody>
<tr>
<td>Audit (10 positions)</td>
<td>Resolutions (14 positions)</td>
</tr>
<tr>
<td>Balloting and Election (18 positions)</td>
<td>Rules (6 positions)</td>
</tr>
<tr>
<td>Constitution &amp; Bylaws (16 positions)</td>
<td>Sergeant-at-Arms (18 Positions)</td>
</tr>
<tr>
<td>Credentials &amp; Registration* (21 positions)</td>
<td></td>
</tr>
</tbody>
</table>

* NOTE: Except for Credentials and Registration, all committee members must arrive on Saturday, August 15, 2020 at the convention hotel and will meet with their respective committee on Sunday, August 16. Credentials & Registration Committee members must arrive on Friday, August 14, 2020 and will meet on August 15. Selected committee members must schedule their transportation according to ensure arrival for first committee meeting.

I am self-nominating myself to serve on a NAPS National Convention Committee indicated above.

Member Name ________________________________

Mailing Address ________________________________

City, State, ZIP+4 ________________________________

EIN or last 4 SS # ________________________________

Contact Phone # ________________________________

Member of Branch # __________ Non-postal email: ________________________________

(Branch # listed on delegate credential)

Are you a First-Time National Convention delegate?  □ Yes  □ No

Have you ever served on any National Convention Committee before?  □ Yes*  □ No

* If Yes, previous committee(s) served: ________________________________

Individual’s Credential □ Enclosed □ Previously Submitted

NOTE: For National Convention Committee assignment consideration, NAPS Headquarters must receive member’s self-nomination request via mail or online on or before March 31, 2020. No branch officer approval is required. NAPS HQ will confirm delegate’s request has been received. If confirmation is not received by April 10, contact NAPS President immediately. Final committee selections will made on or before April 20, 2020 and requesters notified accordingly.

NAPS HEADQUARTERS USE ONLY

Register online at www.naps.org.
Do Not FAX or email request.

Mail Request to:
2020 National Convention Committee Request
c/o NAPS National President
1727 King Street, STE 400
Alexandria, VA 22314
Action on resolutions is a major part of the business of NAPS national conventions. But first, those resolutions must be written and acted on at NAPS state branch conventions in the coming months. Then, those resolutions a branch adopts that do not involve local issues will be forwarded to NAPS Headquarters to be included in the convention One Book.

That’s well and good, you may be thinking, but how do you write a resolution? That’s what this article is about. Let’s call it Resolutions-Writing 101.

You'll soon discover that writing simple, effective resolutions everyone can understand is not all that difficult if you keep a few pointers in mind.

So let’s get started.

Before you begin putting your thoughts in “whereas” and “resolved” resolution form, write down—in a short sentence—the action you’re requesting. This later will form the basis of the “resolved” of your resolution. Don’t give all the reasons (“whereases”) just yet why you want the action to be taken. We’ll get to all that in a moment.

Let’s come up with a sample resolution that will request an action to be taken; in this instance, one by family members. The same basic thought process will apply to any NAPS-related resolution you may later write.

At the dinner table one evening, family members decide they need to get a dog. That “action,” in a short sentence, might read: “The Smith family needs to get a dog.”

Now, the Smith family needs to state the reasons why that action is desirable. Using the simple-sentence method, family members state all the reasons why the Smith family needs to get a dog:

“Protection against intruders”
“A loyal, loving family companion”
“A reason to get off the couch and get more exercise by walking the dog”

Well, what do you know? We’ve almost put together a simple resolution! All we have to do
now is state everything in resolution format, using “whereases” and “resolveds.”

Whereas, A dog would be protection against intruders, and
Whereas, A dog would be a loyal, loving family companion, and
Whereas, A dog would be a reason to get off the couch and get more exercise walking, now therefore be it
Resolved, That the Smith family needs to get a dog.

Remember, a resolution may have one “whereas” or several. Likewise, it may have one or several “resolveds.” In our sample resolution, the “resolved” could have read:

Resolved, That the Smith family needs to get a dog, and be it further
Resolved, That the dog be obtained from a shelter, and be it finally
Resolved, That the dog be housebroken.

