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66th ANNUAL NATIONAL ASSOCIATION OF POSTAL  
SUPERVISORS CONVENTION

Day One

9:01 a.m. to 5:14 p.m.  
Monday, August 6, 2018

Mohegan Sun  
Uncasville, CT 06382

Reported by: NaCorey Nichols

1 NAPS Executive Board

2 Resident Officers:

3 Brian J. Wagner, President

4 Ivan D. Butts, Executive Vice President

5 Chuck Mulidore, Secretary/Treasurer

6

7 Regional VP:

8 Thomas Roma, Northeast Region

9 Richard L. Green, Jr., Eastern Region

10 Craig O. Johnson, Central Region

11 Tim Ford, Southern Region

12 Marilyn Walton, Western Region

13

14 Area VP:

15 Gregory Murphy, New England Area

16 James "Jimmy" Warden, New York Area

17 Hans P. Aglidian, Mideast area

18 Troy Griffin, Capital-Atlantic Area

19 Timothy Needham, Pioneer Area

20 Kevin Trayer, Michiana Area

21 Luz Moreno, Illini Area

22 Dan Mooney, North Central Area

- 1 Area VP: (continued)
- 2 Richard "Bart" Green, MINK Area
- 3 Bob Quinlan, Southeast Area
- 4 Cornel Rowel, Sr., Central Gulf Area
- 5 Shri L. Green, Cotton Belt Area
- 6 Jaime Elizondo, Jr., Texas Area
- 7 Cindy McCracken, Northwest Area
- 8 Myrna Pashinski, Rocky Mountain Area
- 9 Hayes Cherry, Pacific Area
- 10 Louis M. Atkins, Immediate Past President
- 11 Speakers:
- 12 Lisa Douglas
- 13 Debbie Sarnie
- 14 Dennis Wright
- 15 Denise Carroll-Meurch
- 16 Bill McKeon
- 17 Marilyn "Lynn" Malerba (Chief Many Hearts)
- 18 June Bug
- 19 Ricky Frazier
- 20 Kim Owens
- 21 David Long
- 22 Mike Rakes

- 1 Speakers (continued)
- 2 David Mastronianni
- 3 Patricia Jackson-Kelley
- 4 Hector Cardrado
- 5 Edward Phelan
- 6 Rosemary Harmon
- 7 Roy Madden
- 8 Jim Isom
- 9 LaNeda Pitts
- 10 Lanae Silas
- 11 Bruce Bishop
- 12 Luther Manuel
- 13 Toni Scruggs
- 14 Brian Crowe
- 15 Sean Accord
- 16 John Harris
- 17 Ken Bunch
- 18 Richard Caruso
- 19 Bernie McCarthy
- 20 Angela Garland
- 21 Junamarie Brandt
- 22 Jaime Elizondo, Jr.

## 1 P R O C E E D I N G S

2 MS. LISA DOUGLAS: My name is Lisa  
3 Douglas. I'm the President of Branch 5 and your  
4 convention chairperson for this convention.

5 [Applause.]

6 Welcome everyone. I'm so glad to see all  
7 of you. Thank you so much. You've been so kind  
8 to me and my team. We really appreciate it.  
9 We're going to begin with the invocation. Debbie  
10 Sarnie, Branch 932, New Hampshire State.

11 MS. DEBBIE SARNIE: I'm going to ask  
12 everybody to please stand. Bow your heads, close  
13 your eyes, as we give thanks. Dear God, please  
14 enter into our minds, our bodies, and our soul,  
15 and walk with us through this day. Rid us of the  
16 bondage of self-centeredness, selfishness,  
17 resentment, and self-pity. Rid us of fear and  
18 strengthen our faith. Give us the knowledge of  
19 your will for us and the power to carry it out.  
20 Take our will, our life, Dear God. Let us live  
21 this day the way you would want us to live. Let  
22 us think the way you want us to think. And let us

1 act the way you want us to act. Let us be an  
2 instrument of your love, your peace, and your  
3 grace. Amen.

4 All: Amen.

5 MS. DEBBIE SARNIE: Thank you.

6 MS. LISA DOUGLAS: At this time, we'll  
7 have the Presentation of Colors. I would like to  
8 call the Connecticut Junior Marines.

9 MR. DENNIS WRIGHT AND ALL: "I pledge  
10 allegiance to the flag of the United States of  
11 America and to the Republic for which it stands,  
12 one nation, under God, indivisible, with liberty  
13 and justice for all."

14 MS. LISA DOUGLAS: Singing our National  
15 Anthem is Denise Carroll-Meurch from Branch 5.

16 MS. DENISE CARROLL-MEURCH: [Singing  
17 National Anthem.]

18 [Applause.]

19 MS. LISA DOUGLAS: You may be seated. At  
20 this time, we have a special guest speaker with  
21 us. Her name is Chief Lynn Malebra, better known  
22 as Many Hearts.

1           CHIEF LYNN MALEBRA: Well, thank you very  
2 much. I'm hoping that in a minute, my Power Point  
3 will come up. I have a photo montage of people  
4 and places in our tribe that are important to us  
5 as well as tribal artifacts, and that's my great-  
6 grandfather who was the chief during the 1930s to  
7 50s.

8           So, thank you for your very kind  
9 invitation to be with you. This is very  
10 impressive, and I will tell you that the signs  
11 here remind me of the National Congress of  
12 American Indians, because when we all meet, we  
13 have exactly those kinds of signs. So, I get to  
14 sit with all of my New England buddies when we get  
15 to a meeting.

16           [Speaks in native language.] What I said  
17 is, I am called Chief Many Hearts, and welcome and  
18 greetings from our Mohegan people. I'm called  
19 Chief Many Hearts in recognition of the fact that  
20 I spent the first half of my career as a critical  
21 care nurse, specializing in cardiology, and I  
22 eventually was in hospital administration at the

1 local hospital down the road. And our Medicine  
2 Woman had said to me when I became Chief, "It  
3 really is time for you to take a Mohegan name,"  
4 because it never really felt right. The timing  
5 never really felt right for me, and she said, "You  
6 should be called Many Hearts because you've held  
7 many hearts in your hands in the past, and now you  
8 hold our tribal hearts in your hands." So, that  
9 was the perfect name for me, and it fit, and it  
10 just felt right, and it was the right time to do  
11 so.

12           So, we greet, and we welcome the National  
13 Postal Supervisors Association to our homelands.  
14 This is amazing. This is an amazing turnout, and  
15 I'm so happy to see you all here. I have some  
16 personal connections to the Postal Service. My  
17 husband was a letter carrier in New London, so if  
18 anyone is here from New London, until he decided  
19 that his life work was going to be a plumber,  
20 which I benefit from, so I'm happy about that.  
21 And my dad retired from the Uncasville Post  
22 Office. He was a World War II vet, landed at



1 Anzio, and was one of the bravest men I know. So,  
2 I feel a kinship with you all.

3 [Applause.]

4 So, I'm here to tell you a little bit  
5 about our Mohegan history, but also a little about  
6 why we own a business, because people always  
7 wonder about that. So, we are originally  
8 descended from the Lenni-Lenape people of Delaware  
9 known as the "first people," and they consisted of  
10 three clans, the turtle, the turkey, and the  
11 wolves. And we had heard that there was better  
12 hunting and fishing along the shores of  
13 Connecticut, so we migrated from the Delaware area  
14 up through New York and then down the Connecticut  
15 River, which is known as Quinetucket or the long  
16 tidal river. And as we came down that river, we  
17 became known as "the invaders," so apparently we  
18 made ourselves known as we came down the  
19 Connecticut River, and we settled on the Eastern  
20 Banks of the Thames River, so we were known as  
21 "Pequot" or "Pequotague."

22 So, in the 1600s, when we began to

1 experience first contact with the Dutch and  
2 European immigrants who came to the shore, there  
3 were a lot of ways that, you know, tribal people  
4 wondered, you know, how should we engage with  
5 these people who are coming to our shores in large  
6 numbers. You know, should we fight them? Should  
7 we befriend them? What should we do? And so,  
8 Chief Sassacus, who was the Chief of the Pequot  
9 tribe and then who became our Chief Uncas had a  
10 varying opinion about how to deal with this. So,  
11 there was, you know, kind of Uncas thought that he  
12 should be the rightful leader now of the tribe  
13 because he had a more modern view of how things  
14 should be, and that he should welcome and embrace  
15 the people -- that we should welcome and embrace  
16 people who were coming to our shores, and the best  
17 way to live would be to live side by side in  
18 harmony.

19           So, eventually, Uncas decided that he  
20 would take all of his followers and go to the  
21 western banks of the Thames River and then took  
22 the old clan name back, Mohics, which means the

1 "wolf people." And so, that's how we kind of  
2 separated from our cousins across the river.

3           We have had a continuous government and a  
4 continuous land base and an active citizenship  
5 ever since that time. Our earliest diplomatic  
6 relations were with the European governments prior  
7 to the formulation of the United States. In fact,  
8 we sued the colony of Connecticut for illegal  
9 dispossessions of our land in courts in London.  
10 We won those lawsuits twice and then got  
11 overturned on appeal. But I think, you know, it's  
12 really interesting to know that tribal people from  
13 this continent were traveling to Europe all the  
14 time, because that's who our diplomatic  
15 relationships were with until we formed the United  
16 States.

17           Our Chief Mohamat [phonetic] died in  
18 London and was actually buried at Southwark  
19 Cathedral outside the city limits, because he was  
20 a man of color and couldn't be buried within  
21 London City Proper.

22           We have fought in every war beginning

1 with the Revolutionary War. In fact, 34 of our  
2 warriors fought at Bunker Hill, and Samuel Ashbow,  
3 Jr. was the first tribal native person to die  
4 there.

5           Prior to federal recognition, we  
6 supported our tribal government by paying  
7 individual dues. Each tribal citizen had to pay.  
8 That's a picture of me in my nursing school. So,  
9 you can see my cap is now a relic in the museum,  
10 sad to say, right? So, you know, we paid  
11 individual dues to keep our tribal government  
12 going, because we did have an actual functioning  
13 government. And then in the 1800s, our main  
14 source of income was our annual Green Corn  
15 Festival, which is a way to give thanks for the  
16 harvest, also known as our Wigwam Festival, which  
17 is going to be two weekends from now. So, you're  
18 in town, and you want to come, it's free. We  
19 provide transportation from the casino, and it's  
20 really something to see because we have multiple  
21 tribal nations that come and participate.

22           In 1934, the Indian Reorganization Act

1 was passed, which was recognized the tribes had  
2 suffered under U.S. policy, and so the federal  
3 government was interested in making sure that  
4 tribes remained vibrant, and they were  
5 reorganized, and they had the services that they  
6 needed to provide for their people.

7           Since then, tribes were required to go  
8 through formal, what I call recognition process,  
9 but, you know, the federal government says a  
10 recognition process, because we knew who were, but  
11 the federal government needed proof of who we  
12 were. So, what we did was, you know, it was a  
13 long and arduous process, and the reason that we  
14 went through recognition, was solely so that we  
15 could have a seat at the table when Federal Indian  
16 policy is being developed, and so now we have a  
17 seat at the table when that happens, and that's  
18 very important to us. It also allowed us to  
19 access federal programs for our people, and again,  
20 remember that, you know, things happen in New  
21 England that, you know, it took a little bit  
22 longer to happen out west. So, we always tell our

1 friends, the Navajo, who have 300,000 citizens and  
2 1.3 million acres, that that's because, you know,  
3 we held everybody off for a little while, right?  
4 So, you know, we got of got the first wave there.

5           But, we are very proud now to be a tribe  
6 that owns a business. It's important to note that  
7 we are not a business entity just for the sake of  
8 owning a business for individual profits. In, you  
9 know, we are successful, but it could be thought  
10 of as a not for profit, because our profits are  
11 shared with our tribal community in the form of  
12 education, elder services, youth services, health  
13 care, and, you know, family services, community  
14 and recreation, and also protection of our sacred  
15 and cultural sites, and also to protect our  
16 culture and our way of life and to teach it to  
17 those next generations. And that way, we're  
18 staying faithful to our ancestors, that we knew  
19 how they struggled to hold on, they did, and now  
20 it's our turn to make sure that our children and  
21 the next generations benefit from that.

22           So, unlike other governmental

1 jurisdictions like cities and towns and states,  
2 they raise funds by taxing their people. We raise  
3 funds through debt offerings to build our  
4 business, to build economic development on our  
5 reservation, and then we use the proceeds from our  
6 business for the well-being of our tribal  
7 citizens. And so, it's a very important  
8 distinction to make from other municipalities.

9           Tribes have also had traditional networks  
10 throughout this country, and they've always had  
11 vibrant economies and trade networks for survival  
12 and comfort. In fact, using the word buck stems  
13 from -- for a dollar -- stems from the fact that  
14 Mississippi Indians used deer skins as currency in  
15 the 1700s. So, that's where that comes from -- a  
16 little factoid.

17           Once we encountered the Europeans who  
18 immigrated to this country, we engaged in barter  
19 and trade with the settlers as well, so, including  
20 metal, beads, cloth, among other things, and  
21 you'll see there's a picture of me in my regalia.  
22 I wear cloth regalia, which is considered post-

1 contact and is very practical, because deer skins  
2 are really hot in August, and so when we get the  
3 Wigwam, I just can't -- I can't wear deer skin.  
4 And so, you know, some tribes will charge a toll  
5 to some people going through their lands and/or  
6 rent out fishing and hunting rights. Other tribes  
7 would keep a portion of their citizens' individual  
8 grain production, keeping a portion of grain for  
9 leaner times. Mohegan rented out our forests in  
10 the 1800s as a means for economic support. But at  
11 that time, there were overseers assigned to us by  
12 the State of Connecticut to manage our affairs,  
13 and it goes without saying that perhaps that  
14 relationship wasn't the best.

15           So, due to the practices of the  
16 overseers, our tribal leaders at that time opted  
17 out to disband the reservation. They said, you  
18 know what, instead, give us land that we will own  
19 privately, and then we will -- we will have  
20 control over our own destiny. And so, that would  
21 be considered an act of sovereignty -- a tribe  
22 making decisions for their own people and deciding



1 what is the best for their own people.

2           So, after first contact with the  
3 Europeans, our tribal territories and tribal  
4 citizens found themselves in a period of rapid  
5 decline, and in New England, it's estimated that  
6 we lost 90 percent of our tribal citizens and 90  
7 percent of our land base from the early 1600s to  
8 the 1700s. It's estimated that Mohegan lands were  
9 about 20,000 acres, which is small by western  
10 standards, but by Connecticut not so small, and at  
11 the time of contact, 2,000 acres by the mid 1700s  
12 and then only the parcel of land our church was  
13 built on by the mid 1800s.

14           So, in fact, 500 years after first  
15 contact with the Europeans, American Indians and  
16 Alaska natives now only hold in their possession 1  
17 percent of all land in the United States, despite  
18 the fact that 24 percent all of superfund sites  
19 are on Indians lands. Many tribes were removed  
20 from indigenous homelands, and all tribes were  
21 pressured to acculturate to a European lifestyle  
22 by Christianization, education at boarding

1 schools, and otherwise being told that they should  
2 not practice their traditional lifestyles,  
3 language, culture, food ways, and religions.  
4 Tribes have worked diligently to protect and  
5 reclaim their ancient ways, and to reclaim their  
6 ancient traditional lands to ensure that the next  
7 generations will carry on their traditions. It is  
8 important to connect our current and future  
9 generations to their land, their traditional ways,  
10 their culture, their language, their arts and  
11 ceremony, because that is culturally protective  
12 for our next generations to give those young  
13 citizens a strong sense of identity and community.  
14 And one of the things that we did as soon as we  
15 had some economic development here was we  
16 repurchased our burial grounds from the State of  
17 Connecticut, who had taken our burial grounds via  
18 eminent domain to make it into a state park. We  
19 have three burial grounds. One is an active one,  
20 and that is at Fort Shantok. We also then  
21 restored our tribal church. Again, we built a  
22 church to prove that no, we were Christianized, we

1 were acculturated, and you didn't move us out  
2 west, and you didn't need to relocate us, and then  
3 we also restored our tribal museum, which is the  
4 oldest Indian-owned and run museum in the United  
5 States. It was built in 1930.

6           So, a little bit about tribal gaming, and  
7 I'm hoping that someone will give me the 5-minute  
8 warning sign if I run over, so feel free to give  
9 me the hook, because I can talk forever. But, as,  
10 you know, the Indian Gaming Regulatory Act was  
11 passed as a principle goal of Federal Indian  
12 Policy to promote tribal economic development,  
13 tribal self-sufficiency, and strong tribal  
14 governments in recognition of the fact that the  
15 United States will never be able to fully fund  
16 their Trust and Treaty obligations to tribes. In  
17 fact, Indian Health Services is only funded at 50  
18 percent level of need to this day. And so, it's  
19 up to us now to fill in the gaps and try to  
20 provide for our citizens in the best way that we  
21 can.

22           You know, the United States knew that our

1 way of life was going to be changed forever.  
2 Tribes knew that too. And we tried to protect our  
3 tribes through the Treaty process, and all of  
4 those treaties were very specific, and they  
5 referenced health care, education, assistance with  
6 meeting basic needs such as food, you know,  
7 providing agricultural goods. So, you know, it  
8 was a way for tribes to interact with the United  
9 States in a government-to-government fashion. So,  
10 when the Indian Gaming Regulatory Act was passed  
11 only -- only Las Vegas and Nevada had gaming, and  
12 so the thinking was that we would have unique  
13 status and unique in this nature. And written  
14 into the law was the requirement that net revenues  
15 from tribal gaming were not to be used for  
16 purposes other than funding tribal government,  
17 operations and programs, providing for the general  
18 welfare of our people, promoting tribal economic  
19 development, and donating to charitable  
20 organizations, and helping fund operations of  
21 local governments, and we've engaged with our  
22 local government in providing water lines going

1 through various towns, and it's a way for us to  
2 give back to our community. We have carried on  
3 Uncas' desire to live in harmony with our people.

4           So, I'm not going to continue to on,  
5 because I know that you have a really busy agenda  
6 ahead of you. But, I would like to just leave you  
7 with this one thought, that tribes are more than  
8 just people related to one another by DNA. Tribes  
9 are governments. We are governments who provide  
10 for our citizens and for our people, just as our  
11 local municipalities do, states and governments  
12 do, and, you know, we're really proud to have  
13 economic development here. One of the things  
14 we're doing is trying to diversify into other  
15 businesses, because like any other good business,  
16 you can't rely on one sector of the economy.

17           So, I hope I've given you a little  
18 snapshot of what it means to be Mohegan, what it  
19 means to be here. This reservation is located on  
20 Trading Cove, which where all the tribes in this  
21 area used to come and trade their wares with one  
22 another. So, it is a significant property here.

1 We are proud to be here. We have improved the  
2 property. It used to be a site for the  
3 manufacturing of nuclear submarine reactors. So,  
4 we think we're improved on the property a little  
5 bit. So, thank you very much. Thank you for your  
6 kind attention. I hope you have a great time.

7 [Applause.]

8 MS. LISA DOUGLAS: At this time, I'd like  
9 to call Bill McKeon, Branch 3, to read the names  
10 for the Memorial.

11 MR. BILL MCKEON: Good morning. My name  
12 is Bill McKeon, Branch 3, New Haven, Connecticut.  
13 We're down the road about 50 miles, so I've been  
14 here a hundred times to Mohegan Sun. It's a great  
15 place, so have a lot of fun folks.

16 The following members have passed away  
17 since our last convention in 2016. I'll start  
18 with the names:

19 Adolph Uroiz, Branch 65,  
20 Alphonse Navarro, Branch 373,  
21 Andrew Adams, Branch 100,  
22 Anne Konish, Branch 11,

1           Anthony LaGreca, Branch 330,  
2           Anton Misculin, Branch 202,  
3           Arthur Alabisby, Branch 74,  
4           Beatrice Grimsley, Branch 127,  
5           Brenda Blyth, Branch 43,  
6           Caroline Moore, Branch 559,  
7           Charles Gaskill, Branch 33,  
8           Charles Shephard, Branch 159,  
9           Charlotte Hendrin, Branch 526,  
10          Chastity Pointer, Branch 270,  
11          Christopher Serja, Branch 526,  
12          Craig Getty, Branch 463,  
13          Curtis Burns, Branch 255,  
14          Daniel Treza, Branch 100,  
15          David Dupart, Branch 127,  
16          Dennis Hines, Branch 255,  
17          Dinah Flady, Branch 127,  
18          Dorothy Womack, Branch 127,  
19          Ernest Wilth, Branch 124,  
20          Elizabeth Whitehead, Branch 77,  
21          Frank Spartatella, Branch 100,  
22          Frank Farrow, Branch 321,

1 Gary Smith, Branch 45,  
2 Ginger Ballard, Branch 33,  
3 Gregory Ison, Branch 493,  
4 Gwendolyn Hall Pendleton, Branch 26,  
5 Harold Simms, Branch 559,  
6 Harrison Rankin, Branch 322,  
7 Ida Gilmore, Branch 26,  
8 Wachita Esville, Branch 146,  
9 James Harrington, Branch 105,  
10 Jesse Gilmore, Branch 26,  
11 John Legardi, Branch 39,  
12 John Clemmons, Branch 127,  
13 John Harris, Branch 127,  
14 Joseph Kalesnick, Branch 102,  
15 Julia Snell, Branch 80,  
16 Kenneth Richardson, Branch 498,  
17 Kenneth Sage, Branch 31,  
18 Lavada Williams Gutierrez, Branch 127,  
19 Leslie Limon, Branch 159,  
20 William Powell, Branch 239,  
21 Margarita Navarra, Branch 139,  
22 Marty Bunch, Branch 353,



1 Michael Buzzero, Branch 47,  
2 Michael Laswell, Branch 255,  
3 Michael Cuchera, Branch 105,  
4 Obie Phillips, Branch 159,  
5 Olden Abron, Branch 555,  
6 Patsy Ford, Branch 127,  
7 Paul Hoffertal, Branch 27,  
8 Paul Lennon, Branch 43,  
9 Paul Rendezzo, Branch 100,  
10 Richard Decker, Branch 110,  
11 Richard Washington, Branch 355,  
12 Richard Ferreri, Branch 237,  
13 Robert Franklin, Branch 80,  
14 Robert Flemming, Branch 566  
15 Ronald Cevates, Branch 157,  
16 Ruth Flowers, Branch \_\_\_\_  
17 Sharon Lawry, Branch 154  
18 Shirley Wilford, Branch 41,  
19 Susan Gavera, Branch 463,  
20 Tammy Reyes, Branch 23,  
21 Terence McNiven, Branch 435,  
22 Thomas Coyle, Branch 255,

1           Tavachio Maltezzo, Branch 110,

2           Timothy O'Connell, Branch 498.

3           Rest in peace, my brothers and sisters.

4 Thank you.

5           [Applause.]

6           MS. JUNE BUG: Point of privilege. Good

7 morning, I'm June Bug. Just to add to that list,

8 a recent death Branch 23 had is Mr. Stan Patrick.

9 Thank you.

10           MR. RICKY FRAZIER: Excuse me, point of

11 privilege. Ricky Frazier, Huntsville, Branch 399.

12 I would like to add Tanya Horn to that list.

13 Thank you.

14           MS. KIM OWENS: Point of personal

15 privilege, I'm Kim Owens, Branch 81, Tampa. Steve

16 Papageorge and Ron Haglund who came to many of

17 these conventions passed within the last year, and

18 we just learned of Ron just recently.

19           UNIDENTIFIED MALE SPEAKER: One more

20 please. Point of personal privilege, \_\_\_\_\_ Falon,

21 Branch 265. I would like to acknowledge Diane

22 McCarty Martinez, Branch 265, recently deceased.

1 Thank you.

2 MS. LISA DOUGLAS: Thank you.

3 MS. APRIL TREVENA: Wait, one more point  
4 of personal privilege, Branch 94, April Trevena,  
5 Thomas Barnes.

6 MS. LISA DOUGLAS: Thank you.

7 MR. REGINALD GRAMBLIN: I have one as  
8 well. Branch 531, Reginald Gramblin, Renzi Lewis.  
9 Thank you.

10 MS. LISA DOUGLAS: Thank you. If there  
11 are any other names, you will have to give them to  
12 Karen Young at this time.

13 Okay. At this point, we are going to  
14 transfer over to our postal leadership. So, I'm  
15 going to ask Postmaster Ashley Bigelow-Johnson to  
16 come to the stage for a welcome from Uncasville.

17 [Applause.]

18 MS. ASHLEY BIGELOW-JOHNSON: Good morning  
19 and thank you. I would like to welcome you to my  
20 hometown of Uncasville, Connecticut. I grew up  
21 here when I was little. This wasn't here, but it  
22 is now. I eventually rose to be the Postmaster of

1 Uncasville, Connecticut, and I probably will stay  
2 there. I like it. It's small, it could probably  
3 fit in this room. I hope you all had a good night  
4 last night and enjoyed your stay here at Mohegan  
5 Sun, and I hear most of you have been here for the  
6 weekend. I would just like to take a few minutes  
7 to welcome you here for your national convention  
8 for 2018. I know NAPS probably has a full agenda  
9 planned for you for this convention for over the  
10 week. I hope you have some free time to take in  
11 some of the local sights such as the aquarium over  
12 in Mystic or some of the shopping that you can go.  
13 There's a couple of Tanger Outlets, one in  
14 Clinton, one at the neighboring casino at  
15 Foxwoods. You could take the high-speed ferry if  
16 you wanted to go for a bike ride on Long Island or  
17 Block Island and take in dinner, or you could just  
18 stay here and do some shopping here and take in a  
19 show.

