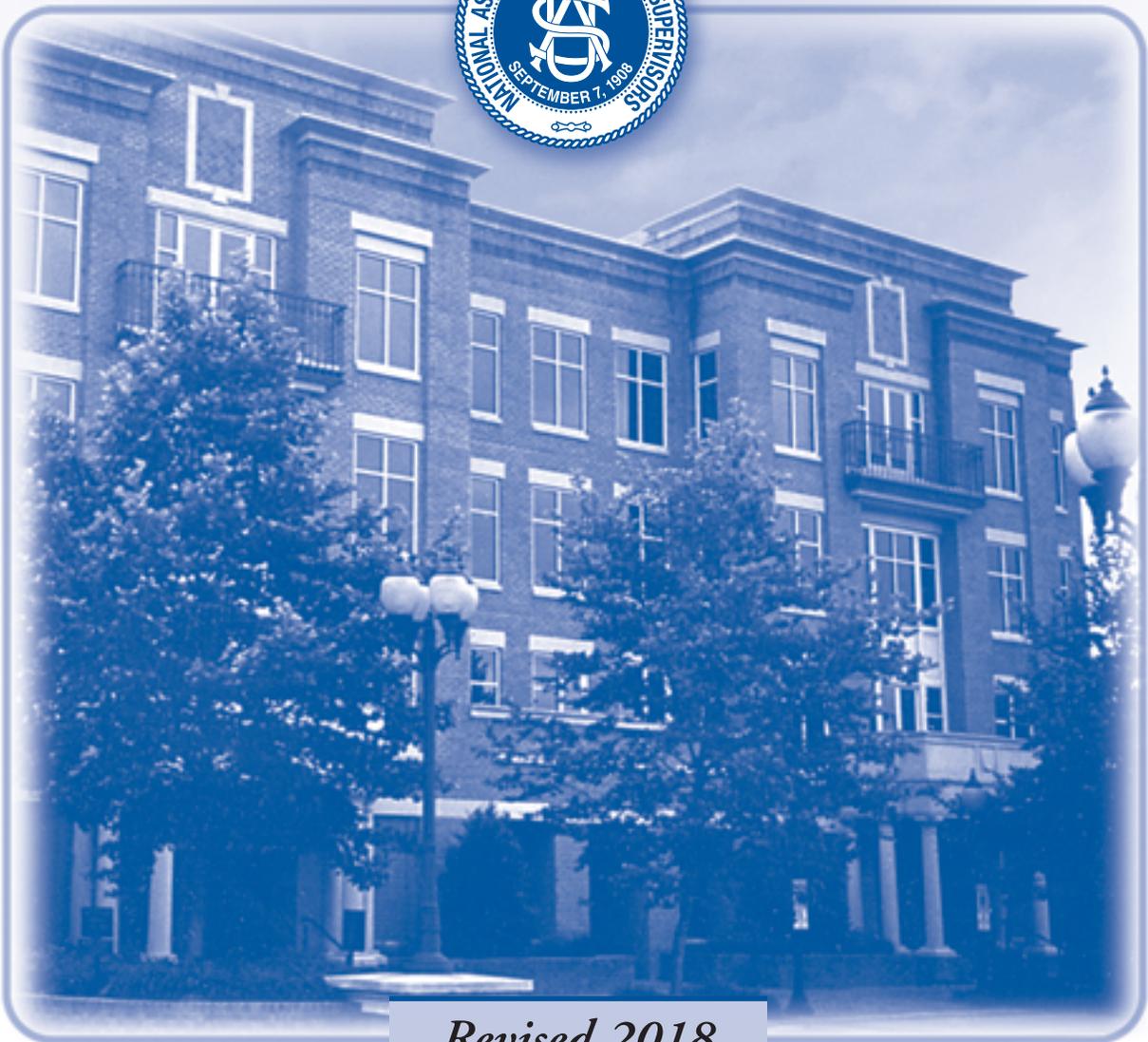


*National Association  
of Postal Supervisors*

# Historical Sketch



*Revised 2018*

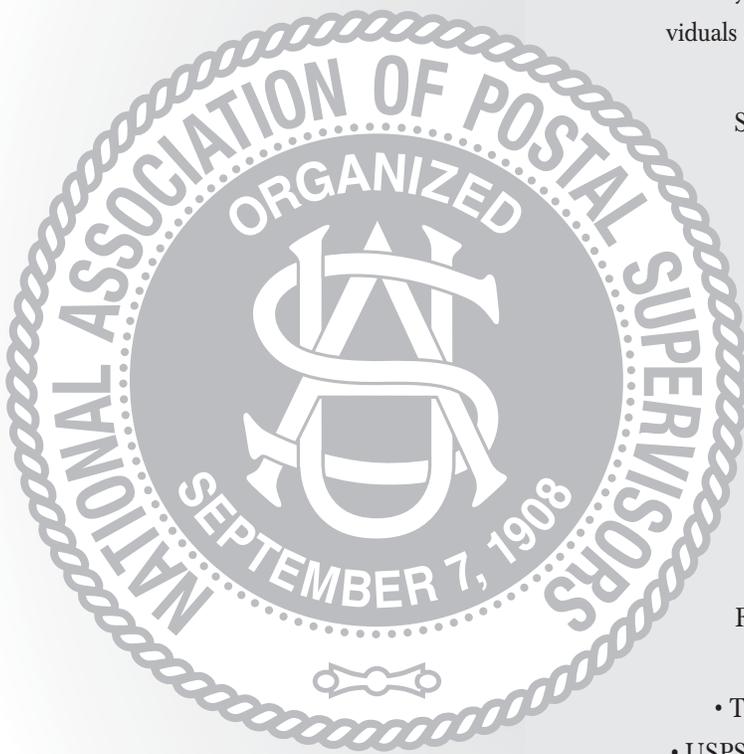
# Notes on the Revised Historical Sketch

This document was originally prepared by NAPS Editor Byrd B. Saxton (the year is unknown). It was substantially revised in 1992 with the assistance of individuals affiliated with the following organizations:

- Committee on Post Office and Civil Service, US House of Representatives;
- Federal Managers Association;
- International Association of Fire Fighters;
- League of Postmasters of the United States;
- National Association of Letter Carriers;
- National Association of Postmasters of the United States;
- National Association of Retired Federal Employees;
- Office of Personnel Management Library;
- The George Meany Memorial Archives, and
- USPS Headquarters, including the Compensation Services Division, Government Relations Department, Headquarters Library and the Historian's Office.

Special advisors on the project were retired President Donald N. Ledbetter, Executive Vice President Mo Twomey and Administrative Vice President Dan Jaspan, whose assistance is gratefully acknowledged.

Supplemental information was compiled and edited at the direction of the NAPS resident officers.



## *1908—The Beginning*

On September 7, 1908, 50 postal supervisors from post offices in 13 states met in Louisville, KY. Their objective was to establish an association composed of supervisors dedicated to the welfare of supervisors and the improvement of the United States Post Office Department (POD). Poor working conditions and an unfair salary system were among the challenges that faced these pioneers, all of whom risked their livelihoods to participate in these early organizational activities. This foundation, laid so long ago, led to the many improved benefits we are privileged to enjoy today. As this historical sketch illustrates, these founders and their successors have made great progress for the postal supervisor.

## *The Early Years*

No standard workday or workweek existed for postal workers in the early 1900s. The 8-hour workday was not a reality for the postal supervisor. The workday began at a specified time, but ended only when all mail on hand had been processed. Saturday and Sunday were regular workdays, and there was no overtime or compensatory time. The sick leave benefit was years away, and upon completion of a “career” in the service there was no retirement annuity. By order of the postmaster general (in 1895), and through executive orders (then called “gag rules”) in 1902, 1906 and 1909, postal employees faced immediate dismissal for lobbying any member of Congress on pay or other postal issues, even if they lobbied on their personal time.

These were bleak years made bleaker because no cooperative relationship existed between postal supervisors and postal managers in Washington, DC. The phrase “management team” had not been coined, but the National Association of Supervisory Post Office Employees (later renamed the National Association of Postal Supervisors, or NAPS) was emerging as a force to influence a change.

## *Objectives of NAPS*

The Constitution of the National Association of Postal Supervisors defines the objectives that have guided our efforts from the early days to more recent years: “The object of this association shall be to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve service, to raise the standard of efficiency and to widen the field of opportunity for its members who make the Postal Service or the federal government their life work.” NAPS has upheld and will continue to uphold these objectives.

## *Working Together*

NAPS is a self-administered association composed of managers and supervisors working for all supervisory personnel in the United States Postal Service. In more recent years, as supervisors and managers have moved on to become postmasters, many have chosen to retain their membership in NAPS. In unity there is strength. This is true not only within our own ranks, but within the ranks of all postal employees. Postal employee associations and unions have worked together to achieve many of our mutual goals.



# Historical Highlights

Here is a list of the many accomplishments realized since NAPS' inception. This brief sampling of victories will convince you that only through our mutual efforts can we hope to continue the exceptional progress that began in 1908.

## 1908

Fifty delegates attended the National Association of Supervisory Post Office Employees' first national convention, in Louisville, KY, at the Seelbach Hotel.

## 1911

NAPS established the *Post Office Supervisory Bulletin* as its national monthly magazine.

## 1912

Congress passed the Lloyd-LaFollette Act, rescinding the "gag rule" or executive order issued in 1902 by President Theodore Roosevelt, removing prohibitions against employee organizations (with a no strike clause), and guaranteeing federal employees the right to lobby Congress.

Congress approved legislation allowing the Sunday closing of first- and second-class post offices.

Public Law 62-336 (hereafter PL 62-336) provided pay for overtime in excess of eight hours (for nonsupervisors), and that the regular tour of eight hours should be completed within 10 hours (for all employees, including supervisors).

## 1916

PL 64-169 provided for injury on duty and compensatory time for holidays.

## 1917

PL 64-380 provided compensatory time for Sundays and holidays to certain supervisors; pay increases of 15 percent to employees with annual salaries of less than \$480, and 10 percent to those with annual salaries between \$480 and \$10,000.

## 1918

PL 65-185 provided a pay increase to field employees, except postmasters.

## 1919

Congress designated seven holidays to be observed by postal employees (previously designated for other federal employees).

The annual Post Office Appropriations bill provided, among other benefits, a \$1,600 minimum salary for supervisors in first- and second-class offices. Congress named a commission to investigate post office salaries.

## 1920

PL 66-265, the Reclassification Act, incorporated the recommendations of the Joint Commission on Postal Salaries and provided pay increases; 15 days annual leave, and 10 days sick leave with pay, cumulative for three years, with a maximum of 30 days in a single year.

PL 66-215, the Civil Service Retirement Act, created the first retirement system for federal employees, and established mandatory retirement ages of 62, 65 and 70 (70 for supervisors); annuities based on basic pay for the last 10 years and service up to 30 years; partial annuities for retirees who had not reached the mandatory age, but had 15 years or more of service, and a mandatory employee contribution of 2.5 percent of pay.

## 1921

PL 67-41 amended the Reclassification Act of 1920 to adjust certain inequities in the salaries of supervisors and assistant postmasters.

## 1922

At the national convention in Denver, the association changed its name to the National Association of Postal Supervisors (NAPS).

PL 67-363 provided a deferred annuity for employees

55 or older with more than 15 years of service who were involuntarily separated.

## 1923

After consultation with NAPS the Post Office Department (POD) issued a ruling that allowed supervisors compensatory time, not to exceed 4 hours a day, for overtime services performed.

NAPS changed the name of its magazine to *The Postal Supervisor*.

## 1925

PL 68-506, the Classification Act, reclassified postal salaries and made sick leave cumulative.

## 1926

PL 69-522 improved retirement benefits and increased employees' contributions from 2.5 to 3.5 percent of pay.

## 1927

Congress increased benefits for injury on duty.

## 1928

PL 70-496 provided a 10 percent night differential pay for work scheduled between 6 p.m. and 6 a.m., and paid annual leave.

## 1930

PL 71-279 provided increased retirement benefits.

## 1931

PL 72-672, the Saturday Half-Holiday Law, reduced the postal work week from 48 to 44 hours.

The POD approved liberalization of the compensatory time for overtime rule, permitting supervisors to take compensatory time any time within a period of 180 days from the date of performing the service.

## 1932

PL 72-212 provided an employee furlough; an 8.5 per-

cent pay reduction; compulsory retirement, and night differential reduction.

## 1933

PL 73-2 increased the pay reduction in PL 72-212 to 15 percent. This was the beginning of a long, uphill fight to regain benefits already earned.

NAPS observed the silver jubilee of its predecessor organization's founding. The National Auxiliary was founded.

## 1934

PL 73-141 (in spite of Roosevelt's veto) changed the pay reduction in PL 73-2 from 15 percent to 10 percent, then to 5 percent; restored administrative promotions, and abolished furloughs without pay.

## 1935

Public Resolution 3 restored full salaries reduced in 1933.

PL 74-275 reduced the work week from 44 to 40 hours (despite the postmaster general's opposition) and provided limits on the number of substitutes employed.

## 1938

PL 75-720 extended Civil Service protection to postmasters, an achievement of great importance since it gave everyone a chance to become a postmaster (these positions were still granted only by appointment).

## 1939

PL 76-252 created the Hatch Act, limiting the political activities of federal and postal employees.

## 1942

PL 77-411 provided optional retirement; increased annuities more commensurate with supervisors' higher contributions (compared to that of carriers and clerks), and an increase in the employees' contribution from 3.5 to 5 percent.

PL 77-509 provided overtime in lieu of compensatory time for Saturday work for certain employees for the dura-

tion of World War II plus six months. The POD ruled it did not apply to supervisors. As a result of NAPS' actions, this ruling was rescinded, and supervisors were granted overtime pay for necessary service in lieu of compensatory time.

## 1943

PL 78-25 provided a \$300 bonus, which continued through the war years until passage of the Reclassification Act of 1945.

PL 78-161, the Postal Salary Reclassification Act, amended the 1925 Reclassification Act to include officers and employees of the POD's Custodial Service.

## 1944

PL 78-351 amended the Retirement Act so the annuities for those who retired prior to January 15, 1942, were recomputed under the more liberal provisions of the 1942 act.

PL 78-525 provided a lump-sum payment for accumulated or accrued annual leave due to an employee being separated from the government.

## 1945

PL 79-134 provided the first reclassification of the salaries and supervisory titles under which supervisors received pay increases since 1920, ranging from \$400 to \$1,800, increased night differential and overtime rates.

## 1946

After passage of a resolution at the national convention concerning affiliation with the American Federation of Labor, NAPS requested and received an AFL charter.

PL 79-386 provided a \$400 pay increase.

## 1947

PL 80-265 provided compensatory time for supervisory overtime on Saturdays and Sundays during December and on Christmas Day (previously nullified by decision of the comptroller general).

## 1948

NAPS established a biweekly newsletter, the *NAPS Letter* (date estimated).

PL 80-426, the Retirement Act, provided a fixed basis for computing annuities based on the five highest consecutive years of pay and all years of service; a surviving spouses' annuity for those who retire or die in the service, and removal of the limitation of service credit to 35 years, with credit for all years of service (a distinct accomplishment for NAPS).

PL 80-900 provided a \$450 pay increase.

## 1949

NAPS established its first national Headquarters in Washington, DC, at the Continental Hotel, with a full-time resident secretary, and a legislative representative who was not a board member.

PL 81-310 reduced a surviving spouse's annuity from 10 to 5 percent on the first \$1,500, and extended the right of electing a survivor annuity to married women.

PL 81-357 increased the compensation for injury on duty, doubled benefits for dependents and granted specific payments for the loss of body members or functions.

PL 81-428 provided a \$120 flat pay increase, and three longevity grades of \$100 for supervisors at 13, 18 and 25 years service, with full credit for all past service. The comptroller general ruled that custodial supervisors would not be credited with service prior to October 18, 1943, and were, therefore, excluded from the longevity benefits.

## 1950

PL 81-500 provided full longevity credit to custodial supervisors (correcting the comptroller general's ruling on PL 81-428, 1949), and prospective exclusion of longevity pay from the \$4,170 ceiling for December overtime pay.

PL 81-601 provided a \$300, or 25 percent annuity increase, and survivors' annuity to those who retired before April 1, 1948 under the old law.

PL 81-732 provided a lesser penalty than dismissal, with a minimum of 90-day suspension, for minor Hatch Act violations.

PL 81-888 made compensatory time cumulative for fewer than eight hours work on Saturdays or Sundays until eight hours were accumulated.

## 1951

PL 82-204 provided reclassification of salaries; pay increases from \$500 to \$800 per year (nonsupervisors were limited to a \$400 increase); a motor vehicle supervisory pay schedule based on the number of employees, and an increase in the pay differential above the pay of clerks and carriers in the top grade to \$500.

PL 82-233 provided an increase in sick leave to 13 days, and an increase in annual leave to 13 days for service up to 3 years, 20 days for 3 to 15 years, and 26 days for employees with 15 years or more, effective January 6, 1952.

## 1952

PL 82-555 increased annuities by 25 percent for those who retired on or before April 1.

PL 82-494 raised the maximum salary amount on which supervisors received overtime for service on Saturday, and for Sunday overtime pay in December, from \$4,170 to \$4,970, exclusive of longevity grades.

PL 82-278 authorized more than one assistant superintendent in large garages.

PL 82-455, the Thomas Amendment, mandated that all annual leave earned during any calendar year must be taken before the following June 1.

## 1953

PL 83-102 repealed the Thomas Amendment restriction on annual leave and set new limits on annual leave accumulations and carryover.

## 1954

A legislative seminar was conducted by the AFL's Joint Conference on Postal Employees, representing all employee categories.

President Eisenhower vetoed HR 774, which would have provided a 5 percent pay increase for postal employees.

PL 83-598 established the Federal Employees Group Life Insurance plan.

PL 83-763 modified the Whitten Amendment by allowing for the conversion of temporary and indefinite positions to classified positions, up to 10 percent above the 1950 authorized quota levels.

PL 83-763, the Fringe Bill, provided a liberalized incentive award program.

PL 83-591 provided a tax credit of 20 percent of the income tax on the annuities of retirees older than age 65.

Following disagreements with other members of the AFL's Government Employees Council over postal pay bills, delegates to the national convention voted to conduct a referendum on continuing NAPS' AFL participation.

## 1955

Following a 1954 referendum, NAPS severed its American Federation of Labor charter.

PL 84-68 provided a 6 percent pay increase, with step-rate salaries for all supervisors; reclassification of all positions based on duties and responsibilities; overtime pay for first-line supervisors; an increase in the pay differential between a clerk-carrier and a foreman to \$1,050; biweekly pay periods; realistic pay increases upon promotion; continuation of other benefits; government-paid bond premiums (to cover financial liability, previously employee paid), and, under Section 204(b), created the position of temporary supervisor.

PL 85-369 increased annuities by up to 12 percent.

## 1956

PL 84-854 provided a 25 percent annuity increase; a surviving spouse annuity, paid immediately, regardless of the age of minor children; a reduction in the years of service required to receive the maximum annuity reduced from more than 52 to fewer than 42; a reduced penalty for retirement prior to attainment of age 60, and a reduced penalty when electing a survivor annuity.