Other resolution-writing pointers to keep in mind are:
• Resolutions should always request a certain action, never demand or threaten it.
• A “resolved” (or “resolveds”) should be a complete, stand-alone statement that clearly and completely states the issue. For example, “The Smith family needs to get a dog.” Don’t say, “Because of all these reasons, it’s important to do this.” The reader shouldn’t have to reread an entire resolution to know what “this” is.
• Avoid using complex “resolveds” that request unrelated actions. Our sample resolution shouldn’t read: “Resolved, That the Smith family needs to get a dog and have the family room remodeled.”

• Resolutions should request actions over which the named persons, groups or organizations have control. The Smith family has the ability to get a dog, so a resolution requesting that is in order. However, a “resolved” that reads, “The Smith family needs to make sure everyone on its block gets a dog,” would be inappropriate because the Smith family has no control over that request.
• Don’t use fancy words when simple ones will do (say “use,” instead of “utilize,” for example). And don’t use long, complex or run-on sentences. The beauty of “whereases” is they encourage a listing of simple reasons why an action should be taken. Break up those long sentences into several shorter “whereases.”
• Spell out the first reference to any program or initiative, especially postal ones, that might not readily be known to the reader. For example, some newer postal employees may not know that WSCs are work service credits (as opposed to the more familiar SWCs—supervisory workload credits).

If the reader doesn’t instantly know what you’re talking about, you could lose support for your resolution. It’s perfectly okay to refer to an acronym, such as WSCs, in second and subsequent references.

Here’s to writing simple, more effective resolutions for consideration at our 67th National Convention, Aug. 17 to 21, at the Gaylord Texan Resort, Grapevine, TX.

A Note About Submitting Convention Resolutions

All resolutions, in a Microsoft Word document, must be emailed to Executive Vice President Ivan D. Butts, naps.ib@naps.org. Receipt of the resolutions will be acknowledged by return email. If you have any questions, contact Ivan by email or phone, (703) 836-9660. If you do not receive an acknowledgement, you can assume your resolutions were not received; please contact Ivan.

All resolutions from states with conventions ending on or before May 24, 2020, must be received by NAPS Headquarters by May 29.

The deadline for all other resolutions to be received by NAPS Headquarters is July 7. Resolutions received at NAPS Headquarters after this deadline will not be printed in the convention One Book—no exceptions!

Resolutions not received by the July 7 deadline, including any offered from the convention floor, will need to be submitted to Executive Vice President Ivan D. Butts at the convention for referral to the Resolutions Committee for consideration and assignment of a number.

After assignment of a resolution number—not before—the submitting branch then will need to arrange for 1,400 copies of each resolution to be made at branch expense. The NAPS Convention Office may not be used to photocopy resolutions.
At the beginning of the year and of the current Congress, the House adopted a series of changes to the rules that govern considering legislation. In part, H. Res. 6 creates a “consensus calendar” in which a bill can be voted on by the full House, even if it has not been approved by the committee of jurisdiction. To be eligible for this expedited procedure, the bill must have acquired at least 290 co-sponsors and not have been reported by the committee of primary jurisdiction. Once the 290-co-sponsor threshold has been reached, the sponsor of the bill may submit a motion to the clerk of the House to place the bill on the Consensus Calendar. When the motion is filed, the bill sits for 25 legislative days, after which the bill is placed on the Consensus Calendar. The bill can be removed if the number of co-sponsors falls below 290 or the committee of jurisdiction approves the bill for House consideration. Finally, the House is required to consider at least one bill on the Consensus Calendar during any week in which the House is in session.

Why am I sharing these technical rules of the House with you? Well, there is a postal bill that, as of Oct. 31, had earned 272 bipartisan co-sponsors and demands prompt consideration by the House. H.R. 2382, which currently is only 18 votes short of the 290 mark, would eliminate the unfair and financially devastating requirement that the Postal Service pre-fund future retirees’ health benefits. A super-majority of two-thirds of the House is 290 members.