20           We will have a table set up here Friday  
21 for any of your shipping needs from 8:30 to 12:00,  
22 I'll have someone here. So, if you need to ship

1 anything back, there will be a clerk here, and  
2 we'll take your parcels, and we'll ship them back  
3 for you. Again, welcome, and enjoy your  
4 convention. I hope you all enjoy my quaint little  
5 town of Uncasville, Connecticut.

6 [Applause.]

7 MS. LISA DOUGLAS: I'd like to call David  
8 Long from Branch 6, Worcester Central, Mass, who  
9 will be reading the bio for Mr. Michael Rakes.

10 MR. DAVID LONG: Good morning. Mike  
11 Rakes is currently the District Manager for the  
12 Greater Boston District with oversight of overall  
13 plant operations and post offices for the State of  
14 Massachusetts, over 13,000 employees, 900 managers  
15 and Postmasters. Mike has over 21 years of  
16 service with the United States Postal Service. He  
17 began his career as a letter carrier in 1996 in  
18 the Boston District. Eventually, Mike was  
19 promoted and held several Postmaster positions  
20 throughout the State of Massachusetts and was  
21 eventually promoted to Post Office Operations  
22 Manager, for the State of Rhode Island and the

1 Southeastern Area of Massachusetts.

2           Mike then served in his first executive  
3 assignment as the Plant Manager for Providence  
4 Processing and Distribution Center in Providence,  
5 Rhode Island. A short time later, Mike was  
6 selected to cover the District Manager position in  
7 New York, Albany District. After his time on  
8 detail in Albany, Mike was asked to return to  
9 Boston as an Executive Senior Plant Manager for  
10 the Greater Boston District, where he was in  
11 charge of all the plant operations and the State  
12 of Mass. Ladies and gentleman, District Manager  
13 for the Greater Boston District, Mike Rakes.

14           [Applause.]

15           MR. MIKE RAKES: Good morning.

16           ALL: Good morning.

17           MR. MIKE RAKES: Well, welcome to New  
18 England for those that are in town for the week  
19 visiting. Great to have you here. For those of  
20 you who lose your money quickly, we are two hours  
21 away from Downtown Boston, all kind of things to  
22 do in the City of Boston and the state of

1 Massachusetts as well as Connecticut. And for  
2 those that don't know, we have a pretty good  
3 baseball team as well.

4 [Applause.]

5 I didn't bring a broom with me, but, I  
6 was looking for a broom.

7 [Laughter and boos.]

8 I'm joking, I'm joking. Honestly, it's a  
9 privilege to be here. Great turnout. Great group  
10 of folks. The leadership here at NAPS, you've  
11 been tremendous throughout my career, no doubt  
12 about it. I enjoy coming to these venues and  
13 speaking and talking to as many people as I  
14 possibly can. I love the title up here, because  
15 it really hits home to the folks in this room,  
16 especially in management within the Postal  
17 Service. Passion, People, and Purpose. It goes a  
18 long way with what you do each and every day. My  
19 colleagues across the country, we know you have  
20 the toughest jobs in the Postal Service. You are  
21 where the rubber meets the road, whether it's the  
22 supervisor on the floor, a manager in an

1 operation, somebody in the VMF that's doing things  
2 that we don't even talk about. You all keep the  
3 company going, make no mistake about it. So, I  
4 ask you all, a round of applause for yourselves.

5 [Applause.]

6 Taking a look at the future, absolutely  
7 is the way to look at things. Difficult times,  
8 challenging times. We can read all the tweets, we  
9 can look at the social media, and we can have our  
10 own biased opinions, but make no mistake about it,  
11 the Postal Service is here to stay and to continue  
12 prospering through the rest of our careers.

13 [Applause.]

14 With that said, the title is very fitting  
15 for what I would like to speak about for a few  
16 moments, which is taking care of the people. If  
17 you don't take care of your people, you will have  
18 a tough, more challenging time ahead of you than  
19 you have right now. We have enough things  
20 fighting against us, we have enough things coming  
21 at us each and every day as managers and as  
22 executives that we need to come together and take



1 care of the folks that work for us to make that  
2 they are safe, they are providing the service to  
3 the customers each and every day, and that we,  
4 together, collectively, can show that the Postal  
5 Service will strive into the future.

6           So, please, word of advice from my office  
7 to you all from my District, you know, Greater  
8 Boston District, where we talk about the people  
9 every single day, you cannot do enough, we know  
10 that, for our people. It's not easy. Some people  
11 are not happy in what they do. Some people come  
12 to work in a difficult situation, and you all have  
13 to feel that each and every day as you manage  
14 through your operations. But, you're doing a very  
15 good at it, and I thank you from the bottom of my  
16 heart for what you do each and every day. Having  
17 a passion for what you do goes a long way, it  
18 really does.

19           You know, throughout my career, 21 years  
20 in, I've had passion in every position that I've  
21 held, every position that I covered, everywhere  
22 I've traveled to, I've made sure that I brought

1 passion with me to the people that were working  
2 for and with me. That goes a long way, because  
3 people will feed off of that. So, as you continue  
4 to move through your career and your postal  
5 adventures, make sure that you bring the passion  
6 to the table that your people want to see and that  
7 your people want to follow.

8           Again, I thank you for the time to be  
9 here. Welcome to New England, best place in my  
10 opinion to be in this part of the country at this  
11 time of the year. Enjoy Mohegan Sun, enjoy  
12 Connecticut, and if you have a chance, come out  
13 and visit Boston anytime during the week. Thank  
14 you.

15           [Applause.]

16           MS. LISA DOUGLAS: I would like to  
17 introduce our reader's bio for the next speaker,  
18 David Mastroianni, Connecticut Valley District  
19 Manager.

20           David D. Mastroianni, Jr., has over 39  
21 years with the Postal Service, joining the Postal  
22 Service in 1979 as an LSM Clerk. While working

1 for the Postal Service, David joined the U.S.  
2 Marine Corps Reserves as an Infantryman and  
3 participate in joint training exercises in Norway  
4 and Okinawa. He was presented with the  
5 Leatherneck Award for Outstanding Performance  
6 during Recruitment Training and has received  
7 multiple Meritorious Mast for his outstanding  
8 performance.

9           As the Connecticut Valley District  
10 Manager, Dave oversees all postal operations in  
11 Connecticut, Western Massachusetts, and Rhode  
12 Island, from New Bedford to the Berkshires. He  
13 has administrative responsibility for all  
14 delivery, collection, and retail sales activities  
15 at more than 500 post offices, including four  
16 processing plants, equating to more than 13,000  
17 employees who sort, process, and deliver 3.6  
18 million pieces of mail, including nearly 104  
19 million packages last year to more than 3 million  
20 delivery points in the District. Under his  
21 leadership, the Connecticut Valley District  
22 generates more than 1.5 billion in postal revenue.

1 He is a key figure in the cultivation and  
2 retention of postal customers throughout the  
3 District-wide use of five Postal Customer  
4 Councils, PCCs, including nationally recognized  
5 PCCs located in Greater Hartford, New Haven, and  
6 Fairfield County.

7           In 2015, Dave was name by the Postal  
8 Service as the Postal Customer Council District  
9 Manager of the Year and currently services as an  
10 Advisor on the National PCC Advisory Board, which  
11 includes postal and industry membership from  
12 Councils around the Country. He was also recently  
13 named as Federal Executive of the Year in 2017 by  
14 the Federal Executive Association of Connecticut,  
15 an organization that brings together leadership of  
16 Federal Government Agents for Collaboration and  
17 Coordination.

18           I would like to add one more line to  
19 Dave's bio. It was Dave Mastroianni who first put  
20 me up as a 204B, and it helped to transform my  
21 journey with the United States Postal Service.  
22 Ladies and gentleman, District Manager for

1 Connecticut Valley District, David Mastroianni.

2 [Applause.]

3 MR. DAVID MASTROIANNI: Good morning,  
4 everybody. How we doing? Okay. This is the  
5 start of the week, so you need a lot more oomph in  
6 it, okay? All right. I heard some people  
7 comment, "Yeah, we start the Marines out young --  
8 Junior Marines." Yeah, they used to march in the  
9 parade. Always good to watch. I'm losing my  
10 voice a little bit here, but we'll still get by.

11 When you think about it, 39-1/2 years.  
12 That's why the bio is a little long. I was  
13 kidding around with Mike as he got up here, but,  
14 you know, we share -- we share one thing, and  
15 that's messaging, and that's what I'll talk about  
16 today. But, before I get onto the messaging,  
17 let's talk about the area around here. First of  
18 all, take advantage of it. You heard Chief Happy  
19 Hearts -- Many Hearts -- she's a happy person,  
20 though, you know, I really like that though too.  
21 There's a lot of history in Connecticut itself.  
22 So, whether you venture around here or you venture

1 off, we're all in a close proximity -- Boston, New  
2 York, the whole bit. So, get out there. If you  
3 have some free time, get out there at night, okay?  
4 You'll find a lot of history up here. Mystic  
5 Seaport, not only the aquarium down there, but  
6 it's also the -- it's also -- I might not use this  
7 yet because I don't want to spill on it -- is the  
8 -- an old whaling town down here with a lot of  
9 history there, and then we've got some vineyards  
10 around here also, all good.

11           So, let's talk about it, you know, Mike  
12 brought up a good -- a good messaging -- the  
13 future, where we need to be, and where we've been.  
14 But, you know what? If you really think about,  
15 you know, we've always been in the business for  
16 what? What are we in the business for? Service,  
17 right? So, a hundred years ago, we serviced. Do  
18 you think going forward, in another hundred years,  
19 it's going to be service? Yeah, it doesn't  
20 change. The message never changes. The product  
21 line, maybe the machines we use, that may change.  
22 But, service to our customer is paramount. And

1 down in the next couple of days -- and I'm not  
2 gonna beat this to death -- because you're going  
3 to have some very good guest speakers here.  
4 You're going to have the Area Vice President, Ed  
5 Phelan, here in a little while. You'll have Megan  
6 Brennan, our Postmaster General, Dave Williams.  
7 It's all about service, and if we remember one of  
8 our old, old area of sales, Cliff Rutker, you  
9 can't sell product with bad service, right? So,  
10 that's where we've got to go, and we've got to be  
11 able to adapt. We have to be able to adapt, and  
12 we have to be able to -- no matter what the -- I  
13 remember Pat Donahoe, years ago, you know, the  
14 politician, let the Capitol Hill worry about the  
15 Capitol Hill. But, you as line front supervisors,  
16 managers, NDOs, Postmasters, if you have  
17 Postmasters here, our bottom line is to the  
18 customer. It has to be transparent to the  
19 customer, because without service, there is no  
20 product. Without product, there is no Postal  
21 Service.

22 Now, I'm a big -- I'm a big believer in

1 communication, and I remember sitting at a  
2 function -- a cocktail party -- and I was talking  
3 to somebody at a company, and he asked me a  
4 question about the business. And I looked at him,  
5 and I said, you know, most of my time is on the  
6 operations side. I really don't know that much  
7 about the front. And he looked at me, and he  
8 said, well then, you only know the back end of the  
9 operation. I kind of -- I took that symbolically,  
10 but I took it with some self-feedback when I went  
11 and thought about it is that we don't know the  
12 full business. Our people don't know the full  
13 business. We have people who come in every day,  
14 and we tell them to push a button, we tell them to  
15 keep the ledges loaded, we tell them you've got to  
16 break this down, you've got to transfer this out,  
17 it has to be out in time, and best yet, you've  
18 gotta scan these packages. But, we tell them what  
19 they need to do, but do we really tell them why?  
20 Do we really tell them why?

21           The bottom line is that we're all adults,  
22 and when you tell people why, and you give them



1 reason, they understand. They go that  
2 discretionary effort. They make that change. And  
3 what I found in our business, me, you know, these  
4 are the kinds of things that I really try to push  
5 is getting that communication down to the bottom  
6 level, to tell them why. And most of the people  
7 that are in my District, we have a lot of  
8 communication. We have a lot of meetings --  
9 groupings together, and I'll tell you, a good  
10 example is the parcel select that you've all been  
11 aware of. We're up there. We're like number 10  
12 in the nation. Why? Because we had to sit down  
13 and walk through the process and communicate it  
14 down, and that's with anything you do.

15           You know those Meritorious Mast? I think  
16 the best team I've ever been on in the past was a  
17 Super Squad competition. We all knew what to do.  
18 We didn't have -- we didn't have to get verbal.  
19 We knew between signs, between what was next  
20 expected. The initiates were taken, and that's  
21 only a 12-man team.

22           So, the point I'm going to leave there

1 today, take notes, listen to what they're saying,  
2 and then if you -- when you leave here, you should  
3 be leaving with something good. Don't miss it.  
4 If you walk away with nothing to share with  
5 people, then you missed the moment. Too much out  
6 there. But, that's what it's all about --  
7 communication. Service hasn't changed. Safety  
8 hasn't changed. Our people are important. And  
9 ultimately, yes, it's the budget. People that  
10 have been here for years and years and years --  
11 that was the first question asked of me when I was  
12 going for my line supervisor -- what's important  
13 to the Post Office? Safety, Service, Budget. It  
14 hasn't changed. Hasn't changed a hundred years  
15 ago, it will not change a hundred years from now.

16           So, with that, listen, thank you.  
17 Welcome to Connecticut. Great place to be. We  
18 don't have the baseball teams, but we're working  
19 on it -- Double A down in Harvard. It's the  
20 number one stadium right now in the nation, okay?  
21 They're working on it, and hopefully, soon we'll  
22 have a soccer team down here. A lot of stuff to

1 do, welcome aboard. Thank you very much.

2 [Applause.]

3 MS. LISA DOUGLAS: At this time, I'd like  
4 to call Patricia Jackson-Kelley from the Auxiliary  
5 to come to the stage.

6 [Applause.]

7 MS. PATRICIA JACKSON-KELLEY: Good  
8 morning.

9 ALL: Good morning.

10 MS. PATRICIA JACKSON-KELLEY: President  
11 Wagner, Vice President Butts, past national  
12 officers, distinguished guests, NAPS members,  
13 guests, Auxiliary, and friends, on behalf of the  
14 National Auxiliary State and Local Branches, thank  
15 you for this honor. We welcome you to what is  
16 promised to be one of the most informative,  
17 fulfilling, and fun conventions.

18 When the postal supervisors were fighting  
19 to hold benefits, which had been granted,  
20 supervisors and their wives and husbands saw the  
21 need for a National Auxiliary. Our state branch  
22 initiated the idea. This was on September 20,

1 1933. So, viewing this year's theme, Passion,  
2 Purpose, and People, it allows us to reflect upon  
3 the mission as well as the future of NAPS.

4           Since September 1933, the Auxiliary  
5 membership has worked very closely with NAPS to  
6 assure that your voices are heard. August 2018,  
7 Postal Supervisor Magazine depicts our core belief  
8 -- we are family in solidarity -- helps us support  
9 one another as we fulfil the NAPS mission.

10           A special acknowledgement is to Karen  
11 Young for promoting this magazine of excellence  
12 and assuring that the Auxiliary provides you a  
13 monthly snapshot of our executive board's members'  
14 words of wisdom. I urge you to please take time  
15 to read our article.

16           The Auxiliary was organized to assist the  
17 National Association of Postal Supervisors in  
18 their efforts to provide a better Postal Service,  
19 security benefit legislation, to promise the  
20 welfare of the supervisor as a whole, and to  
21 assist at convention. We assist with contacting  
22 and communication with members of Congress to

1 support legislation beneficial to postal  
2 supervisors and their families. Public relations  
3 - the Auxiliary enlists the interests and support  
4 of the community in our problems and concerns  
5 through various civic organizations and clubs. We  
6 cooperate with the local branches and provide  
7 social functions. We assist with SPAC, which is  
8 the Supervisor Political Action Committee. We are  
9 proud of the record-breaking collection of SPAC  
10 during the most recent two LTS.

11 At this time, I would like to turn your  
12 attention to the rear of the room, and you will  
13 see, as I call the names, one of the most dynamic  
14 teams there is. I will begin with our Vice  
15 President, Laurie D. Butts, please stand.

16 [Applause.]

17 Our Secretary/Treasurer, Benita Atkins.

18 [Applause.]

19 Our Treasurer, Rick Hall.

20 [Applause.]

21 Our Central Region Vice President, Ellie  
22 Suke.

1 [Applause.]

2 Our Southern Region Vice President,  
3 Beverly Austin.

4 [Applause.]

5 Our Northern Region Vice President is  
6 ill, and she had to cancel her plan to attend,  
7 Christine Sefalsi.

8 [Applause.]

9 Thank you. You may be seated. So, can  
10 you please give them a collective hand.

11 [Applause.]

12 So, in closing, I would like to thank  
13 those of you who support the Auxiliary, and I  
14 would be remiss if I did not recognize my very own  
15 branch, Branch 39, Los Angeles, California.

16 [Applause.]

17 Under the leadership of our President,  
18 Marilyn Jones, we have really been very honored  
19 and pleased to accept the support financially,  
20 emotionally, mentally, and physically that the  
21 branch has provided. So, if you do not have an  
22 Auxiliary in your branch, I urge you to consider

1 doing so, and we will be here to help you. We  
2 will continue our mission to help assist you with  
3 your mission. Thank you for this time.

4 [Applause.]

5 MS. LISA DOUGLAS: At this time, I would  
6 like to call Hector Cardrado, Branch 5, Hartford,  
7 to read the bio for Mr. Ed Phelan.

8 MR. HECTOR CARDRADO: Good morning.

9 ALL: Good morning.

10 MR. HECTOR CARDRADO: Good morning.

11 [Louder.]

12 ALL: Good morning. [Louder.]

13 MR. HECTOR CARDRADO: Thank you. Edward  
14 Phelan, Vice President, Northeast Area, U.S.  
15 Postal Service. In May of 2016, Edward Phelan,  
16 Jr. was named Vice President, Area Operations  
17 Northeast. The position encompasses  
18 responsibility for postal operations to include  
19 mail processing and distribution, customer  
20 service, and administrative operations. Mr.  
21 Phelan reports to the Postal Service's Chief  
22 Operating Officer and Executive Vice President.

1 The Northeast Area includes 45 plants, 4,000  
2 delivery and retail units, and approximately  
3 90,000 employees over a vast geographic area that  
4 includes Maine, Vermont, New Hampshire,  
5 Massachusetts, Rhode Island, Connecticut, parts of  
6 New York and New Jersey, the U.S. Virgin Islands,  
7 and Puerto Rico. Mr. Phelan has a wealth of  
8 practical field knowledge and headquarter  
9 experience. Mr. Phelan was Vice President of  
10 Delivery Operations at headquarters during which  
11 he was responsible for all aspects of delivery  
12 including performance measures to improve  
13 productivity, delivery strategy, planning, and  
14 fleet management of more than 200,000 postal  
15 vehicles.

16           Throughout his postal career, Mr. Phelan  
17 has excelled in developing solutions to drive on-  
18 time delivery and customer satisfaction, engaging  
19 closely with the nation's Postal Customer  
20 Councils. He previously served as District  
21 Manager of both the Albany and Connecticut Valley  
22 Districts and also held the positions of Manager,



1 Delivery Program Support in the Northeast Area,  
2 Postmaster in Syracuse, New York. Mr. Phelan  
3 began his postal career back in 1979 as a  
4 Distribution Clerk in Syracuse, New York. He has  
5 a degree in business from Columbia College and the  
6 State University of New York at Morrisville. He  
7 is a graduate of the Postal Service Advanced  
8 Leadership Program and is a trained Executive  
9 Greenbelt. It is my pleasure to introduce to you  
10 Northeast Area Vice President Mr. Edward Phelan.

11 [Applause.]

12 MR. EDWARD PHELAN: Hey, good morning.

13 ALL: Good morning.

14 MR. EDWARD PHELAN: Welcome to  
15 Connecticut. This is my second home, I think. As  
16 you heard, I do still reside in Upstate New York,  
17 but I seem to gravitate back to Connecticut.

18 But anyway, hey, it's a pleasure to speak  
19 with you for a few minutes this morning, and, you  
20 know, the NAPS organization, they are near and  
21 dear to my heart. We've had a lot of discussions  
22 over the years while I was at headquarters, and,

1 you know, I was actively involved when I was in  
2 EAS up in Syracuse, New York, and, you know, the  
3 front line is where the rubber meets the road, and  
4 you get the brunt of all the issues, and a lot of  
5 the people get the accolades. But, you know, and  
6 I know these are trying times -- it really is.  
7 It's trying times for all of us in the  
8 organization. I think you'll hear from Megan a  
9 little bit tomorrow and from Dave. But, you know,  
10 over the past year or year and a half, I've been  
11 trying to work with Tommy and Jimmy of your  
12 organization. I say trying to work -- have you  
13 ever tried to work with Tommy Roma? It's a  
14 challenge.

15 [Laughter.]

16 But, you know, we have -- we've put a  
17 little bit of -- we've put some work behind the  
18 SWCs effort working with your organization, and I  
19 asked Megan, you know, when I was down there, I  
20 know that there are some problems with, you know,  
21 now that we have Sunday delivery and, you know, we  
22 started that while I was at headquarters and then

1 trying to take a look at these night owl drops and  
2 the things that have really expanded the operation  
3 and the delivery units. That and the fact that  
4 probably 50 to 60 percent of our volume shows up  
5 in the delivery units. We really have to look at  
6 the staffing. But, you know, I think, we can't do  
7 it in a vacuum, and I think that we've -- Brian  
8 and Ivan and Chuck -- we've all sat around the  
9 table saying, what is the -- what's the best way  
10 of looking at this. And probably the best way of  
11 looking at it is -- is working with the people  
12 that are actually doing the job and trying to get  
13 our arms around the workload and the work credits.  
14 So, we're trying to develop something that makes  
15 more sense to you as supervisors and to us as an  
16 organization, and I say that because, you know, we  
17 use the equivalent of like thousands and thousands  
18 of more supervisor hours every year, and the  
19 reality is we're burning some people out, and you  
20 can't -- we can't keep doing that, you know. We  
21 have to put a fine line into --

22 [Applause.]

1           We really owe to put a fine line into  
2 what happens, and we can't expect people to be  
3 mandated to work on these weekends and do the  
4 things that we need to do. And I know when I was  
5 at headquarters, it wasn't popular, but I -- I  
6 changed the staffing in the delivery unit to -- to  
7 make sure that people worked Saturday and Sunday.  
8 It's a business day for us now. So, we changed  
9 the staffing at headquarters, and we did that, and  
10 at the Area, we have people 24/7 just about now.  
11 So, there's -- there's things that we have to do.

12           Now, we've worked very closely, and it's  
13 taken a time to try to develop this. I've had  
14 people face-to-face with supervisors all over the  
15 area trying to figure out in the different levels  
16 what we need to do. And then, right now, we're at  
17 a stage where right now we're asking -- we have  
18 different offices throughout the area, and some of  
19 the NAPS officers have visited a couple of those  
20 offices and taken a look at what we've put  
21 together in a future state-type model, giving  
22 credit for Sundays and changing some of the

1 credits for the work that's got to be done. And  
2 it's, again, you know, nothing is ever going to be  
3 probably perfect, but we need to be real about  
4 when we need supervision, how much supervision we  
5 need, and we need to be able to get the work done.

6           Its, you know, you'll hear a little bit  
7 from Dave tomorrow. We've spent a couple times  
8 trying to figure out what -- what do we -- where  
9 do we really need to focus in the organization.  
10 The volume is bottoming out, but the parcels are  
11 growing. So, the traditional easy stuff through a  
12 machine is where we're losing some volume. And  
13 the revenue is growing, but the revenue isn't  
14 growing at the same pace as our expenses because  
15 it, you know, in order to compete, we need to --  
16 we need to make the changes, and the changes were  
17 7-day a week delivery, a lot of the packages with  
18 the night owl. So, our inherent structure has  
19 forced us to expand. When you expand, it costs  
20 you some money. So, you know, and when we expand,  
21 in order to be efficient, sometimes we need to  
22 take a look at the function that makes sure that

1 we do things day in and day out the right way, and  
2 that's the supervisor craft. The supervisors, as  
3 far as if we're expecting people to be there every  
4 day, then we need to build it into the model. So,  
5 that's what we did.

6           So, we do have some of the Sunday and the  
7 allied work in the hours of operation into this  
8 model. And the other thing that we kind of built  
9 into the model was all the closed plants -- what  
10 we did is we closed plants, but we left that  
11 transportation network in place, and those  
12 Postmasters inherited a 24/7 operation with the  
13 staffing for supervisors under a SWCs model, so in  
14 those places too, we realized that there is an  
15 issue. So, those are the key areas that we're  
16 focusing on, and we hope within the next few  
17 months that we'll be able to at least have  
18 something that we can all say is better than what  
19 we have today, and then we'll take it to  
20 headquarters leadership where I'm not anymore.  
21 But, I will have, you know, I'll have my -- I'll  
22 have my say, so to speak, because we've been

1 working on it.

2           The good news is Megan knows we're  
3 working on it, and Megan has thanked us for  
4 working on it and working on it jointly. So,  
5 she's aware of what's going on. I think we've  
6 just to put the math behind the effort, and if we  
7 need people, then we need to -- we need to be  
8 honest with ourselves, and we need to deal with  
9 it.