## 1958

PL 85-426 provided a 7.5 percent pay increase; a temporary (three-year) 2.5 percent pay increase through Level 6; 1.5 percent for Level 7; repeal of Section 401(b) of PL 84-68, which had necessitated "superior performance" for step increases above Step 4 of Level 10 and higher, and automatic step increases.

PL 85-462 provided an extension of the temporary 2.5 percent increase in PL 85-426 to all levels (eliminating the injustice to supervisors excluded from this provision of PL 85-426), retroactive to January 1958, and an increase in the pay differential between a clerk-carrier and a foreman to \$1,135.

PL 84-465 provided a 10 percent annuity increase for

those received prior to October 1, 1956 (PL 84-854), and an annuity for surviving spouses of employees who died before February 29, 1948.

NAPS celebrated its golden anniversary at the national convention in Louisville.

## 1959

PL 86-362 moved the observance of holidays occurring on Saturdays to the preceding Friday.

PL 86-377 provided that the decrease in the face value of life insurance policies would not begin until separation from the service if the employee remained on the rolls after age 65. (Formerly the face value began a 2 percent per month decrease at age 65, whether or not the employee had been separated from the service.)

PL 86-382 created the Federal Employees' Health Benefits Act of 1959, in which the government shared the cost of health and hospitalization insurance (both basic and catastrophic)—the first such coverage for federal employees.

## 1960

PL 86-568 provided a permanent 2.5 percent increase, included as a temporary measure in PL 85-426 and PL 85-462; an additional pay increase of at least 7.5 percent for all supervisors, and an increase in the pay differential between a clerk-carrier and a foreman to \$1,175.

PL 86-622 eliminated the 80 percent maximum on annuities by allowing for the purchase of an additional annuity through voluntary contributions. Annuities were purchased by deductions contributed to the retirement fund, plus 3 percent interest compounded annually, after the employee had enough years of service (generally 41 years and 11 months) to qualify for the 80 percent maximum. The employee was given the option at retirement of withdrawing the voluntary contribution or increasing the annuity.

PL 86-713 accelerated the commencement date for annuities to the day after separation, and for survivor annuities to the day after the employee's or annuitant's death.

PL 86-724 provided health insurance benefits to employees who retired prior to the effective date of PL 66-382.

PL 86-767 increased payments to employees injured or killed on duty. This law contained some retroactive features, and also provided that employees be paid at the higher rate if their salaries had increased and they had recurrences of the injury after returning to duty.

Through NAPS' efforts, the POD changed the *Postal Manual* so that supervisors in Postal Field Service (PFS), Level 7 and above, no longer were required to record time on time clocks (later extended to Level 6 supervisors).

PL 84-68, Section 204(b), provided payment at a higher-level rate for employees absent on sick leave, annual leave, holiday or other leave during a higher level assignment, if they served in the same position or workdays immediately preceding and immediately following such an absence.

## 1961

PL 87-139 provided a per diem increase from \$12 to \$16, and a mileage allowance increase from 10 cents to 12 cents.

PL 867-258 provided protection to motor vehicle operators on official business, in the event of an accident.

PL 87-270 provided pay protection for two years in the event of position downgrading.

PL 87-299 amended the so-called "Hiss Act" to limit the loss of an annuity due to security risks.

## 1962

PL 87-487 provided payment to the estate for unused compensatory time owed a deceased employee.

PL 87-753 reduced the minimum penalty for Hatch Act violations.

PL 87-793 provided increased postage rates; liberalized retirement provisions, including a 5 percent annuity increase, future increases effective April 1 of each year if the Consumer Price Index (CPI) growth the previous year was at least 3 percent; a 2-stage pay increase; many fringe benefits, and an increase in the pay differential between a clerk-carrier and a foreman to \$1,300.

Executive Order 10988, Employee-Management Cooperation in the Federal Service, provided "a legal base for the rights of federal employees and employee organizations to participate in improving personnel policies and working conditions not specifically fixed by the Congress."

## 1963

A full-time office of national president was established at NAPS Headquarters.

PL 88-284 extended dependent child health benefits coverage to age 21.

## 1964

PL 87-793, second phase, provided a pay increase.

PL 88-426 provided pay increases based on comparability with private industry; a reduction from two years to one year in the interval for advancement to Steps 5, 6 and 7 for all supervisors; additional steps to Level 7, and to Levels 11 and higher, and an increase in the pay differential between a clerk-carrier and a foreman to \$1,375 at the top step.

The USPS established payroll withholding for NAPS dues.

## 1965

PL 89-205 provided a 6.1 percent annuity increase for post-October 2, 1956, retirees, 11.1 percent for pre-October 2, 1956, retirees; amendments to the 1962 act to establish a permanent, automatic cost of living adjustment (COLA), so that when the CPI increased by 3 percent or more for three consecutive months, the highest percentage reached would become the COLA on the first day of the third month following the three-month period.

PL 89-301 provided 3.6 percent pay increase; the option for the PMG to pay overtime at time-and-a-half rate and premium compensation of 100 percent for holiday service; mandatory premium compensation of 150 percent for work performed on Christmas Day through Level 14 (formerly all this was compensatory time above Level 7); 25 percent additional pay if any part of a tour occurred on a Sunday, and relocation expenses.

## 1966

PL 89-504 provided a 2.9 percent pay increase; correction of the majority of junior-senior inequities; optional retirement at age 55 with 30 years' service, or at age 60 with 20 years service (NAPS spearheaded the drive to eliminate a White House attempt to grant the department the option to involuntarily retire employees meeting these requirements); mandatory time-and-a-half overtime pay, and premium compensation of 100 percent for holiday service through Level 10, with the PMG having the option of granting compensation or paying time-and-a-half overtime pay in Levels 11-14; the opportunity for survivor annuitants who remarried after reaching age 60 to retain their survivor annuities; extension of health insurance benefits to students through age 22, and an increase in the pay differ-

ential between a clerk-carrier and foreman to \$1,458 at the top step of the level.

## 1967

PL 90-206 provided pay comparability in three phases, with the first phase a 6 percent pay increase retroactive to October 7, 1967; retention of the pay adjustment anniversary date; mandatory overtime pay through Level 11, with the PMG having the option of paying overtime in Levels 12-15; a quadrennial commission to study and make recommendations concerning salaries in the executive, legislative and judicial branches of the government; an increase in life insurance coverage of \$2,000 at the regular rate, with the option of an additional \$10,000 coverage, and an advance in all positions to the next PFS level, with 21 PFS levels in place of the former 20.

## 1968

PL 90-206, second phase, provided a 5 percent pay increase, and an increase in the pay differential between clerk-carrier and foreman to \$1,622 at the top step of the level.

PL 90-363, the Monday Holiday Bill, declared the following holiday observances, effective in 1971: Washington's Birthday, the third Monday in February; Memorial Day, the last Monday in May; Veterans Day, the fourth Monday in October, and added the observance of Columbus Day on the second Monday in October.

PL 90-365 permitted employees to make voluntary payroll allotments to banks and savings and loan associations.

PL 90-449 made assaults on postal supervisors and other employees a federal offense, and eliminated the manpower restrictions imposed by Congress, limiting the filling of vacancies to three out of every four.

PL 90-616 gave the PMG authority to waive overpayments of \$500 or less made through administrative error, and gave the comptroller general authority to waive collection of amounts over \$500.

The retiree COLA was 3.9 percent.

## 1969

PL 91-93 provided annuity base change to "high 3," instead of "high 5," consecutive years of service; credit for unused sick leave at retirement; an additional 1 percent for

annuitant COLAs; correction of inequities against surviving spouses who remarried after July 1966 if the spouse died before that date; a survivor annuity after 18 months of service instead of five years, and increases in the retirement system funding by increasing employee retirement deductions from 6.5 to 7 percent, with matching government contributions.

PL 91-14 increased per diem from \$16 to \$25.

Executive Order 11491, which replaced EO 10988 that recognized federal employee organizations and that was to expire in 1970, removed the distinction between formal and informal organization representation and required agencies to “establish inter-management communications consultation with its supervisors or associations of supervisors.”

The retiree COLA was 3.9 percent.

## 1970

Unionized postal employees staged the first strike in the post office’s history. Although not supported by NAPS, a supervisor in Brooklyn joined the strike; he was fired, the only employee to lose a postal job because of the strike.

PL 91-216 initiated a study of pay classification systems and methods, with a final Civil Service Commission report due to Congress within two years.

PL 91-231 provided a 6 percent pay increase, retroactive to December 27, 1969, and an increase in the pay differential between a clerk-carrier and a foreman to \$2083 at the top step of level.

PL 91-375, Postal Reorganization Act (PRA) abolished the Post Office Department as a cabinet department, and established the United States Postal Service (USPS) as an independent establishment within the executive branch. Direction of USPS was vested in an 11-member Board of Governors, with a new rate process reviewed by a five-member Postal Rate Commission. A postal career service system replaced political appointments, and a collective bargaining process was established for postal unions. The PRA provided for a reasonable pay differential between supervisors and craft employees, and stated that NAPS was entitled to “participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.” (Fact-finding procedures during pay consultations were not included in the new law.) The PRA granted an 8 percent pay increase, retroactive to April 18, 1970, increasing the pay differential

between a clerk-carrier and a foreman to \$2,254 at the top step of level.

PL 91-418 increased the government’s share of health insurance premiums from 24 to 40 percent.

PL 91-658 provided an annuity for a second spouse if the spouse at retirement pre-deceases the annuitant; designation of a spouse married after retirement for a survivor annuity, and removal of the “dependency clause” for a husband receiving a survivor annuity if a female employee dies before retirement.

NAPS retained legal counsel for first time.

## 1971

The USPS reduced the number of steps in supervisory levels from 12 to 8, with all steps reached in one-year intervals, retroactive to November 14, 1970.

Despite a federal pay and hiring freeze, the USPS announced a pay package effective November 14 that provided general increases of \$1,000 to supervisors in Postal Managers Schedule (PMS) Levels 13-20, and transferred them to the Postal Executive Schedule (PES).

The Civil Service Commission permitted optional withholding of income taxes.

On the grounds that the PRA removed the politics from the USPS, the PMG issued a “gag rule” for postal employees, requiring that all official contacts with Congress go through the Government Liaison Office at USPS Headquarters. Following congressional pressure, the PMG clarified the directive to allow for supervisory contacts with members of Congress.

NAPS Headquarters moved to 465 L’Enfant Plaza from the Continental Hotel.

The retiree COLA was 4.5 percent.

## 1972

NAPS membership exceeded 36,000.

The Cost of Living Council turned down proposed pay increases for supervisors and postmasters.

The USPS announced a 90-day hiring and promotion freeze, and eliminated hundreds of supervisory jobs.

The retiree COLA was 4.8 percent.

## 1973

The Job Evaluation Program (JEP) provided a \$500 flat pay increase; a merit system for PES employees, and

the downgrading of many positions. NAPS filed a law suit challenging JEP, the first suit in NAPS' 65-year history. A USPS motion for summary judgment was granted; NAPS appealed.

A supervisors pay arbitration bill, which would give supervisors collective bargaining similar to that granted postal unions in 1971, was introduced in the House; no action was taken.

The USPS offered a supervisory pay package that provided roll-in of a \$166 COLA to basic pay; a \$700 pay increase for all Postal Managers Schedule (PMS) levels; \$700 or a 6 percent pay increase for Postal Executive Schedule (PES) Levels 12-27, whichever was greater (with a \$1,500 ceiling); a USPS health insurance premium contribution of 55 percent in 1973 and 65 percent in 1974, and termination of the 10-day waiting period for higher-level pay.

The NAPS New York State Branch filed the Fund to Upset Postal Service Inequities (FUPSI) lawsuit, a class action suit concerning overtime and premium pay, the second NAPS lawsuit filed since reorganization.

NAPS Headquarters moved to 490 L'Enfant Plaza.

The retiree COLA was 6.1 percent.

## 1974

The USPS and NAPS settled the JEP lawsuit out of court. NAPS signed a consultation agreement with USPS.

The USPS and NAPS reached agreement on a pay package that provided a 3.5 percent general increase, with employees above the maximum of their grade level ("red circled") receiving 70 percent of the increase, the current COLA as part of the base, and payment of 100 percent of life insurance premiums and 65 percent of health benefits insurance by the USPS.

PL 93-474 (S 628) provided full restoration of an annuity when a reduction was taken to provide survivor benefits for a spouse and the spouse predeceased the annuitant.

Revised criteria on reorganization of stations and branches allowed for a new Level 19 station manager.

NAPS convinced the USPS to grant permanent pay protection for excessed supervisors because of a system-wide reorganization.

The House Committee on Post Office and Civil Service approved H.R. 7202, the supervisors arbitration bill, but the bill died in the Rules Committee.

The retiree COLAs were 5.5 percent (January 1) and 6.3 percent (July 1).

## 1975

The House passed H.R. 57, the supervisors arbitration bill.

The USPS implemented an associate office reorganization plan, and eliminated the title of assistant postmaster. Affected supervisors retained their grade and pay indefinitely.

The USPS increased per diem and mileage (\$14 for meals; up to \$36 for hotel; 15 cents per mile).

The USPS released a pay package that proposed a pay increase on July 5 for PMS 1-13 of \$400, and, for PMS 14-16, increases from \$420 to \$475, with similar increases in 1976; roll-in of existing COLA, and elimination of COLAs for nonbargaining personnel. On November 14, 1975, NAPS sued the USPS over the pay package. The differential suit was NAPS' third against USPS.

The retiree COLAs were 7.3 percent (January 1) and 5.1 percent (August 1).

## 1976

Regional instructions on reimbursement for local travel allowed per diem and mileage for situations fewer than 50 miles.

The USPS issued the second increment of a pay increase (\$300-\$360 for PMS; 2 percent for PES).

Supervisors received checks totaling \$951,000 from the successful FUPSI lawsuit (*see 1973 entry*).

A new pay package provided a 6 percent pay increase for PMS supervisors over the next 10 months (1.5 percent on July 19, 2 percent on October 9, 2.5 percent on April 9, 1977); PES employee eligibility for a special 3-5 percent equity merit increase; a decrease in the percentage for "red-circled" employees; a raise in the mid-point of PES 17-26 to 3.5 percent, and a new Professional, Technical Administrative and Clerical (PTAC) pay schedule.

NAPS sued the USPS over the PTAC schedule, its fourth lawsuit since reorganization.

PL 44-421, the Postal Reorganization Amendments Act, provided a \$1 billion USPS subsidy for FY 1977 and FY 1978, and a ban on service cuts or rate increases, pending the report of a new postal commission.

NAPS retained legislative counsel on a part-time basis.

The retiree COLA was 5.4 percent (March 1).

## 1977

A special NAPS field task force recommended changes in grievance and adverse action procedures.

The national officers presented NAPS' views of the organization on public service aspects of the USPS before a presidentially appointed commission.

District Court Judge June L. Green issued a partial PTAC case summary judgment and ruled that NAPS represents supervisory and managerial employees under Title 39, *USC*. In a second ruling Judge Green ruled in favor of NAPS on the wage differential suit and turned down the USPS' claim that the Court did not have the authority to review the pay status of supervisors and other managerial personnel. Judge Green issued the final judgment in the wage and differential suit, denying retroactive pay, setting 24.5 percent as the "adequate and reasonable" pay differential to be maintained.

NAPS testified in favor of the Postal Reform Bill, which would have provided selection of the PMG by the president, public service funding and no further service reductions.

NAPS established a recorded hotline message phone.

The USPS announced a 3.5 percent pay increase for PMS supervisors and a 2 to 6 percent increase for PES supervisors on July 30, "if the stay requested by Postal Service in the lawsuit is granted." An order granting the stay was issued.

Pay arbitration bills were introduced in the House and Senate; the House passed H.R. 7132. NAPS conducted a legislative conference in support of the bill.

After months of consultation, the USPS upgraded the position of Security Force Supervisor.

The USPS issued new rules for the Merit Evaluation Program for FY 1979.

The USPS agreed with NAPS to upgrade some managers, stations and branch operations, PMS-18. Revised guidelines designated a PMS-19 position with 41-70 city delivery routes.

The presidents of the three management organizations and the four craft organizations met with President Carter at the White House and discussed issues facing the USPS.

After motions filed by NAPS' lawyers, the USPS conceded to the court that 11 positions had been improperly classified on the PTAC schedule. These positions were placed back into the PMS schedule as of June 19, 1976, with back pay. The case continued on the remaining positions.

Congress approved H.R. 9346, the Fisher Amendment, which eliminated plans for transferring employees covered by the CSRS into the Social Security retirement system by 1982.

Through consultation, the USPS agreed to increase the mileage allowance to 17 cents per mile.

PL 94-440 eliminated the 1 percent additional COLA adjustment approved in 1969 and implemented a new COLA formula granting semi-annual adjustments in March and September based on CPI increases over the previous six-month period.

The retiree COLAs were 4.8 percent (March 1) and 4.3 percent (September 1).

## 1978

PMS supervisors received the second increment of the pay raise granted in 1977, a 2.75 percent increase due on July 15.

Salary arbitration bills died when Congress adjourned.

The NAPS Executive Board established the Supervisors Political Action Committee (SPAC) and named Dan Jaspan chairman.

Judge Green ruled in the PTAC case that NAPS had the right to represent supervisors and managerial employees, and that 17 additional PTAC positions must be returned to PMS schedule. With positions already conceded by the USPS in October 1977, the court order returned 83 percent of PTAC employees NAPS maintained it had the right to represent to PMS schedule. As the order was retroactive to June 19, 1976, it meant a salary adjustment of approximately \$3.5 million.

The USPS abolished PTAC and PES schedules, and merged them into the new Executive and Administrative Schedule (EAS), with 42 grades.

NAPS and the USPS signed an agreement defining the scope of NAPS' representation. As a result, USPS could not appeal the PTAC suit and would return positions ruled by the court to be supervisory or managerial back into the PMS schedule, retroactive to June 19, 1976. The USPS announced that employees affected by the PTAC court ruling would be returned to PMS schedule effective May 6.

NAPS employed a full-time legislative counsel/editor, the first time these duties were combined.

The retiree COLAs were 2.4 percent (March 1) and 4.9 percent (September 1).

## 1979

After consultation with NAPS, the USPS announced a new pay package that provided a 3 percent pay increase on February 24 for PMS supervisors; one-time cash payments for certain PMS supervisors, and conversion of all PMS supervisors to the EAS by FY 1979. NAPS' dissatisfaction with the package renewed the push for a salary arbitration bill.

The House passed H.R. 827, the Supervisors' Arbitration Bill.

An EAS pay package provided a 3 percent pay increase on June 2, and a 3 percent pay increase on October 6.

NAPS established a legislative network, working through its state legislative chairs.

NAPS created the Postal Supervisors Health Benefit Plan, open at first to supervisors, then in 1982 to all employees covered by the Federal Employees Health Benefits Program (FEHBP).