The bill, introduced by Rep. Peter DeFazio (D-OR), presently has 227 Democratic and 45 Republican co-sponsors. Noteworthy is this House majority includes 19 members of the House Oversight and Reform Committee. Clearly, the total number is well over the 218 votes necessary for House passage on a simple floor vote.

It’s important for each NAPS member to determine whether their representative is a co-sponsor. You can view a list of co-sponsors by visiting the NAPS website’s Legislative Center. Go to the drop-down menu and click on “2019 NAPS Supported Legislation.” Scroll down and click “read more” under H.R. 2382. Once you are on the Congress.gov page, go to the “Summary” block, then click on the “co-sponsor tab.” Click on your state to see the co-sponsors’ names listed alphabetically.

If your representative is not listed, it is crucial for you to urge your elected official to join the majority of their colleagues to relieve the Postal Service of the unfair burden Congress itself imposed on the agency 13 years ago. The prefunding requirement has siphoned off billions of dollars that could have been used for postal operations.

It’s important that NAPS members educate first-term members of Congress that the Postal Service is the only entity—public or private—required to pre-fund retiree health premiums. It’s also important to remind veteran representatives of that fact.

In mid-October, the NAPS Executive Board conducted its semi-annual meeting. A presentation was made reviewing recent legislative and political events and NAPS’ strategy for the immediate future. While the board was in town, its Legislative Committee participated in the 50th episode of NAPS Chat, NAPS’ weekly podcast that focuses primarily on legislative, political and regulatory affairs that impact postal supervisors and managers. To listen, go to
www.naps.org under the “Legislative Center” and click on “NAPS Chat—Weekly Podcast.”

Legislative Committee Chair and Western Region Vice President Marilyn Walton, New York Area Vice President Jimmy Warden, Michiana Area Vice President Kevin Trayer, Southeast Area Vice President Bob Quinlan and Texas Area Vice President Jaime Elizondo discussed the importance of engaging members of Congress back home in their states and congressional districts about legislative issues important to NAPS members. We also underscored the importance of attending the upcoming 2020 NAPS Legislative Training Seminar, March 8-10.

Finally, as you may have learned in the national media, NAPS has lost a dear friend and legislative champion. Rep. Elijah Cummings (D-MD), chairman of the House Committee on Oversight and Reform, died Oct. 17. He leaves a legacy of dedication to postal and federal employees and annuitants.

Cummings was particularly effective in preventing painful and deep cuts to health and retiree benefits.

Continued on page 27

The 2020 LTS will focus on advancing a NAPS agenda designed to strengthen EAS employee rights and the Postal Service, enhance our presence on Capitol Hill and cultivate loyal legislative champions. As LTS delegates, whether first-timers or veteran advocates, we will prepare to promote our issues to elected policymakers with intensive orientation on the status of postal issues that impact NAPS and the USPS.

We also will sharpen our skills essential to conducting successful meetings with members of Congress and their staffs. These LTS activities will culminate in us heading to Capitol Hill to educate Congress about the dynamic role the Postal Service continues to play in our nation’s economy and legislative proposals that will improve the Postal Service. We also will caution legislators about proposals that would harm the agency and erode our earned benefits.

This is a reference for the order of events; all times are tentative.

The Postal Supervisor
2020 Production Schedule

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<tr>
<th>Issue</th>
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<td>JAN 4</td>
<td>JAN 28</td>
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*Copy must be received by this day; see page 2 for submission information.

*Arlington National Cemetery has updated security measures. In addition to random identification checks and other measures already in place, all visitors must go through additional physical screening. The cemetery recommends bringing minimal to no bags to expedite the screening process; personnel strive to keep wait times to under 20 minutes. Please allow additional time in order to attend the NAPS wreath-laying ceremony.