10           So, you know, from a Northeast Area  
11 perspective, you know, and on behalf of all the  
12 Area Vice Presidents, though, I do want to say  
13 thank you. I know we've had our challenges this  
14 year, especially with the weather. It just  
15 doesn't seem to stop. We had two more tornadoes  
16 up here over the weekend. It just impacts us  
17 greatly. To my friends in Puerto Rico, we've --  
18 we've really -- they've really overcome some major  
19 challenges this year, and it's, you know, the  
20 efforts of all the employees throughout that --  
21 that major event has been just tremendous. It's  
22 been -- you can really see the value of the Postal

1 Service, and I think that we have to -- we have to  
2 really build upon that. But, I don't think  
3 there's anybody in any of the government entities  
4 or Congress that would say that we weren't  
5 responsive to any place that there's a tragedy to  
6 that degree, and we're up and running quicker than  
7 anybody. So, there's a reliance on the Postal  
8 Service. There truly is. And although we're in a  
9 digital society, we have to understand that, but,  
10 you know, we -- we have really changed the way we  
11 operate over the years. Some of it good. You're  
12 gonna make mistakes when you make change, but you  
13 have to fail fast, and you have to get up, and you  
14 have to learn from it, and you have to move on.  
15 But, I think -- if you don't think that the Postal  
16 Service is a leader, take a look and read all the  
17 articles around the UPS contract. They're trying  
18 to mimic what the Postal Service has done, and I  
19 guess we gotta get out of the realm that Sunday is  
20 a test, and be real that -- I don't know how long  
21 a test can last, but, if I could ever take a test  
22 that long in school, I'd have a Master's degree.



1           [Laughter and applause.]

2           Maybe even a Doctorate by now. But, the  
3 reality is, they've seen -- they've seen the  
4 headwinds about what the Postal Service has done,  
5 and, again, you know, their contract is revolved  
6 around a different type of pay structure and the  
7 fact that they want weekend employees to deliver.  
8 Now, what does that mean? That means that we  
9 better be sharp and on top of our games, and we  
10 truly have to figure out that if this is the way  
11 that we have to structure the organization, then  
12 we can't piecemeal it anymore. We have to  
13 structure it that way, and we have to figure that  
14 the delivery units are going to become like the  
15 plants. Some delivery units that I have are 24/7.  
16 Some of you in New York know that, you know, it's  
17 just the way it is. It's going to have to be  
18 that. We're going to have to staff that way.  
19 We're going to have to structure that way.

20           A couple of other things, you know,  
21 recently two of the, you know, the NALC has really  
22 worked with us as far as the CCAs go, but, again,

1 for four years, five years, you know, they've  
2 given us extra CCAs, so this recent settlement  
3 with the NALC is just more or less telling you  
4 what I'm telling you is the reality is we have to  
5 create some positions for some of these people.  
6 The work isn't going away. So, you know, we'll  
7 create those full-time jobs. Some of them are  
8 going to PTFs, so the reality is we're going to go  
9 back to a PTF environment for a while with the  
10 letter carriers. If it's a 200-man/year office,  
11 obviously they're gonna be -- they'll be career.  
12 But, we're going to convert about 5,000 of these  
13 carriers of the 10, 11, 12,000 over and above  
14 they've given us. So, if we ever had to live with  
15 the contract the way it was, if you think it's bad  
16 now with 13 percent overtime, what would it be  
17 like if we didn't have those 10,000 extra  
18 carriers, right? Which leads us to really putting  
19 some focus and attention on some of the attendance  
20 issues, and we have to do a better job as an  
21 organization. And I hope that -- and I know the  
22 frustration. I get notes from some of your

1 people. I know the frustration on, you know, some  
2 of the agreements, some of the corrective action  
3 you try to take that doesn't seem to hold, and  
4 we've made a recent change with the DRT, and let's  
5 hope that that -- taking away the revolving door  
6 of that group will allow us to get some continuity  
7 and hold some people accountable to -- to the  
8 challenges that you face.

9           But, it is different today. I mean, you  
10 know, trying to hire the amount of people that  
11 we're trying to hire, we're really going to be in  
12 competition.

13           So, the last thing I'll hit on is I know  
14 that, you know, we're struggling a little bit with  
15 some of the transportation. I think you are too.  
16 Those of you that are in a plant see that. The  
17 trucking industry is just saturated, right? So,  
18 from a service perspective, we've just -- what I  
19 did is I grabbed all my plant managers and trans  
20 people, and we had a meeting in New Haven. We had  
21 a pretty productive meeting about trying to  
22 isolate some of the issues to help us with

1 service, because service is all part of our NPA,  
2 it's in our name, it's what we have to do, and,  
3 you know, we've been struggling for about three  
4 years now, and we don't seem to want to be able to  
5 get down to the root cause. We do a lot of this  
6 lean and mean and green stuff, but we haven't  
7 really fixed anything. It's a quick fix, and we  
8 can't -- we're not sustaining, you know?

9 [Applause.]

10 So, so the reality is we had a very good  
11 productive meeting in the Northeast and about  
12 identifying some people lanes some suppliers that  
13 really aren't performing to the levels we need to  
14 make everybody in this room and the Postal Service  
15 successful. From that meeting, I asked Dave to do  
16 the same thing. So, Dave will talk a little bit  
17 about what happened last week. We actually took  
18 ever single area and major plan in the country and  
19 brought them into Philadelphia to identify our  
20 pinch points and try to fix it because if we're  
21 going to, you know, we are going to continue into  
22 a pay-for-performance type of -- of recognition,

1 then we need to -- we need to do our part to try  
2 to fix some of this. If this surface becomes such  
3 a big issue, then we gotta figure out  
4 alternatives. But, you know, I mean, I lived it  
5 first hand in the Caribbean, and we're living it  
6 today. The Caribbean -- they have three extra  
7 flights a week because of the volume. Nothing  
8 really comes out of there, unfortunately, because  
9 of the economy and the issues that they're facing,  
10 but a lot of stuff is going in there, right? And  
11 the Postal Service mail is domestic, UPS, FedEx,  
12 International. So, we're getting an extra plane a  
13 week, although the service standards don't change.

14           So, from an AVP perspective, understand  
15 that we are working on saying are we or can we  
16 provide the service that we're saying with the  
17 transportation environment the way it is, because  
18 every time we do a charter, it's a hundred  
19 thousand dollars. During the struggling times  
20 after the hurricane, we were behind by 15 planes.  
21 It's \$1.5 million to fly mail. It's expensive.  
22 So, we're trying to figure out what is the right

1 balance, where are the people that can provide the  
2 service, and then what do we need to do. So,  
3 again, from our perspective, we are going to --  
4 we're putting a full core focus on a 30- to 60-day  
5 project, because we want to get into the next  
6 fiscal year in a lot better posture than we were  
7 this year.

8           But, Northeast, you know, challenges  
9 aside, you know, the TOE is pretty solid. I tell  
10 my people I'd like to believe that that's not  
11 because we didn't work during the hurricanes, it's  
12 because of the work that you did, and that truly  
13 is the work that you do. If you stay steady, then  
14 that's what it is, right? Because sometimes these  
15 major events can cost the company more money, and  
16 in the case that we activate a separate finance  
17 number for all the expenses over and above, but  
18 I'm not so sure that the government is going to  
19 give us any relief for that. But, it's there in  
20 case they do. And I'm sure that Megan -- Megan  
21 will talk to you a little bit about what's  
22 happening from that perspective.

1           Our job is service. It's in our name,  
2 it's our core, it's value. It hasn't changed  
3 since I started in 1979. I do have to admit that  
4 Dave Mastroianni is a lot older than I am. He  
5 started before I did, so he's the oldest one in  
6 the Northeast. Nobody is as old -- sorry, Tom --  
7 nobody is as old as you, but --

8           [Laughter.]

9           You know, back when pay-for-performance  
10 came out, I remember being on that committee.  
11 This is how long ago it was. And I remember  
12 sitting in a room, and we had -- we had NAPS, we  
13 had the Postmaster Association, we had management  
14 people, and we were all trying to figure out how  
15 do we roll this out, how do we get it going. And  
16 I remember the President at the time, the  
17 President of NAPS that came in and talked to us,  
18 Vinny Paladino, and Vinny was great.

19           [Applause.]

20           But, one thing that Vinny said is, you  
21 know, "Whatever we do, it's got to be fair," you  
22 know, and "We've got to make sure that we can

1 compensate the people." We're in trying times  
2 right now, but I know we're trying to -- trying to  
3 fix that. One thing I do remember from that,  
4 though, is I remember -- Tommy you were there,  
5 same color hair --

6 [Laughter.]

7 Now, listen, I've lost my hair. I don't  
8 know, I must be going to the wrong person or it's  
9 the job, I don't know. I should have switched and  
10 went to --. But, anyway, hey, listen, you know, we  
11 all -- at the end of the day, we all have the same  
12 mission, and that's to be successful for the  
13 organization. I know we all bleed Postal Blue,  
14 and certainly, I really appreciate the job you do  
15 day in and day out. Sometimes it gets a little  
16 bit trying, I realize that. Don't ever feel like  
17 you can't send me an E-mail. I get -- I really do  
18 appreciate hearing the realism. I often tell Dave  
19 that I really -- three and a half years was long  
20 enough at headquarters because I really wanted to  
21 stay grounded, I wanted to be with the people that  
22 the rubber meets the road, and, you know, 80



1 percent of our -- of the budget is the field, and  
2 we have to support the field, we have to support  
3 the line management, and that's really what it's  
4 all about.

5           So, on behalf of the ABPs, on behalf of  
6 the Northeast, thank you for coming up to  
7 Connecticut. I hope you enjoy your time up here.  
8 It's supposed to be a little warm the next couple  
9 days, as it's been, but it's a beautiful area down  
10 here, down in the Mohegan area. There's a lot to  
11 do. Actually, when I do area meetings, I usually  
12 try to come down to this -- it makes it easier for  
13 my -- the Long Island people to take the boat  
14 over, and it's a nice, perfect cross section of  
15 the Northeast area down here. So, with that, am I  
16 up for time? Anybody got any questions that they  
17 want to ask? Oh boy, did I blow that one. Oh, my  
18 Lord. Besides you.

19           [Laughter and applause.]

20           No, usually when you're up here, you  
21 can't see, you know, but I can see.

22           [Laughter.]

1           MR. CY DUMAS: Cy Dumas, President of  
2 Providence, Rhode Island. It's always inspiring  
3 to -- Cy Dumas, President of Providence, Rhode  
4 Island, Branch 105. Okay. It's always a pleasure  
5 to listen to you. You call it the real way, you  
6 know. Only one thing I want to mention. I agree  
7 with everything you said, but one thing we're not  
8 hearing anywhere is the broken model in the plants  
9 22 to 1, so over 25 years, things have changed,  
10 the model's NG, and we all have to get on that.  
11 Thanks a lot for your leadership, Ed.

12           [Applause.]

13           MR. EDWARD PHELAN: Okay. I should -- I  
14 should say that I'm not really working on that  
15 part of it, but I did --

16           [Laughter.]

17           -- or it would be done. It would be done  
18 by now.

19           [Laughter.]

20           But, you know, I did bring that up to  
21 Robert. We have had a team at -- that he brought  
22 down to Bolger to take a look at that, and I

1 think, you know, I was thinking, every week, you  
2 know, I drive down to Connecticut -- it's four  
3 hours on a Sunday night, I drive back, it's four  
4 hours. I have nothing but time to think. And,  
5 you know, I -- actually I was just saying to  
6 myself that, you know, one of our biggest issues  
7 is -- and Dave will talk to you about -- is how do  
8 we master Monday. The majority of our overtime is  
9 Monday. The majority of the hours we use trying  
10 to get done in the plants Monday night, the extra  
11 trips out, and I'm saying that some of the things  
12 that we did -- and then I think back at all the  
13 career conferences we've done and saying I think  
14 that some of the answer lies not with the fact  
15 that we need to get hurdles and hurdles of more  
16 people, but I think we need to go back to those  
17 different levels that we had of giving people  
18 different levels of responsibility and have  
19 weekend MDOs, weekend coverage. So, I talked to  
20 Robert a little bit about, listen, we're at a  
21 critical stage right now, and some of the -- some  
22 of the models that we have don't really work. And

1 in the Northeast, it's more prevalent. I say that  
2 only because we're multi-floor operations, and you  
3 can have 22 to 1, but you've got three different  
4 floors to cover at 22 to 1. If your flats orders  
5 are all on one floor, you don't even have 22  
6 employees.

7           So, we do -- we did the -- Robert is  
8 trying to look at that as well as the  
9 transportation. Nothing is -- nothing is  
10 untouchable, let's put it that way. But, I don't  
11 -- I don't think that -- I don't want you to leave  
12 here thinking that we're not looking at it or it's  
13 cast in stone. There's a lot of things that we  
14 did back when we had some money issues that have  
15 cost us to just take a hardline look at just an  
16 across-the-board cut. And I'm not saying we -- we  
17 can't really sustain our operations the way it is  
18 right now, but we have to relook at all of the  
19 operations and say where do we have people, which,  
20 unfortunately, includes areas, districts, and  
21 headquarters as well, because we're constantly  
22 putting teams out. If we're constantly putting

1 teams out, then maybe we need the people day to  
2 day in the field versus all the teams we're  
3 putting out. Nothing's off the table, you know?

4 [Applause.]

5 Any other questions? Oh, no.

6 [Laughter.]

7 Take that microphone away. I guess I  
8 deserve it.

9 [Laughter.]

10 MR. TOMMY ROMA: You're gonna be shocked.  
11 Tommy Roma, Northeast Region Vice President. I  
12 know we kid around a lot, we say a lot, and I've  
13 worked for a few AVPs. This man was the only  
14 person who when he came along, embraced Jimmy and  
15 I and what we were trying to do with the SWCs. He  
16 not only embraced it, he helped us, and most of  
17 all, now catch this, he volunteered our area to do  
18 it. So, on behalf of NAPS and everything, I want  
19 to take this time to thank you personally, and  
20 remember, I still have all my hair.

21 [Laughter.]

22 MR. EDWARD PHELAN: I know you do. Well,

1 it's important. Thank you, Tom. But, you know,  
2 listen, you want to make sure that the  
3 organization can sustain, and it's important. We  
4 definitely have changed our business model, and  
5 therefore we have to change our staffing model,  
6 because if you don't, it doesn't go hand in hand.  
7 So, with that, do we have time for maybe one more?  
8 I was trying to shut it off before you got there.

9 [Laughter.]

10 MR. JIM WARD: Jim Ward, New York Area  
11 VP. Ed, I just want to take a moment to say thank  
12 you. What you did in the Caribbean, I have never  
13 seen anybody else in the Postal Service handle a  
14 situation like that.

15 [Applause.]

16 It was -- Ed, what you did for folks, I  
17 mean, you shut down operations at night because  
18 you didn't want people traveling in the darkness  
19 because there was no power, no electricity. You  
20 allowed people up here in the states to go down  
21 there to be with their families, and they didn't  
22 have to take leave. You allowed them to work down

1 there to help out the situation. I know you  
2 bought generators for employees and you sold it to  
3 them at cost. The Postal Service didn't try to  
4 make anything on it, just so they could have  
5 something for their homes. The Postal Service was  
6 selling them electricity -- not selling  
7 electricity -- gasoline so that they could get  
8 their cars, they wouldn't have to wait on lines.  
9 I mean, I could stand up here all day and say all  
10 the things you did, but I just want to thank you  
11 on behalf of myself as the New York Area VP and  
12 all the folks in the Caribbean. You did a  
13 fantastic job.

14 [Applause.]

15 MR. EDWARD PHELAN: Thank you. Thank you  
16 very much. Thank you. I appreciate it. Hey,  
17 listen, they're like my adopted family now. You  
18 know, I say that because I -- jeez, I would never  
19 want to do that. You know, there's still like  
20 people without -- there's still -- what 90,000  
21 people without power? It's been, you know, Lisa  
22 and Jose and the team did a -- did a great job.

1 We had a lot of learning from that. One thing I  
2 will tell you though, when you update your  
3 emergency contacts, make sure that if you have  
4 P.O. Box, you really put down where you live,  
5 because they weren't in their P.O. Boxes. We had  
6 a heck of a challenge. But, I do have to thank  
7 the Inspection Service too. They were -- they  
8 were just phenomenal and the contacts that they  
9 had to help us move the mail. But, the people  
10 coming into work -- the Postmasters, the managers,  
11 the supervisors -- they go home to nothing, you  
12 know. I mean, we were trying to stay ahead of  
13 what we could, but, you know, that's like a once -  
14 - let's hope it's a once-in-a-lifetime situation,  
15 and nothing that we ever want to go through.

16 But, I got so -- I'll end with this story  
17 here. I got -- you get kind of close to people  
18 because, you know, you kind of feel for what's  
19 going on, and I spent 25 years in the emergency  
20 services. Some people that don't know me, I used  
21 to be a Fire Chief, EMT, all that stuff before I  
22 started traveling. My son is doing that now. He



1 kind of followed in the footsteps. So, you know,  
2 you kind of think from that care-type, you know,  
3 attitude. And one of the things I said to Lisa,  
4 people really wanted to go back to work, but that  
5 place was too unstable. I -- I didn't want  
6 anybody back to work. I wanted them in -- let's  
7 stabilize first. So, we had a lot of, you know,  
8 you learn a lot of things, too. I had to charter  
9 a plane in order for us to even move and get  
10 around. You know, that video that some of you  
11 have seen -- the end-of-year video -- it probably  
12 doesn't do justice to how bad some of things  
13 really were.

14           But, I spent a lot of time on the  
15 islands, you know, a little bit -- St. Croix and  
16 St. Thomas because we had a lot of devastation in  
17 St. Thomas. So, you talk to a lot of the people.  
18 And I guess the best accolade is when you show up  
19 and they give a boss a hug, you know? I mean,  
20 that's really, to me, what it's all about. For  
21 six months before the hurricane hit, they were  
22 without air conditioning in St. Thomas, and I

1 never knew it. Nobody ever elevated it, pushed  
2 it, but we did what we could to get a big -- I  
3 told them within 30 days, I'll be back here, and  
4 you'll have an air conditioner whether we have to  
5 put it on a barge or not, and we did. And that's  
6 a tribute to Megan too -- Megan and Dave will be  
7 here -- because anything I asked for, we got, and  
8 we figured out a way to do it.

9           But, spending a little time there, I was  
10 talking to one of the supervisors, and her name is  
11 Yvette Blash. I don't know, some of you may know  
12 Yvette. But, she's really -- she got -- she had a  
13 lot of damage in the house. She spent a little --  
14 Alvin was over there spending some time. But, she  
15 has two sons that play professional baseball, and  
16 one of them is with the LA Angels Organization.  
17 He's up and down from the majors to Triple A, and  
18 she's got a younger son, Jamori, who had just  
19 gotten drafted at the time, and she said he got  
20 drafted by the Washington Nationals, and I go,  
21 "Well, good for him. That's good bloodline there,  
22 right?" But, I said, "Well, listen, the Triple A

1 team is in Syracuse," and I said, "The Single A  
2 team is up in Auburn, it's only about a half from  
3 me." I said, "If, by chance, he shows up there,  
4 let me know." So, I'm on a plane going out to  
5 Detroit to talk to inspectors -- it had to be  
6 right at the end of June, yeah, I think it was the  
7 end of June -- and I get this text, and she says,  
8 "Mr. Phelan," she says, "Jamori just got signed to  
9 Auburn. He was wondering if you could go to his  
10 opening day." Now, how did that make me feel?  
11 You know, that -- I told my wife, that made more  
12 than anything. So, I've been to like three or  
13 four games, and I always stop after the game and  
14 see him. And, you know, it's what it's all about.  
15 You know, work is work, play is play, but, you  
16 know, whether it's personal or professional,  
17 that's what it's all about. So, just remember to  
18 take the time with your employees as you do your  
19 job day in and day out. There are a lot of them  
20 have some type of unfortunate incident, but he's  
21 like my adopted son now, so I've already picked  
22 the next game I'm going to when I'm home on the

1 weekend.

2           But, anyway, hey, I want to thank you  
3 again. Thank you very much for what you do day in  
4 and day out and enjoy the convention.

5           [Applause.]

6           MS. LISA DOUGLAS: I am so happy to say  
7 that I am getting ready to pass this gavel -- so  
8 happy to say that. But, before I do that  
9 officially, I would just like to recognize my  
10 Branch 5 and 3 members and my airport greeters --  
11 if you could stand up please.

12          [Applause.]

13          Dave, Chris, my airport greeters from  
14 Rhode Island. Thank you so much. I just want to  
15 acknowledge them because we put it together. We  
16 finally put it together, and we came through. I  
17 hope everybody is enjoying your stay here and that  
18 you have a successful convention. You're welcome.  
19 Thank you.

20          [Applause.]

21          So, at this time -- this is the right  
22 time -- I'd like to call up our National

1 President, Brian Wagner. I can bang it?

2 [Banging of gavel -- laughter.]

3 It's all yours.

4 MR. BRIAN WAGNER: No, don't. First of  
5 all, Lisa, thank you and thank your team -- your  
6 Branch 5, Branch 3, and the New England Area  
7 branches for what they've done. Greg Murphy was  
8 also at the airport greeting people. I can tell  
9 you, this is a production, and Lisa and her team -  
10 - there were ups and downs, mitigating factors.  
11 But, I'll tell you what. They came through, and  
12 they delivered, and I cannot be as proud as I am  
13 of you and your team for what you've done. You've  
14 really made this national organization and this  
15 convention a great success. Thank you very much.

16 [Applause.]

17 Are you sure you don't want to keep it?

18 MS. LISA DOUGLAS: You can have it.

19 MR. BRIAN WAGNER. All right. Thank you  
20 very much.

21 [Banging of the gavel.]

22 Good morning, everyone.

1           ALL: Good morning.

2           MR. BRIAN WAGNER: Welcome to the 66th  
3 NAPS National Convention. I'm your National  
4 President, Brian Wagner, and I am so pleased to be  
5 here in Uncasville, Connecticut. I want to again  
6 thank our Postal Leadership for coming and  
7 speaking to us, Postmaster Ashley, the DMs, and  
8 Mike and Dave and Mr. Ed Phelan for your wonderful  
9 remarks and insight on Tommy Roma and the  
10 Northeast Area, and everything that you bring to  
11 this table. We're a family, whether it's Postal  
12 or NAPS. Again, we have our differences here and  
13 there, but at the end of the day -- and I'll be  
14 using that term a lot -- we come together, and we  
15 make things happen. And at this time, I want to  
16 make sure we make things happen by introducing the  
17 former Board members who have helped make this  
18 organization -- former Executive Board members who  
19 have made this organization as strong as it is  
20 today as it was when we first started this  
21 organization. At this point in time, I would like  
22 to bring up our Executive Vice President, Ivan

1 Butts, to introduce our former National Board  
2 members. Ivan.

3 [Applause.]

4 MR. IVAN BUTTS: Thank you, Brian. Good  
5 morning.

6 ALL: Good morning.

7 MR. IVAN BUTTS: It is so wonderful to be  
8 here and good to see all my friends and family in  
9 NAPS. I'm looking forward to another great week  
10 at our 66th Bi-annual convention, and all the work  
11 that we have to do to keep our association moving  
12 forward. It gives me great pleasure to introduce  
13 our former Executive Board members who are here in  
14 attendance with us today, and I'm going to ask  
15 that you please hold your applause until the end  
16 when they are all recognized, but we do want to  
17 acknowledge them with our signature one clap. All  
18 right. So, if I would say President Brian Wagner,  
19 we would say --

20 [Single group clap.]

21 You got it. And I was told, I guess, I  
22 can't say the Jaime [phonetic] clap anymore unless

1 we're willing to pay royalties.

2 [Laughter.]

3 Chuck's cheap. So, with that being said,  
4 past President, Ted Keating.

5 [Single clap.]

6 Past Executive Vice President, Jay  
7 Colacky.

8 [Single clap.]

9 Past National Secretary/Treasurer, John  
10 Asacetes.

11 [Single clap.]

12 Past National Treasurer, Ray Elliot.

13 [Single clap.]

14 Former Western Region Vice President,  
15 Dorothea R. Bradley.

16 [Single clap.]

17 Former Central Region Vice President,  
18 Charles May.

19 [Single clap.]

20 Former Central Region Vice President, Bob  
21 Washington.

22 [Single clap.]



1           Former Eastern Region Vice President,  
2 Dottie Wildman.

3           [Single clap.]

4           Former North Central Area Vice President,  
5 Neal Baker.

6           [Single clap.]

7           Former Central Gulf Area Vice President,  
8 Roy Boudreau.

9           [Single clap.]

10          Former Texas Area Vice President, Robert  
11 "Texas Bob" Bradford.

12          [Single clap.]

13          Former Northwest Area Vice President, Ben  
14 Clatt.

15          [Single clap.]

16          Former New England Area Vice President,  
17 Cy Dumas.

18          [Single clap.]

19          Former Rocky Mountain Area Vice  
20 President, Steve Gerber.

21          [Single clap.]

22          Former Capitol Atlantic Vice President,

1 John Jeeter, II.

2 [Single clap.]

3 Former Illini Area Vice President,

4 Lorraine Harry.

5 [Single clap.]

6 Former Michiana Area Vice President,

7 Delores Hunter.

8 [Single clap.]

9 Former Inili Area Vice President, Lynn

10 Lacey.

11 [Single clap.]

12 Former New York Area Vice President, Jim

13 McCue.

14 [Single clap.]

15 Former North Central Area Vice President,

16 Joe Musolf.

17 [Single clap.]

18 Former Inili Area Vice President, Dan

19 Rendleman.

20 [Single clap.]

21 And former Southeast Area Vice President,

22 Jerry Sebastian.

1           [Single clap.]

2           Please join me in expressing our  
3 appreciation to these former National Officers for  
4 their many years of service to NAPS members and  
5 this great association.

6           [Applause.]

7           Now, it's my pleasure to introduce your  
8 Secretary/Treasurer, Chuck Mulidore, for the roll  
9 call of the current NAPS Executive Board.

10          [Applause.]