NAPS established the CUSS political action committee, to Combat Universal Social Security and oppose the government's plans for transferring CSRS employees into the Social Security system. NAPS hired Andy Ruddock, former director of the Civil Service Commission's Bureau of Retirement, Insurance and Occupational Health, as its expert consultant on retirement issues. NAPS joined with 25 national organizations and formed FAIR, the Fund to Assure an Independent Retirement, which fought the transfer concept.

NAPS computerized the membership's dues checkoff (DCO) system.

The USPS increased the privately owned vehicle (POV) allowance to 18.5 cents.

The USPS established a new, two-part EAS schedule: step schedule, EAS 1-16 (9 steps each), and EAS 17-19 (6 steps and a merit range between step 6 and the maximum), and a nonstep schedule, EAS 20-30, under a merit program.

The retiree COLAs were 3.9 percent (March 1) and 6.9 percent (September 1).

## 1980

PL 96-326, the Supervisors' Dispute Resolution Bill (formerly known as the Supervisors' Arbitration Bill), provided fact-finding procedures to remedy pay inequities. It is considered by many as NAPS' most outstanding legislative achievement.

The USPS won the differential suit on appeal.

The USPS gave EAS employees a 3.5 percent increase, effective January 26; increased the basic pay differential between a top-step clerk-carrier (PS-5) and a top-step front-line supervisor (EAS-15) to \$3,629, and restored COLAs for supervisory employees.

NAPS' efforts resulted in improvements in the Merit Performance Evaluation System, including elimination of the Bell curve.

The USPS increased the POV allowance to 20 cents, then to 22.5 cents; increased the POV daily allowance for street supervision or similar functions to \$4.50, and increased per diem to \$23, plus lodging expenses.

NAPS supported electronic mail.

NAPS worked successfully to keep six-day mail delivery in FY-81.

NAPS and FAIR successfully defended retiree benefits and twice-a-year retiree COLAs. The COLAs were 6 percent (March 1) and 7.7 percent (September 1).

## 1981

The USPS and NAPS reached agreement on the first multi-year pay package that provided pay increases of 2 percent on July 25, 3 percent on July 24, 1982, pending the lifting of the federal pay cap, pay increases of 3 percent on July 24, 1982, 1.5 percent increase on July 24, 1983, and 3 percent on July 23, 1983; a one-time \$500 cash payment; roll-in of the current \$1,955 COLA on November 14; continuation of the existing COLA formula, and an increase in annual leave carryover from 240 to 280 hours.

The Senate defeated an amendment to halt ZIP+4.

Supervisors received the first phase of the 1981-1984 pay package (agreed to under the Disputes Resolution Act; NAPS supported the legislation), which provided a \$500 cash payment; a 2 percent increase in basic pay, and an increase in the annual leave carryover from 240 to 280 hours.

NAPS assisted in the passage of S. 898, guaranteeing the USPS a role in electronic communication. The USPS authorized positions for E-COM, and agreed not to recruit from the outside.

The USPS agreed with NAPS' position to establish a training program for postal system examiners.

The USPS established permanent staffing for supervisors in address systems maintenance programs, such as ZIP+4 and Carrier Route Information System (CRIS).

The March 1 COLA was 4.4 percent.

PL 97-35 eliminated twice-a-year COLAs effective July 31, and substituted annual adjustments effective each March 1, reflected in annuity checks received each April 1, based on the percentage change in the CPI-W during the preceding calendar year.

## 1982

Congress lifted the pay cap on federal pay effective January 1, permitting a 3 percent increase in base pay on July 24 (rather than a cash bonus) under terms of the 1981-1984 pay package.

The USPS inaugurated E-COM service.

The USPS approved an expansion of adjective ratings for merit step program in June.

The USPS released revised criteria for station and branch staffing. NAPS had representation on the staffing task force.

Congress turned down the drive to cap COLAs for federal and postal retirees.

NAPS membership passed the 35,000 mark for the first time in 10 years.

The USPS released supervisory relief guidelines to district and MSC managers.

The USPS returned supervisors in the top step of EAS-17, -18, -19 to the annual step schedule (with nine steps, not six).

Supervisors EAS-16 and below shared in the Fair Labor Standards Act (FLSA) back-pay case settlement covering 1974-1978.

The retiree COLA was 8.7 percent.

PL 97-253 delayed the effective date of the retiree COLA by one month in each of the next three fiscal years, with no change in the COLA formula, and it gave retirees under age 62 one-half of the projected COLA amount for the next three fiscal years.

## 1983

Congress imposed a 1.3 percent Medicare tax on all federal and postal employees.

NAPS sponsored its largest legislative conference ever, and presented views on mandatory Social Security for federal and postal employees, budget proposals to restrict the Civil Service Retirement System and the Federal Employees' Health Benefits Program, and on proposals to abolish the Private Express Statutes.

The USPS implemented the Quality of Working

Life/Employee Involvement process.

Supervisors received a 1.5 percent increase in basic pay on July 24, the last increase in the 1981-84 pay package.

NAPS observed its 75th birthday with a Diamond Jubilee celebration, climaxed with a grand banquet.

NAPS offered its first live legislative video conference, broadcast to 22 selected sites (including Hawaii and Puerto Rico).

NAPS membership exceeded 36,500 members.

The USPS reduced the POV allowance to 20 cents.

The retiree COLA was 3.9 percent for annuitants above age 62, 3.3 percent for those under.

## 1984

Congress placed all federal and postal employees hired after January 1, 1984 under Social Security and a yet-to-be-announced supplemental retirement system.

Congress froze federal and postal retirees' COLA payments.

NAPS expanded its office space due to the growth in the Postal Supervisors Health Benefit Plan.

The USPS established the Management Academy in Potomac, MD.

NAPS membership exceeded 37,000.

The USPS and NAPS reached agreement on a new pay package that provided annual general pay increases of 3.3 percent of base pay, effective July 21, and 3.2 percent of base pay effective July 19, 1986; roll-in of the existing \$1,643 COLA on April 13; an increase in annual leave carryover to 320 hours; an additional holiday in honor of Dr. Martin Luther King Jr.; an increase in the COLA eligibility ceiling to \$55,000, effective July 20, 1985, and a minimum promotion increase of 5 percent of base pay for employees promoted into the EAS step schedule from the bargaining unit schedule, effective April 13, 1985.

PL 98-270 delayed the May 1 COLA for seven months, setting the effective date at December 1, reflected in annuity checks received January 1, 1985, and changed the period used for computing the COLA from a calendar year to a third-quarter basis, resulting in a loss of 2.6 percent, based on the inflation rate in the first two quarters of 1983.

The retiree COLA was 3.5 percent.

## 1985

NAPS conducted its second training teleconference.

NAPS membership exceeded 39,000.

NAPS sponsored its largest legislative conference, and presented views against the Administration's proposals for introducing a voucher system for purchasing health insurance and abolishing the Private Express Statutes.

The USPS discontinued E-COM.

The Merit Systems Protection Board Bill was introduced in the House. It would give every supervisor the right to appeal an adverse action to the MSPB, regardless of whether he or she was ever a service veteran. It was not approved.

The Executive Committee approved a resolution providing for a \$2,500 check to be presented from NAPS to the spouse or survivor of any NAPS member slain in the line of duty.

The USPS reduced the number of EAS grades from 30 to 27, retroactive to 1984.

Supervisors received 3.2 percent of basic pay, the second increase from the 1984-1987 pay package.

Congress increased the Medicare tax imposed on all federal and postal employees to 1.35 percent from 1.3 percent.

Congress denied retirees the scheduled 3.1 percent COLA.

## 1986

In honor of the retiring NAPS president, the Executive Committee named the Headquarters office in Washington the Donald N. Ledbetter National Office.

The USPS Board of Governors relieved PMG Paul Carlin of his duties. A judge later found Board Vice Chairman Peter Voss guilty of embezzlement and sentenced him to three years in federal prison. Evidence presented in the case vindicated Carlin.

The USPS realigned the five postal regions, and implemented 74 divisions.

NAPS convinced the USPS to rescind the policy of postmaster residency requirement.

NAPS membership exceeded 40,000.

Supervisors received the last increase from the 1984-1987 pay package, a 3.2 percent increase in basic pay on July 19.

NAPS implemented a disciplinary tracking system to assist officers and members who had adverse actions lodged against them.

NAPS established a grass roots legislative campaign, the Congressional Liaison Network, with state legislative chairs, district and local branch legislative representatives

and network members responsible for maintaining contact with members of Congress.

PL 99-335 established a new Federal Employees Retirement System (FERS), covering all newly hired employees (and CSRS employees who wanted to switch during a limited enrollment period). FERS retirees receive Social Security and must voluntarily contribute a portion of their salary to receive a full annuity.

Congress increased the Medicare tax imposed on all federal and postal employees for the second time, to 1.45 percent from 1.35 percent.

Congress adjourned without taking action on the MSPB bill.

The retiree COLA was 1.3 percent.

## 1987

NAPS membership exceeded 42,000.

PL 100-90, the Merit Systems Protection Board Bill, gave all supervisors the right to appeal an adverse action to the MSPB, regardless of whether or not they were ever service veterans.

Supervisors consulted for a 40-month pay package that provided increases to basic pay of 2.8 percent effective July 18, 1987, 2.4 percent effective July 16, 1988, 2.6 percent effective July 15, 1989 and 1.2 percent effective July 14, 1990; roll-in of the \$1,269 COLA in effect on July 18, 1987 to basic pay, effective November 7; elimination of the 75 percent limitation on COLA for EAS-24 and above effective July 18; an increase in the cap of \$55,000 on the combination of basic pay and COLA to the maximum basic pay of the EAS-26, escalated automatically with future increases, and an increase in the 320-hour annual leave carryover ceiling by 120 hours over the next three years, in increments of 40 hours a year (if the 40 hours were saved each year this resulted in 440 hours savings from leave year 1989 to leave year 1990).

The USPS increased the POV allowance to 21 cents.

The retiree COLA was 4.2 percent.

## 1988

The USPS announced an MSC realignment beginning January 30, and named a second associate postmaster general position for international postal business.

More than 650 delegates attended the NAPS legislative conference in Washington, where delegates urged Congress to support legislation taking the USPS off budg-

et. Congress adjourned without taking action.

National convention delegates approved a Disciplinary Defense Fund (DDF) that provided up to \$2,000 for the services of an Executive Committee-appointed legal advocate to assist supervisors appealing through the MSPB a proposal for reduction in grade or removal.

Supervisors received a 2.4 percent pay increase as part of the 1989 pay agreement.

The retiree COLA was 4 percent.

## 1989

NAPS and the postmaster associations signed a joint agreement with PMG Tony Frank that committed the participants to Management by Participation, a new philosophy that encouraged communication and cooperation among all management levels.

More than 800 delegates attended NAPS' largest-ever legislative conference where delegates urged Congress to support H.R. 982 and S. 302, legislation taking the USPS off budget.

After several years of submitting resolutions on proper vacancy postings, the USPS, following consultation with NAPS, adopted a new policy stipulating that supervisory vacancies would be posted with duty station, work assignment location and nonscheduled days indicated, and hours (initial-level vacancies only).

As part of a cost-cutting program, the USPS consolidated 37 MSCs and two divisions, and eliminated more than 1,000 positions.

Congress extended the lump-sum retirement option, wherein retiring employees received 60 percent of their retirement contributions upon retirement and 40 percent 12 months later.

The USPS and the employee organizations established a new Postal Employees' Relief Fund (PERF) to aid postal employees who were victims of natural disasters.

USPS Headquarters approved a new four-day, 10-hour per day work week pilot program for supervisors, which experienced mixed results.

The Executive Committee approved funding for legislative training seminars to be conducted annually in future years, with a small event in even-numbered years when there is a national convention, and a large event in odd-numbered years.

Congress approved H.R. 3299, a budget reconciliation bill that included language taking the USPS off budget

and requiring the agency to assume the cost of retiree COLAs retroactive to 1986.

The USPS announced plans to cut 990 division support positions.

Supervisors received a 2.6 percent pay increase as part of the 1987 pay agreement.

The retiree COLA was 4.7 percent.

## 1990

More than 300 delegates attended the legislative training seminar, where delegates received the most intensive legislative training ever offered.

The Executive Committee revised DDF protection to include the services of a legal advocate up to \$2,000 plus travel expenses. The Executive Committee renamed itself the Executive Board.

The Executive Board discontinued operations of the Postal Supervisors Health Benefit Plan because of declining enrollment. After a high of more than 85,000 members, only 12,000 enrollees remained.

The Senate substituted the language of the House-approved H.R. 20 for S. 135, a bill to reform the Hatch Act. President George Bush vetoed the bill; the veto was overridden in the House, but was sustained in the Senate.

After paying the IRS \$780,000 in taxes on federal membership dues for 1982-84 (dues received from enrollees in NAPS' health plan who were not postal supervisors), and which the IRS declared as unrelated business expenses, NAPS sued over the assessment. NAPS lost the initial suit in the U.S. Claims Court, and filed an appeal with the Federal Court of Appeals.

A U.S. Claims Court ruled that under current law the government may tax retirees' lump-sum retirement option benefits. An appeal was filed.

Congress approved and President Bush signed a budget agreement that included language that "froze" the lump-sum retirement option for five years effective November 30, and required the USPS to pay \$4.7 billion for indirect subsidies (retiree COLAs and retiree health benefits) from 1971 to 1986.

The USPS and its two biggest unions, NALC and APWU, did not complete contract negotiations before the November 20 deadline, forcing the parties into binding arbitration and delaying the start of pay consultations with the three management associations.

Supervisors received a 1.2 percent pay increase as part of the 1987 pay agreement.

The USPS raised the POV allowance to 24 cents.  
The retiree COLA was 5.4 percent.

## 1991

An estimated 650 delegates attended the NAPS Legislative Training Seminar.

NAPS consulted on a four-year pay and benefits package that provided basic pay increases of 1.6 percent retroactive to December 1, 1990, 1.7 percent on November 16, 1.7 percent as of November 28, 1992, and 2 percent as of November 27, 1993; continuation of the current COLA formula with a new option to roll-in the COLA; saved-grade protection for supervisors whose positions are affected by automation; a \$200 payment in January 1992 as part of the new Striving for Excellence Together (SET) incentive program; an increase in the annual leave carryover ceiling from 440 hours to 520 in 1992 and 560 in 1993; a new annual leave exchange program that allowed nonbargaining unit employees to exchange up to 80 hours of annual leave for a lump-sum payment; establishment of new flexible spending accounts that allowed supervisors to reduce their taxable income by setting aside funds to be spent on health care and dependent care, and a new leave sharing program for donating annual leave to other employees incapacitated for duty.

The Federal Court of Appeals affirmed the Claims Court's decision, finding that the dues income from NAPS' federal members of the Postal Supervisors Health Benefit Plan were unrelated income and subject to taxation.

After a protest from NAPS, the USPS agreed to extend a pay anomaly correction, initially granted only to improperly compensated craft employees, to 1,200 individuals subsequently promoted to supervisory positions.

PL 102-141, the Treasury/Postal Service Appropriations Bill, provided an extension of the formula used to determine the territorial cost of living allowance (TCOLA) for nonforeign areas outside the continental U.S. through 1995, and a drastic reduction in revenue forgone funding that forced the USPS to pay \$186 million in nonprofit subsidies until reconciled by Congress, possibly not until 1995.

The USPS raised the POV allowance to 25 cents.

The retiree COLA was 3.7 percent.

## 1992

More than 500 delegates attended the NAPS Legislative Training Seminar.

Marvin Runyon, the newly named postmaster general, instituted the largest reorganization since PRA passage and eliminated 30,000 "overhead" positions, including 18,000 managerial ones. He cut Headquarters staffing by 37 percent; eliminated half of all USPS officer positions; replaced PMGs and SAPMGs with 21 vice presidents, nine reporting to a new chief operating officer/ executive vice president; eliminated regions, divisions and MSCs; established a new structure of 10 area offices each for delivery (retitled Customer Services), and for mail processing (retitled Processing and Distribution); established 85 district offices under Customer Services, and gave Processing and Distribution area offices responsibility for 235 processing and distribution centers and facilities (including BMCs, AMFs and AMCs).

More than 2,000 delegates attended the 53rd Biennial Convention in Louisville, KY, NAPS' fourth national convention in the city of its birth. Delegates approved a constitution and bylaws change seeking the right to expand NAPS membership to all EAS employees domiciled in the field.

Approximately 47,000 employees accepted either an early out or optional retirement offer and the accompanying six-month salary incentive, some 13,600 of whom were EAS employees.

The USPS announced it would require employees to sign a form waiving MSPB rights in exchange for positions, and released a schedule for the reorganization that would not recognize NAPS' rights under *Title 39* allowing for meaningful consultation on policies affecting supervisors. Facing increasing congressional pressure and the threat of a lawsuit with NAPS, the USPS signed a consultative agreement prohibiting layoffs of supervisors affected by the reorganization. Supervisors placed into positions lower in level than their current positions received indefinite frozen salary and, in terms of job vacancy eligibility, saved grade.

Supervisors received a 1.7 percent pay increase on November 28, the third increase provided in the 1991 pay agreement.

The retiree COLA was 3.0 percent.

## 1993

NAPS purchased a new four-story building in Alexandria, VA, for \$3.125 million, in compliance with a 1990 National Convention resolution. Because Virginia state law requires nonprofit organizations owning property

to incorporate, the board established NAPS Property, Inc.

Congress ignored recommendations to eliminate the House Committee on Post Office and Civil Service, but eliminated two of its subcommittees as part of general revamping of all congressional committees.

Congress approved and President Clinton signed a budget bill that required the USPS to pay \$1.04 billion in “interest” on retiree health benefit and COLAs for Post Office Department retirees; delayed retiree COLAs in Fiscal Years 1994, 1995 and 1996, and eliminated the lump-sum retirement option.

Congress approved an FY 1994 postal appropriations bill that included a six-year plan for reducing revenue forgone by reducing the level of the subsidy and tightening nonprofit mailer eligibility requirements.

PL 103-94, the Hatch Act Reform Bill, allowed postal and federal employees to work on partisan political campaigns out of uniform and off the clock, effective February 3, 1994.

The MSPB supported an administrative law judge’s ruling that the USPS demoted preference-eligible employees during the 1992 reorganization, making the actions appealable under reduction-in-force (RIF) guidelines. The Office of Personnel Management appealed the decision.

The USPS agreed to NAPS’ request that EAS employees who received saved-grade and frozen pay during the 1992 reorganization would be moved into a saved-grade/saved-pay status, ensuring that they will receive future COLAs and merit increases.

The USPS extended to all EAS employees the results of a union arbitration award, as allowed under the 1991 pay and benefits agreements, increasing employees’ share of health insurance premiums from 25 to 29 percent. To offset the increase, the USPS established a new health care flexible spending account that allows EAS employees to deduct the cost of their health insurance premiums.

The USPS and NAPS agreed on a new one-year merit process for FY 1993 only. The USPS also moved all positions EAS-1 through EAS-19 out of the step process and under the same schedule as positions EAS-20 and above. They postponed discussions on future merits until the next pay and benefits consultations, with the agreement retroactive to FY-94.