Persons with handicap placards can get cemetery shuttle bus tickets at no cost to the right of the entrance.
2020 Legislative Training Seminar
Registration Information

Register for LTS online only at www.naps.org

LTS Registration Fee—$225

The 2020 LTS online registration fee is $225 if registration is submitted on or before Feb. 14. After Feb. 14, the fee is $300. **No LTS registrations or payments will be accepted after Feb. 28.**

No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, contact NAPS Headquarters immediately.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 1. All approved refunds will be paid on approval.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 1. No substitutions will be honored after March 1. **On-site LTS substitutions will not be allowed.**

Hotel Rates and Reservations

Delegates and guests attending the 2020 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230 or toll-free at 877-212-5752. Reference the group’s name: **National Association of Postal Supervisors.** To reserve a room online, go to www.naps.org.

The LTS single/double room rate is $275, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 13, 2020. Reservations made after that date may be at a higher room rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night’s room rate and tax by major credit card at the time of the reservation.

Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.
## 2019 SPAC Contributors

### President's Ultimate SPAC ($1,000+)

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### SPAC Contribution Form

Aggregate contributions made in a calendar year correspond with these donor levels:
- **$1,000** — President’s Ultimate SPAC
- **$750** — VP Elite
- **$500** — Secretary’s Roundtable
- **$250** — Chairman’s Club
- **$100** — Supporter

Current as of February 2019

Federal regulations prohibit SPAC contributions by branch check or branch credit card.

Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

---

**Contribution Amount $___________**  
**Branch #___________**

**Name______________________________**

**Home Address/PO Box__________________________**

**City________________________ State________ ZIP+4________ Date _______________**

**Employee ID Number (EIN) or Civil Service Annuitant (CSA) Number________________________**

**Enclosed is my voluntary contribution to SPAC by one of the following methods:**

- [ ] Check or money order made payable to SPAC; do not send cash
- [ ] Credit card *(circle one)*: Visa American Express MasterCard Discover
  
  **Card number ____________________________ Card expiration date: ______ /______**
  
  **Security code (three- or four-digit number on back of card)_________________________**
  
  **Signature (required for credit card charges)________________________________________**

- [ ] In-Kind Donation (e.g., gift card, baseball tickets):
  
  **Describe gift________________________________ Value________________________**

All contributions to the Supervisors’ Political Action Committee (SPAC) are voluntary, have no bearing on NAPS membership status and are unrelated to NAPS membership dues. There is no obligation to contribute to SPAC and no penalty for choosing not to contribute. Only NAPS members and family members living in their households may contribute to SPAC. Contributions to SPAC are limited to $5,000 per individual in a calendar year. Contributions to SPAC are not tax-deductible.
October Contributors

### President's Ultimate SPAC ($1,000+)
- Lynn, Patti  FL  Branch 296
- Lum, Chuck  HI  Branch 214
- Maxwell, Sherry  IL  Branch 255
- Rowel, Cornel  LA  Branch 73
- Traner, Kevin  MI  Branch 142
- Mooney, Dan  MN  Branch 16
- Johnson, Craig  MO  Branch 36
- Green, Shri  TN  Branch 41
- Cooper, Karen  TX  Branch 124

### VP Elite ($750)
- Ruckart, Kenneth  FL  Branch 386
- Moreno, Luz  IL  Branch 489
- Murphy, Gregory  MA  Branch 102
- Amergian, Raymond  ME  Branch 96
- Butler, Phillip  VA  Branch 98
- Johnson, Stanley  WA  Branch 60

### Secretary's Roundtable ($500)
- Melchert, Pamela  AK  Branch 435
- Cherry, Hayes  CA  Branch 466
- Kerns, John  CO  Branch 141
- Pashinski, Myrna  CO  Branch 65
- Rosario Jr., Arnold  ME  Branch 96
- Bodary, Joseph  MI  Branch 268
- Bunch, Kenneth  MI  Branch 23
- Santiago, Jose  NJ  Branch 538
- Arroyo, Victor  NY  Branch 85
- Brooks, Lamarcus  TN  Branch 41
- Lomba, John  TX  Branch 103
- Trevino, Barbara  TX  Branch 124
- Gruetzmacher, Bjoern  WA  Branch 61
- Taylor, Georgia  WA  Branch 31