11          MR. CHUCK MULIDORE: I'm going to lift  
12 this up a little bit. Good morning, everybody.

13          ALL: Good morning.

14          MR. CHUCK MULIDORE: Good morning?

15          ALL: Good morning. [Louder.]

16          MR. CHUCK MULIDORE: All right. I know  
17 you're here, I see you. I'm glad you're here.  
18 I've always told Ed I really appreciate the  
19 beatdown of Tommy Roma -- that was worth coming.  
20 I mean, it really was worth being here this  
21 morning to see that --

22          [Laughter.]

1           -- and appreciate all the leadership that  
2 came today to help us get our convention started.  
3 So, thank you all, Brian, Ivan, all Board members,  
4 delegates.

5           I'd like to introduce the current members  
6 of the NAPS Executive Board, and again, we're not  
7 paying royalties, we're trying to save money.  
8 Let's do the one clap -- I won't call it the Jaime  
9 clap -- the one-clap system to introduce our  
10 current Executive Board. So, we'll start with the  
11 Area Vice Presidents.

12           New England Area Vice President, Greg  
13 Murphy.

14           [Single clap.]

15           New York Area Vice President, Jimmy  
16 Warden.

17           [Single clap.]

18           Mideast Area Vice President, Hans  
19 Aglidian.

20           [Single clap.]

21           Capitol Atlantic Area Vice President,  
22 Troy Griffin.

1 [Single clap.]

2 Pioneer Area Vice President, Tim Needham.

3 [Single clap.]

4 Michiana Area Vice President, Kevin

5 Trayer.

6 [Single clap.]

7 Ilini Area Vice President, Luz Moreno.

8 [Single clap.]

9 North Central Area Vice President, Dan

10 Mooney.

11 [Single clap.]

12 MINK Area Vice President, Bart Green.

13 [Single clap.]

14 Southeast Area Vice President, Bob

15 Quinlan.

16 [Single clap.]

17 Central Gulf Area Vice President, Cornell

18 Rowel.

19 [Single clap.]

20 Cottonbelt Area Vice President, Shri

21 Green.

22 [Single clap.]

1 Texas Area Vice President, Jaime

2 Elizandro, Jr.

3 [Single clap.]

4 Northwest Area Vice President, Cindy

5 McCracken.

6 [Single clap.]

7 Rocky Mountain Area Vice President, Myrna

8 Pachinski.

9 [Single clap.]

10 Pacific Area Vice President, Hayes

11 Cherry.

12 [Single clap.]

13 Now, your Regional Vice Presidents.

14 Northeast Region Vice President, Tommy

15 Roma.

16 [Single clap.]

17 Eastern Region Vice President, Richard

18 Green.

19 [Single clap.]

20 Central Region Vice President, Craig

21 Johnson.

22 [Single clap.]

1           Southern Region Vice President and  
2 Executive Board Chairman, Tim Ford.

3           [Single clap.]

4           Western Region Vice President, Marilyn  
5 Walton.

6           [Single clap.]

7           And last but not least, Immediate past  
8 President, current member of the Board, former  
9 President of NAPS -- and I told him this morning,  
10 you have one of these Postal Executive resumes, so  
11 many titles and so many tremendous jobs and  
12 thanked him for his service -- Mr. Louis Atkins.

13           [Applause.]

14           Thank you.

15           Your Secretary/Treasurer, Chuck Mulidore.

16           [Single clap.]

17           Your Executive Vice President, Ivan  
18 Butts.

19           [Single clap.]

20           National President, Brian Wagner.

21           [Single clap.]

22           Ladies and gentleman, I give you your

1 NAPS National Executive Board.

2 [Applause.]

3 I'm going to turn things back over to  
4 Brian. Thank you.

5 MR. BRIAN WAGNER: Thank you, Chuck. I  
6 do want to take an opportunity again to thank  
7 Patricia Jackson-Kelley and our Auxiliary for all  
8 their hard work that they do on behalf of NAPS and  
9 our membership. Let's give the Auxiliary another  
10 round of applause.

11 [Applause.]

12 Please go out and support the Auxiliary  
13 in their 50/50. But, I just want to tell you, the  
14 Auxiliary -- whether it's on the local branch  
15 level, state, or national level -- they are here  
16 for us to make our lives better, to make sure our  
17 message, even on Congress, can be heard. And with  
18 that, I again want to thank our Auxiliary for the  
19 work they've done.

20 We're getting ready to turn things back  
21 over really to Chuck on some announcements here  
22 before we get started, and we're actually ahead of



1 schedule. I know there were some mitigating  
2 factors of some people getting in late or for some  
3 reason cancellations. But, we want to make sure  
4 that we make this the best national convention for  
5 you. And one of the things we're going to do is  
6 get things through. Any questions or concerns you  
7 have, please come see us. But, I kind of know  
8 there's a lot of things on your mind right now,  
9 and that is the flavor of the day.

10 [Laughter.]

11 I know you've been sitting there. Our  
12 patient former Executive Board, current Board  
13 sitting there, and all of you patiently. The  
14 flavor of the day is Ben and Jerry's Chocolate  
15 Therapy.

16 [Applause.]

17 Now, the goal is, we only need the  
18 chocolate and not the therapy after this  
19 convention. But, with that, I want to bring up  
20 Chuck Mulidore, your National Secretary/Treasurer  
21 for some final announcements before we begin our  
22 business session at 1:30. Chuck.

1 [Applause.]

2 MR. CHUCK MULIDORE: Hey, my flavor of  
3 the day still -- it's still Blue Moon, yeah, it  
4 is. But, I thought in honor of our former  
5 President, Ted Keating, I'd have a special flavor  
6 of the day, a good Texas Shiner Bock. So, that's  
7 the flavor of the day for me, and hopefully I'll  
8 get one of each sometime today, so if you see me,  
9 let's go have one.

10 All right. So, thank you, Brian. So, we  
11 have some general announcements. I think I need  
12 my glasses for all these. So, for NAPS delegates  
13 only, please place your voting delegate card in  
14 the plastic pocket on the back of your badge  
15 holder facing outward as I have done here. You  
16 need this to vote. I'm sure we're going to have  
17 some votes before the week is over, okay? So, put  
18 it in here. Keep it secure with you and have it  
19 with you. Whenever asked, you hold this up -- the  
20 side of your badge holder up -- to vote. You must  
21 have your delegate card with you to vote, okay?

22 As a reminder also, you're all invited to

1 the Delegate's Reception tonight on the rooftop.  
2 So, that will be nice. The Delegate's Reception  
3 tonight up on the roof. That's a song, isn't it?  
4 Yeah, up on the roof, right smack dap in the  
5 middle of town, I found a paradise, as trouble  
6 proves, and if this old world starting getting you  
7 down, there's room enough for two, or twelve  
8 hundred up on the roof [Singing.]

9 [Applause.]

10 I know, Ivan's thinking right now, "Don't  
11 quit your day job, please. You're never gonna  
12 make money doing that." That goes along with the  
13 Blue Moons, too. If you have enough of those,  
14 you'll sing about anything.

15 Okay. Doors open at 6:30 this evening.  
16 Where?

17 ALL: Up on the roof.

18 MR. CHUCK MULIDORE: Up on the roof.  
19 We'll see you up there. If you need an extra  
20 Grand Banquet ticket, you can purchase them at the  
21 NAPS Office by 5:00 today, no later than that, it  
22 gets cut off. So, extra Grand Banquet tickets by

1 5:00 today up in the NAPS Office by 5.

2 Also, please note that the following area  
3 photos will be taken at noon or immediately  
4 following today's opening ceremony. Dave, if  
5 we're a little bit early, is that okay? Okay.

6 So, immediately following -- when we're done here,  
7 the following will have pictures taken in the  
8 Brother's Town -- Brothertown Passamaquoddy Room.

9 I worked on that all week, Passamaquoddy.

10 Passamaquoddy, yeah. The Mideast, Capitol

11 Atlantic, and Pioneer Area -- Mideast, Capital

12 Atlantic, Pioneer Area, immediately following the

13 Opening Ceremonies here this morning, you have

14 pictures taken in Brothertown upstairs --

15 Brothertown Passamaquoddy Room, okay?

16 And with that, I won't say anymore, but

17 I'll turn things back over to Brian for his

18 closing remarks. Thank you.

19 [Applause.]

20 MR. BRIAN WAGNER. All right. I'm not

21 saying it at all. Okay. Again, one more thing, I

22 want to thank Sherry Davies, our Conference

1 Director, who has done an outstanding job in the  
2 coordination of this event -- the continental  
3 breakfast, the marketing, your rooms, I mean,  
4 working with the entire Mohegan Sun and our host  
5 branch has done a fabulous job. So, let's know  
6 that after this session, we're done. The National  
7 Auxiliary will convene at 1:30 p.m. today in the  
8 Nipmuck 2 Room. I only had to try to do that  
9 once. Nipmuck 2 for the Auxiliary's first  
10 business session. Our first NAPS business session  
11 will convene at 1:30 back in this ballroom --  
12 Uncas Ballroom. Please be prompt and be sure to  
13 sit in your respective NAPS areas as indicated by  
14 the tall signs -- those are tall. We have a lot  
15 of work to be done this afternoon, and we must end  
16 our business no later than 5 p.m. This ends our  
17 66th National Convention Opening Ceremony. Thank  
18 you for attending. See you at 1:30 p.m.

19 [Applause and music.]

20 [Lunch Break for 1 hour.]

21 [Off the record.]

22

1 [On the record at 1:30.]

2 MR. BRIAN WAGNER: Delegates, please  
3 start taking your seats. Delegates, hopefully  
4 everybody had a great lunch and got in from their  
5 cancelled flights. Welcome to NAPS Business  
6 Session 1. It is approximately 1:31. We got the  
7 5-minute leeway, thank goodness. We've got to get  
8 started, we have a lot of work to do today. As  
9 your NAPS National President and Chair, we will  
10 make sure we have a smooth-running convention.  
11 So, we want to make sure we're on time and we get  
12 moving forward quickly, but not too quickly that  
13 we don't get the right business done.

14 The first part of business is making sure  
15 that we have our credentials in order. So, I want  
16 to recognize Rosemary Harmon, Kentucky State  
17 Branch 920 Chair and Roy Madden, Branch 924 Co-  
18 Chair for the Initial Report of the Credentials  
19 and Registration Committee. Rosemary.

20 [Applause.]

21 MS. ROSEMARY HARMON: Good afternoon.

22 ALL: Good afternoon.

1 MS. ROSEMARY HARMON: This is quite an  
2 honor for Roy and I again to be here with our NAPS  
3 family, and that's who we are, family. So, we'll  
4 all try and remember that all week, right? Okay.  
5 First-timers, stand up.

6 [Applause.]

7 Thank you. We are so proud that you are  
8 all here. We know you're going to have a great  
9 convention. From Roy and I, if you need anything,  
10 you know where our office is. Most of you have  
11 been in there already, so that's a good thing.

12 I'd like to thank Brian for everything he  
13 did to get Roy and I ready for this. He went  
14 above and beyond, and it's amazing. So, Brian,  
15 thank you.

16 [Applause.]

17 Sherry Davies, if you're on the floor, we  
18 all want to say this is great. She's in the back.  
19 So, let's give her a hand of applause.

20 [Applause.]

21 This is just amazing, and it keeps  
22 getting better every two years, so I can't for two

1 years from now to see where she is taking us on  
2 this journey.

3           We've got a little housekeeping that we  
4 need to do. I've got -- I've got a credential  
5 that somebody left laying. Now, you know I'm all  
6 about credentials, so rather than pronounce, I'm  
7 going to spell the name. M-I-N-H-T-R-I P-H-A-M,  
8 Branch 10, I've got your credential. You're going  
9 to need to come to me when you get ready for it,  
10 so please do that.

11           State branches, if you are a State  
12 Delegate, or at least you think you are, would you  
13 please take the time right now to look at your  
14 credential and make sure it starts with a 9,  
15 because if it doesn't, it's not State, and this is  
16 your vote, and I know you want your vote, and we  
17 want to make sure you get your one vote. So,  
18 please get with Roy or I so we can get that  
19 straightened out. So, if we get all the states  
20 that are here that have got their votes, then we  
21 won't talk about it again. Otherwise, guess what?  
22 We will.



1           All right. Before I read the report, I  
2 want to remind everybody, this is not a -- this is  
3 a preliminary report. This is what we've got in  
4 the computer right now. It is only preliminary.  
5 Tomorrow, the numbers will go up. So, if you  
6 would turn in your Book 1 to page 12. For those  
7 of you who like to record the numbers, we'll be  
8 doing this every day. Are we ready? All right.

9           This is the daily report, 8/16, 1:30  
10 p.m., First-timers -- 8/6, excuse me -- 8/6/18,  
11 First-timers in attendance: 64.

12           [Applause.]

13           Number attending: Executive Board 24,  
14 possible votes 24, branches local and state:  
15 Delegates attending 555. Number of branches  
16 represented 178, possible branch votes 2164, total  
17 possible votes (branch and Executive Board) 2188.  
18 Total registered in attendance (NAPS delegates,  
19 Auxiliary, and guests) 648.

20           Thank you very much. Enjoy today and see  
21 you all tonight.

22           [Applause.]

1           MR. BRIAN WAGNER: Thank you Rosemary and  
2 Roy. All right. Continuing on, I do have a  
3 little announcement here, and I know Chuck does  
4 them, but it's right in my notes here. If you  
5 need that extra banquet -- Grand Banquet ticket,  
6 you may purchase them at the -- outside the NAPS  
7 Office. We have a table. They may be -- they  
8 must be purchased by 5 p.m. tonight. The ticket  
9 price is \$90 for the adult, \$35 for a child's  
10 meal, and I think that's chicken nuggets. I'm  
11 going for that and the toy.

12           [Laughter.]

13           I would like to continue with our  
14 convention. I want -- we need to make sure know  
15 what our rules are, how to behave, what we need to  
16 do, what we need to follow. So, with that, I'm  
17 going to introduce Jim Isom, the Co-Chair of  
18 Branch -- the Co-Chair of the Rules Committee of  
19 Branch 373, and his Assistant Co-Chair, LaNeda  
20 Pitts from Branch 14, to come on up, please, to  
21 give us our rules.

22           But, I do want to make a personal

1 announcement that Ann Konish, long-time Rules Co-  
2 Chair has passed away, and when I called Ann right  
3 before she was in the hospital, she said, "Brian,  
4 you're going to have to take me off the Rules  
5 Committee," and I said, "Ann, you're my Chair.  
6 You will be there." Of course, Ann is here in  
7 spirit with us, and when she passed, I called Jim  
8 Isom, and I said, "You know, Jim, I would really  
9 appreciate to keep Ann as the Chair in memory of  
10 her honor, and Jim said, "Brian, that is perfectly  
11 fine with me." And I appreciate the standup job  
12 Jim did in order to allow Ann Konish to be our  
13 Chair in memory for this National Convention.  
14 Thank you, Jim.

15 [Applause.]

16 And with that, I will turn it over to Jim  
17 Isom and LaNeda Pitts for the rules. Jim.

18 MR. JIM ISOM: Okay, Item Number 1,  
19 Operations of the Convention. The first one is,  
20 "The Convention shall be called to order in joint  
21 session with the Auxiliary at 9 a.m. on Monday and  
22 remain in session until noon." If you turn to

1 115, you'll see the rules.

2           Number 1 - "The Convention shall be  
3 called or order on Tuesday, Thursday, and Friday  
4 at 8:30 a.m. and remain in session until noon and  
5 reconvene at 1:30 p.m. except on Friday afternoon,  
6 if a session shall be determined necessary by the  
7 Convention Chair, in addition the morning and  
8 afternoon sessions, an evening session shall be  
9 held on Thursday. If necessary of serving such  
10 hours of business as may be decided by the  
11 Delegates and Officers of the Convention."

12           Number 2 - "Admission to the Business  
13 Sessions of the Convention shall be upon  
14 presentation of credential cards held by the  
15 Delegates. Associate members with credential  
16 cards shall be seated in the same area with other  
17 Delegates. Only Registered Delegates certified by  
18 their branches may speak. Future credential cards  
19 might be in different colors from the name badge."

20           Number 3 - "A resolution submitted any  
21 time after the deadline established for pending  
22 Convention resolutions shall bear the name and

1 number of the branch and the signature of the  
2 Officer of the branch or the Delegate submitting  
3 same. All signatures must be clear and easy to  
4 read. All such resolutions must be filed with the  
5 Executive Vice President by 4:30 p.m. on Monday  
6 together with a number of copies determined by the  
7 Executive Vice President necessary to provide a  
8 copy for each Registered Delegate. Resolutions  
9 pertaining to late-breaking items can be approved  
10 for submission by the President by the close of  
11 business on Tuesday. A resolution or other  
12 original main motions not submitted by such time  
13 shall be considered only if on unanimous consent  
14 of the Convention and then only as an entity  
15 without division or amendment."

16           Number 4 - "The preliminary report of the  
17 Constitution Bylaws Committee will be made on  
18 Monday afternoon. No consideration will be given  
19 to any resolutions or changes in the Constitution  
20 Bylaws having to do with the resolution of NAPS  
21 introduced after the preliminary report of the  
22 Constitution Bylaws Committee on Monday."

1           Number 5 - "In the preliminary report of  
2 the Committee, a Delegate who objects to a  
3 resolution will so state and without debate, the  
4 resolution will be carried over to the final  
5 report, at which time full discussion will take  
6 place."

7           Number 6 - "Any Delegate who does not  
8 have the opportunity to object to a resolution  
9 during the preliminary report of the Committee due  
10 to absence caused by attendance in another  
11 Committee meeting shall be entitled to have such  
12 resolutions be considered in the final report of  
13 the Committee, provided such request is filed with  
14 the Secretary/Treasurer before the close of the  
15 Tuesday afternoon session. The report of the  
16 Constitution Bylaws Committee accepted."

17           Number 7 - "The Chair will be given  
18 authority to suspend the regular order of business  
19 at his or her discretion for the purpose of  
20 presenting distinguished guests and to provide for  
21 a memorial service."

22           Number 8 - "Smoking, including the use of

1 e-cigarettes, shall be banned in the Convention  
2 facility.

3           Number 9 - "All pagers, cell phones,  
4 other electronic devices are to be set on vibrate  
5 or mute while Delegates are attending the Business  
6 Session of a Convention. Anyone receiving calls  
7 must exit the Convention floor."

8           Number 10 - "Announcements made from the  
9 podium will be at the discretion of the Chair."

10           Number 11 - "An amendment made on the  
11 floor shall be submitted in writing to the  
12 appropriate Committee Chair or Designee  
13 immediately upon presentation to the Convention.  
14 The amendment shall include the name and number of  
15 the branch and a significant of the Delegate  
16 proposing the amendment."

17           Number 12 - "At the Chair's discretion, a  
18 Delegate occasionally may give instructions to the  
19 body at large; however, it is within the Chair's  
20 discretion to rule the Committee out of order  
21 should it be of the Chair's opinion that such  
22 directions are obstructing the conduct of business

1 on the Convention floor."

2           Number 13 - "The registration of  
3 Convention Delegates will be closed at noon on  
4 Thursday."

5           Number 14 - "When a division is called  
6 for, no one can leave or enter the Convention  
7 floor until the count is completed."

8           MS. LANEDA PITTS: Section 2, Procedure  
9 for Legislation.

10           Number 1 - "Delegates who are recognized  
11 by the Chair must identify themselves by name,  
12 branch, national office, where appropriate before  
13 speaking."

14           Number 2 - "The reports of Committees  
15 shall be subject to amendments and substitutions  
16 from the floor of the Convention, the same as  
17 other motions and resolutions."

18           Number 3 - "A motion shall not be open  
19 for discussion until it has been seconded and  
20 stated from the Chair."

21           Number 4 - "Speeches in debate shall be  
22 limited to 5 minutes, unless extended by unanimous



1 consent. Consideration of any resolution shall be  
2 limited to 30 minutes, unless extended by the  
3 majority vote of the Delegates present at the  
4 session. The time in debate shall be equally  
5 divided as much as possible between proponents and  
6 opponents of the resolution."

7           Number 5 - "A Delegate shall not speak  
8 more than twice on the same question until all who  
9 wish to speak have had an opportunity to do so."

10           Number 6 - "No Delegate shall interrupt  
11 another except to raise a point of order."

12           Number 7 - "Should two or more Delegates  
13 rise at the same time to speak, the Chair shall  
14 decide who is entitled to the floor."

15           Number 8 - "No debatable motion or  
16 resolution shall be voted on until the mover has  
17 had a chance to speak on it, if he or she  
18 desires."

19           Number 9 - "If a Delegate, while  
20 speaking, is called to order, he or she shall, at  
21 the request of the Chair, refrain from speaking  
22 until the point of order is decided."

1           Number 10 - "When a question is pending  
2 before the Convention, no motion shall be in order  
3 except to adjourn, lay on the table, previous  
4 question, postpone to a certain time, commit or  
5 refer, divide or amend, or postpone indefinitely  
6 which motions have precedence in the ordered  
7 name."

8           Number 11 - "Any Delegate or Delegates  
9 wishing to call for the question or make any other  
10 motion must be in a line at a microphone and wait  
11 his or her turn to be recognized by the Chair. A  
12 call for the question will be ruled out of order  
13 if at least one Delegate at a microphone wishes to  
14 address the heretofore unaddressed side of the  
15 motion."

16           Number 12 - "A motion to lay on the table  
17 shall not be debatable."

18           Number 13 - "A motion to reconsider shall  
19 not be authorized unless made by a Delegate who  
20 voted with the prevailing side and shall receive a  
21 majority vote."

22           Number 14 - "A roll call on any motion

1 shall be at the request of 40 percent of the  
2 registered Delegates present at that session or at  
3 the request of the Chair."

4           Number 15 - "When a roll call has been  
5 ordered, no adjournment shall take place until the  
6 result has been announced."

7           Number 16 - "When a roll call has been  
8 taken and all Delegates present have had an  
9 opportunity to record their votes, the balloting  
10 shall be declared closed."

11           Section 3, Election and Balloting.

12           Number 1 - "Nominations for nationally  
13 elected Officers shall be limited to 4 minutes  
14 each, with no seconds. Nominations for all other  
15 Officees shall be limited to 2 minutes each, with  
16 no seconds."

17           Number 2 - "Nominated Convention cities  
18 may not exceed 15 minutes for their presentation  
19 with the order of presentation decided by lot."

20           Number 3 - "At the close of all  
21 nominations, only nominees for nationally elected  
22 Officers may address the Delegates from the DIUS

1 [phonetic] for 2 minutes, if they so desire."

2           Number 4 - "As the order of business at  
3 the Friday morning session, the Chairman of the  
4 Ballot and Election Committee shall declare  
5 unopposed candidates duly elected by casting one  
6 ballot for the Convention region or area."

7           Number 5 - "After having performed the  
8 functions of Rule 4, the election of contested  
9 offices will take place, and balloting shall close  
10 15 minutes after roll call is completed, for the  
11 distribution of the ballots. All ballots may be  
12 picked up at the beginning of the roll call, so  
13 all Delegates will have the same amount of time to  
14 vote. In the event a run-off election is  
15 necessary for any office or Convention city, it  
16 shall be scheduled as the first order of business  
17 at the Friday afternoon session, with balloting  
18 closing 15 minutes after the roll call is  
19 completed for the distribution of ballots, and all  
20 doors shall be secured."

21           Section 4, Parliamentary Authority and  
22 Order of Business.

1           Number 1 - "Roberts Rules of Orders,  
2 newly revised, shall be the guide on all matters  
3 that are not herein provided."

4           Number 2 - "The following order of  
5 business is followed.

6                   Number 1 - Opening Ceremony and  
7 Introductions.

8                   Number 2 - Call to Order.

9                   Number 3 - The First Report of  
10 Credentials and Registration Committee and the  
11 Declaration of a Quorum.

12                   Number 4 - Roll Call of Officers and  
13 Executive Board.

14                   Number 5 - Report of Rules Committee.

15                   Number 6 - Appointment of Convention  
16 Committees.

17                   Number 7 - Preliminary Reports of  
18 Convention Cities.

19                   Number 8 - Final Reports of  
20 Convention Committees.

21                   Number 9 - Nomination of Officers and  
22 Convention Cities.

1                   Number 10 - Election of Officers and  
2 a Selection of the Convention City.

3                   Number 11 - Unfinished Business.

4                   Number 12 - New Business.

5                   Number 13 - Installation of Officers  
6 on Friday.

7                   Number 14 - Adjournment.

8                   That is your rules.

9                   [Applause.]

10                  MR. JIM ISOM: I'd like to make a motion  
11 that the rules are accepted.

12                  MR. BRIAN WAGNER: We have a second. All  
13 right.

14                  MR. JIM ISOM: Okay. All in favor? You  
15 don't? Okay.

16                  MR. BRIAN WAGNER: We'll do a discussion.  
17 Okay. We have a motion to accept the rules, and  
18 we have a second. Is there any discussion?

19                  MR. LUTHER MANUEL: Yes.

20                  MR. BRIAN WAGNER: Delegate at mic 3.

21                  MR. LUTHER MANUEL: Rule Number -- Luther  
22 Manuel from the Great State of New Jersey.

1 [Applause.]

2 MR. LUTHER MANUEL: Section 1, Rule 12.

3 MR. BRIAN WAGNER: Which section? I'm  
4 sorry.

5 MR. LUTHER MANUEL: It's kind of dark in  
6 here.

7 MR. BRIAN WAGNER: I know it's a lot of  
8 mood -- could we raise the lights a little bit,  
9 please? We have a little mood lighting in here,  
10 but I think we need some business lighting.

11 UNIDENTIFIED MALE SPEAKER: Point of  
12 order.

13 MR. BRIAN WAGNER: Delegate at mic 7.

14 UNIDENTIFIED MALE SPEAKER: Mr.  
15 President, there was a motion made and there was  
16 no second yet. Should we be having discussion?