NAPS opened its own travel agency in April under an agreement similar to that establishing the NAPS credit card, providing another source of income.

The Legislative Training Seminar drew 682 delegates.

As stipulated in the 1991 pay and benefits consultation

agreement, supervisors received FY-92 SET payments on January 29, ranging from \$130 to \$560, and a final 2 percent pay increase on November 27.

The retiree COLA, delayed until April 1, 1994, because of the FY 1994 OBRA, was 2.6 percent.

## 1994

The USPS agreed in consultation to provide promotional increases for employees who moved into higher-level positions during the 1992 reorganization.

More than 600 delegates attended the Legislative Training Seminar.

NAPS moved into its new Headquarters building in Alexandria, VA, in June.

An estimated 1,500 delegates attended the NAPS national convention, and approved a resolution that eliminated the vice president–field services and treasurer positions and made the national secretary position secretary/treasurer. They also approved a \$1 a month dues increase.

The MSPB denied OPM’s appeal of the ruling that preference-eligible employees were demoted during the 1992 reorganization, making the actions appealable under RIF guidelines. OPM filed, then withdrew, a federal court appeal of the MSPB decision. The Postal Service said it would discuss the issue only with veterans who were placed into lower-level positions during the RIF.

NAPS established a new long-term disability insurance plan, in compliance with a 1992 National Convention resolution.

PL 103-329, of the Treasury/Postal Appropriations Bill, extended the freeze on any reduction to the TCOLA through 1996, during which time new survey methodology for setting the TCOLA will be established.

## 1995

The USPS denied NAPS’ accusation that the EAS merit program for FY-94 violated the Postal Reorganization Act. The USPS claimed the merit process was not part of the pay consultation process and, therefore, was not subject to fact-finding.

In compliance with the MSPB decision that the 1992 reorganization was a reduction-in-force (RIF), the Postal Service said it would make a “best offer” to affected individuals (veterans’ preference eligibles).

A document was signed by the USPS and NAPS providing that stations or branches would be reevaluated only

once a year, either at the request of the incumbent or at the discretion of local management.

Nearly 800 supervisors attended the NAPS Legislative Training Seminar in Washington, DC.

The NAPS Executive Board approved a resolution during its spring meeting calling for a two-step special dues assessment in June and a \$1 monthly dues increase, beginning June 1, 1996, and continuing through August 1996.

At its July consultative meeting with Headquarters, NAPS urged that the Associate Supervisor Program be mandatory in all district clusters.

NAPS announced that it will enter pay and benefit consultations later in the year without representatives of the two postmaster groups, marking the first time the three have not consulted jointly on pay and benefits. NAPUS and the League declined to pay any portion of the costs for a pay consultant.

Future Planning Associates awarded 10 \$1,000 scholarships to the sons and daughters of NAPS members.

A performance bonus and merit for FY-95 that NAPS and its economic consultants found inadequate were accepted by the two postmaster organizations. NAPS continued to negotiate for a more equitable arrangement as part of a comprehensive four-year pay and benefits agreement.

## 1996

On February 9, the new NAPS home page on the World Wide Web was on-line and ready for access.

Nearly 700 delegates attended the NAPS Legislative Training Seminar, March 24 to 26, in Washington, DC.

NAPS and the Postal Service finally reached agreement on an integrated, multi-faceted pay and benefits package that included no general increases or COLA, but provided a new merit process and a new variable pay component called Economic Value Added (EVA).

Concurrently with announcement of the new pay and benefits package, the Postal Service said it was converting nearly 33,000 EAS employees to FLSA-exempt status.

The USPS announced that "every functional area" in the Postal Service was under consideration for contracting-out, including all administrative functions and a new network of 10 Priority Mail centers.

Rep. John McHugh (R-NY) introduced a postal reform bill that would make sweeping changes to the Postal Reorganization Act.

A new policy of issuing letters of warning in lieu of suspensions went into effect June 30.

In July, *The Postal Supervisor* became a biweekly newsletter to improve the timeliness of information from NAPS Headquarters. This publication consolidates both the former magazine of the same title and the *NAPS Letter*. It is mailed to individual members' homes.

At the NAPS 55th Biennial National Convention in Portland, OR, 1,421 delegates reelected the organization's resident officers, amended the NAPS Constitution and Bylaws to permit postmasters to be active members and voted to continue a \$1-a-month dues increase. Delegates selected Anchorage, AK, as the site of the 57th Biennial National Convention in 2000.

Just before adjourning, the 104th Congress approved a new inspector general (IG) position for the Postal Service and raised the salaries of members of the Board of Governors to \$30,000 a year.

At NAPS' request, BMC managers, Maintenance Operations, were upgraded to EAS-20 from EAS-18, and supervisors, Vehicle Maintenance, to EAS-16 from EAS-15.

Most supervisors were among the 63,000 USPS employees who received, on average, 7.02 percent of salary in EVA "pay-for-performance" bonuses on Dec. 20. Non-exempt supervisors received a one-time, lump-sum payment of \$500.

## 1997

Federal and postal employees who retired under CSRS received a 2.9 percent COLA effective with their January paychecks; a capping mechanism limited those who retired under FERS to a 2 percent increase.

Beginning with Pay Period 1, NAPS dues were deducted every pay period, as mandated by the NAPS 55th Biennial National Convention, instead of monthly.

The Postal Service agreed Jan. 16 to pay employees who worked in a supervisory position and who missed out on the FY-95 craft payment a one-time, lump-sum payment of 2.78 percent, less any variable pay bonuses they may have received.

NAPS added a popular, new Bulletin Board Service feature to its Web home page.

NAPS launched a new "Make It Now for NAPS!" membership campaign that paid a \$50 U.S. Savings Bond to the recruiter of each new, active NAPS member.

NAPS continued to study H.R. 22, postal reform leg-

islation introduced in the previous Congress that would overhaul the Postal Service's rate-setting and rate-making mechanisms, as well as study the mailbox restriction rule and labor-management relations.

The Postal Service agreed that NAPS should name a representative to each of the 85 Associate Supervisor Program advisory committees.

Nearly 800 members and guests attended the NAPS Legislative Training Seminar, where key legislative issues included postal reform, pension benefit cuts and expanded veterans' rights.

A new, \$1,500 NAPS scholarship—the Donald N. Ledbetter Memorial Scholarship—was established in honor of the late NAPS president, who died March 29.

Federal and postal employees who retired under FERS were set to get a 2.1 percent COLA in January 1998; those under FERS would receive 2 percent.

After repeated NAPS requests, the USPS agreed to make a special payment to EAS employees who worked in higher-level, exempt EAS positions for 13 or more consecutive pay periods during FY-95 and/or FY-96.

## 1998

After 10 years of government service, Marvin Runyon announced Jan. 21 he would resign as postmaster general, effective May 15.

To ensure access only to NAPS members, the Bulletin Board Service of the NAPS home page was changed to require a user name and password.

More than 700 NAPS members attended the 1998 Legislative Training Seminar (LTS), March 29 to 31. During a farewell address at LTS, PMG Marvin Runyon announced an estimated 2,300 Level-18 through -23 managers, Customer Service, would receive one-grade-level promotions, effective May 9, 1998. New USPS Government Relations Vice President Deborah Willhite told supervisors the Postal Service could not support any postal reform measure that undercuts universal service and affordable rates.

Upgrades effected this year at NAPS' request included supervisors, Mail Forwarding Operations, to EAS-16 from EAS-15; account representatives to EAS-16 from EAS-15 and to EAS-19 from EAS-18, and, in the area offices, managers, Transportation Contracts and Networks, to EAS-25 from EAS-23.

William J. Henderson was selected by the USPS

Board of Governors to become the nation's 71st postmaster general, effective May 16. He formerly was COO/executive vice president.

In the two years since it was established, the Associate Supervisor Program graduated an estimated 2,500 new associate supervisors, most of whom moved on to higher-level positions.

Nearly 1,600 NAPS members registered for the 56th Biennial National Convention in New Orleans, LA, Aug. 10 to 14. Delegates selected Greensboro, NC, as the site of the NAPS 58th Biennial National Convention in 2002.

Federal and postal retirees were scheduled to receive a 1.3 percent COLA in January 1999, the lowest COLA percentage since 1986.

A new Postal Employees' Safety Enhancement Act (PESEA), subjecting the Postal Service to the same penalties under the Occupational Safety and Health Act of 1970 as apply to private-sector employers, became effective Sept. 29.

NAPS reaffirmed its right to continue to represent members who accept new EAS positions in the area offices or at USPS Headquarters.

The Postal Service announced that, effective with Pay Period 2/99, retirement contributions for both CSRS and FERS employees would increase a quarter-percent to 7.25 percent and 1.05 percent, respectively. The increase was the first of three annual increases mandated by the Balanced Budget Act of 1997 that would see retirement contributions increase a total of one-half percent by January 2001 before returning to their 1998 levels in January 2003.

## 1999

With the timely publication of the biweekly *The Postal Supervisor* and members' growing use of the NAPS home page on the Internet's World Wide Web, the NAPS "Hotline" telephone recorded message system was discontinued.

NAPS announced it was working closely with other postal management organizations and unions to fine-tune postal reform legislation to be reintroduced in the new 106th Congress.

At the outset of pay talks, USPS Senior Vice President Jack Potter affirmed NAPS' assertion that "the federal law governing the manner in which wages and benefits are established for nonbargaining employees ... is restricted to requests for review and hearing by NAPS exclusively."

NAPS announced aggressive plans to revitalize the Supervisors' Political Action Committee (SPAC) and rebuild the NAPS Congressional Liaison Network.

More than 700 NAPS members attended the 1999 Legislative Training Seminar, March 21-23, to help advance postal reform and other legislation of vital interest to postal supervisors. They heard Postmaster General Bill Henderson pledge the Postal Service would continue focusing on customer service and fulfilling the agency's mandate for universal mail service.

With more and more NAPS branches setting up home pages on the World Wide Web, NAPS announced plans for its first-ever "Best-Website Competition."

NAPS negotiated with the USPS to increase field Finance staffing and increase the EAS levels of certain accounting and budget coordinators, supervisors and managers.

NAPS expressed concern that S. 300, the "Patients' Bill of Rights," would impose medical savings accounts on the Federal Employees' Health Benefits Program (FEHBP), resulting in an erosion of benefits.

NAPS was saddened July 14 to learn of the accidental drowning death of Capitol-Atlantic Area Vice President Adolph P. "Chappy" Chiappa, Jr.

NAPS negotiated with the Postal Service for an EAS compensation package covering the pay and benefits of postal supervisors and other EAS employees for Fiscal Years 1999 and 2000. It increased merit pay percentages for many employees, increased the midpoints and maximums of the salary structure for EAS-11s-and-above and expanded salary ranges.

NAPS dedicated a bronze plaque mounted on a marble pedestal in the foyer of the NAPS Headquarters building in Alexandria, VA, in memory of late NAPS President Donald N. Ledbetter.

Efforts by NAPS to alert Postal Headquarters to merit pay process abuses through arbitrary and, at times, threatening instructions by individual managers prompted a strongly worded corrective memo from USPS Chief Operating Officer/Executive Vice President Clarence E. Lewis, Jr.

NAPS opposed a new USPS "sales organization" on the grounds that NAPS was not consulted regarding the initiative and because it would deprive EAS employees reassigned to Postal Headquarters-related positions from enjoying NAPS representation.

NAPS presented the \$1,500 Donald N. Ledbetter Memorial Scholarship and 17 \$1,000 student scholarships.

At NAPS' request, EAS Level-15 through -17 postal police officers were upgraded one level and given new titles.

## 2000

Thanks to NAPS' insistence, the Postal Service reinstated a time limit for temporary assignments to higher-grade vacant positions. It now is 120 days.

NAPS urged President Bill Clinton to repeal the two most recent federal and postal employee retirement contribution increases and the one scheduled to take effect in 2000.

Under a settlement between the USPS and the APWU, incumbent EAS Level-11 secretaries were given the option of accepting newly created PS-6 secretary positions.

Major legislative agenda items discussed during the Legislative Training Seminar, April 2 to 4, included "sensible" postal reform, repeal of the retirement payroll tax and adoption of long-term health care legislation. (All except postal reform were signed into law by year-end.)

NAPS expressed to Congress "deep concern and opposition" to any realignment of the postal inspection function outside the U.S. Postal Service.

Adjustments to national plant rankings and the formal establishment of senior plant manager positions for qualifying category 1, 2 and 3 PCES plants were announced by the USPS.

A total of 1,383 registrants attended the NAPS 57th Biennial National Convention in Anchorage, AK, Sept. 25 to 29. Delegates approved four constitutional changes and 56 resolutions, in addition to electing to the Executive Board a new secretary/treasurer, Louis M. Atkins, and five new vice presidents. NAPS presented 17 \$1,000 student scholarships, plus the \$1,500 Donald N. Ledbetter Memorial Scholarship. Kansas City, MO, was selected as the site of the NAPS 2004 Biennial National Convention.

At NAPS' recommendation, the Postal Service agreed to develop a training course for supervisors and managers concerning financial accountability before employees assume job assignments requiring such responsibility.

NAPS consulted with USPS Headquarters on managerial and supervisory positions affected by the transfer back to the USPS of 10 Priority Mail Processing Centers operated by Emery World Airlines since 1997.

The NAPS Executive Board identified several issues to raise during pay consultations for Fiscal Year 2001 and

beyond, including implementing an area wage, establishing a process whereby EAS employees may reach the top pay of their pay ranges and agreeing on a percentage payout for EAS employees equal to that received by PCES employees.

## 2001

The Postal Service responded favorably to NAPS' request to upgrade managers, Distribution Operations (MDOs), in facilities that were upgraded in October 2000, giving USPS area vice presidents the option of either changing the mix of supervisors or raising the levels of the MDOs in the affected facilities.

NAPS informed Postal Headquarters and the Board of Governors that, while it had been implemented with good intentions in 1996, the Economic Value Added (EVA) program had outgrown its purpose.

NAPS' attorneys concluded that employee rights in the event of a USPS Inspector General interview are "limited to constitutional and statutory rights to have representation and to avoid self-incrimination."

A record 747 NAPS members participated in the 2001 Legislative Training Seminar, April 1 to 3. Participants contacted nearly every member of Congress in an effort to significantly raise awareness of the urgent need for postal reform. An LTS record amount of \$21,649 in SPAC contributions was collected.

NAPS expressed pleasure with the May 21 appointment of Jack Potter as the nation's 72nd postmaster general. Formerly the agency's chief operating officer/executive vice president, Potter became only the sixth career postal employee to be named PMG.

NAPS launched an aggressive new membership drive to identify and recruit some 15,000 nonmembers. In August, NAPS membership stood at 36,051, or 70.11 percent of eligible supervisors and managers.

In September, NAPS and the Postal Service reached agreement on a merit increase for Fiscal Year 2001. The agreement included increases to salary ranges, effective Dec. 29, 2001.

Following the horrific Sept. 11 terrorist attacks on the World Trade Center in New York and the Pentagon in Washington, DC, NAPS members contributed to a special Twin Towers Fund to help victims' families.

In October, as investigations continued into how postal workers and others became exposed to anthrax in Florida, New York and Washington, DC, postal supervisors and man-

agers were urged "to be vigilant about the daily activities you may have taken for granted in the past."

In the aftermath of the anthrax contamination, NAPS leaders were called upon to help the Postal Service adopt tough new measures to protect the public and its employees, including new mail-screening technology and protective gear for employees.

## 2002

With receipts totaling \$83,312, NAPS reported its best-ever year for Supervisors' Political Action Committee (SPAC) contributions. The total was \$11,104 more than the previous record of \$72,208 posted in 1990.

As a result of an agreement between NAPS and the Postal Service, the Associate Supervisor Program (ASP) was further modified to improve the program's effectiveness. Universal ASP subsequently was adopted.

At NAPS' request, the Postal Service reissued a letter on involuntary reassignments, again stating the agency's longstanding policy that "arbitrary and punitive reassignments are inappropriate and distinguishable from reassignments appropriately designed to meet employee developmental or operational needs."

A special feature in the March 19 issue of *The Postal Supervisor* told the story of NAPS member Qieth McQuereir's valiant battle to overcome the effects of anthrax exposure contracted in the October 2001 terrorist attack on the postal system.

Postmaster General Jack Potter delivered a frank assessment of the Postal Service at the NAPS Legislative Training Seminar. LTS was attended by 739 NAPS members who contributed a record-breaking \$34,714 to SPAC during the annual three-day event.

Upon initial review, NAPS praised the Postal Service for the comprehensive, 400-page Transformation Plan the agency prepared for presentation to Congress on April 4.

As a result of the settlement of a class action EEO complaint by nonexempt EAS employees, cash payments were made to an estimated 2,000 eligible supervisors.

A new EAS pay package that provided increases to salary ranges and merits, amounting to the largest increases for EAS employees since before the pay reform of 1996, was announced July 19 by the Postal Service. The Postal Service also announced the end of the pay-for-performance Economic Value Added (EVA) Variable Pay Program and paid out reserve account balances in lump sums to eligible employees on Oct. 25, 2002.

Final registration for the NAPS 58th Biennial National Convention in Greensboro, NC, Aug. 5 to 9, stood at 1,407. Postal Service guests included Deputy PMG John Nolan, COO/EVP Patrick Donahoe and Eastern Area VP Gary McCurdy. Among other convention business, delegates approved three constitutional changes, including an increase from \$72 per year to \$78 per year in the national per capita dues, and 52 resolutions, as well as elected three new members to the NAPS Executive Board.

NAPS announced in mid-August that SPAC contributions for the year had edged past the \$100,000 milestone for the first time in NAPS history.

Effective Aug. 24, field staff secretaries were upgraded to EAS-10, with a 2 percent increase to base pay.

In early September, the Postal Service responded favorably to NAPS' request to upgrade several positions that, because of a technicality, inadvertently had been omitted when the new EAS pay package was announced in July.

In October, the Postal Service agreed to once again upgrade remote encoding center secretaries, EAS-11.

NAPS targeted 50 closely contested races in the Nov. 5 congressional election, identifying members of Congress or candidates who were "proven friends of NAPS or have demonstrated strong support for our stands on the issues."

The USPS announced the creation of a new EAS-23 Post Office Operations manager (POOM) position.

A new manager, Diversity and Human Capital Development, EAS-25, position was established in the USPS area offices.

A total of \$152,892 was contributed to the Supervisors' Political Action Committee (SPAC) in 2002, an 84 percent increase over the previous year, setting a new SPAC record.

## 2003

Postal Headquarters announced criteria for national intervention if employee mistreatment in reported trouble ("hot") spots cannot be resolved locally or by USPS district or area offices.

NAPS was informed the Postal Service was conducting reviews at all 165 Postal Vehicle Services (PVS) sites, identifying budget opportunities for reductions and gathering data to "right size" all aspects of PVS operations.

The Postal Service agreed to NAPS' request for a 2

percent increase in base pay (retroactive to Aug. 24, 2002) for the manager, VMF, EAS-16 position, currently EAS-17.