### Chairman's Club ($250)
- Gavin, Angela  CA  Branch 159
- Thomas, Linda  CA  Branch 88
- Thompson, Carolyn  CA  Branch 88
- Collen, Helen  CT  Branch 3
- Cox, Jacqueline  FL  Branch 93
- McPhee-Johnson, Tayloria  FL  Branch 146
- Pitts, La Neda  IL  Branch 14

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**Drive for 5**
Randle, Kay  IL  Branch 369
Wesley, Nancy  IL  Branch 493
Neece, Dawn  KS  Branch 205
Berger, Ricky  MD  Branch 531
Jones, Marcia  MD  Branch 42
Rosario, Tamara  ME  Branch 96
Bradley, Anthony  MI  Branch 142
Perkins, Ethel  MI  Branch 140
Baker, Neil  MN  Branch 104
O’Donnell, Curt  MN  Branch 16
Green, Bart  MO  Branch 36
Weiand, Heather  MT  Branch 929
Olson, Chad  ND  Branch 946
Paige, William  OH  Branch 46
Dumas, Cyril  RI  Branch 105
Blakely, Kathy  TN  Branch 41

Supporter ($100)
Nash, Leon  AL  Branch 45
Moore Tucker, Carolyn  CA  Branch 301
Summerfield, John  CO  Branch 65
McKeon, William  CT  Branch 3
Viola, Joseph  CT  Branch 47
Guyton, Patricia  FL  Branch 146
Kindle, DELLoria  GA  Branch 82
Barkley, Bradley  IA  Branch 172
Coy, Daniel  IA  Branch 172
Eue, Loretta  IA  Branch 172
Behrens, Elizabeth  IL  Branch 270
Billups, Juanita  IL  Branch 17
Brady, Derrick  IL  Branch 17
Levernier, Catherine  IL  Branch 270
Small, Felicia  IL  Branch 14
Sneed, Rheda  IL  Branch 493
Coleman-Scrugs, Toni  IN  Branch 171
Derby, Karen  IN  Branch 169
Helfrich, Robert  IN  Branch 8
Mosley, Monique  IN  Branch 8
Waddell, Corey  KS  Branch 52
Smiley, David  KY  Branch 390
Chambliss, Brenda  LA  Branch 170
Hampton, Annette  LA  Branch 73
Anderson, Paul  MA  Branch 498
Lewin, Kim  MA  Branch 118
Balch, Karen  MI  Branch 142
Hunsanger, Laurianne  MI  Branch 508
McCarthy, Bernard  MI  Branch 23
Yancy, Frederick  MI  Branch 508
Lincoln, Lonnie  MN  Branch 16
Nelson, Matthew  MN  Branch 104
Bye, Angie  MO  Branch 119
Marley, Carol  MO  Branch 131
Petersen, Lisa  MO  Branch 36
Holland, Dana  ND  Branch 937
Leingang, Michael  ND  Branch 937
Lichtsinn, Cynthia  ND  Branch 937
Fuller, Tamyra  NE  Branch 64
Gorans, Carrie  NE  Branch 10
Henkel, Tammy  NJ  Branch 287
Walker, Veronica  NJ  Branch 237
Wadsworth, Joel  NM  Branch 295
Andersen, Karen  NV  Branch 463
James, David  NV  Branch 463
Yuen, John  NY  Branch 100
Fleck, Darren  OH  Branch 33
Sudberry, Norris  OH  Branch 46
Lahmann, Joseph  OR  Branch 276
Bednar, Margaret  PA  Branch 20
Robinson, Andrea  PA  Branch 35
Giorgio, Victor  RI  Branch 105
Saccoccio, Michaela  RI  Branch 105
Blanck Lovelace, Deborah  SD  Branch 946
Nation, Linda  SD  Branch 946
Flaherty, Daniel  TX  Branch 9
Hammock, Alessandra  TX  Branch 86
High, Gwendolyn  TX  Branch 86
Howard, Marsha  TX  Branch 9
Scott, Michael  TX  Branch 589
Slaughter, Donna  TX  Branch 229
Archer, Eddie  VA  Branch 98
Archer, Sylvia  VA  Branch 98
Brandt, Junemarie  VA  Branch 526
Farmer, Joanne  VA  Branch 526
Wade, Harold  VA  Branch 526
White Jr., William  VA  Branch 526
Zamudio, Juan  VA  Branch 526
Haslett, James  WA  Branch 31
Reedy, James  WA  Branch 61
Abrams, Darlene  WI  Branch 72
Burdick, James  WI  Branch 213
Canada, Pamela  WI  Branch 72
Knepley, Kim  WI  Branch 549
Strobl, Roy  WI  Branch 442
To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