17 MR. BRIAN WAGNER: Jaime, we did have a  
18 second? It was made. I mentioned there was a  
19 second on the floor.'

20 UNIDENTIFIED MALE SPEAKER: There was?  
21 Okay.

22 MR. BRIAN WAGNER: Okay. Thank you. Can

1 we turn the lights up, please? Thank you. Okay,  
2 thank you, Tom. Section 1, Number 12.

3 MR. LUTHER MANUEL: "At the Chair's  
4 discretion, a Delegate occasionally --." Well,  
5 basically, look at Number 12 in Section 1. I'll  
6 try not to push myself to read it and mess up  
7 here.

8 MR. BRIAN WAGNER: The timer is on.

9 MR. LUTHER MANUEL: A point of order.  
10 Are you timing me?

11 MR. BRIAN WAGNER: I will be timing you.

12 MR. LUTHER MANUEL: The time -- sir, the  
13 rules are not established. Point of order. When  
14 the rules are established, you can time me. We  
15 have not --

16 MR. BRIAN WAGNER: I --

17 MR. LUTHER MANUEL: Wait a minute. You  
18 can't time me before the rule is established.

19 MR. BRIAN WAGNER: Mr. Manuel, I can time  
20 you just to time you, if I'd like.

21 MR. LUTHER MANUEL: Oh, okay. As long as  
22 you --



1           MR. BRIAN WAGNER: I'm just letting you  
2 know, I'm timing you.

3           MR. LUTHER MANUEL: All right.

4           MR. BRIAN WAGNER: I'm just gonna -- I  
5 like time.

6           MR. LUTHER MANUEL: Just don't interfere  
7 --

8           MR. BRIAN WAGNER: I just like time. I  
9 like to eat my ice cream slow --

10          MR. LUTHER MANUEL: Okay. Don't -- just  
11 don't interfere.

12          MR. BRIAN WAGNER: No, no, oh no.

13          MR. LUTHER MANUEL: Okay. Number 12 is  
14 giving the Chair -- now, I want you to understand  
15 this, Dear Convention -- what that is doing is  
16 giving the Chair the right to say -- if I -- let's  
17 say somebody likes me, I mean, somebody like me  
18 decides that they want to interpret an issue or  
19 something that may be confusing. So, in the past,  
20 what I've done is I've gone to a mic if I see  
21 there's some struggling and said something. Now,  
22 all I'm doing is doing my best to try to help you

1 understand the Rules of Order.

2           We have a parliamentarian -- a national  
3 parliamentarian who works for us, but he cannot do  
4 what people on the floor do. What he does is  
5 interpret as the Chair or one of us asks him to  
6 interpret, but he can't just bob up and down and  
7 say, well, this is what this meant, this is what  
8 that meant. That, I like to do because especially  
9 with first-timers, I want you to understand where  
10 we're going. If we put this rule in, the  
11 discretion of the Chair -- now, if it says  
12 discretion, if I decide that I'm going to get up  
13 and say something that's confusing, he can now  
14 rule me out of order and it never get done.

15           Now, I submit that I don't come to the  
16 mic to do foolish things. We have a  
17 parliamentarian who advises the President. If  
18 there is something -- if I came up here -- if the  
19 issue was about business, and I came up here  
20 talking about problems at my branch, I would be  
21 ruled out of order, correctly so. But, when the  
22 Chair has a problem with anything I might be

1 saying, the parliamentarian can let him no, no, I  
2 don't think he's -- to give that discretion to the  
3 Chair gives the Chair too much overpower.

4           Now, I love the President, but I believe  
5 that individually, we should be able to help  
6 others. What happened to -- what do they call  
7 this -- passion, purpose and people? Whatever  
8 happened to that? Did that just die out this  
9 morning, you know? We want our members to  
10 understand what's going on. We want them to be  
11 aware. And if there's anything that I see over  
12 all the years I've been doing this, and I have  
13 been ruled out of order many times, and I was, I  
14 accept it. But, we do not need a rule in here  
15 that gives absolute authority to the President to  
16 just arbitrarily say you're out of order, we don't  
17 want to hear that, go sit down. Well, he doesn't  
18 say that, but that's what it is.

19           Now, because of the time, we try to save  
20 time at these conventions. We try so much that  
21 you got a day off, you got Wednesday. We try to  
22 save so much time that at the last convention, we

1 went two hours over, and people were crying about  
2 it, running out the building. I can't help it,  
3 and none of us can help it if your plans for the  
4 convention included your vacation, and you had  
5 dinner plans. We are here for the organization of  
6 business. This time, I see they put in for the  
7 evening.

8           But, I'm going to sum this up, because I,  
9 you know, again -- thank you for allowing me. I'm  
10 going to sum this up, but I ask for a second  
11 because I wish to make the motion that this be  
12 stricken in its entirety and that common sense  
13 prevail through this convention. I just ask for a  
14 second. Thank you.

15           MR. BRIAN WAGNER: Thank you, Luther. It  
16 was only 4 minutes and 7 seconds, great. Thank  
17 you. So, you have -- you're asking for an  
18 amendment? Okay. So, you're asking for a motion  
19 to strike Number 12 and it's Part 1. Do I have a  
20 second?

21           MS. LUNYE' SILAS: Yes. Silas. LunYe'  
22 Silas, Branch 589.

1 MR. BRIAN WAGNER: What mic are you at?

2 MS. LUNYE' SILAS: Mic 6.

3 MR. BRIAN WAGNER: Okay, mic 6. Do you  
4 second that?

5 MS. LUNYE' SILAS: Yes, I second that.

6 MR. BRIAN WAGNER: Okay. So, we have a  
7 motion and a second to strike Number 12 on Section  
8 1. Everybody has that in front of them. Dr.  
9 Bishop -- I'm going to defer to him for some  
10 clarification.

11 MR. BRUCE BISHOP: I haven't even met you  
12 yet, but I'm the parliamentarian that the delegate  
13 referred to. It's a pleasure to be back here  
14 again for my third time.

15 To the point that the delegate makes  
16 related to the suggest Rule Number 12, that is a  
17 rule that already exists in Robert's Rules of  
18 Order, which is your Parliamentary Authority.  
19 Robert's Rules of Order gives the Chair of any  
20 meeting discretion to call on somebody for any  
21 number of reasons, and so striking Number 12 from  
22 the suggested rules does not strike it from

1 Robert's Rules of Order, which you're also asked  
2 to adopt, actually, you don't even have to adopt  
3 either, because it's part of your Bylaws. You  
4 have several rules before you that are already  
5 part of Robert's Rules of Order, and it's  
6 unnecessary to adopt them. It's kind of redundant  
7 to do so. But, striking this one particular rule  
8 does not remove the discretion of the Chair to  
9 call on an individual for any specific non-  
10 business purpose. I just want to give you that  
11 advice. Thank you for indulging me. I look  
12 forward to talking to you a few more times over  
13 the next few days.

14 [Laughter.]

15 MR. BRIAN WAGNER: I won't time you.  
16 Okay, so we have a motion on the floor to strike  
17 Number 12 of Section 1.

18 MR. LUTHER MANUEL: Mr. Chairman.

19 UNIDENTIFIED FEMALE SPEAKER: Name and  
20 branch.

21 MR. LUTHER MANUEL: Luther Manuel, Branch  
22 548. Robert's Rules of Order is a guide. There

1 is no such thing as you can't strike it, because  
2 we can strike anything by simply challenging the  
3 decision of the Chair. If the Chair -- if you  
4 advise the Chair of something, it's his decision.  
5 If the Chair makes a decision on something in  
6 Robert's Rules of Order, the body can still  
7 challenge that, and by majority, not accept it.  
8 It's only a guide. It is not the law.

9           Now, what I'm talking about, I follow  
10 Robert's Rules of Order. I think it's the  
11 greatest thing in the world. But, I'm getting to  
12 the -- I'm getting to this thing where we're  
13 trying to hurry people, we're trying to hurry  
14 things. That bothers me. It's not that I'm going  
15 to fly or anybody else is going to fly up and down  
16 at the mic. We don't -- I don't want to see that  
17 used as a time factor. In other words, he's  
18 getting ready to say something, let's just cut him  
19 off, and let's just move along. Robert's Rules of  
20 Order is only there for a guide.

21           It's just like when we say point of  
22 personal privilege. When we say point of personal

1 privilege, do we really understand what that  
2 means? We use it under these circumstances like  
3 if you just want to come to the mic and say hello  
4 to somebody or whatever like that. But, that's  
5 not what it's for. Point of personal privilege is  
6 when you want to bring attention to something  
7 that's bothering the room, too much heat, it's too  
8 cold, it's too dark. But, we have evolved it over  
9 the years -- we have evolved -- that's not what it  
10 was originally for, for what we use it now. But,  
11 it's been evolved over the years to what we use it  
12 for now, and that's great. But, I don't want to  
13 see -- well, I'm saying, I'm speaking me -- to see  
14 the absolute authority come in when because you're  
15 looking at the clock and you're trying to hurry  
16 people up, I don't want to see that come into  
17 this. We're a family. What is this again?  
18 Passion, purpose, and people, you know? That's  
19 it. I'm not coming back on this issue again.  
20 However you decide, you decide. I'm going to sit  
21 down, and that's it on this issue. I'm done.

22 MR. BRIAN WAGNER: Thank you, Luther.



1 Okay. Back to the motion to strike Number 12.

2 Any more discussion?

3 MR. TOM O'CONNOR: Number 6, please.

4 MR. BRIAN WAGNER: Delegate, mic 6.

5 MR. TOM O'CONNOR: Tom O'Connor,  
6 Chattanooga Branch 97. I'd like to speak against  
7 the motion, please.

8 MR. BRIAN WAGNER: Okay.

9 MR. TOM O'CONNOR: I think the  
10 parliamentarian's point was one of the points I  
11 wanted to make. Number one, it's a bylaws change.  
12 We should be discussing it as a bylaws change, and  
13 number two, the discretion of the Chair is very,  
14 very important to maintain the decorum, and  
15 ultimately as a body, we would still have the  
16 ultimate option to bring forward any concerns or  
17 motions, and we could overrule the Chair if we  
18 felt so inclined. I think the fact that Robert's  
19 Rules of Order has historically maintained this  
20 item, I think it speaks for itself, and it's very  
21 important, and I think my friend from New Jersey  
22 is illustrating it for me quite aptly. Thank you.

1           MR. BRIAN WAGNER: Thank you. All right.  
2 Any more discussion? Anyone else? Delegate, mic  
3 8.

4           UNIDENTIFIED MALE SPEAKER: I want to  
5 address another issue.

6           MR. BRIAN WAGNER: We have to wait?  
7 Okay. Delegate, mic 3.

8           UNIDENTIFIED MALE SPEAKER: Mine is on a  
9 different issue. It's on rules, but, I guess we  
10 have to finish that.

11          MR. BRIAN WAGNER: Okay. Delegate, mic  
12 7, are you here to speak on the amendment on 12 --  
13 to strike 12 of the --

14          MR. BOB BRADFORD: Yeah. Bob Bradford,  
15 Heart of Texas Branch. I call for the question.

16          MR. BRIAN WAGNER: Okay. The question  
17 has been called for. All those in favor of  
18 calling for the question, please say aye.

19                 [Chorus of ayes.]

20          MR. BRIAN WAGNER: Opposed? Not calling  
21 for the question, saying no.

22                 [No response.]

1 Motion passes.

2 All right. So, now we're going to vote  
3 on the motion to strike 12. All those in favor of  
4 voting on the motion to strike 12, say aye.

5 [Chorus of ayes.]

6 All those opposed say nay.

7 [Chorus of nay.]

8 The nays have, it's struck -- it's not  
9 struck, sorry. It's not struck. That double  
10 negative. I love it. I never did good in school  
11 either. Okay. So, we add that to the original  
12 motion to accept the rules as presented.

13 MR. JOHN JUNIC: Mic 8.

14 MR. BRIAN WAGNER: Yeah, mic 8.

15 MR. JOHN JUNIC: John Junic, St. Paul,  
16 Minnesota. I don't know if this has been  
17 corrected before, but Section 1, paragraph 1 says,  
18 "The meeting will convene at 9:30 on Friday." In  
19 the schedule, it says -- I'm sorry, 8:30 on Friday  
20 -- the schedule says 8:00. So, those who look at  
21 the schedule might get here a little early or  
22 late.

1           MR. BRIAN WAGNER: Remember, we have a  
2 tentative schedule.

3           MR. JOHN JUNIC: Okay.

4           MR. BRIAN WAGNER: So, sometimes we've  
5 had changes to the schedule even though -- but, we  
6 will look at this, and we come to Friday, we will  
7 make the decision on what we're going to be at  
8 8:30 if that's what the rules call for, okay?  
9 Even though the schedule right now -- the  
10 tentative schedule says 8, we will follow the  
11 rules at this point in time.

12           MR. JOHN JUNIC: I'm just pointing it  
13 out.

14           MR. BRIAN WAGNER: And change them on  
15 Thursday night, if necessary -- change it on  
16 Thursday.

17           MR. JOHN JUNIC: Okay. Thank you.

18           MR. BRIAN WAGNER: Okay? But, thank you  
19 very much. Delegate --

20           UNIDENTIFIED MALE SPEAKER: Number 6.

21           MR. BRIAN WAGNER: I have delegate at mic  
22 3 first.

1 UNIDENTIFIED MALE SPEAKER: Sure.

2 MR. BRIAN WAGNER: Okay, delegate, mic 3.

3 MS. TONI SCRUGGS: Good morning --  
4 afternoon. Toni Scruggs, Branch 493. Question on  
5 Rule Number 6, clarification, and this issue was  
6 brought up at the --

7 MR. BRIAN WAGNER: Which section would  
8 that be, Toni? It's 1 or 2?

9 MS. TONI SCRUGGS: For 1.

10 MR. BRIAN WAGNER: Section 1?

11 MS. TONI SCRUGGS: Section 1.

12 MR. BRIAN WAGNER: Okay.

13 MS. TONI SCRUGGS: Number 6. This issue  
14 came up at the last convention where it states,  
15 "Any Delegate who does not have the opportunity to  
16 object to a resolution during the Preliminary  
17 Report Committee due to absence," they've already  
18 read it. I just want to get clarification that we  
19 will abide by that. At the last convention, those  
20 -- some of us who were objectors to resolutions,  
21 we were out of the room for, I think it was the  
22 bylaws, and I asked the question before we left,

1 would we have an opportunity to actually follow  
2 up, which was Rule Number 6, Section 1, and I was  
3 told yes. But, when we came back in the afternoon  
4 -- because we were out for so long -- the  
5 parliamentarian -- it was brought back up, and the  
6 parliamentarian ruled we could not speak on it.

7 MR. BRIAN WAGNER: Is that it?

8 MS. TONI SCRUGGS: So, I just want to  
9 clarify that this doesn't happen again, because  
10 the last convention it did. And so, actually, we  
11 violated what the rules were, because we were told  
12 -- and I specifically -- I actually have the  
13 transcript where I asked the question, and then in  
14 the afternoon, I did not have the opportunity to  
15 object to some bylaws because I didn't see -- I  
16 was not in the room because I was an objector.

17 MR. BRIAN WAGNER: Okay. The answer is,  
18 we're going to follow the rules and not violate  
19 the rules. I can't go back to what happened  
20 before, so we will follow the rules.

21 MS. TONI SCRUGGS: Okay. That's all I  
22 wanted clarification. Thank you.

1 MR. TOM O'CONNOR: Mr. Chairman.

2 MR. BRIAN WAGNER: Delegate, mic 6.

3 MR. TOM O'CONNOR: Were you asking for a  
4 motion to -- it's Tom O'Connor, Chattanooga Branch  
5 97, were you not asking for a motion to accept the  
6 rules?

7 MR. BRIAN WAGNER: We already have that.  
8 We had a second. We had discussion. That's what  
9 this discussion now. Now, if no one has anymore  
10 discussion, we have a motion. Wait a minute. I  
11 think -- okay. So, we have a motion to accept the  
12 rules, we have a second, we've had discussion.

13 MR. TOM O'CONNOR: Have we had sufficient  
14 discussion? I'd like to make a motion to call for  
15 the question.

16 MR. BRIAN WAGNER: Call for the question.  
17 No more discussion necessary? So, we're going to  
18 vote. All those in favor of voting for the rules  
19 how they were presented, say aye.

20 [Chorus of ayes.]

21 All opposed, say nay.

22 [No response.]

1           The ayes have it. The rules are passed.

2 Thank you very much.

3           I'm going to take an opportunity to  
4 recognize the Rules Committee. Jim, would you  
5 like to read your -- your member's names and  
6 recognize them?

7           MR. JIM ISOLM: Okay. I have Alice  
8 Cooper, Branch 132, Mary DeGioia, Branch 698,  
9 Beatrice Lander, Branch 23, Shirley Lee, Branch  
10 39, Anita Pitts, Branch 14, and Gail VanHorn,  
11 Branch 154. And I would like to have the members  
12 meet me over in the right-hand corner, please.  
13 Thank you.

14           [Applause.]

15           MR. BRIAN WAGNER: Thank you. All right,  
16 now that the rules have been accepted, I'm going  
17 to recognize Ivan Butts, our Executive Vice  
18 President to review some procedural matters and  
19 information on SPAC. Ivan.

20           [Applause.]

21           MR. IVAN BUTTS: Good afternoon,  
22 everyone.



1 ALL: Good afternoon.

2 MR. IVAN BUTTS: I'm going to ask for the  
3 President or someone -- an Officer from Branch 244  
4 to come up to the front of the stage, please, and  
5 I need the President from Maryland State to also  
6 come up front, please.

7 Okay. I've been asked to inform you that  
8 the Mohegan Sun Resort has designated smoking  
9 areas, but, please, we need you to adhere to the  
10 signage on where they are. They are on the casino  
11 floor in various areas.

12 I invite you all to stop by the booths of  
13 our exhibitors are helping to sponsor our National  
14 Convention. They are located out in the foyer  
15 area outside the ballroom, which you passed  
16 through this afternoon. Exhibiting at our  
17 convention are Dillard Financial Solution,  
18 Signature Federal Credit Union, Signature Federal  
19 Credit Union is also sponsoring our SPAC Walkathon  
20 T-shirt, which are being sold at the SPAC table,  
21 so please stop by there also, the Atlantic Postal  
22 Credit Union, the National Insurance Benefit

1 Coordinators, the American Public University  
2 System, GOT Professional Insurance Services or  
3 GPIS, M3 Technologies, Long-Term Care Partners,  
4 Tabron Sweaters, Unlimited, Young Living, and  
5 Decco, who is taking care of our delegate tours  
6 this Wednesday. They're actually up at the top of  
7 the steps next to the registration table.

8 I would like to introduce you to the  
9 individuals on the dais. So, seated right to my  
10 right is our convention parliamentarian, Dr. Bruce  
11 Bishop.

12 [Applause.]

13 Seated to my left are our Assistant  
14 Secretaries, the Chair, Nancy Vickers, Branch 66,  
15 Natasha Brown, Branch 131, Angela Gavin-Mitchell,  
16 Branch 159, and Marcia Jones, Branch 42.

17 [Applause.]

18 We have down on the floor NaCorey  
19 Nichols. He's our official stenographer for our  
20 convention. So, again, please insure that you are  
21 speaking clearly so we can properly record our  
22 official convention business.

1           Also, down on the floor is Karen Young.

2 Karen is our Editor of the Postal Supervisor.

3           [Applause.]

4           Karen will be producing daily  
5 newsletters, the first issue of which you received  
6 during the convention registration. There will be  
7 three more newsletter issues, Tuesday, Thursday,  
8 and Friday mornings, and if we're not in session  
9 too long Friday afternoon, we'll try to get a  
10 Grand Banquet edition that will feature the  
11 election results and host city selection. If you  
12 have any items for the newsletter, please bring  
13 them up to Karen. All memorial notices must be  
14 given to Karen for publication. We ask your  
15 cooperation in not announcing memorial notices  
16 from the floor. Well, we already did -- we  
17 already missed that. Copies of our convention  
18 newsletters will be handed out when you come into  
19 the Business Sessions beginning tomorrow morning.  
20 Please try to only take one. There will be no  
21 bulk copies available. The convention newsletter  
22 will be made available on the NAPS website at some

1 further -- future date.

2           Somewhere -- well, not somewhere -- right  
3 here out to my right, we have Dave Scavone. Dave  
4 is our official convention photographer. Many of  
5 you recognize Dave, who covers our LTS and  
6 National Conventions for several years now. He is  
7 assisted -- oh, there he is -- he's assisted by  
8 Bob Stevens also again this year.

9           [Applause.]

10           So, don't hesitate to ask for -- ask Dave  
11 to take your picture or ask for a group picture  
12 with the photographers, and we'll have access to  
13 them on the website after the convention and  
14 available for you to purchase for use in your own  
15 branch's history.

16           Also, we have on the floor, our social  
17 medial coordinator, Corinna May. Corinna. Here  
18 she is in the back. Okay. Stand up again,  
19 Corinna.

20           [Applause.]

21           So, Corinna has been coordinating our  
22 efforts thus far with Facebook and Twitter and

1 giving us a bigger footprint of exposure out in  
2 the social media world. So, she's here at our  
3 first -- this first National Convention, and she's  
4 going to be walking around. You'll see her  
5 walking around, and you'll see her taking  
6 pictures. She might ask you some questions or  
7 maybe even ask to see if you want to shoot a short  
8 video to put out on social media. So, we welcome  
9 Corinna and look forward to her work from this  
10 convention.

11           Now, for an important matter. Every time  
12 you come to the floor microphones -- there are two  
13 in each aisle -- you must be recognized by the  
14 Chair before you may speak. Again, this  
15 convention, we are using our Sargent of Arms to  
16 assist you being recognized at each microphone.  
17 That way the Chair will know when you -- will know  
18 you would like to speak. This said, you still  
19 must be recognized by the Chair first. When you  
20 are recognized by the Chair, clearly state your  
21 name and your branch number, and your branch  
22 location. First-timers, as you can see, we have

1 no problem making sure that you follow this rule.  
2 So, that being said, again, make sure you speak  
3 clearly when you come to the microphone.

4           Now, I could close my book now, for a  
5 word about SPAC. We have a lot of activities  
6 going out there -- going on out at this convention  
7 for SPAC. We have our in-kind raffle that's going  
8 on, we have numerous gifts that have been donated  
9 by branches around the country, and we also have  
10 our Executive Board gift card raffle that's  
11 sponsored by our -- by your -- our own Executive  
12 Board who support that raffle. You can win a gift  
13 card of \$1,000, \$750, \$500, or \$250. On our in-  
14 kind raffle, we have a Microsoft Surface Pro, we  
15 have a limited edition Playstation 4, we have  
16 numerous other items out that there you can --  
17 that you can buy raffles tickets for. I think the  
18 tickets are 6 tickets for \$20.

19           Again, what we do for SPAC is really what  
20 drives our association legislatively. I've talked  
21 to you since I've been Vice President in 2014  
22 about us being on the top of the pyramid, where we

1 want to be on the pyramid, and being on the top of  
2 the constituency pyramid. I think that's  
3 paramount now if we're going to do anything that -  
4 - any of the things that we desire to do beyond  
5 just pay talks. It really is -- it's really going  
6 to contend on us being at the top of the  
7 constituency pyramids of as many legislators as we  
8 possibly can, and we do that through our SPAC  
9 dollars. We do that by sending you as groups to  
10 local events with legislators where you can help  
11 support our initiatives and our actions. We do  
12 that in D.C. with Bruce Moyer and myself and Katie  
13 Maddox visiting legislators and going to events  
14 and talking to legislators about the issues that  
15 are important to us. Our issues are getting more  
16 and more important every day. August 10th, the  
17 reports from this taskforce is going to come out,  
18 and that's going to require us to make some  
19 legislative changes -- legislative charges, I  
20 should say, to the Hill. And we're going to need  
21 your support out in the field. It's coming at a  
22 time where all our legislators are on break. So,

1 we're going to need your help out in the field to  
2 start getting out and getting the word out. When  
3 they come back, they come back for a very short  
4 period and then go out on recess again. So, we  
5 really have to kind of push this initiative, and  
6 your SPAC dollars help do that. Your SPAC dollars  
7 help us get us to those events, help us get you in  
8 front of legislators at local events. So, please,  
9 please, please, go see the SPAC table.

10           The other event that we have -- we do  
11 have -- is obviously supporting our Auxiliary with  
12 the 50/50 raffles that they run. So, again, I  
13 know we're moving -- I'm making a big ask, but you  
14 have done so well in the past four years since  
15 I've been blessed to be your Executive Vice  
16 President. We have broken the record every year  
17 in SPAC, and I thank you for that effort. I thank  
18 you for supporting us that way, and we need to do  
19 it again now. We need -- I need your support.  
20 So, please, remember SPAC. Okay? I'm turning it  
21 back over to Brian.

22           [Applause.]



1           MR. BRIAN WAGNER: Thank you, Ivan. I  
2 appreciate it. Okay. We're moving right along.  
3 One of the things I wanted to do -- let's find the  
4 page here. I know Rosemary wrote -- delegate mic  
5 7.

6           MR. ROBERT BOCK: This is Robert Bock,  
7 Branch 406. Question. We were talking about the  
8 resolutions. I submitted a resolution to Ivan via  
9 the rules, and I don't see it printed in the book.  
10 I don't know if anybody else's resolutions get put  
11 in the book. What do we need to do? I sent Ivan  
12 an E-mail a little while ago.

13          MR. BRIAN WAGNER: I defer to Ivan on the  
14 resolution that would be sent to the Executive VP.

15          MR. ROBERT BOCK: But, I don't see -- I  
16 don't see it printed in the book. It was  
17 submitted by the branch, and I don't see it  
18 printed in the book.