The 2003 NAPS legislative agenda included support for the Postal Civil Service Retirement System Funding Reform Act, postal reform and health insurance premium conversion for postal/Civil Service retirees.

In testimony before the President's Commission on the U.S. Postal Service, NAPS urged the adoption of a series of far-reaching measures to strengthen the viability and health of the Postal Service.

A record-tying 747 postal supervisors, managers and postmasters were active participants in the NAPS 2003 Legislative Training Seminar (LTS); guest speakers included Postmaster General Jack Potter.

On April 23, President George W. Bush signed into law NAPS-supported legislation that changed how the Postal Service pays into the Civil Service Retirement System (CSRS).

NAPS served notice it would not agree to any new pay-for-performance/merit program for EAS employees before first discussing and resolving relevant issues affecting the program.

NAPS protested the decision of an arbitrator who ruled the Address Management Specialist (AMS) position should be part of the American Postal Workers Union bargaining unit instead of a position represented by NAPS.

On May 29, NAPS again testified before the President's Commission on the U.S. Postal Service, with particular emphasis on postal infrastructure and pay-for-performance issues.

Six USPS security force facilities were slated to close by Sept. 19, affecting 19 supervisory positions represented by NAPS.

Five of the Postal Service's 85 districts in three areas were consolidated into nearby districts, affecting an estimated 538 nonbargaining and 128 bargaining unit employees.

A NAPS quarterly membership report showed the NAPS national membership percentage at the end of Postal Quarter III to be 71.98. NAPS represented 35,315 member postal supervisors, managers and postmasters.

NAPS hailed the USPS announcement of a new EAS Performance Evaluation/Pay Package for Fiscal Years 2004 and 2005, the hallmark of which was a new Pay-for-Performance Program. Pay consultations between NAPS and the Postal Service resulted in many position upgrades.

Following a review of the Injury Compensation function, the Postal Service approved staffing and grade-level changes for a number of positions.

The NAPS Executive Board voted to reduce the frequency of *The Postal Supervisor* newsletter from 26 issues per year to monthly, with additional issues as necessary, beginning with the January 2004 issue.

In a major sales realignment, the Postal Service abolished the title, manager, Business Customer Relations (BCR); established revised authorized complement levels for EAS-21 Sales specialist positions by area; and created a new EAS-22 Sales specialist position.

NAPS and the National Auxiliary mourned the Nov. 18 death of Joan McHugh, president of the New York State Auxiliary and the wife of former NAPS New York Area Vice President Jim McHugh.

NAPS successfully urged the Postal Service to upgrade four positions—Customer Services analyst, EAS-16 to EAS-17; Expedited Services specialist, EAS-15 to EAS-16; Mailpiece Design analyst, EAS-15 to EAS-16; and superintendent, Accountable Paper Dispos., EAS-17 to EAS-18.

At year-end, NAPS mourned the death of immediate past President Rubin Handelman, who died Dec. 19. “We’ve lost our beloved Ruby, whose legacy as a consummate gentleman and negotiator will not soon be forgotten,” President Vincent Palladino stated.

Total contributions to the Supervisors’ Political Action Committee (SPAC) fund were \$145,746 at year-end.

## 2004

As a result of a redesign of Resource Management, a permanent position—Family and Medical Leave coordinator, EAS-18—was established at the district level.

President Vince Palladino alerted members that the goal-setting process for core requirements under the new Pay-for-Performance Program “was never meant to be a one-way street. This is supposed to be an interactive process between the supervisor and manager, who must agree on core requirements and the rating (goal).”

Effective with the Martin Luther King Jr. holiday on Jan. 19, 2004, EAS employees became eligible for the holiday/annual leave exchange option that previously had been available to craft employees.

During appearances before House and Senate committees in early February, President Vince Palladino and Executive Vice President Ted Keating urged Congress to move conclusively to enact postal reform.

NAPS was informed the position of supervisor, Bulk Mail Entry Unit (BMEU), EAS-17, was changed from regular exempt to “Special Exempt.”

In February, Executive Vice President Ted Keating responded to several follow-up questions posed by Sen. Daniel Akaka (D-HI) regarding NAPS’ position on the subject of work force issues related to recommendations of the President’s Commission on the U.S. Postal Service.

During the 2004 NAPS Legislative Training Seminar, March 28 to 30, Rep. Tom Davis (R-VA), chair of the House Government Reform Committee, spoke of the urgent need to pass postal reform. The 718 delegates in attendance also heard Postmaster General Jack Potter thank NAPS members for bringing the urgent needs of the Postal Service to the attention of Congress.

A new Postmasters Committee was formed to make recommendations to the NAPS Executive Board on how the organization can best meet the needs of its growing number of postmaster members.

As a result of the 2001 anthrax attacks on the Postal Service, the agency informed NAPS it was embarking on an education effort to raise awareness levels among employees who perform critical roles in the prevention and management of suspicious powder incidents.

The names of the first members of the new SPAC Elite Club were published in the May 2004 issue of *The Postal Supervisor*. Elite Club membership is for those who contribute at least \$400 to the Supervisors’ Political Action Committee in a calendar year. Elite Club members have the option of dedicating their contributions in memory or honor of an individual or individuals, deceased or living.

NAPS applauded the introduction of a postal reform bill in the House of Representatives on May 12—H.R. 4341, the “Postal Accountability and Enhancement Act.” On June 2, the Senate Governmental Affairs Committee followed suit, introducing S. 2468, a bipartisan postal overhaul measure.

A total 1,345 registrants attended the NAPS 59th National Convention in Kansas City, MO, Aug. 16 to 20. Special guests included Deputy Postmaster General John Nolan, Chief Operating Officer/Executive Vice President Patrick Donahoe, Human Resources Senior Vice President Suzanne Medvidovich and USPS Western Area Vice President Sylvester Black. Among the five constitutional changes approved by delegates was one increasing members’ dues by 50 cents per pay period, effective Jan. 1, 2005, with 10 cents of the increase allocated to the Disciplinary Defense Fund. The convention also approved 30 resolutions for consideration by NAPS and the Postal Service during future consultative sessions. Delegates elected four new Executive Board members—Central Region

Vice President Brian Wagner, Mideast Area VP Hans Aglidian, Michiana Area VP Reuben Gay and Illini Area VP Lynn Lacey.

NAPS was informed by the USPS that standard promotional increases for Associate Supervisors who are promoted to EAS-17, supervisor, Customer Service, or supervisor, Distribution Operations, positions were increased to 6 percent from 5 percent. The USPS also announced the new Supervisory Differential Adjustment (SDA) rate will be based on a 5 percent differential that automatically will be reflected in future pay schedules.

The NAPS Disciplinary Defense Fund (DDF) criteria were broadened by the Executive Board during its October meeting. The revised 12.1 “DDF Criteria” (*change in italics*) section now reads, in part: “The member must have been a NAPS member 1) No fewer than 90 days prior to the proposed action *or incident resulting in discipline...*”

In a Dec. 7 letter to USPS districts and areas, the agency affirmed that, despite changes in reporting relationships in the Sales function, NAPS still represents Sales EAS employees.

NAPS and the entire postal community were saddened by the death of President Vincent Palladino on Dec. 20. Palladino died at his home in Arlington, VA, of heart failure; he was 69. Re-elected at the NAPS National Convention in Kansas City, MO, in August 2004, Palladino had been serving his seventh term as NAPS president. He was a member of NAPS Branch 110, Staten Island, NY.

Ted Keating, who had served as NAPS executive vice president since 1998, assumed the presidency, as provided for in the *NAPS Constitution & Bylaws*, following the Dec. 20, 2004, death of Vincent Palladino. With Executive Board approval, Keating selected Secretary/Treasurer Louis Atkins to be NAPS executive vice president.

The Supervisors’ Political Action Committee (SPAC) fund finished a record year, taking in \$173,646 in contributions. Top states in total contributions were New York, Florida, Massachusetts, California, Texas and Michigan. States posting the highest per-member contributions were Wyoming, Maine, Wisconsin, Massachusetts, Nebraska and Rhode Island.

## 2005

On the first day of the 109th Congress, NAPS-supported legislation again was introduced to overhaul the nation’s postal system.

On Feb. 16, President Ted Keating named Western Region Vice President John Aceves to fill the vacant resident officer position of secretary/treasurer. Western Area Vice President Marilyn Walton was selected by Keating as the new Western Region vice president and Mary Belton succeeded Walton as the Western Area vice president.

Effective with the April 2005 issue, *The Postal Supervisor* was redesigned as a four-color magazine, featuring several new departments and columns.

More than 700 NAPS members attended the annual Legislative Training Seminar, April 3 to 5, in the nation’s capital. The need for Congress to pass meaningful postal reform—an effort dating back to 1996—again topped the NAPS Legislative Agenda. The impact of NAPS delegates’ full-court press for congressional support of postal reform during LTS soon was obvious. The following month, the number of House co-sponsors for H.R. 22, the “Postal Accountability and Enhancement Act,” nearly doubled.

NAPS was informed that civilian Postal Service employees serving in the National Guard or Reserve who are called to active duty in support of “a contingency operation as defined by Title 10 U.S.C. 101(a)(13) were eligible for full payment of FEHBP premiums by the Postal Service.”

In his June column in *The Postal Supervisor*, President Ted Keating informed Postal Headquarters he could not support the agency’s Business Connect program. “I have supervisors and station managers who are working 10 hours a day and cannot even get time off,” he wrote. “I cannot support any program that asks them to do more.”

The 12 annually awarded NAPS student scholarships were renamed the Vince Palladino Memorial Student Scholarships in honor of the late NAPS president.

Thanks in large part to NAPS members’ legislative activism, the House overwhelmingly cleared postal reform on July 26 by a vote of 410 to 20. Unfortunately, the companion measure in the Senate—S. 662—ran into serious opposition.

The NAPS *Officer Training Manual (OTM)* was updated, made available in DVD format and also placed on the NAPS website, [www.naps.org](http://www.naps.org).

In his column in the October issue of *The Postal Supervisor*, Executive Vice President Louis Atkins appealed to NAPS members to aid the more than 300 EAS supervisors and managers—and an estimated 6,000 other postal employees—who were victims of Hurricane Katrina by generously contributing to the Postal Employees Relief Fund (PERF).

The Postal Service's new EAS compensation package for FY-06 performance, announced Oct. 18, quickly was deemed unacceptable to NAPS by President Ted Keating. He specifically decried the insufficient salary increase range and the agency's decision to control not only the Pay-for-Performance administrative rules, but also all other goals, including core requirements. "We will begin the process of making our collective voice heard on Capitol Hill with regard to the USPS Pay-for-Performance Program," he stated.

In October, the USPS announced that two limited-competition, neutral positions—Personal Service specialists, EAS-17 and EAS-19—remained in each district.

In a special feature, "Welcome to *Your* NAPS Headquarters Building," in the December issue of *The Postal Supervisor* magazine, Secretary/Treasurer John Aceves took readers on a pictorial tour of the \$12.1 million, membership-owned building in Alexandria, VA.

In December, NAPS members were warned that the Postal Service's latest redesign effort—Evolutionary Network Design (END)—projected the future elimination of as many as 250 mail-processing centers.

On Dec. 1, President George W. Bush signed legislation to designate the Rosebank Station of the Staten Island (NY) Post Office the "Vincent Palladino Station" in honor of the late NAPS president. (The office was dedicated on May 12, 2006.)

By year-end, there were 33,347 active NAPS members, or 72.47 percent of all supervisors and managers eligible for membership nationwide.

## 2006

President Ted Keating announced that the Postal Service had agreed that talks between NAPS and the agency on long-sought revisions to the supervisory workload credits (SWCs) "would begin in earnest on Feb. 1."

A new, \$300 "Ted's Club" pin in honor of President Ted Keating's work to revitalize SPAC during his tenure as executive vice president was announced by his successor, Louis Atkins. Previous pins honored late NAPS Presidents Ruben Handelman and Vincent Palladino during their tenures of service.

The Bush Administration's \$75 million budget request for the Postal Service for FY-07 represented a 28 percent decrease from the amount Congress appropriated for the agency in FY-06. Nearly all the budget would reimburse the agency for providing functions required by law, such as discounted rates for the blind and overseas voting.

S. 662, the Senate version of the postal reform bill passed by the House in July 2005, cleared the Senate on Feb. 9 and was sent to a conference committee with the House. President Ted Keating thanked the principal sponsors of the legislation and added, "This defining achievement was due to the efforts of so many throughout the postal community, including many NAPS members... ."

On March 15, NAPS intervened in a Postal Rate Commission (PRC) proceeding involving a USPS request for a PRC advisory opinion on service changes resulting from agency plans to conduct a realignment of its processing and transportation network.

Holders of NAPS-sponsored MBNA credit cards were advised that MBNA and Bank of America had merged, with no changes in service levels anticipated.

Nearly 680 delegates attended the NAPS Legislative Training Seminar, April 2 to 5. The expanded-format, four-day LTS briefed delegates on the conference committee status of postal reform, protecting the veterans' rights of postal employees and other pending legislative issues of interest to NAPS members. Many delegates considered the first-ever NAPS legislative rally on Capitol Hill to be the highlight of the annual seminar.

On May 1, 19 members of Congress joined NAPS in expressing concern about the Postal Service's plans to realign its delivery and transportation network, an initiative known as Evolutionary Network Design (END). They urged the General Accountability Office to follow up on its 2005 report that found the strategy "lacks sufficient transparency and accountability, excludes stakeholder input and lacks performance measures for results."

In late July, H.R. 5894, the "Veterans' Reassignment Protection Act"—legislation championed by NAPS—was introduced by Rep. Stephanie Herseth (D-SD). The legislation would assure military veterans employed by the Postal Service and throughout the federal government receive veterans' preference job protections during downsizing actions.

A total 1,514 delegates—the most attending a modern-era NAPS national convention—traveled to Las Vegas for the Branch 463-hosted NAPS 60th National Convention the week of Aug. 7 to 11. Delegates rejected all but 10 resolutions dealing with proposed changes to the *NAPS Constitution & Bylaws*, collected nearly \$16,000 for SPAC and adopted 43 "sense-of-the-body" resolutions. They also elected a new NAPS secretary/treasurer, former New England Area Vice President James F. Killackey III, and three new vice presidents: Cy Dumas, New England Area; Jaime Elizondo Jr., Texas Area; and Stevan Gerber, Rocky Mountain Area; all other

Executive Board members were re-elected.

After more than 11 years in the making, landmark postal reform legislation finally passed Congress in the final few hours of the 109th Congress. The “Postal Accountability and Enhancement Act,” signed into law by President George W. Bush on Dec. 20, overhauled the business operations of the Postal Service for the first time since 1970.

Contributions to the Supervisors’ Political Action Committee (SPAC) totaled \$140,141 in 2006, an increase of 3 percent from the \$136,050 in contributions the previous calendar year.

## 2007

The NAPS Legislative Agenda—the first since passage of postal reform in December 2006—focused on voting by mail, veterans’ preference protections for postal employees, premium conversion and Social Security fairness.

CA State President Hayes Cherry was appointed NAPS Pacific Area Vice President to fill the unexpired term of Mary Belton, who resigned effective March 31.

NAPS announced four new methods for members to contribute to the Supervisors’ Political Action Committee (SPAC)—online by credit card, by phone using PostalEASE, by payroll deduction using PostalEASE and by electronic funds transfer.

Attending the NAPS spring board meeting, representatives of the Government Accountability Office sought the input of NAPS officers toward improving USPS pay issues.

The Postal Service agreed to NAPS’ request to eliminate the requirement that Sales personnel make up sales calls they otherwise would have made while they were on Family and Medical Leave Act (FMLA) leave.

On July 30, NAPS received a detailed briefing from the USPS regarding plans to eliminate DAS, quality improvement specialist and quality improvement analyst positions through the end of calendar year 2007. At the same time, the Postal Service said 190 new Operations Support specialist, EAS-17, positions were created.

NAPS agreed on Aug. 29 to a new EAS pay agreement for Fiscal Years 2007 through 2010.

NAPS’ request that the newly created EAS-21 workplace environment analyst positions be granted representation rights was approved by the Postal Service.

Secretary/Treasurer Jay Killackey reported that NAPS Headquarters in Alexandria, VA, had begun developing a contingency plan to ensure continuity of operations in the

event a terrorist attack or other disaster should befall the Washington, DC, area.

SPAC contributions in 2007, an off-election year, totaled \$128,982.

## 2008

Nearly 600 NAPS members attended LTS in March to press congressional support of voting by mail, paying a lump-sum payment to FERS-covered employees on retirement for unused sick leave, improving tax treatment for retiree payments of health benefits premiums and protecting the federal employment rights of military veterans. NAPS continued to fight against Do Not Mail initiatives.

The NAPS eDCO (dues checkoff) program took effect in April.

On May 3, in testimony before a congressional subcommittee with jurisdiction over postal issues, President Ted Keating supported continuation of the Postal Service’s universal service obligation and the postal monopoly. NAPS also voiced support of these views in remarks before the Postal Regulatory Commission on Aug. 1.

In late July, NAPS learned the Postal Service had received approval from OPM to offer voluntary early retirement (VER) to employees in clerk, mail handler, SDO and SCS positions nationwide.

Largely in response to branch financial considerations, NAPS Headquarters moved to have the Legislative Training Seminar (LTS) revert to a three-day event, instead of four, beginning in 2009.

Nearly 1,400 delegates representing 256 branches attended the NAPS 100th Anniversary National Convention in Louisville, KY, Sept. 8 to 12. The founding of NAPS at Louisville’s Seelbach Hotel on Sept. 7, 1908, was commemorated during a gala centennial dinner. Delegates elected three new vice presidents: Ivan Butts, Eastern Region; Chuck Mulidore, Pioneer Area; and Nancy Wesley, Illini Area.

At the fall Executive Board meeting, Oct. 19 to 23, NAPS steadfastly rejected a move by the Postal Service to freeze the pay of all EAS employees. Moreover, NAPS pledged a lawsuit to represent not only Shared Services employees, but all EAS employees outside the domicile of Postal Headquarters, would continue.

On Dec. 16, NAPS briefed the USPS Office of Inspector General on several troublesome field issues, including special-exempt supervisors being forced to work without compensation and supervisors working extended

hours. NAPS also provided the OIG with several examples of how the USPS could cut costs.

In the December 2008 issue of *The Postal Supervisor*, President Ted Keating announced NAPS would be working to secure locality pay for all EAS employees. Keating noted his belief that locality pay also should count toward an employee's retirement.

A total \$147,135 was contributed to the Supervisors' Political Action Committee (SPAC) during calendar year 2008, an increase of 14 percent over 2007 and 5 percent over 2006.

Effective Jan. 1, 2009, NAPS announced, new levels for the SPAC contribution clubs would be President's, \$200; Round Table, \$500; and Elite, \$750. A fourth club level—Ultimate—was established for contributors of at least \$1,000.

President Ted Keating informed the Executive Board at the fall 2008 meeting that NAPS is continuing its lawsuit to represent not only Shared Services employees, but all EAS employees outside USPS Headquarters domicile.