1. Go to https://liteblue.usps.gov to access PostalEASE.
2. Under Employee App-Quick Links, choose PostalEASE.
3. Click on “I agree.”
4. Enter your employee ID number and password.
5. Click on “Allotments/Payroll NTB.”
6. Click on “Continue.”
7. Click on “Allotments.”
8. Enter Bank Routing Number (from worksheet below), enter account number (see worksheet), enter account from drop-down menu as “checking” and enter the amount of your contribution.
9. Click “Validate,” then “Submit.” Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at **1-877-477-3273** (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

1. When prompted, select one for PostalEASE.
2. When prompted, enter your employee ID number.
3. When prompted, please enter your USPS PIN.
5. When prompted, press “1” for allotments.
6. When prompted, press “2” to continue.
7. Follow prompts to add a new allotment.
8. Use the worksheet to give the appropriate information to set up an allotment for SPAC.

---

**PostalEASE Allotments/Net to Bank Worksheet**

On your next available allotment (you have three):

- **Routing Number** (nine digits): **121000248**
- **Financial Institution Name**: Wells Fargo (this will appear after you enter the routing number).
- **Account Number** (this is a 17-digit number that starts with “7725555” and ends with your eight-digit employee ID number): __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ (Example: 7725555512345678).
- **Type of Account** (drop-down menu): Checking
- **Amount per Pay Period** (please use the 0.00 format; the “$” is already included): __________.

---

**Contributions via USPS Payroll Deduction**

*Make Contributing to SPAC a Habit:*
As we start peak season, it’s time to reflect on the past year as an EAS employee and the fact we still don’t agree on a pay package. But what I really want to write about is something that’s in the ELM concerning pay during the Christmas period. Starting in December, usually around the first week, supervisors and managers can enjoy some extra pay, but it does not affect postmasters.

Here is the section, word for word, from the ELM regarding special pay procedures during December so managers and supervisors can take advantage and make some much-deserved extra money.

434.143 Eligible for FLSA-Exempt EAS Additional Pay

“FLSA special-exempt employees in EAS-18 positions and below are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day, even while on a temporary assignment such as to an OIC position. When authorized work exceeds 8.5 hours on a scheduled day, EAS additional pay is received for the first half hour as well as for the authorized work over 8.5 hours. Regular FLSA-exempt employees in EAS-23 positions and below positions except postmasters and officers-in-charge are eligible during the designated Christmas period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day and the additional hours are spent directly supervising bargaining unit employees in mail processing or delivery functions.”

It is up to supervisors and managers who are affected by these changes during December to take advantage; otherwise, we’re leaving more money on the table. So, if you find yourself working more than 8.5 hours, you need to have a conversation with your immediate supervisor.

Ask them what they want you to do: go home or be paid for your hours after 8.5 hours. If necessary, swipe your time card so those employees who look at TACS either approve or decline it. As always, special-exempt employees are eligible for additional pay after 8.5 hours all year. That’s extra pay you deserve, so it’s up to you, if you’re affected by this, to take advantage of something already in the handbooks.

I hope everybody has a safe and joyous holiday season and the New Year brings us a pay package we deserve as managers of this great company—the USPS. Also, please engage your fellow managers and supervisors who might be struggling and offer them words of encouragement.

stan240@msn.com

Stan Johnson is a member of Spokane, WA, Branch 60 and postmaster of Airway Heights.
Please make a donation to the Postal Employees’ Relief Fund (PERF) during the Combined Federal Campaign’s open solicitation period, Sept. 10-Jan. 11. And help fellow postal employees—active or retired—whose homes were destroyed or left uninhabitable by natural disasters.