19          MR. BRIAN WAGNER: I'll have Ivan  
20 clarify.

21          MR. IVAN BUTTS: Well, I guess I just  
22 need you to come up front and let me know. I'll

1 got -- I have to research it. I can't research it  
2 off my phone to find out what happened or where it  
3 was. So, come on up.

4 MR. ROBERT BOCK: Okay. All right.  
5 Thank you.

6 MR. BRIAN WAGNER: Thank you, Ivan.  
7 Thank you, Bobby. Okay.

8 UNIDENTIFIED MALE SPEAKER: Mic 6.

9 MR. BRIAN WAGNER: Mic 6. Delegate at  
10 mic 6.

11 BRIAN CROWE: Yes, Brian Crowe, Branch  
12 14, Chicago. We have in the Resolutions  
13 Committee, we have a resolution that was received  
14 late, and we have taken it under advisement.

15 MR. BRIAN WAGNER: Okay. Thank you.

16 MR. BRIAN CROWE: That may be the same  
17 one that he is referring to, because we received  
18 it from Ivan.

19 MR. BRIAN WAGNER: Okay. I'll defer that  
20 to Ivan, again, since he'll handle the  
21 resolutions. Thank you.

22 Okay. I know earlier that Rosemary

1 recognized all of our first-timers, and, again, I  
2 appreciate our first-timers being here.

3 [Applause.]

4 And we do have pins for first-timers. I  
5 know there was a lot of travel in and out, so  
6 those first-timers who have not received their  
7 pin, go to the NAPS Office. We should have the  
8 extra ones there. Make sure you have your ribbon  
9 that says you're a first-timer to get your pin if  
10 you don't already have it.

11 Of course, when Rosemary is doing the  
12 recognition, we're seeing people come to this  
13 convention. We see a lot of active members, but  
14 we see a lot of associate members, and this  
15 organization is built -- has been built on active  
16 and associate members for years, so at this point  
17 in time, I'd like to ask all our retirees, our  
18 associate members to please stand to be recognized  
19 for all you do and the wisdom you bring to this  
20 organization.

21 [Applause.]

22 Look at the percentage of retirees we

1 have supporting this organization. You are to be  
2 commended. Thank you very much.

3           But, our organization can't be strong,  
4 can't move forward, can't be progressive if we  
5 don't have the rights we have in this country, and  
6 that's because they're defended by our military  
7 and our veterans. So, at this time, I would like  
8 to have -- recognize all of our military veterans  
9 at this time and thank you for everything you've  
10 done for the United States of America.

11           [Applause.]

12           You should be blessed. We thank you very  
13 much. If we had a pin for you, we'd give it, but  
14 you gave so much more. We appreciate it.

15           I do want to recognize coming up, our  
16 next speaker, from United Postmasters and Managers  
17 of America. We have Gregory Sean Accord, who is  
18 the Co-President of UPMA. He was born and raised  
19 in the wild and wonderful West Virginia. West  
20 Virginians in the house? He began his postal  
21 career in 1994 as a PTF clerk. By 2000, he had  
22 secured a Level 13 Postmaster position in

1 Hillsboro, West Virginia. He has since  
2 Postmasters positions and/or assignments in Levels  
3 15, 18, 20, and 22.

4           Within the organization, he has served in  
5 various positions including the West Virginia  
6 Chapter President, Eastern Area Coordinator,  
7 National Vice President, and National Executive  
8 Vice President. Mr. Accord was elected as the  
9 National League President in August of 2014 at the  
10 League's National Convention in Reno, Nevada where  
11 I lost some money in 2012. In November of 2016,  
12 the League of NAPS officially consolidated and  
13 became known as the United Postmasters and  
14 Managers of America, UMPA.

15           Since that time, Mr. Accord has been  
16 serving as Co-President and National President of  
17 UMPA. He holds the honor of being the only  
18 National President from the state of West  
19 Virginia. Prior to reporting to Alexandria, he  
20 enjoyed coaching the local high school girls'  
21 soccer team. Mr. Accord and his wife, Christie,  
22 have been blessed to have one daughter and four

1 sons, ranging from the age of 17 to 24 years of  
2 age and two wonderful grandchildren.

3 Grandchildren are wonderful. Mr. Sean Accord,  
4 would you mind coming up and greeting the NAPS  
5 members? Thank you very much.

6 [Applause.]

7 MR. SEAN ACCORD: Thank you. I  
8 appreciate it. I'll tell you what, you know, when  
9 you sent me -- which I do thank you, I believe I  
10 thanked you, Brian -- you sent me the invitation  
11 to come and join you all. Now, I find out you  
12 have a stenographer, and you have an attorney on  
13 the front row, so is that an invitation or a  
14 summons? I'm trying to figure this out here.

15 [Laughter.]

16 The last time I had both those in a room,  
17 it was a little different story there. But,  
18 listen, you recognize the veterans -- I don't want  
19 you all to stand again, but I always -- when I get  
20 up before a group, I want to recognize those in  
21 the room. So, I'm just going to say thank you to  
22 all the veterans, since you were just recognized.

1 I do really appreciate what you've done for us and  
2 the service.

3           Again, to Brian, and to Ivan, and then to  
4 Chuck, thank you for the invitation to join you  
5 all here. It is a beautiful location. I was here  
6 -- I believe it was last fall -- doing a site  
7 visit. This is the venue that our membership --  
8 UPMA's membership -- has actually chosen for the  
9 2019 National Convention. So, we will be here  
10 next end of July, first of August. And as I was  
11 walking around here the last time when I was here  
12 to visit last Fall, I did notice one thing --  
13 actually three things -- and it's that there's  
14 three Krispy Kremes located in this facility.

15           [Laughter.]

16           And I'm hoping they're still here. We  
17 just -- me and my wife just got here a couple of  
18 hours ago, so hopefully they haven't closed it  
19 because the one is 24 hours, and it's on the far  
20 side, if you haven't been there yet, right? You  
21 know, that's a -- it's a good thing in one  
22 respect, but not in the other, if you know what I

1 mean on that.

2           But, the end of October of this year,  
3 will be my term as President, of which I served  
4 two years for the previous organization, and then  
5 the last two years as Co National President under  
6 UMPA. So, the end of October will bring that to  
7 an end for me. We have term limits, and so both  
8 Toni and I will be leaving, and we have -- the  
9 membership has elected a new President, Mr. Dan  
10 Hines from Minnesota. He will be coming in on  
11 November the 1st.

12           The last four years have been very  
13 challenging both personally and from an  
14 organizational standpoint. You know, one of the  
15 common challenges that both NAPS and UPMA have had  
16 to face is the legislative struggle. You know,  
17 working to see meaningful legislation reform has  
18 been a priority that's seemed to have hit an iron  
19 curtain, if you would, that was put up by our  
20 elected officials when it comes to the whole  
21 legislative process. When you have a bipartisan  
22 bill, as we had in the first quarter of the new



1 session, that bipartisan support in which is  
2 largely supported by all the unions and all the  
3 other stakeholders and you see 18 months later  
4 that there's been absolutely no traction with the  
5 first initial bill 756, which has now been  
6 reintroduced this past June. But, when you see  
7 that there's been no traction at all -- when you  
8 see that that bill with all the support has not  
9 even seen the light of day on the floor, it makes  
10 you question the whole entire political process,  
11 and it is a very frustrating process. But, it is  
12 the process that we have, and it's the process  
13 that we must work through, and we need to continue  
14 to work to make sure that not only does the -- is  
15 the Post Office in a good financial, sound  
16 situation and that the bill allows for flexibility  
17 for us to be able to adapt to the ever-changing  
18 environment. We also must make sure that our  
19 membership has some protection and some rights  
20 beyond those that are just listed in Title 39.

21           Also, the MPA system, you know that's one  
22 that both NAPS and UMPA -- it garners a lot of

1 attention from us, and quite honestly, we've  
2 talked about this a lot, it's a broken system.  
3 Those that are active, you know exactly what I'm  
4 talking about. It has become really a profit  
5 sharing, not a pay-for-performance. And when  
6 we're looking at roughly 44 percent of the EAS in  
7 the country not receiving anything again this  
8 year, it's something we really, really have to  
9 look at, and we have -- both Dan Mooney, and  
10 Brian, myself, and Toni -- we have been for -- I  
11 guess it's the first time, I know it's the first  
12 time we've been involved -- we were invited this  
13 year to Bulger to be with the NPA team as they  
14 establish goals for next year, and we were just  
15 there -- it seems like it was last week or a  
16 couple weeks ago -- and it's interesting to be  
17 able to see. It was an eye-opening experience for  
18 us to see how some of those things are set, and,  
19 you know, we do have a lot of disagreement with  
20 the group, obviously, but it was eye opening for  
21 us, and I'm glad they did bring us in to at least  
22 allow us to be part of this initial setup so that

1 we at least have a better understanding of what  
2 logic they may be using when it comes to the goal-  
3 setting and the thresholds and the targets that  
4 are set. So, hopefully, futuristically, we can  
5 make some change there. We truly need a new  
6 system altogether. That system just needs to be  
7 overhauled from top to bottom.

8           Now, leave no doubt that we -- and I say  
9 we, the Post Office -- we are in some very unsure  
10 times when it comes to the future of the Post  
11 Office and all, quite honestly. Both NAPS and  
12 UPMA, we answered questions and we held dialogue  
13 with the folks from the Presidential Taskforce.  
14 Those meetings were held -- I believe it was back  
15 in May when we were there, give or take a few  
16 weeks -- and, you know, when we left that meeting  
17 -- and I'm speaking from UPMA standpoint, you  
18 know, we didn't leave that meeting having a very  
19 warm and fuzzy feeling. And mainly it was because  
20 of the particular questions that were asked of us.

21           Now, you're probably in a unique  
22 situation. I believe this Friday, the 10th --

1 correct me if I'm wrong on that Ivan, I believe  
2 that's right -- is when the anticipated report is  
3 supposed to come out. Now, whether it makes it on  
4 the 10th or not, we'll see. But, you all may be  
5 here in session on Friday when that comes out.  
6 So, I'm curious to see what comes out of that  
7 report.

8           Now, if you try to look at it from a  
9 positive standpoint, and you probably have to  
10 reach real deep to be quite honest with you, okay?  
11 But, let's try to find the positive, because I  
12 want to -- I always want to try to be that glass  
13 half full kind of person, right? When it comes to  
14 the legislation, inside the Post Office, we've  
15 talked about it for a long time. The bills that  
16 were out there, you know, that was the originally  
17 756 and the Senate bill. Those bills largely  
18 supported all unions, all the organizations, all  
19 the stakeholders, but yet, think about it. We're  
20 talking about it internally, right? So, let's try  
21 to think of the positive that could come out of  
22 this taskforce. The taskforce has done one thing.

1 It has now shined a national spotlight on us -- on  
2 the Post Office, whereas before, as I just said,  
3 it was all internal. So, when this report comes  
4 out -- and I'm not talking politics here, one side  
5 or the other, and I could care less if it's a  
6 Democrat or Republican, it doesn't make a  
7 difference to me -- but, whether something comes  
8 out that is negative for us in the report, does  
9 someone want to take up the banner to try to  
10 counter that and maybe push the bills that we  
11 currently have through. And, again, I don't care  
12 which side it is. I don't care if it's on the  
13 Democratic side or the Republican, as long as they  
14 actually do something, right?

15           So, we'll see -- we'll see what happens  
16 with that. Do you all know -- and I'm sure you've  
17 got someone here talking legislative even if --  
18 I'm sure Ivan will even if you don't have someone  
19 else -- but, as you know, 756 was reintroduced --  
20 6076 is now that number that was reintroduced in  
21 June, and then 2629, of course, is still there  
22 floating around. But, we do have some

1 opportunity. We will see what happens. This  
2 taskforce is probably going to be a key to what  
3 happens futuristically, and I tell you, it really  
4 needs to -- it really needs to happen quick,  
5 folks. We need to see some meaningful legislation  
6 very soon.

7           You know, the jobs that we now have, for  
8 those that are still active, the jobs that we  
9 still -- we have now are not the jobs they were  
10 even six years ago. The jobs have really, really  
11 changed. And I hope that everyone here that is  
12 active is thankful for the job that you have. I  
13 know that I am. I'm thankful for the job I have.  
14 But, I wonder how many of you still love the job  
15 that you currently have, and I think if you love  
16 the job you currently have like I used to, you're  
17 probably in the minority in this room, to be quite  
18 honest, okay?

19           So, I would also hope that everyone in  
20 this room that is active that you don't make the  
21 Post Office your life. I see that happen a lot.  
22 You need to have a life outside of this Postal

1 Service.

2 [Applause.]

3 And, you know, we can complain about lots  
4 of stuff. You may -- and, again, this is the last  
5 half-full, half-empty kind of analogy, right --  
6 you can complain because the rose bush has thorns  
7 on it, right, or you could be happy that those  
8 thorns also bear roses. It just depends on which  
9 way you look at it, right? So, again, thankful  
10 for your job is one thing, and loving the job is a  
11 separate subject.

12 On behalf both Christy and I -- my wife,  
13 Christy, she's actually here with me this week --  
14 I do want to thank a few folks. I don't know if -  
15 - I thought I saw Benita out in the hallway, but  
16 Louie and Benita, where ever you may be, I want to  
17 thank you for your friendship. I see you back  
18 there, Louie. I want to thank you for your  
19 friendship to both Christy and I. We got to know  
20 you all the first two years that we were there in  
21 Alexandria. And then also to Branch 100, thank  
22 you for the hospitality you've shown to us, and

1 Branch 100 could really help me out, because my  
2 wife is here, and we had a conflict this past  
3 year. So, if you could please tell her that you  
4 did not have a good time this past Christmas and  
5 that the meeting was really bad -- Jim, if you  
6 could take care of that for me, that would really  
7 help me out, because she really liked coming up  
8 there, and they had some conflicts within their  
9 organization. We had some legislative meetings  
10 going on as well.

11           But, I do really -- I appreciate the  
12 opportunity to have been able to work with the  
13 Board that you have with Brian and Chuck and Ivan,  
14 the ones that I see most of the time, and I do  
15 really appreciate the opportunity. It's going to  
16 be different for me. I'm going to enjoy going  
17 back home. So, those -- those in West Virginia,  
18 I'll see you here in about November. I'll see you  
19 when we get back. I'm looking forward to it, but  
20 at the same time there will be a lot of this that  
21 I miss. I love representing folks, and I'm not  
22 leaving the organization. I'm not quitting, but



1 my terms are up, so I will just be taking on a  
2 different role.

3           But, let me leave you all with this. I  
4 don't want to take up all your time here, but let  
5 me leave you with this thought, again, thinking  
6 from a positive standpoint, and this is from an  
7 unknown author. It says, "Attitude is a choice.  
8 Happiness is a choice. Optimism, that's a choice.  
9 Kindness is a choice. Giving is a choice. And  
10 respect is a choice. Whatever choice you make  
11 makes you." Think about that. God bless each and  
12 every one of you, and I hope you have a great  
13 convention.

14           [Applause.]

15           MR. BRIAN WAGNER: Thank you, Sean. I  
16 truly appreciate you coming out and speaking to  
17 the delegation.

18           Sean brought up a lot of good things with  
19 regards to information about the NPA and what  
20 we're working on in FY19. So, I'm going to go off  
21 script right now for a few minutes and address the  
22 elephant in the room. Bruce, would you come up?

1 The elephant in the room is regarding pay talks  
2 and fact-finding and where we're at, okay? Just  
3 to give you a brief history, we started back in  
4 September of last year when we got the official  
5 pay offer from the Postal Service. NAPS countered  
6 with what we thought was a fair and reasonable pay  
7 offer counter. The Post Office looked at it, we  
8 met a couple of times. By law, according to Title  
9 39, and that's what we have to follow is Title 39,  
10 the law, the process. No matter how much we want  
11 to try to circumvent and go do workarounds or  
12 bypasses, we have to follow the law.

13           So, the law said by basically December  
14 20th, the Post Office was to give us a final pay  
15 package. Okay. And we were discussing, we had  
16 some good dialogue, we were moving on some things,  
17 and it's getting close. So, the Post Office asked  
18 us if we would extend. We did, because we thought  
19 we would -- it would be positive toward the  
20 membership and our pay to do an extension and not  
21 at the time of December 20th, right before  
22 Christmas, do a pay package that would over 16,000

1 EAS would not get a pay raise. That would not be  
2 the proper thing to do. We extended, we continued  
3 to talk.

4           Unfortunately, the Post Office continued  
5 to extend. We started asking for information. We  
6 got farther and farther. And in April, we gave  
7 the Post Office what we call our line in the sand,  
8 here it is, this is what we're asking for. They  
9 came back in May, about May 15th, come back and  
10 asked for a few more things, and they gave us a  
11 few things on looking at some upgrades for the  
12 Level 12s and the minimums being raised. But, it  
13 wasn't addressing the NPA or pay-for-performance  
14 system, where at that time, when you're getting  
15 into April, we weren't at 16,000, we were at  
16 17,000, and almost EAS without a pay raise.

17           On May 15th, they sat down with us again  
18 and said how about this. We said no. They  
19 already got our April and May 30th -- we sent a  
20 request for information. We told the Post Office  
21 this is what we feel is fair and reasonable. They  
22 didn't give us a pay -- a final pay offer until

1 June 28th. Okay. That starts the clock. By  
2 Title 39, the fact-finding, if we chose.

3           Now, we could have accepted that June  
4 28th offer, but at that time, 19,000 EAS would be  
5 without a pay raise, according to the pay-for-  
6 performance system, and in good conscience, your  
7 Executive Board resident officers and the pay talk  
8 team felt that's not the right answer. There were  
9 a few good things in there for pay increases, but  
10 at the end of the day -- and I mentioned to you I  
11 would say that a lot -- at the end of the day, we  
12 could not accept that 19 -- over 19,000 EAS would  
13 not have a pay raise. That is unacceptable. It's  
14 unacceptable that the pay-for-performance system  
15 is not working. It's unacceptable, and we've  
16 talked to the Post Office, and we hear we don't  
17 have any money. We hear the union's got grievance  
18 settlements. You can't tell us you don't have  
19 money. And again, no matter how much we have a  
20 thousand ideas out here of what we should get and  
21 what we're not getting and what the Post Office  
22 should have done and why they did it, it's the

1 law. And Title 39 says three things in the law,  
2 that they have to offer us a pay package that's  
3 comparable to the private sector, and depending on  
4 who they consider the private sector and what we  
5 consider the private sector is two different  
6 things. I like coffee, but the private sector is  
7 not the barista at Starbucks. It's not the  
8 manager at TJ Maxx. You know, we're talking  
9 people who -- who manage 50 to 60 people, working  
10 operations 24/7.

11           The other part of the Title 39 says that  
12 your pay has to have compensation that's greater  
13 than the person you supervise, and, of course, we  
14 that's always the supervisor differential. We got  
15 a little bit on the minimum increases and where  
16 some people to get EASN Level 20s and higher, and  
17 that is good. Some people would benefit. But,  
18 you know, that's great that some would benefit,  
19 but this is a collective -- you're working every  
20 day, you go in every day and then you have to work  
21 to try to get a pay raise so that you had a  
22 differential is the second part of the law.

1           But, really what I think is the key to  
2 this is the third part of the law, that the Post  
3 Office is to provide a pay and benefits that will  
4 attract and retain qualified EAS, and in today's  
5 market and today's happening, that's not  
6 happening. We have people wanting to go back to  
7 the craft. You're getting CCAs to step up as  
8 supervisors. You're not getting people who have  
9 been in the Post Office for 15 to 20 years wanting  
10 to take on a supervisory job, a clerk or a carrier  
11 or someone who has been a Level 17 to move up to a  
12 20 or 22 because the pay is not there, the  
13 treatment is not there.

14           So, when we got the offer in June, we had  
15 ten days to decide if we're going to fact-finding.  
16 Your Executive Board voted -- resident office  
17 Executive Board -- that this was not a good pay  
18 offer and we would go to fact-finding. We would  
19 seek a better resolution to what the Post Office  
20 was offering. We started the process. The  
21 attorneys filed for the FMCS, Federal Mediation  
22 Conciliatory Service, filed within ten days, and

1 then what happens is -- and I've written about  
2 this, if you read the articles about how pay talks  
3 work -- we go to fact-finding, we go to Federal  
4 mediation, and they're going to give us names of  
5 mediators to select to do the fact-finding. They  
6 gave us seven names. We look at them, and then we  
7 pick -- NAPS picks what we feel is the best  
8 mediator for us. And then the Post Office gets to  
9 pick from the seven, right? So, they don't pick  
10 ours. We pick one, and they pick one. And of  
11 that seven, after those two are picked, the two  
12 mediators pick a third one to be the Chair. They  
13 have to decide, and that's the Chair, and that's  
14 how the law works.

15           So, now we're in the process, and we've  
16 requested information, and we're still waiting for  
17 that, and we're in the process of going to fact-  
18 finding. But -- what was it, July 20th --  
19 approximately July 20th, the Post Office [knocks  
20 on podium] basically knocks on our door and says,  
21 "Hey we want to send you a revised final offer."  
22 It's kind of like a second or third last-chance

1 agreement. Really?

2 [Laughter.]

3 And you saw we're in a 15-box system.

4 Right now, for FY18, we're over 19,000 people who  
5 aren't get a pay raise. So, in box 4 is 2

6 percent. And the Post Office offered previously a  
7 10-box system, a little bit of lump-sum money, but  
8 only a little bit of base-pay money, and some lump  
9 sum. So, basically overall when you do the math,  
10 if you're finance, you're losing money on pay.

11 And they came back with a second final to a 15-box  
12 system with only 1.75 percent in box 4. So,  
13 basically it became less for pay-for-performance  
14 that a pay-for-performance system going in the  
15 wrong direction.

16 Now again, there were some good things in  
17 part of it, but overall, it's not for NAPS' best  
18 interest and the members' best interest to accept  
19 a pay package that's going to take money out of  
20 your pocket and not address the work you do. And  
21 we are in fact-finding. It is a process. Now, we  
22 will be preparing our case, which we have a lot of



1 documents, and we'll prepare our case for fact-  
2 finding, and the Post Office will prepare their  
3 case, and then what happens is the mediators will  
4 look at it, and they'll make a ruling. They'll  
5 make a recommendation on what was fair and give it  
6 to the Post Office. And the Post Office has to  
7 answer that, and they just can't say no, they have  
8 to give a reasonable answer by the law.

9           Now, again, they can not accept anything  
10 that the fact-finding team does, but at least one  
11 of the things -- talking with our legal counsel --  
12 we have to do administrative exhaustion. We have  
13 to go take the process all the way to the end  
14 before we can try to go any other way to see what  
15 other options are out there. And again, we could  
16 spend these convention days discussing why the  
17 Post Office offered this and why didn't they think  
18 of that. They offered us what they offered us.  
19 To us, it wasn't fair to you, the members. It  
20 wasn't a fair and equitable pay package, so we're  
21 going to fact-finding again. And I say again  
22 because Jay, Louis Atkins, and I were on the first

1 one in FY11 and 12. That was the first time NAPS  
2 ever went to that. We had no precedent. We had  
3 no trend of how things went.

4           So, we have to show -- when we go to  
5 fact-finding, I hope the Post Office realizes what  
6 they've done and gives us a great pay package. I  
7 hope the recommendation from the fact-finding team  
8 comes back and it's great, and the Post Office  
9 accepts it. But, if they don't -- if the Post  
10 Office doesn't, then NAPS as an Executive Board  
11 has to sit down and see what our next options are.  
12 Many of it is to change Title 39. And Ivan Butts,  
13 your Executive VP, is in charge of our  
14 legislative, along with Bruce Moyer, that's a lot  
15 of work, and that means money into SPAC. But,  
16 this isn't a commercial for SPAC. This is what  
17 I'm trying to tell you, we can stand, and I will  
18 stay here until midnight to hear you, but we have  
19 certain business to get done first. But, I  
20 promise you, if you want to talk about this and go  
21 over and over -- and say people say beat a dead  
22 horse because there is a process -- I will stand

1 at this podium and do that for you. But, I want  
2 to get through business first, and at 5:00, if you  
3 want to get up here and talk about it, I'll be  
4 more than happy to do that. But, I will not -- I  
5 will ensure that you have your voice heard. But,  
6 I do want to get through business. But, I did  
7 want to bring it up to you -- there is a process.  
8 No matter how much we want to do something  
9 different or go a different way, the law is the  
10 law, and the process is the process, and we have  
11 to follow that, no matter how many exceptions or  
12 ways we think we can do it.

13 I wanted to clarify because Megan Brennan  
14 will be here tomorrow, and so will Dave Williams.  
15 And Megan Brennan speaks on national things, not  
16 hey, I can't get trucks for my office and things  
17 like that, you know, what's important, but Megan  
18 looks at the national scale, how are we doing  
19 globally, how are we doing on the legislative  
20 side. And Dave Williams is operations. So, bring  
21 those questions that are global and those that are  
22 national on operations.

1           And if you want to talk about pay, we  
2 can, but I will tell you, talking with our legal  
3 team, talking with our pay talk team, and our  
4 Executive Board, we're following the process. And  
5 I know I'm repeating myself, but it's a process.  
6 We can't go around it. But, I just wanted to  
7 bring that out. I appreciate Sean bringing it up.  
8 We are looking at the NPA for 18 -- 19, and again,  
9 we have not agreed with the Post Office. NAPS did  
10 not agree with this pay package, and that's why  
11 we're going to fact-finding.

12           With that, I probably spent more than my  
13 5 minutes according our rule.

14           MR. JOHN HARRIS: Mr. Chairman.

15           MR. BRIAN WAGNER: Delegate at microphone  
16 7.

17           MR. JOHN HARRIS: John Harris, Branch  
18 567, Atlanta, Georgia. Is the gentleman from the  
19 Postmasters and Management Association still here?