NAPS' request to have sick leave removed as a core goal for EAS employees was approved by the Postal Service on Dec. 1, 2008.

## 2009

NAPS, National Auxiliary members and their families became eligible to join NAPUS Federal Credit Union.

The 2009 NAPS Legislative Agenda included financial relief for the Postal Service, retention of sick leave credit for FERS-covered employees, expansion of voting by mail and permitting postal employees to pay their FEHBP premiums on a pretax basis.

In March 2009, the USPS announced a sweeping change in management structure that eliminated six postal districts, cut 15 percent of support staff in the remaining districts and eliminated 3,000 positions in P&D facilities nationwide.

More than 650 postal supervisors, managers and postmasters attended the 2009 LTS, where they urged support of H.R. 22 to provide financial relief to the Postal Service. PMG Jack Potter said the agency needs immediate relief from prefunding retiree health benefits—\$7.5 billion in 2009—a second payment of \$5.5 billion into the trust and reduction of delivery days from six days to five.

On June 9, NAPS filed a motion in the U.S. District Court for the District of Columbia, asking the court to enforce an order it originally issued on Feb. 17, 1977. That

order provided NAPS with the legal right to represent USPS supervisors and other managerial employees.

NAPS successfully convinced the USPS to abandon, for the balance of FY-09, an NPA program for Sales employees that was different from NPA for other EAS employees.

At the spring 2009 Executive Board meeting, NAPS membership stood at 32,059, despite fewer new hires through the Associate Supervisor Program and a general hiring freeze. NAPS announced a new direct-mail campaign targeted at an estimated 11,000 nonmembers.

In early July, NAPS proactively worked to influence positive change, including RIF-avoidance efforts, during a major USPS reduction-in-force under way. Affected employees not placed by Aug. 28, 2009, were to be separated from the USPS.

President Obama signed into law new Thrift Savings Plan changes that, among other improvements, eliminated the waiting period for employees covered under FERS to receive automatic (1 percent) and matching agency contributions.

Before Congress adjourned, NAPS scored two major legislative victories: a one-year reduction in the Postal Service's obligation to prefund future retiree health benefits and a measure allowing FERS federal and postal employees to receive retirement pension credit for their unused sick leave.

A cooperative new effort between the Postal Service and NAPS resulted in an interim supervisory selection program to fill the gap between the former Associate Supervisor Program and a permanent process.

## 2010

In January, NAPS identified three legislative goals to take to Capitol Hill during the 2010 LTS: realigning the retiree health benefits prefunding burden, crafting a new USPS business model and expanding the use of voting by mail.

On Feb. 2, NAPS briefed a congressional committee on the current National Performance Assessment (NPA) program, specifically regarding arbitrary changes in final performance ratings that reduced the payouts and salary increases expected by EAS employees. Also discussed were changes to the PFP administrative rules and USPS Office of Inspector General findings of USPS overpayments of \$75 billion into the CSRS retirement fund.

More than 600 NAPS legislative activists attended

LTS in support of the NAPS legislative agenda. Speakers included PMG Jack Potter and Postal Regulatory Commission Chair Ruth Goldway; several key members of Congress addressed the NAPS Lawmaker Forum.

NAPS testified June 23 before two congressional subcommittees with jurisdiction over the Postal Service on the agency's revenue shortfall, the necessity for deeper cost cuts and the need for the USPS to modernize.

The total 1,456 registrants for the NAPS 2010 National Convention in Orlando included 150 first-timers. Delegates adopted 46 resolutions and approved three constitutional changes. Louis Atkins, Jay Killackey and Brian Wagner were elected president, executive vice president and secretary/treasurer, respectively. Four new Executive Board members were elected: Craig Johnson, Central Region VP; Richard Green, Capitol-Atlantic Area VP; Kevin Trayer, Michiana Area VP; and John Aceves, Rocky Mountain Area VP. Delegates selected San Diego to host the 2014 National Convention.

NAPS established a new toll-free Hotline number (1-877-667-6277) in October and began publication of a new NAPSHQ 2U e-newsletter, as well as launched social media presences on Facebook and Twitter.

NAPS successfully convinced the USPS to order a 30-day moratorium so needed changes could be made to the new Delivery Unit Optimization program before roll-out.

It was announced Oct. 25 that PMG Jack Potter would retire on Dec. 3, 2010. Deputy PMG Patrick R. Donahoe was named his successor.

The USPS granted NAPS' request for a 30-day review period following automated SWCs reviews performed in Customer Service operations that result in the loss of an EAS position in the office.

SPAC contributions for 2010 were \$141,157—just \$83 below the 2009 total—for the sixth-best SPAC performance in history.

Facing the prospect of a possibly declining membership due to USPS facility closings and consolidations, NAPS launched an aggressive "Drive to Thrive" membership campaign to sign 1,231 new members in 2011.

## 2011

On Jan. 12, NAPS and the USPS conducted the second meeting of the newly formed Maintenance Work Group. NAPS expected the effort to improve workflow following the Maintenance restructuring, avoid a rehash of the Maintenance RIF and focus on line-of-sight

Maintenance reporting.

NAPS announced plans to set up a new SPAC Internet Café at the 2011 Legislative Training Seminar to help members conveniently sign up for automatic pay-roll/annuity deduction of their SPAC contributions.

The entire NAPS family mourned the deaths of Bruce Yockey, former vice president, Field Services, on Feb. 6 and Northeast Region Vice President Andy Sozzi on March 1.

A new column, "The Associate Member," debuted in the April issue of *The Postal Supervisor* to call attention to the ongoing dedication and service of NAPS retired members.

In the wake of a major USPS restructuring announced March 23, NAPS proactively answered frequently asked questions raised by affected members and advised them of their options.

The Postal Regulatory Commission issued an advisory opinion on March 24 that raised serious doubts about the Postal Service's plan to move to five-day delivery, notably in the areas of projected savings and the ability to continue providing excellent customer service to all areas of the country. The USPS promptly rejected the opinion.

More than 600 NAPS members attended the 2011 Legislative Training Seminar, which called for the USPS to adapt to the changing needs of the American people, preserve six-day delivery and restore fiscal responsibility to the agency. NAPS insisted there be no reduction in the pay and benefits of postal employees.

Much of the spring NAPS Executive Board meeting was devoted to membership challenges regarding the latest USPS restructuring; membership stood at 31,246. President Louis Atkins formed a reorganization committee to consider the possibility of reorganizing the NAPS board structure.

Alfred Loch, former Northeast Region vice president, died June 12.

On July 26, the USPS Office of Inspector General agreed with NAPS that the Postal Service was not complying with its own Administrative Rules for the Pay-for-Performance Program (PFP). The OIG found that postal managers had improperly lowered the PFP scores of NAPS members.

In congressional testimony on Sept. 6, President Louis Atkins staunchly opposed USPS plans to reduce mail delivery to five days, close thousands of post offices, consolidate hundreds of mail processing facilities and curtail next-day mail delivery.

On Sept. 27, NAPS members joined postal unions in 492 “Save America’s Postal Service” rallies nationwide to tell the real story about the Postal Service’s financial crisis and build support for legislation to restore stability to the agency.

In early October, a new Supervisor Selection Process, developed with input from NAPS, was announced to replace the Associate Supervisor Program and to fill supervisor, Distribution Operations and Customer Service, jobs.

Major agenda items of the fall Executive Board meeting included NAPS finances and membership and the Postal Service’s future.

NAPS was saddened to report the Oct. 19 death of Tim May, its former longtime legal counsel.

On Nov. 9, NAPS announced it would invoke its *Title 39* fact-finding rights over an inadequate and inequitable 2011-2015 EAS pay package announced the same day by the Postal Service.

By year-end, NAPS members had contributed \$153,299 to the Supervisors’ Political Action Committee (SPAC), the fund’s second-best performance ever. Florida members contributed the most—\$23,774—to SPAC, while Wyoming members contributed the highest dollar amount—\$26.05—per capita.

The 2011 NAPS membership contest, “Drive to Thrive,” saw 1,010 new members join NAPS during the year.

## 2012

NAPS set a two-issue legislative agenda for 2012: Enact sensible postal reform legislation that restores USPS financial stability and oppose cuts in postal retirement and health benefits.

New donor levels were established for the SPAC contributor clubs: \$50 to \$99, Contributors’ Club; \$100 to \$249, SPAC Club; \$250 to \$499, President’s Club; \$500 to \$749, Roundtable; \$750 to \$999.99, Elite; and \$1,000-plus, Ultimate.

Measured, sensible reform of the Postal Service was the focal point of the 2012 Legislative Training Seminar. “With the survival of the Postal Service more and more in question,” President Louis Atkins told the 565 LTS delegates, “it is up to NAPS members to proactively help find a way forward for the Postal Service.” A new Continuous Contributor Club was announced at LTS to recognize those who give to SPAC via payroll withholding each pay period.

A nationwide survey conducted by NAPS revealed

considerable anxiety among members over their job futures, as well as high interest in pursuing retirement over the next several years. The survey also reflected significant frustration among NAPS members with Congress over its failure to produce legislative relief to help the Postal Service address its financial crisis.

On April 25, postal reform legislation supported by NAPS passed the Senate. NAPS urged the House to adopt the measure, S. 1789, instead of the House bill, H.R. 2309.

At the spring Executive Board meeting, NAPS leaders pledged to proactively represent and defend members impacted by the USPS reorganization.

Following what it termed “full and fair consideration” of recommendations submitted by NAPS to a fact-finding panel appointed pursuant to *Title 39*, the Postal Service on June 29 declared final its decision regarding the Fiscal Years 2011-2015 pay package for field EAS employees. NAPS said the action created a credibility gap, not only between management and the postal work force, but also between the USPS and policymakers on Capitol Hill.

Delegates to the NAPS 63rd National Convention in Reno, NV, in August saw delegates debate and adopt more than 21 resolutions; heard addresses from PMG Patrick Donahoe, COO Megan Brennan and Chief Human Resources Officer Anthony Vegliante, among others; and re-elected the three resident officers and two new vice presidents: Luz Moreno, Illini Area, and Cindy McCracken, Northwest Area. Delegates also bid a fond farewell to Franklin Blackstone, who served as parliamentarian for 28 NAPS national conventions.

On Aug. 24, at the specific request of NAPS, USPS COO Megan Brennan provided USPS area vice presidents with a directive upholding the agency’s policy that “involuntary reassignments for punitive or arbitrary reasons are inappropriate.”

As a result of the fact-finding decision over the 2011-2015 EAS pay agreement that, in part, directed NAPS and the USPS to discuss the current Supervisory Workload Credits (SWCs) program, several changes were made to the process.

## 2013

The 113th Congress took office in January. Despite the Senate passing a postal overhaul bill in 2012, much-needed postal reform bills would have to be reintroduced. PMG Patrick Donahoe said the agency would discuss with the Board of Governors a range of accelerated cost-cutting and

revenue-generating measures to provide some financial breathing room.

NAPS Headquarters announced two one-time scholarships in memory of Andy Sozzi, the late NAPS Northeast Region vice president. The \$1,000 scholarships honored the memory of Sozzi's long tenure of dedicated service to NAPS members.

NAPS members were encouraged to contribute to SPAC; 2012 contributions totaled \$163,826.69.

NAPS responded to the Postal Service's proposal to end Saturday delivery of First-Class Mail, claiming it should be the last resort, taken after all other responsible options have been exhausted. In a statement, President Louis Atkins said, "Actions that compromise the timeliness and reliability of our postal system will only hasten further problems, not solve current ones."

NAPS also responded to the Board of Governors' decision to speed up the restructuring of USPS operations. NAPS stated, "We need a more pragmatic and common-sense approach to the Postal Service's financial crisis. Indeed, NAPS has long urged the agency to proceed along a course of 'rightsizing' in cooperation with the PRC and Congress, rather than unilaterally closing facilities."

NAPS noted the retirement of Chief Human Resources Officer Tony Vegliante and welcomed his successor, Jeffrey Williamson. PMG Donahoe testified before the Senate Homeland Security and Governmental Affairs Committee, pushing for urgent reform of the Postal Service's business model to provide secure, reliable and affordable universal delivery service.

NAPS and its Federal-Postal Coalition members sent a letter to House members opposing H.R. 273, the "Federal Hiring Freeze Act of 2013." The legislation would extend the current two-year federal employee pay freeze through the remainder of the calendar year.

Sen. Mark Pryor (D-AR) and Rep. Gerald Connolly (D-VA) introduced legislation to assure fairness to all mid-level managers in the Postal Service. H.R. 1431, the "Postal Employees' Appeal Rights Amendments Act," would extend to mid-level postal employees the right of appeal to the Merit Systems Protection Board of significant personnel actions taken against them.

Congress included restrictive language in a Continuing Resolution that prohibited the implementation of five-day delivery of First-Class mail, which would have taken effect Aug. 5, 2013.

NAPS declined a USPS request to return to pay consultations. "We feel our members and the entire manage-

ment team have made significant sacrifices," NAPS said. "Therefore, we have concluded that re-opening pay consultations would not be reasonable or effective for our membership."

In late March, 1,565 active and retired NAPS members participated in a voluntary online survey. They expressed escalating fear for the future of the Postal Service and widening dissatisfaction over how Congress performs its oversight role. One-half of all respondents listed Congress as the greatest problem facing the Postal Service.

Delegates to the 30th NAPS Legislative Training Seminar (LTS) in early April descended on Capitol Hill, resolved to make 2013 the year in which Congress and the President would set the Postal Service on a sustainable future course. Attendees heard from several USPS officials, including PMG Patrick Donahoe and PRC Chairman Ruth Goldway, along with key members of Congress. A total of \$16,581 was contributed to SPAC over two days.

NAPS emphatically made clear it did not support the Postal Service's decision to revert mail flow controller positions to the bargaining unit. NAPS was not given an opportunity to provide feedback during the auditing process before the decision was issued.

NAPS was pleased to announce the elimination of Exam 642s for EAS Level-17 supervisors. NAPS worked with the USPS to reduce and/or eliminate certain requirements that mandated current EAS employees take the exam and be graded on their scoring as part of the application for positions as EAS-17 supervisors, Customer Service, and supervisors, Distribution Operations.

NAPS initiated a teleconference monitoring system to identify situations where postal telecons were not being conducted professionally. The NAPS resident officers said they would get directly involved in stopping instances where NAPS members are being demeaned, threatened or bullied on teleconferences.

NAPS Headquarters again urged its members not to use their personal vehicles for postal business. "All vehicle travel conducted by EAS employees while on the clock should be in government vehicles—not in an employee's personal vehicle," NAPS stated.

NAPS strongly opposed H.R. 2748, the House Committee on Oversight and Government Reform's amended version of Chairman Darrell Issa's (R-CA) postal overhaul measure. The bill would have "disastrous consequences on mail delivery and the future health of the Postal Service," NAPS said.

On June 26, the Supreme Court ruled that Section 3

of the “Defense of Marriage Act” was unconstitutional. As a result, the Office of Personnel Management extended marriage-based federal benefits under its supervision and control to federal employees, annuitants and their same-sex spouses who have legally married in a jurisdiction that permitted same-sex marriages, regardless of where they currently live or work.

In his July 17 testimony before the House Oversight and Government Reform Committee, PMG Patrick Donahoe urged passage of comprehensive reform that affirmatively grants the USPS the authority to operate in a financially responsible manner and creates a financially sustainable business model for the next decade and beyond.

President Louis Atkins reiterated NAPS’ involvement and engagement with Postal Headquarters on administering Pay-for-Performance for FY 2014. He was encouraged by the agency’s agreement with NAPS that it was critical to publish the performance indicators and targets at the beginning of the fiscal year because employees deserve to know how they will be evaluated. He also pointed out NAPS’ discussions with USPS Labor Relations centered on reducing the number of indicators in order to improve members’ understanding of the evaluation process.

NAPS pressed the USPS to end the pay freeze. In a letter to Chief Human Resources Officer Jeffrey Williamson, NAPS referenced the Obama Administration’s implementation of an executive order signed in August that allows for a 1 percent across-the-board pay increase for federal employees, effective Jan. 1, 2014. “Following this action by the President,” President Louis Atkins wrote, “we feel it is time for the Postal Service to act as well. On behalf of the entire NAPS membership, I am requesting the Postal Service end the EAS pay freeze by granting the same 1 percent pay increase that will be paid to employees under the General Schedule.”

SPAC contributions for the year totaled \$173,229.76.

## **2014**

NAPS voiced its opposition to legislation introduced by Rep. Darrell Issa (R-CA) that would use savings from eliminating Saturday delivery to restore COLAs cut in the previous year’s budget act for military retirees.

The Postal Service announced a 1 percent salary increase effective Jan. 25. Also effective Jan. 25, the July 11, 2011, suspension of the employee awards program for non-bargaining unit employees was lifted for FY 2014. The Postal Service eliminated four category descriptions includ-

ed in the Pay-for-Performance matrix; the terms Non-Contributor, Contributor, High Contributor and Exceptional Contributor no longer would be used. The terms would, however, continue to be used for RIF purposes.

At the 2014 LTS, NAPS advocates pushed for action on postal reform. The theme, “The Power of You,” emphasized NAPS members visiting and educating their lawmakers on the urgency of passing postal reform. Deputy PMG Ron Stroman addressed NAPS members and highlighted the need for postal reform. The Auxiliary raised more than \$15,000 for SPAC.

Due to NAPS’ examination of DOIS and its associate processes, the Postal Service began initiating changes in how DOIS would be managed. The intent was to enhance the quality of delivery services and improve working conditions for EAS employees.

In response to the Postal Service’s announcement it would close 82 processing plants, NAPS asked Congress to pass a moratorium to stop the closings and preserve mail delivery standards.

Mo Twomey Branch 159 and the other California branches hosted NAPS’ 64th National Convention in San Diego in August. During convention week, delegates heard from PMG Patrick Donahoe, COO Megan Brennan and Chief Human Resources Officer Jeffrey Williamson, among other USPS officials. President Louis Atkins and Secretary/Treasurer Brian Wagner were re-elected. New officers elected were Executive Vice President Ivan D. Butts, Eastern Region Vice President Chuck Mulidore, Pioneer Area Vice President Timothy Needham, North Central Area Vice President Dan Mooney, Southeast Area Vice President Bob Quinlan, Central Gulf Area Vice President Cornel Rowel Sr. and Texas Area Vice President Bob Bradford.

NAPS Executive Board members Kevin Trayer, Michiana Area vice president; Luz Moreno, Illini Area vice president; and Cindy McCracken, Northwest Area vice president, attended a three-day workshop in Norman, OK, to review and provide feedback on the 16-week New Supervisor Program training materials and processes.

On Nov. 14, the Postal Board of Governors announced PMG Patrick Donahoe would retire Feb. 1, 2015; Chief Operating Officer and Executive Vice President Megan Brennan was named the next postmaster general.

By year’s end, \$213,505 had been raised for SPAC.