Designate **CFC#10268** on the Combined Federal Campaign’s contribution form to make a *tax-deductible* contribution to PERF. You also may send a check directly to PERF, PO Box 7630, Woodbridge, VA 22195-7630. Do your part to support postal employees throughout the country.

*For more information, go to [www.postalrelief.com](http://www.postalrelief.com).*
Thoughts from the NAPS Branches

It’s Only Fair

By Peter Piteira

On April 30, 2019, Federal Mediation and Conciliation Service panel members Susan E. Halperin, Robert S. Hite and Joshua M. Javits issued their report and recommendations on the fact-finding proceedings between NAPS and the USPS. Among its findings, the panel recommended that EAS employees represented by NAPS should be afforded locality pay and retroactive increases in base salary, as a lump-sum payment, for 2017 (1.10%) and 2018 (2.15%). (See the August 2019 issue for the complete fact-finding report.)

The Postal Service argued that it is “essentially insolvent and has experienced 12 consecutive years of net losses, with a cumulative loss of $69 billion dating back to FY06. Thus, it can’t afford to reward its supervisory and managerial employees with pay increases.”

Here’s my counter response to the Postal Service. No one disputes the agency is under financial duress. How can the Postal Service afford to give retroactive pay increases, as well as cost-of-living adjustments and contractual pay increases, to the hundreds of thousands of craft employees, but it can’t afford the same for its few thousand EAS employees? It seems the Postal Service is determined to balance its budget on the backs of EAS employees.

The only thing EAS employees ask is to be treated the same as craft and PCES employees.

peterpiteira@hotmail.com

Peter Piteira is Orlando, FL, Branch 321 vice president.

NAPS Secretary/Treasurer’s Financial Report

Chuck Mulidore

Article XIV of the NAPS Constitution requires the secretary/treasurer to “furnish financial reports quarterly and publish same in The Postal Supervisor.”

Statement of Financial Position (Balance Sheet)—Aug. 31, 2019

<table>
<thead>
<tr>
<th>Assets:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Investments</td>
<td>$12,777,721.46</td>
</tr>
<tr>
<td>Dues Withholding Receivable</td>
<td>289,168.75</td>
</tr>
<tr>
<td>Prepaid Expenses and Other Assets</td>
<td>787,032.68</td>
</tr>
<tr>
<td>Total Current Assets</td>
<td>13,535,922.89</td>
</tr>
<tr>
<td>Building and Equipment, Net of Accumulated Depreciation</td>
<td>2,736,807.65</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$16,590,730.54</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$120,664.61</td>
</tr>
<tr>
<td>Accrued Expenses</td>
<td>207,766.25</td>
</tr>
<tr>
<td>Deferred Revenues</td>
<td>18,093.98</td>
</tr>
<tr>
<td>Dues to be Remitted to Branches</td>
<td>587,062.78</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>933,587.62</td>
</tr>
<tr>
<td>Unrestricted and Designated Net Assets</td>
<td>15,657,142.92</td>
</tr>
<tr>
<td>Total Liabilities and Net Assets</td>
<td>$16,590,730.54</td>
</tr>
</tbody>
</table>

Statement of Activities (Revenues and Expenses)

(For the period June 1, 2019, through Aug. 31, 2019)