20           MR. BRIAN WAGNER: Yes, he is -- Mr. Sean  
21 Accord? Yes.

22           MR. JOHN HARRIS: I would like to know

1 why they accepted the Postal Service's pay  
2 package, if he would be so kind.

3 MR. BRIAN WAGNER: Mr. Harris, you can  
4 ask him personally -- outside if you want to ask,  
5 but I don't think that would be in order here to  
6 bring up.

7 MR. JOHN HARRIS: Why not?

8 MR. BRIAN WAGNER: This is a conduction  
9 of NAPS Business.

10 MR. JOHN HARRIS: Well, the reason why  
11 I'm bringing this up is that we both share -- this  
12 organization and their organization had to do the  
13 same thing. They have to go to the Postal Service  
14 because we are governed by the same type of pay  
15 package. They decided to accept it, we did not.

16 MR. BRIAN WAGNER: Right.

17 MR. JOHN HARRIS: Okay. Now, the reason  
18 why I'm asking this is because since we decided to  
19 take this path, I want to know why they decided  
20 not to take this path, because we're both trying  
21 to get to the same place, and the same amount of  
22 people or more in their organization that they

1 represent are facing the same non-pay that we are  
2 facing.

3 MR. BRIAN WAGNER: That's not -- I agree.  
4 Like I said before, that's not appropriate.  
5 That's a conversation that you want to have with  
6 them, and that's fine. That does not conduct the  
7 business of this organization on our decision why  
8 we went forward. If you want to ask him --

9 MR. JOHN HARRIS: Oh, no. I'm not  
10 challenging your decision. No, no. I just wanted  
11 to know. Now, if I can't, that's fine. I will  
12 talk with him privately, but I'm just thinking --

13 MR. BRIAN WAGNER: Well, we will not do  
14 that on this convention floor of convention  
15 business.

16 MR. JOHN HARRIS: Okay. Now, second  
17 thing. Now, Title 39 says that the Postal Service  
18 -- well, I'll just read it. "The Postal Service  
19 shall within 45 days of each date on which an  
20 agreement is reached on a Collective Bargaining  
21 Agreement between the Postal Service and the  
22 Bargaining Representative recognized under Section

1 1203 of this site or which represents the largest  
2 of employees, make a proposal for any changes in  
3 pay policies and schedules and fringe benefit  
4 programs for members of the supervisor  
5 organization which are to be in effect during the  
6 same period as covered by such agreement." Now,  
7 does your legal team agree with that policy?  
8 Because the reason I'm asking this is that it  
9 mentions that changes in pay policies and  
10 schedules -- when is the last time that we've had  
11 a pay schedule? Because pay-for-performance is  
12 not a pay schedule. It is not scheduled pay. By  
13 definition, it is a fringe benefit program. So,  
14 since we do not have scheduled pay, according to  
15 Title 39, they are in violation of the law -- the  
16 Postal Service is in violation of Title 39. Does  
17 your legal team realize that, and did -- was this  
18 discussed during the time that you were  
19 negotiating with the Postal Service or consulting  
20 with them?

21 MR. BRIAN WAGNER: Well, I'm not an  
22 attorney. I'm not going to practice law without a

1 license. I will defer to our legal counsel to  
2 explain the law part and the legal part of it.  
3 Like I said, I could not answer what you mean on  
4 the interpretation, so I'll turn it over to Bruce  
5 Moyer, our legal counsel and the person who is  
6 Chairing our pay talk team. Bruce.

7 MR. BRUCE MOYER: Thank you, Brian.  
8 Thank you for your question. To the degree to  
9 which the NPA is a pay policy matter, it's still  
10 covered under the statute. To the degree that it  
11 represents a conflict with the statute, I would  
12 rather not, in a public forum, disclose our  
13 strategy that we are going to be bringing in terms  
14 of our arguments to fact-finding. But, thank you  
15 very much for your observation.

16 MR. BRIAN WAGNER: All right. At this  
17 point in time, I would like to bring up Dr. Bruce  
18 Bishop. Delegate at mic 7.

19 MR. BOBBY BOCK: Bobby Bock, Branch 406.  
20 Brian, can you tell us what was our proposal to  
21 the Postal Service, or is that a secret? What you  
22 guys asked for, can you give us a brief synopsis



1 what you asked for? Because I've got a member  
2 that was recently promoted. He was a tech, got  
3 promoted to supervisor of vehicle maintenance, and  
4 he's losing \$30 a paycheck because he has to pay  
5 more for his health insurance. Can you give us a  
6 brief synopsis of what we asked from the Postal  
7 Service for our demands for pay, please?

8 MR. BRIAN WAGNER: In brief synopsis, we  
9 asked for more pay-for-performance percentages,  
10 and we asked that their compensation shouldn't be  
11 in just box 4 and higher. We did not ask that we  
12 pay more in health benefits, that the health  
13 benefits stayed the same. We asked for some  
14 upgrades with regard to Level 12s that you saw  
15 that we got. They did come back and give the  
16 Level 12s a 2 percent. But, the thing we were  
17 trying to address is also a work study group to  
18 fix this pay-for-performance or this pay policy  
19 the Post Office has to make it more fair and  
20 reasonable.

21 As for trying to look back and get, some  
22 would say, retroactive or catch-up provisions, but

1 one of the things we were trying to do is make  
2 sure that we followed the law that the law says  
3 that our pay is comparable to the private sector.  
4 And that encompasses going back the years -- are  
5 we comparable to the private sector. Is it within  
6 the differential of pay, and is it attracting and  
7 retaining. That's what we did.

8 MR. BOBBY BOCK: Okay. Brian, in the  
9 Postmasters, they got Level 20s, depending on  
10 their staffing in the office, they've got them as  
11 special exempt for a period of time. Did NAPS try  
12 to do that for our Level 20s that work in the  
13 plants and customer service station managers?

14 MR. BRIAN WAGNER: We did not offer --  
15 we're trying to get the minimums and the maximums  
16 raised so that would compensate people for their  
17 pay.

18 MR. BRIAN BOCK: But, the level -- if  
19 they're special exempt Level 20 -- if the 18s are  
20 special exempt --

21 MR. BRIAN WAGNER: Did we ask for that?  
22 No, we did not ask for that.

1 MR. BOBBY BOCK: Okay. Thank you.

2 MR. BRIAN WAGNER: Okay. So, at this  
3 time -- thank you, Bobby. Again, I want to bring  
4 up Dr. Bruce Bishop to go over some guidelines on  
5 parliamentary procedures. I know we heard from  
6 Luther, and we appreciate that, Luther.

7 MS. DEBORAH EVANS-ATKINS: Mr. President,  
8 mic 8.

9 MR. BRIAN WAGNER: Mic 8. Yes?

10 MS. DEBORAH EVANS-ATKINS: Deborah Evans-  
11 Atkins, Branch 135, Washington, D.C. We have  
12 headquarters new memberships would like to know --  
13 the letter that was written on this new pay talk  
14 agreement -- the letter stated, "field employees."  
15 It has no mention to HQ, and so, they would like  
16 to know, are they a part of it, and can that  
17 letter be revised, if they are? And, if they are  
18 not, they're members -- who is going to represent  
19 their salary? Has any discussion taken place in  
20 regard to that?

21 MR. BRIAN WAGNER: According to the  
22 Postal Service, NAPS only represents field

1 employees, not headquarters. However, that's not  
2 -- that's the Post Office's position. They've  
3 offered us the field pay package. They said there  
4 would be a separate headquarters one, because they  
5 say NAPS doesn't represent headquarters employees  
6 in pay. We represent headquarters employees when  
7 it comes to representation regarding disciplinary  
8 action. But, that is a discussion that NAPS is  
9 still having, and that we don't agree with the  
10 Postal Service that one, we don't represent  
11 headquarters employees. So, now we are looking at  
12 our options on how we correct that. But, at this  
13 point in time, the Postal Service has only given  
14 us a pay package for field employees, and  
15 headquarters employees are not included in that,  
16 because the Postal Service has taken the position  
17 we don't represent headquarters employees in pay.  
18 We don't agree with that, but that's the position  
19 they're taking, so we will look at our options on  
20 how to rectify that.

21 MS. DEBORAH EVANS-ATKINS: I'll get that  
22 back to the membership, because it's growing every

1 day, and they are large. Thank you.

2 MR. BRIAN WAGNER: We -- we'll be -- our  
3 Executive Board and legal team and pay talk team  
4 will be looking at every option and make sure --  
5 in our position, NAPS represents all EAS, field or  
6 headquarters. That's our position, and that's  
7 what we're going to make sure that we do in the  
8 future. We have field. We will be talking with  
9 the Postal Service regarding the issues of  
10 headquarters employees.

11 Again, I would like to introduce  
12 Dr. Bruce Bishop. Again, he was introduced  
13 earlier by Ivan Butts, but to say some -- give us  
14 some remarks, he gave an excellent training  
15 orientation yesterday to our first-timers in  
16 Delegate Orientation and delegates who showed up,  
17 and it went over very well. It was a very good  
18 program, and Dr. Bishop has asked if he could have  
19 a few minutes to kind of go over some of the  
20 summary of that. so, Dr. Bishop, I give you the  
21 floor.

22 Bernie McCarthy, would you come up to see

1 Ivan here, please?

2 Dr. Bishop.

3 DR. BRUCE BISHOP: Thank you, President  
4 Brian.

5 [Applause.]

6 And thank you all, once again, for giving  
7 me the opportunity to serve as your National  
8 Parliamentarian. Welcome to 64 or 65 new folks  
9 who are here for the very first time. I probably  
10 had the opportunity to speak with most of you  
11 yesterday at the scheduled orientation. I wish  
12 more of you had been there, but I will simply echo  
13 some of those remarks that I made yesterday.

14 It truly is an honor and a privilege to  
15 serve this organization for the third time for  
16 your third National Convention. I want to talk a  
17 little bit about parliamentary procedure and the  
18 process that this organization uses therein,  
19 because this is your organization, and as a  
20 delegate indicated earlier, how you interpret the  
21 rules and the rules that you adopt are specific  
22 and individual to your organization. But, there's

1 a difference between parliamentary procedure as  
2 written in the various parliamentary books such as  
3 Robert's Rules of Order and the other  
4 parliamentary authorities. There's a difference  
5 between those procedures and what we call  
6 parliamentary law. Because we do not have a  
7 choice about parliamentary law. That, we have to  
8 follow -- every single organization in the United  
9 States has to follow the law.

10           The law says, for example, that you have  
11 to schedule a meeting and notify all of the  
12 members. We've done that. The law says that we  
13 have to make sure that we establish and maintain  
14 quorum during and throughout all of our business  
15 sessions, and that no decisions can be made absent  
16 the existence of that quorum. The law indicates  
17 that everybody should have the opportunity to hear  
18 and debate the issues before the Assembly and  
19 before we vote, and the law assures that every  
20 single person has the same and equal opportunity  
21 to vote on those issues. And then, the law says  
22 that all decisions shall be made by at a minimum a

1 majority vote of those people who vote. That's  
2 the law.

3           Robert's Rules of Order, which is what  
4 this organization and many other organizations in  
5 the United States have adopted as their  
6 parliamentary authority, is a book of tools to  
7 help you make sure you follow the law in an  
8 effective and orderly manner.

9           And then, I am another tool that this  
10 organization has employed to help and assure and  
11 assist you in following those rules and those  
12 procedures.

13           I think it's fitting that this meeting is  
14 being held at a casino because about many years  
15 ago, I was first introduced to the game of craps,  
16 and that's an intimidating game if you've never  
17 played it before. You stand at the table, as I  
18 did the very first time and probably the second  
19 time and third time, and I just kind of watched  
20 the game, and I was intrigued by it, and I had no  
21 understanding of what was going on. I didn't  
22 understand the vocabulary, I didn't understand the



1 rules, I didn't understand the process, I didn't  
2 understand the betting of the game. Until the  
3 first time I put any money on the table, those of  
4 you who have played craps, I put it in what seemed  
5 to be the simplest process of the game, and that  
6 was that I put money in the field, and I lost.  
7 And then I had somebody who explained the game to  
8 me, and after it was explained to me, it made a  
9 lot of sense, and it seemed logical, and it seemed  
10 reasonable. And now, it's absolutely my favorite  
11 game. I haven't been there, I haven't played, but  
12 maybe you'll see me down there playing craps.

13           And I use that example because I think  
14 it's the same as parliamentary procedure to a lot  
15 of people who are first-timers. It's  
16 intimidating. It can be very intimidating. The  
17 rules might be unclear to you, the vocabulary is  
18 brand new, and as a result of that, you might be  
19 tempted to stand on the sidelines of the table and  
20 not put down a bet, and not get involved  
21 initially. And so my hope is that you -- you  
22 won't hesitate too long, that if there is an issue

1 that you are interested in, that you want to speak  
2 to, that you will go to the microphone and wait to  
3 be recognized, and not be intimidated by those folks  
4 who have been here a long time, and not be  
5 intimidated by the vocabulary. I told the group  
6 that I spoke with yesterday that it's our job --  
7 it's my job as the parliamentarian, and it's the  
8 job of the people at the front table, to figure  
9 out what it is you're trying to do and what it is  
10 you're trying to say. We'll figure it out. You  
11 stand up, you share your idea with us, and we'll  
12 figure it out, and we'll interpret it, and we'll  
13 do our best to interpret it properly. But,  
14 please, don't be intimidated by the process.  
15 Stand up at the microphone, throw some money on  
16 the table, and hopefully you'll win.

17 I also told the group yesterday that  
18 there's a number of reasons why we come to  
19 meetings like this. But, there really is only one  
20 main reason, and the main reason why we assemble  
21 every two years as an organization like this, the  
22 very main reason, is to make decisions. So,

1 that's our job over the next several days. You  
2 have 60-some resolutions before you, and that's  
3 the business of the organization. Those  
4 resolutions will be introduced, the resolutions  
5 will be debated, and then eventually we have to  
6 make a decision on those. Anything else that  
7 happens during this meeting -- the sharing of  
8 information and the sharing of reports -- is  
9 tangential to the real reason that we're here, and  
10 that is to make decisions. So, my job as  
11 parliamentarian and the rules of parliamentary  
12 procedure again are to help you make those  
13 decisions as effectively and as efficiently as  
14 possible. And the rules are many-fold. You just  
15 adopted a number of rules, and those are your  
16 local rules. And then, you also have the  
17 parliamentary rules that exist within Robert's  
18 Rules of Order, and then you have, as Luther  
19 talked about, traditions -- things that you have  
20 traditionally done that have essentially become  
21 your own individual rules as well. He spoke, for  
22 example, about points or privilege. Well,

1 actually there's two different kinds of privileged  
2 points, there's not just one. There's what we  
3 refer to or what I refer to as a professional  
4 parliamentary is what I call general privilege,  
5 and that's the privilege that affects everybody.  
6 So, if you can't hear me, or if you feel like it's  
7 time to take a recess, so are a privilege that you  
8 think affects everybody, and you to the  
9 microphone, and you ask for a point of privilege  
10 and indicate that you think it's time for a  
11 recess, or you think that the microphone needs to  
12 be turned up, or any other issue that affects  
13 everybody. And then, there's what we call a point  
14 of personal privilege, which is something that  
15 affects you, and you need to share it with the  
16 group. Robert's gives kind of a specific  
17 indication of what a point of personal privilege,  
18 if you've been accused of something and you want  
19 to defend yourself is one of the examples he uses.  
20 But this organization has used the point of  
21 personal privilege for a number of other more fun  
22 situations, for example, to recognize someone's

1 birthday or someone's anniversary, or the birth of  
2 a grandson or granddaughter or child. And so, we  
3 can certainly do that, but it's best that we wait  
4 until there's no other business pending, because  
5 the reason that we're here is to make decisions.  
6 And so, if you wait for those points of personal  
7 privilege and give the Chair the discretion that  
8 he has under Robert's Rules of Order and also  
9 under the rules that you've just adopted, to  
10 decide when is the most appropriate time to  
11 recognize those kinds of things, then we're better  
12 able to handle the business of the organization.

13           So, here's the process. Resolutions will  
14 be introduced. You've already seen it at work  
15 this afternoon. If you want to speak to the chair  
16 -- if you want to speak to the organization, you  
17 go to the microphone, you wait, usually there's  
18 going to be a number of people at the microphones  
19 -- I think we have eight right now, we might try  
20 to get more for tomorrow -- but, go to the  
21 microphone, whichever one is closest to you. If  
22 you have difficulty going to the microphone, get

1 the attention of one of the Sargent of Arms, and  
2 we'll have a microphone brought to you, and then  
3 you wait to be recognized by the Chair. The Chair  
4 will do his best to recognize people in the order  
5 in which they approach the microphone. That's  
6 strategically and logistically a difficult thing  
7 to do, since there's so many microphones, but  
8 we're still going to do our best to recognize  
9 individuals in the order in which they went to the  
10 microphone.

11           The second rule, though, and you adopted  
12 the rule, and it also exists in Robert's Rules of  
13 Order, is that we will attempt during debate to  
14 alternate speeches between those people who want  
15 to speak in favor of a motion and those who want  
16 to speak opposed to the motion. So, even though  
17 you might be at the front of the microphone and  
18 you've been waiting a while, the Chair might ask  
19 if there is anybody who wants to speak on the  
20 other side of the motion, especially if we heard  
21 two speeches or maybe even three speeches in favor  
22 in a row or opposed in a row, the Chair, and I

1 will advise the Chair to do this, will ask for  
2 someone who wants to speak on the opposite side of  
3 whatever has already been articulated. And  
4 therefore, again, you might not get to speak even  
5 though you're at the front of the microphone. And  
6 this process will go back and forth until either  
7 the Chair believes that there has been a  
8 sufficient amount of debate and asks if you're  
9 ready to vote, or until there's nobody else at the  
10 microphone, in which case it will be clear that  
11 you're ready to vote, or thirdly until somebody  
12 makes the motion to close debate, which you've  
13 heard done previously already -- somebody made a  
14 motion for the previous question, which simply  
15 means I think we've talked about this enough, and  
16 I think perhaps it's time to vote. You can only  
17 make that motion at a microphone. If you yell  
18 that out from someplace in the room, call for the  
19 question or yell out previous question, the Chair  
20 and the Table will hear it, and everybody will  
21 hear you also, but all you're doing is expressing  
22 a sentiment. It's not, and it will not be taken

1 as a formal motion unless it is actually made at  
2 the microphone and accepted and then repeated by  
3 the Chair.

4           So, the process is pretty simple. We're  
5 going to take each of the resolutions and the  
6 other points that come up -- we'll take them in  
7 turn as they are presented, and then we'll vote.  
8 And the Chair will initially try what we call a  
9 voice vote, which is simply saying, all those in  
10 favor say aye, meaning I am in favor, and all  
11 those opposed say no. If you are in favor of the  
12 motion, yell out aye. If you are opposed to the  
13 motion, yell out no. And then, from up here, the  
14 Chair will decide whether there more people saying  
15 aye or more people saying no, and then the Chair  
16 will say the motion passes or the motion fails  
17 based upon his best guess -- not guess -- best  
18 estimate as to whether there were more yeses or  
19 nos. You have to trust the process, and that is  
20 it begins with the idea that standing up here, we  
21 have a much better perspective on the sound than  
22 people sitting right in the middle of the floor.



1 From where you're sitting, it might sound like  
2 there were more nos than it does from those of us  
3 sitting up here. But, I have to also tell you, as  
4 a parliamentarian, I've got no money in the game.  
5 I've got no dog in this fight, and I don't have a  
6 preference as to whether you pass a motion or  
7 defeat a motion. I don't care. So, I will  
8 honestly, and as the President of the  
9 organization, Brian, has always -- the resident  
10 Officers have met over the last few days -- we are  
11 dedicated to the idea that this is your  
12 organization. It's a membership organization, and  
13 you, the members, you the delegates, you are the  
14 decision makers. It is your votes that will  
15 determine everything up here. So, what my  
16 preference is doesn't matter. What Brian's  
17 preference is as your President doesn't matter.  
18 If we hear more yeses, we will tell you the vote  
19 passed. If we hear more nos, we'll tell you the  
20 vote failed. And we ask you to trust that is the  
21 case. If we aren't sure -- if the President of  
22 the organization is not sure -- if it sounded

1 pretty even between yeses and nos, then the Chair  
2 will indicate that to you. The Chair will say I'm  
3 not sure of the result, and he'll ask for a  
4 standing vote. All those in favor, please stand,  
5 and we will look. Then, he'll ask you to sit  
6 down. All opposed, now please stand, and we will  
7 look again. The idea behind that is that nobody  
8 can stand up louder than someone else, whereas you  
9 can yell yes louder or no louder, you can't stand  
10 up louder than anybody else. So, with that visual  
11 representation of the yeses or nos, we will  
12 attempt once again to decide whether there were  
13 more yeses or nos, and thereby announce back.

14           Now, it's conceivable we still won't be  
15 sure, in which case we'll have to do another form  
16 of division, which is a counted vote, and at that  
17 point, the Sargent of Arms will be disbursed with  
18 clickers to count each individual vote according  
19 to regions. And so, again, at the order of the  
20 Chair, all those in favor will stand up and be  
21 counted. You'll show your delegate card, the  
22 Sargent of Arms will click one time for each of

1 the yeses and ask you to sit down, and then  
2 everybody will be sat down, and then we'll ask all  
3 of the people objecting to the motion to stand up,  
4 and we'll repeat the process again. We'll  
5 coordinate and tabulate the results amongst the  
6 Sargent of Arms and then announce how many yeses  
7 and how many nos, and that will be the final  
8 division of the house that we will use.

9           So, first we'll try a voice vote.

10 Actually, first we'll try consensus, are there any  
11 objections. If there aren't any objections, then  
12 the motion will pass. Then, we'll do a voice  
13 vote. Then, we'll do a standing vote. And then  
14 we'll do a standing counted vote to make sure that  
15 the majority is rightfully heard from, and that we  
16 properly record all of the results.

17           I look forward to a fun, enthusiastic,  
18 and dynamic week. I look forward to working with  
19 you and talking to you. If you have any  
20 parliamentary questions at any time outside of  
21 this meeting, please feel free to approach me,  
22 whether it be in the elevator, in the halls, or in

1 the lobby, please don't hesitate to do that. I  
2 really enjoy talking about this stuff, and I enjoy  
3 working with you folks.

4 I do want to correct one little thing  
5 that was said by a delegate. As your  
6 parliamentarian, I don't get to make rulings.  
7 Parliamentarians don't make rulings. All I can do  
8 is offer an opinion, much like an attorney might  
9 give you an opinion, and you either follow the  
10 opinion or your attorney, you follow the opinion  
11 of your parliamentarian, or you don't. But, it is  
12 incorrect to ask for a ruling from the  
13 parliamentarian. Ask my opinion, and I'm more  
14 than happy to give that to you, but I'm not an  
15 umpire or a judge. I'm more of a counselor.

16 Again, I look forward to working with  
17 you. Thank you very much for indulging me. Have  
18 a great convention.

19 [Applause.]

20 MR. BRIAN WAGNER: Okay, we're going to  
21 move on to getting to our resolutions, and I need  
22 Ken Bunch, Branch 23 Chair of the Constitution and

1 Bylaws Committee and Rich Caruso of Branch 10.

2 UNIDENTIFIED MALE SPEAKER: Delegate at  
3 mic 5.

4 MR. BRIAN WAGNER: Mic 5? Delegate at  
5 mic 5.

6 MR. CALVIN EDWARDS: Calvin Edwards,  
7 Branch 31, from the beautiful city of Tacoma,  
8 Washington. I just had -- I need some  
9 clarification about the statement that you made  
10 regarding pay representation for headquarters  
11 members. You were saying that headquarters  
12 members would not be represented. Who would  
13 represent them?

14 MR. BRIAN WAGNER: Right now, the Post  
15 Office position is that NAPS doesn't represent  
16 them. So, the Post Office is representing you.  
17 They're telling you what your pay is. That's why  
18 we don't believe that they're correct that NAPS  
19 does not represent you. They will decide what  
20 your pay is.

21 MR. CALVIN EDWARDS: So, that means that  
22 we're in trouble.

1           MR. BRIAN WAGNER: Well, that's why NAPS  
2 is here to help you, and that's why we're working  
3 to make sure the Post Office Understands that all  
4 EAS should belong to NAPS.

5           MR. CALVIN EDWARDS: Right on. I got  
6 your back. I'm voting for the folks who are going  
7 to be helping the USPS.

8           MR. BRIAN WAGNER: Yeah. Don't let the  
9 Post Office say we can't represent you in  
10 disciplinary action. They want -- sometimes that  
11 has come up in the field or at headquarters. We  
12 can represent you according to ELM 650, but again,  
13 the Post Office position is that we don't  
14 represent headquarters employees on pay.

15           MR. CALVIN EDWARDS: Thanks, Brian.

16           MR. BRIAN WAGNER: Thank you. I'm ready  
17 to introduce and recognize Ken Bunch of Branch 23  
18 of Michigan, the Chair, and Rich Caruso, Branch 10  
19 of Nebraska, the Assistant Chair, to do the  
20 Preliminary Report of our Constitution and Bylaws.  
21 So, I'm going to turn it over to them, so we can  
22 get through by rule, our Constitution and Bylaws

1 resolutions today. Thank you.

2 MR. KEN BUNCH: Thank you, Brian. Good  
3 afternoon, NAPS.

4 ALL: Good afternoon.

5 MR. KEN BUNCH: I really appreciate that  
6 presentation by Dr. Bishop. You all know if you  
7 agreed with everything that we did, we wouldn't  
8 have that problem, would we? Thank you.