## 2015

In January, Sen. Ron Johnson (R-WI) and Rep. Jason Chaffetz (R-UT) assumed chairmanships of the Senate and House committees that oversee the Postal Service. In February, Megan J. Brennan became the 74th postmaster general and the first woman ever to hold the post. NAPS President Louis Atkins expressed cautious optimism about the prospects of working with the new PMG.

Sen. John Tester (D-MT) and Rep. Gerry Connolly (D-VA) introduced legislation to extend Merit Systems Protection Board (MSPB) appeal rights to all EAS employees. Under the current language, about 7,500 mid-level Postal Service managers are barred from appealing adverse personnel actions to the MSPB.

More than 550 delegates attended the 2015 NAPS Legislative Training Seminar (LTS). Speakers included Deputy PMG Ron Stroman, Rep. Gerry Connolly and Mike Dunn of Dunn Associates. Stroman encouraged delegates to press Congress to pass postal reform legislation. Connolly chatted with Executive Vice President Ivan D. Butts and Legislative Counsel Bruce Moyer about the current political landscape and resulting challenges and what NAPS delegates can do to get their message heard when they visit Capitol Hill. Dunn said grass-roots involvement in political activism and SPAC is more important than ever before.

Secretary/Treasurer Brian J. Wagner conducted in-depth training for branch officers. Stanley Gold, Miami Branch 146, was the recipient of the first-ever NAPS Legislative Leadership Award. Hence, the award will be called the Gold Standard Legislative Leadership Award. The SPAC total from LTS was \$23,840.85—a 52-percent increase from the previous year.

The revised New Supervisor Program (NSP) training was introduced. The training spans 16 weeks and combines blended learning with on-the-job development to allow newly promoted supervisors a chance to gain practical experience, while learning new management skills related to understanding, planning and organizing.

The Postal Service announced it would defer plant consolidations scheduled for the summer until 2016. President Louis Atkins said NAPS was pleased at the announcement. “I hope this decision allows the agency to step back and look closely at the effect the closings and consolidations have had and develop a carefully thought-out plan to proceed,” he said.

NAPS launched its own YouTube channel. The chan-

nel features coverage of prior NAPS conventions, remarks from the resident officers and training on a variety of branch management issues.

The Office of Personnel Management (OPM) announced that the recent cyber attack it experienced may have compromised the personal information of current and former federal and postal employees. The OPM sent notifications to about 4 million individuals whose privacy was potentially compromised.

On June 11, Executive Vice President Ivan D. Butts and representatives from other postal employee groups participated in a roundtable session with staff of the Senate Homeland Security and Governmental Affairs Committee. In his remarks, Butts pushed for preserving prompt mail service for all Americans, repealing the barriers that harm the Postal Service’s financial health, allowing robust innovation of USPS products and ensuring fair pay and benefits for EAS employees.

NAPS sent a letter to Ed Phelan, USPS vice president of Delivery Operations, asking for the formation of a SWCs team composed of subject-matter experts from NAPS and the USPS and that the agency conduct a work study on the position of supervisor, Customer Service. A study has not been done for 20 years. NAPS said antiquated formulas cannot be used to determine how many managers and supervisors are needed within a specific function.

In response to NAPS regarding temporary involuntary reassignments, USPS Chief Operating Officer David Williams sent a letter, saying, in part, “While temporary involuntary reassignments may be made for training or development needs or to meet operating requirements, there are practical limiting factors regarding such assignments. These reassignments are not to be used as punitive measures to address performance deficiencies.”

Starting with the 2015 open season, FEHBP participants were offered a new option: Self Plus One—covering the employee and one eligible family member. This option should be a lower cost option than Self and Family.

NAPS awarded 10 \$1,000 Vince Palladino Memorial Student Scholarships to the children of NAPS members.

Sen. Tom Carper (D-DE) introduced S. 2051, the “Improving Postal Operations, Service and Transparency Act of 2015 (*iPost*).” As a result of partisan fighting on Capitol Hill, the number of presidentially appointed Postal Service Board of Governors members will have dwindled from nine to one. The impasse could continue past the 2016 elections.

USPS Southern Area Vice President JoAnn Feindt retired at the end of the year. President Louis Atkins praised Feindt for serving the Southern Area and the USPS as a whole with skill, wisdom and patience. “She always treated our members with fairness and worked hard to bridge the gap between NAPS and the Postal Service,” he said.

NAPS joined with its partners in the Federal-Postal Coalition and others to urge congressional leadership to mitigate potential increases in Medicare Part B premiums and deductibles. NAPS was one of 70 organizations requesting lawmakers to address this issue before the end of the year because of the detrimental impact on retirees.

Contributions to SPAC totaled \$225,676 for the year.

## 2016

The NAPS Executive Board Legislative Committee, in an effort to promote members’ continuous contributions to SPAC, introduced a new initiative, the “Drive for Five” campaign. Members were asked to contribute \$5 (or more) a paycheck through payroll deduction or \$10 a month (or more) for retirees through OPM deductions. New SPAC designations were Louie’s Ultimate Oval (\$1,000 plus), VP Elite (\$750), Secretary’s Roundtable (\$500), Chairman’s Club (\$250) and Supporter (\$100).

After 17 years of the Voice of the Employee survey, the USPS introduced the Postal Pulse survey. Benefits cited included the ratings, which score open communication, cultural shifts and behavioral change that identify employee and organization issues. For the first time, employees at all levels were able to submit recommendations and suggestions for employee engagement activities and ideas for improving their work environment.

President Louis Atkins submitted testimony to the Senate Homeland Security and Governmental Affairs Committee for its Jan. 21 hearing, “Laying Out the Reality of the United States Postal Service.” Atkins said postal reform is a virtual necessity and urged Congress to take seriously the circumstances putting pressure on the agency, balance the interests of competing stakeholders and assure the financial stability and continuity of postal operations. He said S. 2051, Sen. Tom Carper’s bill, does a commendable job balancing the issues and urged the committee to move the legislation to mark-up.

NAPS’ 2016 legislative agenda pushed for making the exigency surcharge permanent, continuing the moratorium on plant closings and post office hour reductions, fixing the

retiree health prefunding burden, assuring accurate postal pension costs, kick-starting innovation and assuring supervisor and postmaster protections.

More than 500 delegates attended the 2016 LTS.

Executive Vice President Ivan D. Butts told attendees that their voluntary support of SPAC enables NAPS to grow its relationships with its champions on Capitol Hill. “We need a strong SPAC treasury to support these efforts,” he said.

Deputy PMG Ron Stroman reiterated the importance of getting postal reform legislation through Congress. Despite the challenges, he said the agency was in a stronger position than any time before to get a bill enacted. Postal Regulatory Commission Vice Chairman Nanci Langley discussed the background on the exigent rate surcharge approved by the commission in 2013.

Acting USPS Inspector General Tammy Whitcomb talked about the ideas for innovation being considered by the Postal Service. NARFE Legislative Director Jessica Klement discussed the latest windfall elimination provision (WEP) legislation.

Sen. Heidi Heitkamp (D-ND), introduced by Butts as one of the most forceful advocates in the Senate for a robust, customer-oriented Postal Service, said she was heartened with the new leadership at Postal Headquarters. Heitkamp said she takes her responsibility on the committee with jurisdiction over the Postal Service very seriously. She pledged to continue to work on service standards and represent rural customers, but was not optimistic that postal reform would be accomplished in this Congress.

Sen. Jon Tester (D-MT) told delegates that, without the Postal Service, residents in Montana “would not get their stuff.” He, too, was encouraged with the change in leadership at Postal Headquarters, but expressed concern about the agency making short-sighted decisions; plant closings and consolidations have had a real impact. He stressed that NAPS members’ voices are critical to educating lawmakers on Capitol Hill about the need for a strong Postal Service.

Paul Norton, Indiana’s legislative chair, received the Gold Standard Legislative Leadership Award. SPAC contributions from LTS totaled \$30,280—a 27 percent increase from the previous year.

NAPS was saddened to report the death of Jill Barrett, former assistant to President Louis Atkins, on April 26. She began her career at NAPS Headquarters in 1973, retiring in 2011.

President Louis Atkins again stressed the urgent need for postal reform in his statement to the House Committee on Oversight and Government Reform for its May 11

hearing, “Reforming the Postal Service: Finding a Viable Solution.”

On June 15, House Oversight and Government Reform Committee Chairman Jason Chaffetz (R-UT), Ranking Member Elijah Cummings (D-MD) and Reps. Mark Meadows (R-NC), Gerry Connolly (D-VA) and Stephen Lynch (D-MA) introduced a bipartisan discussion draft of postal reform legislation. Executive Vice President Ivan D. Butts said NAPS viewed the legislation as a great starting point from which to move forward in a rational manner to ensure a sustainable future for America’s Postal Service.

In the August issue of *The Postal Supervisor*, outgoing President Louis Atkins thanked members for their efforts on behalf of NAPS over the years. He said writing his last column as president was bittersweet. “I am grateful to all of you for allowing me to serve as your president,” he said. “Thank you for 40 wonderful years as a NAPS member.”

Southern Maryland Branch 531 hosted the 65th NAPS National Convention, Aug. 15-19, at the Gaylord National Resort & Convention Center, National Harbor, MD. During the convention week, delegates heard from USPS Capital District Manager Salvatore Vacca, Capital Metro Area Vice President Linda Malone, Deputy Postmaster General Ron Stroman, Chief Operating Officer David Williams and Postmaster General Megan Brennan, among others.

Brian Wagner was elected president, Ivan D. Butts was re-elected executive vice president and Chuck Mulidore was elected secretary/treasurer at the convention. New officers elected were Richard L. Green Jr., Eastern Region vice president; Greg Murphy, New England Area vice president; Troy Griffin, Capitol-Atlantic Area vice president; Bart Green, MINK Area vice president; Jaime Elizondo Jr., Texas Area vice president; and Myrna Pashinski, Rocky Mountain Area vice president. The Gaylord Texan, Grapevine, TX, was selected as the site for the 2020 national convention. During the convention, delegates contributed \$31,234 to SPAC.

After the November elections, the future of postal reform remained uncertain. Despite the Republicans taking control in 2017 of the White House, the Senate and the House, one-party rule will not necessarily ease the persistent gridlock in Congress. Rep. Jason Chaffetz and Sen. Ron Johnson retained chairmanships of their respective committees with control over the Postal Service. And, despite last-minute efforts by House and Senate negotiators to reach a deal on a comprehensive reform package during

the lame-duck session in November, time ran out.

With Republican control in Washington, DC, federal and postal employees could see changes in their retirement benefits and civil service protections. NAPS pledged to oppose proposals that could reduce hard-earned benefits or erode civil-service protections.

SPAC contributions for the year totaled \$248,252.59.

## 2017

NAPS was saddened to report the death of Adolph A. Ruiz, Jr., former secretary/treasurer, 1992-2000. He died Dec. 10, 2016.

USPS Vice President of Labor Relations Doug Tulino issued a letter clarifying the importance of and the need for the Postal Service to remain fully committed to its provisions in the Joint Statement on Violence and Behavior in the Workplace to ensure due-process rights for all USPS employees are consistent with the principles in the Joint Statement. NAPS had expressed its concerns that EAS employees were not receiving their due-process rights as they relate to the Joint Statement.

The letter read, in part: “There is *no* room for tolerating or excusing behavior that violates the principles of the Joint Statement. It is our responsibility to educate our representatives who are responsible for adjudicating grievances associated with the Joint Statement. They must understand the importance of a proper and thorough investigation so outcomes protect the due-process rights of all employees and are consistent with the principles of the Joint Statement and the applicable bargaining-unit agreement.”

Baton Rouge, LA, Branch 209 was officially renamed the Louis M. Atkins Branch 209 in honor of the past president.

More than 500 NAPS members attended the 2017 Legislative Training Seminar, including 60-plus first-timers. Members of the National Auxiliary helped raise funds for SPAC. Contributions from LTS totaled \$29,945.68. Rep. Jamie Raskin (D-MD), a member of the House Oversight and Government Reform Committee, talked about working with NAPS Legislative Counsel Bruce Moyer and the NALC to expand vote by mail in Maryland. He pledged to oppose any cuts to the earned retirement and health benefits of federal and postal retirees, as well as cuts to federal pay and compensation. Florida State Legislative Chair Ann Strickland received the 2017 Gold Standard Legislative Leadership Award.

In order to encourage NAPS members to stay actively

engaged at the local, state and national levels, President Brian Wagner instituted a new process for delegates wanting to serve on national convention committees. Starting with the 2018 National Convention, delegates could self-nominate themselves for a convention committee. Also, each convention committee will have approximately 20 percent or more new committee members.

The Postal Service's Office of Inspector General published a report criticizing the agency's FY15 pay-for-performance (PFP) program for EAS employees. The OIG raised questions whether employee individual performance was sufficiently awarded. Supervisors interviewed for the report said they perceived the PFP process as not fairly recognizing individual accomplishments. In response to the OIG study, USPS management said it believed the report was "fundamentally flawed."

On Sept. 21, NAPS received the Postal Service's initial FY16-19 EAS pay proposal to consider.

Aggressive lobbying by NAPS in the Washington, DC, area and field, in coordination with other federal/postal employee retiree groups through the Federal-Postal Coalition, succeeded in whittling down the prospect of retirement benefit cuts. Congress refrained from including any cuts in the FY18 budget resolution. President Trump's proposed budget, which was sent to Congress in the spring, would have imposed nearly \$150 billion in retirement benefit cuts.

SPAC contributions for the year totaled \$258,534.

## 2018

Al Lum, president of Labor Relations Admin Group LLC, was named NAPS' new Disciplinary Defense Fund (DDF) provider. He replaced Charlie Scialla of Scialla Associates, NAPS' longtime DDF provider, who retired in December 2017.

Two Dublin, OH, Post Office EAS employees were killed; a letter carrier was charged. Postmaster Ginger Ballard, member of NAPS Long-Isaac-Keyes Branch 33, and Supervisor Lance Herrera-Dempsey were the victims. Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and Pioneer Area Tim Needham represented NAPS Headquarters at Ballard's funeral. Pacific Area Vice President Hayes Cherry represented NAPS at Herrera-Dempsey's service.

NAPS partnered with Smith/Haroff, an Alexandria, VA, marketing company, to improve its social media access and capabilities. NAPS will drive messaging about its events,

issues and membership to various social and digital media outlets to engage current and prospective members.

East Bay, CA, Branch 127 officially changed its name to the Margarete A. Grant Branch 127 in honor of former the former executive vice president, 1986-1998. Grant was the first African-American woman president of Branch 127 and the first woman to hold the offices of Pacific Area vice president, NAPS secretary/treasurer and, ultimately, executive vice president.

The 2018 Legislative Training Seminar saw more than 500 NAPS delegates make their annual trek to Washington, DC. Deputy Postmaster General Ron Stroman told delegates they are fundamental to the work of the Postal Service. He urged them to educate Congress about the work they do every day and the importance of advancing postal reform legislation.

Capitol Hill staffers Ashley Poling and John Kane discussed the Senate's latest postal reform legislation, explaining that postal reform is one of the most complicated issues facing Congress. They affirmed the Postal Service serves America; Congress needs to help protect postal customers and employees.

Postal Regulatory Commission Commissioner Mark Acton stressed the importance of filling the USPS Board of Governors vacancies. He asked NAPS delegates to push for new governors when they visit their lawmakers on Capitol Hill.

Rep. Brenda Lawrence (D-MI), a NAPS member and former USPS employee, said that when she went to Congress she asked to be on the House Oversight and Government Reform Committee so she could help take care of her postal family. She urged NAPS delegates to stay engaged and hold legislators accountable for their votes.

Gary Townson, Kansas State Branch 919, was awarded the 2018 Gold Standard Legislative Leadership Award. Executive Vice President Ivan D. Butts thanked delegates for their support of SPAC and the Auxiliary for collecting contributions; the LTS SPAC total was \$34,234.

President Trump established the Task Force on the United States Postal System to evaluate the operations and finances of the Postal Service and develop recommendations for administrative and legislative reforms.

NAPS pledged to provide its views and perspective to the task force. Executive Vice President Ivan D. Butts, Legislative Representative Katie Maddocks and Legislative Counsel Bruce Moyer met with task force members May 21. On May 29, President Brian Wagner sent a letter to the task force that supplemented its May 21 discussion. The

letter stressed that affordable mail service to all American households and businesses is critical to the preservation of the Postal Service and the pathway to making America great. Also, preserving the agency as a governmental enterprise is critical to its identity as a public service.

On June 21, the Office of Management and Budget issued a report calling for the restructuring and ultimate privatization of the Postal Service. The report proposed creating a “sustainable business model” for the USPS that eventually could lead to its sale to the private sector.

In President Brian Wagner’s response to the proposal, he questioned postal privatization and called on Congress to enact pending legislation that would put the Postal Service on firmer financial footing. “The future of America’s postal system requires a modernized Postal Service—not a privatized Postal Service,” he said. “Privatization is not the answer.”

Longtime NAPS member and SPAC champion Ann Konish died June 7. She was a former National Executive Board member, serving as New York Area vice president. She also chaired the National Convention Rules Committee for many years. She was recognized at this year’s LTS as the number-two 2017 SPAC contributor.

On July 6, NAPS initiated the fact-finding process and filed its challenge—under the auspices of the Federal Mediation and Conciliation Service—of the Postal Service’s pay decision for EAS employees for FY16-19. After reviewing the pay decision, the NAPS Executive Board unanimously decided to initiate fact-finding.

In NAPS’ view, the USPS pay decision would not provide for sufficient catch-up increases for 2016-2018 and likely would not result in pay increases for the majority of the approximately 45,000 EAS employees. The pay decision also failed to meet the statutory requirements that the Postal Service: (1) provide compensation that is comparable to that in the private sector; (2) assure that the compensation is sufficient to attract and retain qualified and well-motivated supervisors and managers; and (3) provide for reasonable pay differentials between supervisors and the clerks and carriers they supervise.

The 66th NAPS National Convention was held Aug. 6-10 at the Mohegan Sun in Uncasville, CT. Hartford, CT, Branch 5, with help from New Haven, CT, Branch 3 and New Hampshire State Branch 932, hosted the convention. Delegates heard from USPS leadership, including Postmaster General Megan Brennan, Chief Operating Officer Dave Williams, Northeast Area Vice President Ed Phelan, Connecticut Valley District Manager David

Mastroianni and Greater Boston District Manager Michael Rakes.

Brian Wagner was re-elected president, Ivan D. Butts was re-elected executive vice president and Chuck Mulidore was re-elected secretary/treasurer. New officers elected were Cy Dumas, New England Area vice president; Tony Dallojacono, Mideast Area vice president; and Chuck Lum, Pacific Area vice president. The New Orleans Hyatt Regency was selected for the 2022 National Convention. At the convention, \$38,937.73 was contributed to SPAC.

On Aug. 28, the Senate confirmed by a voice vote Robert Duncan and David Williams as members of the Postal Board of Governors. They join PMG Megan Brennan and Deputy PMG Ron Stroman on the board. In addition, President Trump nominated Ron Bloom and Roman Martinez IV. If their nominations are confirmed, five vacancies would remain on the Board of Governors.