<table>
<thead>
<tr>
<th>Revenues:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Dues and Assessments</td>
<td>$1,882,050.64</td>
</tr>
<tr>
<td>Less: Dues Remitted to Branches</td>
<td>1,271,100.28</td>
</tr>
<tr>
<td>Net Dues and Assessment Revenue</td>
<td>610,950.36</td>
</tr>
<tr>
<td>NAPS Property, Inc. Net Income Before Depreciation</td>
<td>$ 15,675.62</td>
</tr>
<tr>
<td>Less Depreciation</td>
<td>(61,736.00)</td>
</tr>
<tr>
<td>NAPS Property, Inc. (Net Loss)</td>
<td>(46,060.38)</td>
</tr>
<tr>
<td>Advertising Income From Postal Supervisor</td>
<td>21,305.00</td>
</tr>
<tr>
<td>Royalties</td>
<td>4,923.64</td>
</tr>
<tr>
<td>Training Fees</td>
<td>13,292.13</td>
</tr>
<tr>
<td>Other</td>
<td>1,065.00</td>
</tr>
<tr>
<td>Revenues Before Investment Income</td>
<td>605,475.75</td>
</tr>
<tr>
<td>Investment Income</td>
<td>561,781.77</td>
</tr>
<tr>
<td>Total Revenues For the Period</td>
<td>1,167,257.52</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>National Headquarters</td>
<td>388,933.24</td>
</tr>
<tr>
<td>Executive Board</td>
<td>163,224.37</td>
</tr>
<tr>
<td>The Postal Supervisor</td>
<td>62,283.67</td>
</tr>
<tr>
<td>Legal/Fact Finding/Pay Consultation</td>
<td>48,654.56</td>
</tr>
<tr>
<td>Legislative Counsel</td>
<td>24,917.89</td>
</tr>
<tr>
<td>Legislative Expenses</td>
<td>4,936.05</td>
</tr>
<tr>
<td>Membership</td>
<td>17,529.36</td>
</tr>
<tr>
<td>Education and Training</td>
<td>25,209.57</td>
</tr>
<tr>
<td>Disciplinary Defense</td>
<td>117,361.04</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>853,049.75</td>
</tr>
</tbody>
</table>

| Revenues in Excess of Expenses (Change in Net Assets) | $314,207.77 |

Substantially all disclosures required by GAAP are omitted. The financial statements do not include a statement of functional expenses and cash flows. The financial statements do not include the financial position and operations of the SPAC. No assurance is provided on these financial statements.
Notes
from the National Auxiliary

Happy Holidays!
With warm thoughts to our association
And warmest thoughts and best wishes
For a wonderful holiday season
and a very happy New Year
To all of our NAPS family.
From the National Auxiliary Executive Board

Legislative Update
Continued from page 18
fits. Such cuts have been proposed
by the current White House in its
three annual budgets, as well as re-
ductions recommended by anti-
public service members of Congress.

NAPS was privileged to hear di-
rectly from Cummings at Legislative
Training Seminars; Maryland NAPS
members always were thrilled with
their personal interactions with him.

In addition, I know how proud
Capitol-Atlantic Area Vice President
Troy Griffin, Maryland State Presi-
dent Steve Shawn, Branch 42 Presi-
dent Maxine Campbell and all the
members of Branch 42 were of Cum-
mings; they cherished their relation-
ship with him. NAPS has extended
its deepest sympathies to Cum-
mings’ family and the members of
his loyal staff.

naps.rl@naps.org

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Executive Board

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Region vacant: Northeast
Areas vacant: New England, Pioneer, Michi-
ana, North Central, Cotton Belt, Northwest, Rocky Mountain.

The Postal Supervisor / December 2019  27
Everyone in your post office is eligible to apply!

**Holiday Cheer to Last ALL Year!**

Let us help check off your Christmas shopping list with the help of a Signature FCU Holiday Loan. Plus, for a limited time you can get our Holiday loan at a **0.25% discount**.

**Our Holiday Loan Features:**

- Standard rate as low as 6.25% APR*
- Borrow up to $5,000
- Terms up to 36 months


*APR = Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants will qualify for the lowest rate. Rate quoted assumes excellent borrower credit history. Rates are set by the Board of Directors and may change without notice. Holiday loan rate discount available from October 1, 2019 - December 31, 2019. Estimated payment is $30.38 per $1,000 financed and is based on the lowest rate available. Payments will vary based on the rate you qualify for.

Are you ready to get started?

Visit [SignatureFCU.org/PersonalLoans](http://SignatureFCU.org/PersonalLoans) to get rates and apply or contact our Financial Services Department at (800) 336.0284 ext. 697 to get started today.

Not a member of SFCU?