On Oct. 24, President Trump signed into law H.R. 6, the “Substance Use-Disorder Prevention that Promotes Opioid Recovery and Treatment (SUPPORT) for Patients and Communities Act.” One of the bill’s provisions requires the Postal Service to secure from international shippers an advance electronic data (AED) manifest of inbound international parcels. The Postal Service would be financially penalized if 70 percent of all inbound parcels did not have AED notifications by the end of 2018 and 100 percent by the end of 2020. The Congressional Budget Office projected this provision could cost the Postal Service \$3 million per year.

Under the *Title 39* fact-finding process, a hearing was held Dec. 10-11 at NAPS Headquarters for NAPS and the Postal Service to present their cases to the three-member panel of supervisory and managerial pay experts. The Federal Mediation and Conciliation Service assisted NAPS and the USPS in assembling the panel.

Following the hearing and the fact-finding panel’s report on its findings and recommendations, the Postal Service is required to consider the panel’s recommendations and reach a final pay decision, explaining its justification for its final decision.

The fact-finding panel has up to 30 days to present its recommendations to the Postal Service. Then, the Postal Service has 15 days to present its final pay decision to NAPS. The parties also may voluntarily agree to an extension of these deadlines. A final USPS EAS pay decisions for FY16-19 likely will not be received until early 2019.

SPAC contributions for the year totaled \$265,657.

# National Association of Postal Supervisors

## Past Convention Sites and Officers

Year	City	President	Secretary
1908	Louisville, KY	L.E. Palmer, Pittsburgh, PA	J.J. Fields, Louisville, KY
1909	Chicago, IL	L.E. Palmer, Pittsburgh, PA	J.J. Fields, Louisville, KY
1910	Pittsburgh, PA	George A. Gassman, Chicago, IL	J.J. Fields, Louisville, KY
1911	Dayton, OH	Ernest Green, Baltimore, MD	J.J. Fields, Louisville, KY
1912	Memphis, TN	Ernest Green, Baltimore, MD	J.J. Fields, Louisville, KY
1913	Toledo, OH	Ernest Green, Baltimore, MD	J.J. Fields, Louisville, KY
1914	Atlantic City, NJ	Ernest Green, Baltimore, MD	J.J. Fields, Louisville, KY
1915	Atlantic City, NJ	Ernest Green, Baltimore, MD	J.J. Fields, Louisville, KY
1916	Louisville, KY	William Sansom, Chicago, IL	J.J. Fields, Louisville, KY
1917	Cleveland, OH	J.J. Fields, Louisville, KY	E.O. Andrews, Belvidere, IL
1918	Atlantic City, NJ	J.J. Fields, Louisville, KY	Fergus Elsworth, Milwaukee, WI
1919	Atlantic City, NJ	J.J. Fields, Louisville, KY	Fergus Elsworth, Milwaukee, WI
1920	Detroit, MI	J.J. Fields, Louisville, KY	Fergus Elsworth, Milwaukee, WI
1921	Washington, DC	V.C. Burke, Louisville, KY	Fergus Elsworth, Milwaukee, WI
1922	Denver, CO	H.M. Tittle, Springfield, OH	Fergus Elsworth, Milwaukee, WI
1923	Richmond, VA	H.M. Tittle, Springfield, OH	Fergus Elsworth, Milwaukee, WI
1924	Minneapolis, MN	Peter Wiggle, Detroit, MI	Fergus Elsworth, Milwaukee, WI
1925	Cleveland, OH	Harry Folger, Pittsburgh, PA	Fergus Elsworth, Milwaukee, WI
1926	Atlantic City, NJ	Harry Folger, Pittsburgh, PA	Fergus Elsworth, Milwaukee, WI
1927	Niagara Falls, NY	Harry Folger, Pittsburgh, PA	Frederick Miller, New York, NY
1928	Louisville, KY	Harry Folger, Pittsburgh, PA	John W. Lynch, New York, NY
1929	Baltimore, MD	Harry Folger, Pittsburgh, PA	Edward L. Field, Richmond, VA
1930	Dallas, TX	W. Bruce Luna, Dallas, TX	Edward L. Field, Richmond, VA
1931	San Francisco, CA	M.F. O'Donnell, Cleveland, OH	Edward L. Field, Richmond, VA
1933	Chicago, IL	Herschel Ressler, Kansas City, MO	J.J. Fields, Louisville, KY
1935	Kansas City, MO	Herschel Ressler, Kansas City, MO	J.J. Fields, Louisville, KY
1937	Nashville, TN	M.F. Fitzpatrick, Philadelphia, PA	J.J. Fields, Louisville, KY

Year	City	President	Secretary
1939	Boston, MA	M.F. Fitzpatrick, Philadelphia, PA	J.J. Fields, Louisville, KY
1941	Indianapolis, IN	John J. Lane, San Francisco, CA	J.J. Fields, Louisville, KY
1943	No convention, WWII	John J. Lane, San Francisco, CA	J.J. Fields, Louisville, KY
1945	No convention, WWII	John J. Lane, San Francisco, CA	J.H. Wakefield, Nashville, TN
1946	Chicago, IL	John McMahon, Boston, MA	J.H. Wakefield, Nashville, TN

*At the 1948 National Convention, held in Los Angeles, a national office for the National Association of Postal Supervisors was established with the national secretary and legislative representative as resident officers. The national office was officially opened on Feb. 1, 1949.*

Year	City	President	Secretary	Legislative Representative
1948	Los Angeles, CA	John McMahon, Boston, MA	J.H. Wakefield, Nashville, TN	Jesse V. Horton, Kansas City, MO
1950	Washington, DC	Michael Nave, Chicago, IL	J.H. Wakefield, Nashville, TN	Jesse V. Horton, Kansas City, MO
1952	Pittsburgh, PA	Michael Nave, Chicago, IL	J.H. Wakefield, Nashville, TN	Jesse V. Horton, Kansas City, MO
1954	Miami, FL	Michael Nave, Chicago, IL	John D. Swygert, Columbia, SC	Jesse V. Horton, Kansas City, MO
1956	Omaha, NE	Michael Nave, Chicago, IL	John D. Swygert, Columbia, SC	Daniel Jaspan, Philadelphia, PA
1958	Louisville, KY	Fred J. O'Dwyer, San Francisco, CA	John D. Swygert, Columbia, SC	Daniel Jaspan, Philadelphia, PA
1960	Philadelphia, PA	Fred J. O'Dwyer, San Francisco, CA	Donald N. Ledbetter, Memphis, TN	Daniel Jaspan, Philadelphia, PA

*At the 1962 National Convention, held in Denver, the president of the National Association of Postal Supervisors became a full-time resident officer in Washington, DC.*

Year	City	President	Secretary	Legislative Representative
1962	Denver, CO	Fred J. O'Dwyer, San Francisco, CA	Donald N. Ledbetter, Memphis, TN	Daniel Jaspan, Philadelphia, PA
1964	Miami, FL	Fred J. O'Dwyer, San Francisco, CA	Donald N. Ledbetter, Memphis, TN	Daniel Jaspan, Philadelphia, PA
1966	Boston, MA	Fred J. O'Dwyer, San Francisco, CA	Donald N. Ledbetter, Memphis, TN	Daniel Jaspan, Philadelphia, PA
1968	San Francisco, CA	Fred J. O'Dwyer, San Francisco, CA	Donald N. Ledbetter, Memphis, TN	Daniel Jaspan, Philadelphia, PA
1970	Cincinnati, OH	Donald N. Ledbetter, Memphis, TN	Bruce W. Sterling, Masontown, PA	Daniel Jaspan, Philadelphia, PA

*At the 1972 National Convention, the title of legislative representative was changed to administrative vice president.*

Year	City	President	Administrative Vice President	Secretary
1972	Phoenix, AZ	Donald N. Ledbetter, Memphis, TN	Daniel Jaspan, Philadelphia, PA	Bruce W. Sterling, Masontown, PA
1974	Atlanta, GA	Donald N. Ledbetter, Memphis, TN	Joseph J. Meuse, Lynn, MA	Bruce W. Sterling, Masontown, PA

*continued*

## Past Convention Sites and Officers *continued*

*At the 1976 National Convention, the title of administrative vice president was changed to executive vice president.*

Year	City	President	Executive Vice President	Secretary
1976	St. Louis, MO	Donald N. Ledbetter, Memphis, TN	M.J. "Mo" Twomey, San Diego, CA	Rubin Handelman, New York, NY
1978	Milwaukee, WI	Donald N. Ledbetter, Memphis, TN	M.J. "Mo" Twomey, San Diego, CA	Rubin Handelman, New York, NY
1980	Denver, CO	Donald N. Ledbetter, Memphis, TN	M.J. "Mo" Twomey, San Diego, CA	Rubin Handelman, New York, NY
1982	Las Vegas, NV	Donald N. Ledbetter, Memphis, TN	M.J. "Mo" Twomey, San Diego, CA	Rubin Handelman, New York, NY
1984	Baltimore, MD	Donald N. Ledbetter, Memphis, TN	Rubin Handelman, New York, NY	Vincent Palladino, Staten Island, NY
1986	Nashville, TN	Rubin Handelman, New York, NY	Vincent Palladino, Staten Island, NY	Margarete A. Grant, San Francisco, CA
1988	San Antonio, TX	Rubin Handelman, New York, NY	Vincent Palladino, Staten Island, NY	Margarete A. Grant, San Francisco, CA
1990	San Diego, CA	Rubin Handelman, New York, NY	Vincent Palladino, Staten Island, NY	Margarete A. Grant, San Francisco, CA
1992	Louisville, KY	Vincent Palladino, Staten Island, NY*	Margarete A. Grant, San Francisco, CA	Adolph A. Ruiz, Jr., Denver, CO

*At the 1994 National Convention, the office of secretary was changed to secretary/treasurer.*

Year	City	President	Executive Vice President	Secretary/Treasurer
1994	Buffalo, NY	Vincent Palladino, Staten Island, NY	Margarete A. Grant, San Francisco, CA	Adolph A. Ruiz, Jr., Denver, CO
1996	Portland, OR	Vincent Palladino, Staten Island, NY	Margarete A. Grant, San Francisco, CA	Adolph A. Ruiz, Jr., Denver, CO
1998	New Orleans, LA	Vincent Palladino, Staten Island, NY	Ted Keating, Saugus, MA*	Adolph A. Ruiz, Jr., Denver, CO
2000	Anchorage, AK	Vincent Palladino, Staten Island, NY	Ted Keating, Saugus, MA	Louis M. Atkins, Baton Rouge, LA*
2002	Greensboro, NC	Vincent Palladino, Staten Island, NY	Ted Keating, Saugus, MA	Louis M. Atkins, Baton Rouge, LA
2004	Kansas City, MO	Vincent Palladino, Staten Island, NY	Ted Keating, Saugus, MA	Louis M. Atkins, Baton Rouge, LA††
2006	Las Vegas, NV	Ted Keating, Saugus, MA*†	Louis M. Atkins, Baton Rouge, LA*†	James F. Killackey III, Boston, MA*
2008 <sup>^</sup>	Louisville, KY <sup>^</sup>	Ted Keating, Saugus, MA	Louis M. Atkins, Baton Rouge, LA	James F. Killackey III, Boston, MA
2010	Orlando, FL	Louis M. Atkins, Baton Rouge, LA*	James F. Killackey III, Boston, MA*	Brian J. Wagner, Peoria, IL*
2012	Reno, NV	Louis M. Atkins, Baton Rouge, LA	James F. Killackey III, Boston, MA	Brian J. Wagner, Peoria, IL
2014	San Diego, CA	Louis M. Atkins, Baton Rouge, LA	Ivan D. Butts, Upper Darby, PA*	Brian J. Wagner, Peoria, IL
2016	National Harbor, MD	Brian J. Wagner, Peoria, IL*	Ivan D. Butts, Upper Darby, PA	Chuck Mulidore, Youngstown, OH*
2018	Uncasville, CT	Brian J. Wagner, Peoria, IL*	Ivan D. Butts, Upper Darby, PA	Chuck Mulidore, Youngstown, OH

\* Elected at the convention

† Assumed the office in December 2004.

†† John Aceves served as secretary/treasurer from February 2005 until August 2006.

<sup>^</sup> NAPS 100th Anniversary Convention

# Postmasters General

Beginning with Benjamin Franklin under the Continental Congress, 70 men have held the office of postmaster general of the United States. Beginning with Samuel Osgood, the first postmaster general appointed after the adoption of the Constitution in 1789, 67 men have held that office.

## Appointed by the Continental Congress

	Commissioned	Took Office
Benjamin Franklin	July 26, 1775	July 26, 1775
Richard Bache	November 7, 1776	November 7, 1776
Ebenezer Hazard	January 28, 1782	January 28, 1782

## Appointed by the president with the advice and consent of the Senate

	Commissioned	Took Office
Samuel Osgood	September 26, 1789	September 26, 1789
Timothy Pickering	August 12, 1791	August 19, 1791
Joseph Habersham	February 25, 1795	July 1, 1795
Gideon Granger	November 28, 1801	November 28, 1801
Return J. Meigs, Jr.	March 17, 1814	April 11, 1814
John McLean	June 26, 1823	July 1, 1823
William T. Barry	March 9, 1829	April 6, 1829
Amos Kendall	May 1, 1835	May 1, 1835
John M. Niles	May 19, 1840	May 26, 1840
Francis Granger	March 6, 1841	March 8, 1841
Charles A. Wickliffe	September 13, 1841	October 13, 1841
Cave Johnson	March 6, 1845	March 7, 1845
Jacob Collamer	March 8, 1849	March 8, 1849
Nathan K. Hall	July 23, 1850	July 23, 1850
Samuel D. Hubbard	August 31, 1852	September 14, 1852
James Campbell	March 7, 1853	March 8, 1853
Aaron V. Brown	March 6, 1857	March 7, 1857
Joseph Holt	March 14, 1859	March 14, 1859
Horatio King	February 12, 1861	February 12, 1861
Montgomery Blair	March 5, 1861	March 9, 1861
William Dennison	September 24, 1864	October 1, 1864
Alexander W. Randall	July 25, 1866	July 25, 1866
John A.J. Creswell	March 5, 1869	March 6, 1869
James W. Marshall	July 3, 1874	July 7, 1874
Marshall Jewell	August 24, 1874	September 1, 1874
James N. Tyner	July 12, 1876	July 13, 1876
David McK. Key	March 12, 1877	March 13, 1877
Horace Maynard	June 2, 1880	August 25, 1880

*continued*

## Postmasters General *continued*

	Commissioned	Took Office
Thomas L. James	March 5, 1881	March 8, 1881
Timothy O. Howe	December 20, 1881	January 5, 1882
Walter Q. Gresham	April 3, 1883	April 11, 1883
Frank Hatton	October 14, 1884	October 15, 1884
William F. Vilas	March 6, 1885	March 7, 1885
Don M. Dickinson	January 16, 1888	January 17, 1888
John Wanamaker	March 5, 1889	March 6, 1889
Wilson S. Bissell	March 6, 1893	March 8, 1893
William L. Wilson	March 1, 1895	April 4, 1895
James A. Gary	March 5, 1897	March 6, 1897
Charles Emory Smith	April 21, 1898	April 23, 1898
Henry C. Payne	January 9, 1902	January 15, 1902
Robert J. Wynne	October 10, 1904	October 10, 1904
George B. Cortelyou	March 6, 1905	March 7, 1905
George von L. Meyer	January 15, 1907	March 4, 1907
Frank H. Hitchcock	March 5, 1909	March 6, 1909
Albert S. Burleson	March 5, 1913	March 5, 1913
Will H. Hays	March 5, 1921	March 5, 1921
Hubert Work	March 4, 1922	March 4, 1922
Harry S. New	February 27, 1923	March 4, 1923
Walter F. Brown	March 5, 1929	March 5, 1929
James A. Farley	March 4, 1933	March 6, 1933
Frank C. Walker	September 10, 1940	September 11, 1940
Robert E. Hannegan	May 8, 1945	July 1, 1945
Jesse M. Donaldson	December 16, 1947	December 16, 1947
Arthur E. Summerfield	January 21, 1953	January 21, 1953
J. Edward Day	January 21, 1961	January 21, 1961
John A. Gronouski	September 30, 1963	September 30, 1963
Lawrence F. O'Brien	November 3, 1965	November 3, 1965
W. Marvin Watson	April 26, 1968	April 26, 1968
Winton M. Blount	January 22, 1969	January 22, 1969

## Appointed by the Board of Governors

	Took Office
Winton M. Blount	July 1, 1971
E.T. Klassen	January 1, 1972
Benjamin F. Bailar	February 16, 1975
William F. Bolger	March 15, 1978
Paul N. Carlin	January 1, 1985
Albert V. Casey	January 7, 1986
Preston R. Tisch	August 16, 1986

	Took Office
Anthony M. Frank	March 1, 1988
Marvin T. Runyon	July 6, 1992
William J. Henderson	May 16, 1998
John E. Potter	June 1, 2001
Patrick R. Donahoe	October 21, 2010
Megan J. Brennan	February 1, 2015



# Past NAPS Convention Sites

1908	Louisville, KY	<i>The national convention frequency was changed to biennial, effective with the 1933 national convention.</i>	1976	St. Louis, MO	
1909	Chicago, IL		1978	Milwaukee, WI	
1910	Pittsburgh, PA	1933	Chicago, IL	1980	Denver, CO
1911	Dayton, OH	1935	Kansas City, MO	1982	Las Vegas, NV
1912	Memphis, TN	1937	Nashville, TN	1984	Baltimore, MD
1913	Toledo, OH	1939	Boston, MA	1986	Nashville, TN
1914	Atlantic City, NJ	1941	Indianapolis, IN	1988	San Antonio, TX
1915	Atlantic City, NJ	1943	War year; no convention	1990	San Diego, CA
1916	Louisville, KY	1945	War year; no convention	1992	Louisville, KY
1917	Cleveland, OH	1946	Chicago, IL	1994	Buffalo, NY
1918	Atlantic City, NJ	1948	Los Angeles, CA	1996	Portland, OR
1919	Atlantic City, NJ	1950	Washington, DC	1998	New Orleans, LA
1920	Detroit, MI	1952	Pittsburgh, PA	2000	Anchorage, AK
1921	Washington, DC	1954	Miami, FL	2002	Greensboro, NC
1922	Denver, CO	1956	Omaha, NE	2004	Kansas City, MO
1923	Richmond, VA	1958	Louisville, KY	2006	Las Vegas, NV
1924	Minneapolis, MN	1960	Philadelphia, PA	2008	Louisville, KY
1925	Cleveland, OH	1962	Denver, CO	2010	Orlando, FL
1926	Atlantic City, NJ	1964	Miami, FL	2012	Reno, NV
1927	Niagara Falls, NY	1966	Boston, MA	2014	San Diego, CA
1928	Louisville, KY	1968	San Francisco, CA	2016	National Harbor, MD
1929	Baltimore, MD	1970	Cincinnati, OH	2018	Uncasville, CT
1930	Dallas, TX	1972	Phoenix, AZ		
1931	San Francisco, CA	1974	Atlanta, GA		



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