9 All right. The way we're going to do  
10 this is this. We're only going to read the  
11 resolves. We hope you all read all of the  
12 resolutions. The first 16 are our Constitution  
13 and Bylaws. Just for your own edification, know  
14 that all 16 of these resolutions deal with just  
15 the Constitution. None of them deal with the  
16 Bylaws, it's just the Constitution. And we're  
17 just going to read the resolves.

18 Now, after we read the resolves, then if  
19 we, as a Committee, recommended nonoccurrence,  
20 we're going to offer a brief rationale for why we  
21 made that recommendation, and naturally if you  
22 don't agree, then you can object. And those that

1 -- I think there's one in here that we do vehicle  
2 -- and for those of you who are here for the first  
3 time and who may not understand that, that  
4 basically means that we have two resolutions that  
5 attempt to do the same thing; therefore, we just  
6 move one to the other, and I think that's  
7 Resolution Number II, and we'll deal with that  
8 when we get to it. So, here we go.

9           Resolution Number 1 of our Constitution  
10 and Bylaws, page 72. Resolved, that Article III,  
11 Section 39(c) be changed to read, "Associate  
12 members shall pay dues at the branch level no less  
13 than an amount one-half the national per-capita  
14 tax, which will include a subscription to the  
15 Postal Supervisor, and be it further resolved that  
16 Article III, Section 3(d) be changed to read,  
17 "Associate members who hold office shall pay the  
18 full share and same dues and assessment as active  
19 members of their respective branches, and be it  
20 further resolved that Article III, Section 5 be  
21 changed to read, "Any former active member  
22 applying for membership shall be eligible for



1 membership. The applicants will become members of  
2 a local branch within the state. Where there is  
3 no local branch within the state, applicants will  
4 become members of the state branch, and be it  
5 further resolved that in Article III, Section 8,  
6 the following text, "Social Security numbers of  
7 direct pay and associate members" be changed to  
8 read, "Employee identification number or EIN and  
9 civil service claim identification number or CSA,"  
10 and the word "wish" be changed to "request" and  
11 the words "whatever reason" be changed to  
12 "nonpayment of dues to said branch", and be it  
13 finally resolved that in Article III, Section 9,  
14 the word "employee" be changed to "person." The  
15 Committee's recommendation was for starters to  
16 strike the second, third, and the fourth resolve -  
17 - second, third, and fourth resolve -- the total  
18 of five. In other words, starting at line 24, you  
19 strike everything until you get to the word  
20 "branch" on line 67. Yes. The Committee's  
21 recommendation is for concurrence as amended.

22           After we amended it, this is how it would

1 read: "Resolved, that Article III, Section 3(c)  
2 be changed to read, "Associate members shall pay  
3 dues at the branch level no less than an amount  
4 one-half the national per-capita tax, which will  
5 include a subscription to the Postal Supervisor,  
6 and be it further resolved that in Article III,  
7 Section 9, the word employee be changed to  
8 person." The Committee's recommendation was for  
9 concurrence as amended.

10 MR. BRIAN WAGNER: The Committee's  
11 recommendation is for concurrence as amended. Are  
12 there any objections? Hearing none, the  
13 Committee's recommendation for concurrence as  
14 amended is passed. Did somebody object?

15 MR. RAY ELLIOTT: I'm sorry. I had to  
16 walk that distance. Ray Elliot, Branch 289. I  
17 object.

18 MR. BRIAN WAGNER: Okay. Resolution will  
19 be held over for second reading.

20 MR. IVAN BUTTS: Just an announcement.  
21 All the members of the Resolution Committee  
22 working with Bernie McCarthy, please report back

1 to your Committee Room.

2 MR. KEN BUNCH: Resolution Number II, we  
3 vehicle to Resolution Number IV.

4 So, now we will deal with Resolution  
5 Number III. Resolved, that Article III, Section  
6 3, Associate Members, Subsection A, be changed to  
7 read, "Former active members of this association  
8 who are in good standing at the time of retirement  
9 may not be denied associate membership. Associate  
10 members may affiliate with a local or state branch  
11 of their choice."

12 The Committee's recommendation was for  
13 concurrence.

14 MR. BRIAN WAGNER: All right. The  
15 Committee's recommendation is for concurrence.  
16 Are there any objections? And if you're running  
17 to the mic, just wave and say object. Delegate,  
18 mic 6.

19 MR. CHARLES MAY: Charles May, Branch 14,  
20 Elizabeth Flamon. I just a point of  
21 clarification. I just wanted to find out when you  
22 come to the Constitution and Bylaws, I thought we

1 had to have a first reading and that we couldn't  
2 object until the second reading of the  
3 Constitution and Bylaws. Is that correct?

4 MR. BRIAN WAGNER: No, that is not  
5 correct. We'll do the -- we have the printed --  
6 we do the reading. If no one objects, it passes  
7 without objection. If there is an objection,  
8 there's no discussion, and the objectors meet with  
9 the Committee.

10 MR. CHARLES MAY: So, if I'm  
11 understanding correctly then, once it's printed in  
12 the book, that is considered the first reading,  
13 and then the second reading would be now. Is that  
14 correct?

15 MR. BRIAN WAGNER: I'm following that in  
16 our rules that when we do the reading here, and no  
17 one objects, since there's no objections, then  
18 we're saying it's okay, and we'll pass it. If you  
19 object, then there's no discussion, and you meet  
20 with the -- with the Committee as an objector.  
21 Otherwise, if no one objects, we would just pass  
22 it. There's no objection.

1 MR. CHARLES MAY: Okay.

2 MR. BRIAN WAGNER: So, you're not  
3 objecting?

4 MR. CHARLES MAY: No, sir. I'm not  
5 objecting.

6 MR. BRIAN WAGNER: Okay, thank you. All  
7 right. So, the Committee --. Delegate, mic 7.

8 MR. BOBBY BOCK: Bobby Bock, Branch 406.  
9 I object.

10 MR. BRIAN WAGNER: Thank you. The  
11 resolution will be held over for the second  
12 reading.

13 MR. KEN BUNCH: Resolution Number IV.  
14 And, just as a reminder, Number IV is carrying  
15 Resolution Number II also. Resolved that the  
16 respective Area Vice President's findings  
17 regarding a member's branch affiliation exception  
18 request may be submitted to NAPS headquarters for  
19 concurrence by at least two-thirds of the resident  
20 officers, and be it further resolved that Article  
21 III, Section 6 be changed to read, "A member's  
22 place of residence does not qualify as a criterion

1 for requesting an exception to affiliate with  
2 another branch. NAPS headquarters shall accept  
3 requests from members for branch affiliation  
4 exceptions in the following situations:

5 a) When members are affected by Postal  
6 Service-initiated consolidations, or

7 (b) When a member's office of physical  
8 domicile is different from his or her employing  
9 office, USPS finance number of record.

10 In both cases, the member's attendance  
11 and participation at branch meetings and  
12 activities would be hampered by physical distance  
13 from their employing office. The member's current  
14 Area Vice President shall investigate with an  
15 exception request and report said findings to NAPS  
16 headquarters for concurrence by at least two-  
17 thirds of the resident officers."

18 The Committee's recommendation was for  
19 concurrence.

20 MR. BRIAN WAGNER: The Committee's  
21 recommendation is for concurrence. Are there any  
22 objections? Are there any objections?

1 MS. TONI COLEMAN-SCRUGGS: Mic 7.

2 MR. BRIAN WAGNER: Mic 7.

3 MS. TONI COLEMAN-SCRUGGS: Toni Coleman-  
4 Scruggs, Branch 493. I object.

5 MR. BRIAN WAGNER: Okay. That resolution  
6 will be held over.

7 MR. KEN BUNCH: Okay. Resolution Number  
8 5. Resolved, that a new paragraph be added at the  
9 beginning of Article IV to define local branch.  
10 Current paragraph 1 now becomes paragraph 2 in  
11 Section I, and be it further resolved that Article  
12 IV, Section 1 be changed to read, "A local branch  
13 is not a state branch, but recognized as a branch  
14 within the state in which it is located. A local  
15 branch may not accept for membership current or  
16 eligible active members who are in employing  
17 offices outside the local branch's respective  
18 state unless in accordance with Article IV,  
19 Section 6.

20 Local branches may be established within  
21 the provision of this Constitution and Bylaws upon  
22 application by a majority of, but not fewer than

1 10 members, to the President of the existing NAPS  
2 branch and to the NAPS Area Vice President, who  
3 shall review and forward the application to the  
4 Secretary/Treasurer, who shall, in turn, issue a  
5 charter. An office would be limited to only one  
6 charter. (For purposes here, the word "office"  
7 means those units that fall under the direct  
8 dominance of an installation head and/or a PCES  
9 manager-in-charge who reports to an Area Vice  
10 President or directly to USPS Headquarters.)"

11 We made an amendment to this resolve on  
12 line 119, on page 74, that should not be Article  
13 IV. We think that's a typo. That should be  
14 Article III. So, just strike out the Roman  
15 Numeral IV and replace it with Roman Numeral III.  
16 And the Committee's recommendation was for  
17 concurrence with that amendment.

18 MR. BRIAN WAGNER: All right. The  
19 Committee's recommendation is for concurrence as  
20 amended. Are there any objections? Delegate, mic  
21 5.

22 MS. KATHI CLAPP: Kathi Clapp, Oregon



1 State Branch 940. I object.

2 MR. BRIAN WAGNER: Okay. The resolution  
3 will be held over for a second reading.

4 MR. KEN BUNCH: Okay. Resolution Number  
5 6. That Article IV, Section 2 be changed by  
6 dividing it into three subsections for clarity:

7 (a) Local branches may likewise be formed  
8 upon application of 10 or more members who  
9 constitute a majority of a postal facility or post  
10 office.

11 (b) Member of other offices currently  
12 affiliated with a local, state, or bi-state branch  
13 may petition to affiliate with the nearest local  
14 branch within their respective state or affiliated  
15 with their respective state/bi-state branch as  
16 members-at-large, provided that the petition to  
17 affiliate is signed by the majority of members of  
18 the office, the gaining branch consents to  
19 affiliation, and the request is approved by the  
20 respective Area Vice President and concurred by at  
21 least two resident officers.

22 (c) Members of other offices may only

1 affiliate with a local, state, or bi-state branch  
2 in accordance with their respective NAPS area of  
3 representation in accordance with Article IV,  
4 Section 6 (b)."

5           The Committee's recommendation was for  
6 nonconcurrence.

7           In order to understand why the Committee  
8 recommended noncurrence, you really need to look  
9 at the whereas in this particular resolution. If  
10 you look at line -- starting at line 53 through  
11 line 55 on page 75 and read that second whereas.  
12 "Whereas Article IV, Section 2 does not clearly  
13 define the geographical distance as it relates to  
14 "in the vicinity." Supposedly this resolution is  
15 supposed to define what "in the vicinity" means.  
16 Unfortunately, it doesn't do that, because we were  
17 under the impression that it would define vicinity  
18 as a particular distance from one place to the  
19 other. In our organization, some folks' vicinity,  
20 if you will, in terms of the geographical area  
21 that they represent is one building. That's for  
22 some. For some, it's one city, it's their

1 vicinity. For some, it's the whole northern part  
2 of a state, that's their vicinity. So, how do we  
3 define what "in the vicinity" means if NAPS is  
4 structured so differently? So, our recommendation  
5 was for noncurrence, because that still is not  
6 clearly defined here.

7 MR. BRIAN WAGNER: All right. The  
8 Committee's recommendation is for nonconcurrency.  
9 Are there any objections? Hearing none, the  
10 Committee's recommendation for nonconcurrency is  
11 concurred with.

12 MR. KEN BUNCH: Resolution Number 7.  
13 Resolved, that Article IV, Section 3(b) be changed  
14 to read, "Any chartered branch of a state branch  
15 that has been realigned to an area outside that of  
16 their present state may affiliate with either  
17 state," and be it further resolved that in Article  
18 IV, Section 5(a) and 5(b), the following text,  
19 "(1) Members of the nearest branch, or (2)  
20 members-at-large of a state branch," may be  
21 changed to read, "Members of a local branch within  
22 the state, if no local branch exists within the

1 state, then the members will belong to the state  
2 branch," and be it finally resolved that in  
3 Article IV, Section 6(C), the words "members-at-  
4 large" be removed.

5           In this Article or Resolution, we changed  
6 the final resolve. And, if you will go to page --  
7 it will help to go to page 106, starting on page  
8 39 -- I mean line 39, page 106. The final resolve  
9 is going to read or the -- yeah, the final resolve  
10 will read -- we're dropping on line 39, we'll  
11 remove the last sentence that starts with, "the  
12 votes of members-at-large of a state branch will  
13 be prorated at one-tenth for each member employed  
14 in the area." We'll remove that starting on line  
15 39, the words, "the vote of members" will be  
16 stricken and removed from line 39 to 41. So, the  
17 Committee concurred on this resolution, concurred  
18 as amended.

19           MR. BRIAN WAGNER: All right. The  
20 Committee's recommendation --

21           MS. MARILYN JONES: Hello. Hello. Mic  
22 1, Brian.

1           MR. BRIAN WAGNER: Yes. Delegate at mic  
2 1.

3           MS. MARILYN JONES: Marilyn Jones, Branch  
4 905 and 39. I was lost. I'm not sure where we're  
5 -- we were at. What page? 106? Line 106? Line  
6 76? I was lost. I'm sorry.

7           MR. KEN BUNCH: All right. The  
8 resolution we're reading is on page 76 -- wherever  
9 you're at. I can't see where you're -- oh, I'm  
10 sorry. We're reading the resolutions on page 76,  
11 and the resolve that we're changing starts on line  
12 56, and the Constitution and Bylaws as they are  
13 now is on page 106, and it was easier for us to  
14 have you go to that page to look and see what  
15 exactly is being removed.

16          MS. MARILYN JONES: Okay. Can you do  
17 that again, because I think -- maybe I was the  
18 only one that was confused.

19          MR. KEN BUNCH: Let me help you with it,  
20 please. What the resolve should read -- when we  
21 amended the resolve. The resolve should read, the  
22 elimination of the final line or the final

1 sentence -- the last sentence of Article IV,  
2 Section 6(c). That's what the resolve should  
3 read. Delete the final sentence of Article IV,  
4 Section 6(c) of the Constitution. Now, for  
5 clarification, so you could see exactly what that  
6 is, the Constitution is on page 106, so you can  
7 see what you're eliminating. Okay? Does that  
8 make it clear? Okay. Thank you.

9 MR. BRIAN WAGNER: Okay. Resolution 7,  
10 the Committee's recommendation is concurrence as  
11 amended. Any objections? Hearing none, the  
12 Committee's recommendation as amended without  
13 objection is concurred with and passes.

14 MR. RICH CARUSO: Resolved, that the  
15 wording "except Branches 71 and 74," in Article  
16 IV, Section 6(a), Northeast Region be changed to  
17 "except branch 74," and be it further resolved  
18 that the wording "Branches 71 and 74 only" in  
19 Article IV, Section 6(a) Eastern Region, be  
20 changed to "Branch 74 only." The Committee voted  
21 in concurrence of this resolution.

22 MR. BRIAN WAGNER: Resolution 8, the

1 Committee's recommendation is for concurrence.  
2 Any objections? Hearing and seeing none, the  
3 Committee's recommendation is concurred with. It  
4 passes without objection. It passes.

5 MR. RICH CARUSO: Okay. Resolution  
6 Number 9. Resolved, for all NAPS National  
7 Conventions, beginning after 2022, that Article  
8 VII in Elections Section 4, be changed to read, "A  
9 branch interested in hosting a national convention  
10 in its city or geographical area shall express  
11 such interest by contacting NAPS Headquarters in  
12 writing on or before December 31st of the year  
13 prior to the selection of the convention city.  
14 NAPS Headquarters will handle the request for  
15 proposal, RFP, on behalf of the local branch.  
16 NAPS Headquarters will confirm the proposed host  
17 city meets NAPS' convention criteria.

18 The convention criteria require that the  
19 assembly hall where the general convention session  
20 will be hosted, along with committee rooms, and  
21 accommodations for delegates, must be within  
22 walking distance and no more than one-quarter mile

1 from the front door of each designated convention  
2 hotel to the front door of the main facility  
3 hosting the general convention session. A  
4 sufficiently large block of rooms must available  
5 from the Friday before the convention through the  
6 Saturday following the convention. When the  
7 Executive Board is satisfied that a convention is  
8 feasible based on the results of the RFP, it shall  
9 report its findings to the convention.

10           Nomination of cities desiring the  
11 convention shall follow the nomination of  
12 officers. Any city that has not fulfilled the  
13 requirements outlined in the preceding paragraph  
14 concerning the written proposals shall not be  
15 eligible for nomination. In the event no  
16 proposals are acceptable, the Executive Board  
17 shall be empowered to select a city. Balloting on  
18 the convention city shall be conducted as provided  
19 in Section 2.

20           Should new construction or renovations  
21 prevent the necessary rooms from being available,  
22 the Executive Board shall attempt to relocate the



1 convention to the city chosen as runner-up for  
2 that convention."

3           Our Committee, on line 40, the first  
4 resolved, we're striking the words "for all NAPS  
5 national conventions beginning after 2022" at  
6 Article VII Elections. We're just striking the --  
7 the words on 40 and 42, "for all NAPS national  
8 conventions beginning after 2022."

9           And then, we put in a final resolve, and  
10 be it finally resolved this amendment becomes  
11 effective at close of the 2018 National  
12 Convention. The Committee concurred as amended.

13           MR. BRIAN WAGNER: Resolution 9, the  
14 Committee's recommendation is concurrence as  
15 amended. Are there any objections? Hearing none,  
16 the Committee's recommendation for concurrence as  
17 -- okay.

18           [Speaking off mic.]

19           MS. SHARON GISHI: Hi. Sorry, Brian.  
20 Sharon Gishi, Branch 94. I'm not objecting. I  
21 just -- could I -- could we have that information  
22 again? I didn't get to write everything down --

1 the changes. Not the first one, the second one.

2 MR. RICH CARUSO: Okay. The final  
3 resolve, I will re-read again. The  
4 parliamentarian has corrected me. The final  
5 resolve that the Committee proposed where I read,  
6 be it finally resolved, this amendment becomes  
7 effective at the close of the 2018 National  
8 Convention, the parliamentarian advised us that as  
9 long as it becomes -- as long as it's passed --  
10 the resolution is passed, it becomes effective  
11 automatically. So, it's just redundant wording.  
12 So, the only correction to the resolution would be  
13 the corrections I made on line 40 that says, "For  
14 all NAPS National Conventions beginning after 2022  
15 be struck out," and the final resolve will not be  
16 necessary.

17 MR. BRIAN WAGNER: Okay, again, the  
18 Committee's recommendation for Resolution 9 is for  
19 concurrence as amended. Just raise your hand if  
20 you object, and get to the microphone, and we'll  
21 hear you, if there are any objections. Hearing  
22 none, the Committee's recommendation -- okay.

1           MS. TERESA ROBINSON: Teresa Robinson,  
2 Branch 299, Fayetteville. I object.

3           MR. BRIAN WAGNER: The Committee's --  
4 the resolution has been objected to and will be  
5 held over for a second reading.

6           MR. RICH CARUSO: Okay. Resolution  
7 Number 10. Resolved, that Article VII, Section 4,  
8 paragraph 2, be amended to read:

9           "Nomination of cities desiring the  
10 convention shall follow the nomination of  
11 officers. Any city that has not fulfilled the  
12 requirements outlined in the preceding paragraph  
13 concerning the written proposals shall not be  
14 eligible for nomination. In the event that no  
15 proposals are acceptable, the Executive Board  
16 shall be empowered to select a city. If there are  
17 multiple host cities in the same NAPS region, the  
18 Executive Board shall review all host city  
19 nominations and select no more than one host city  
20 per NAPS region. Balloting of the convention city  
21 shall be conducted as provided in Section 2."

22           The Committee voted nonconcurrence, and

1 our reasoning was it's up to the region or whoever  
2 wants to vie for the host city. So, the Committee  
3 voted nonconcurrency.

4 MR. BRIAN WAGNER: Resolution 10, the  
5 Committee's recommendation is for nonconcurrency.

6 UNIDENTIFIED MALE SPEAKER: Mic 5.

7 MR. BRIAN WAGNER: Okay. Mic 5.

8 MR. ARIC SKJELSTAD: Aric Skjelstad,  
9 Branch 66, Portland, Oregon. I object.

10 MR. BRIAN WAGNER: Okay The resolution  
11 will be held over for a second reading.

12 MR. KEN BUNCH: Resolution Number 11.  
13 Resolved, that Article IX, Section 3 be amended by  
14 adding the sentence, "With this obligation, the  
15 entire Executive Board shall authorize a contract  
16 with a reputable law firm."

17 The Committee's recommendation was for  
18 nonconcurrency. The reason -- in fact, there was  
19 a lot of discussion on this particular resolution,  
20 and the reason for it was -- is that a lot of the  
21 Committee felt that what we presently have is  
22 basically a mixture of not just lawyers, but we do

1 have lawyers that represent NAPS members now, but  
2 also other people who are very versed and very  
3 thorough in postal regulations, that is what's  
4 needed periodically, more so than necessarily a  
5 lawyer. But, what we have now basically  
6 encompasses a lot of that. It has both lawyers as  
7 well as retired labor relations specialists or  
8 people who are very well versed in postal rules,  
9 regulations, procedures, and guidelines. So, the  
10 Committee's recommendation was for nonconcurrence.

11 MR. BRIAN WAGNER: As for Resolution 11,  
12 the Committee's recommendation is for  
13 nonconcurrence. Are there any objections?  
14 Delegate at mic 7.

15 MR. JERRY VAN NORMAN: Yes, sir. Jerry  
16 Van Norman, Branch 130, Grand Rapids. I object.

17 MR. BRIAN WAGNER: Okay. The resolution  
18 will be held over for a second reading.

19 MR. KEN BUNCH: Okay, Resolution Number  
20 12. Resolved, that Article XI be changed to add a  
21 new Section 7 that reads:

22 "The Secretary/Treasurer shall maintain

1 an accurate list of the local branches of this  
2 association and their assigned USPS Finance  
3 numbers. The Area Vice President shall assist the  
4 Secretary/Treasurer with validation of Branch  
5 Finance number arrangements [sic] as needed and as  
6 required. The branch Finance number assignments  
7 shall be permanent, except as provided in Article  
8 IV. The absence of NAPS members in a USPS Finance  
9 number and the subsequent assignment of a NAPS  
10 member from another branch shall not cause a  
11 change in the previous branch Finance number  
12 assignment. If a Finance number is not assigned  
13 to a local branch or if a Finance number is  
14 incorrectly assigned, the branch may submit a  
15 request to the Area Vice President for  
16 investigation, who shall forward said findings to  
17 the Secretary/Treasurer for processing."

18           The Committee's recommendation was for  
19 nonconcurrence. The reason behind our  
20 recommendation for nonconcurrence is because  
21 basically, this is an administrative issue. We  
22 didn't feel like we need our Constitution to

1 really tell the Secretary/Treasurer how to  
2 basically manage the Finance numbers in the  
3 office. We believe that that's inherent in the  
4 job. So, we don't need it outlined in the  
5 Constitution, a specific process to do that. It  
6 comes with the position itself. So, we didn't  
7 feel like putting an administrative process in our  
8 Constitution -- not this one, anyway.

9 MR. BRIAN WAGNER: Resolution 12. The  
10 Committee's recommendation is for nonconcurrency.  
11 Are there any objections? Hearing none, the  
12 Committee's recommendation for nonconcurrency is  
13 concurred with. Motion fails.

14 MR. KEN BUNCH: Resolution Number 13.  
15 That in Article XIII, Section 1, the words in the  
16 second sentence, "state or local branches" be  
17 changed to read, "local and state branches,  
18 respectively," and be it further resolved that in  
19 Article XIII, Section 4, the words in the second  
20 sentence, "local or state branches" be changed to  
21 read, "local and state branches," respectively.

22 The Committee's recommendation was for

1 nonconcurrence. The reason for the nonconcurrence  
2 is I think I've talked about this before at  
3 previous conventions. We don't change our  
4 Constitution just that doesn't do anything. This  
5 really doesn't do anything. It's cosmetic. It  
6 just switches some words around and changes from  
7 or to and. It really does not effectuate  
8 anything. So, we felt that there was no reason to  
9 make that change.

10 MR. BRIAN WAGNER: Resolution 13. The  
11 Committee's recommendation is for nonconcurrence.  
12 Are there any objections? Hearing none, the  
13 Committee's recommendation for nonconcurrence is  
14 concurred with. The resolution fails.

15 MR. KEN BUNCH: Resolution Number 14.  
16 Resolved, that in Article XIII, Dues and  
17 Assessments, a new Section 9 be added that reads:

18 "NAPS Headquarters, upon receiving notice  
19 from a state branch of the date and amount a  
20 member branch is delinquent in its dues remittance  
21 to said state branch, NAPS Headquarters will raise  
22 said member branch's withholding to cover the



1 delinquent dues. NAPS Headquarters will remit  
2 said recovered dues to the aforementioned state  
3 branch, along with the normal monthly deposit."

4 The Committee's recommendation was for  
5 nonconcurrence. Our reason for nonconcurrence is  
6 that we're not trying to turn NAPS Headquarters  
7 into a collection agency.

8 MR. BRIAN WAGNER: Resolution 14. The  
9 Committee's recommendation is for nonconcurrence.  
10 Are there any objections? Delegate at mic 8.

11 MR. KYLE LAURENDINE: Kyle Laurendine,  
12 Branch 73. I object.

13 MR. BRIAN WAGNER: Okay. The resolution  
14 will be held over for a second reading.

15 MR. KEN BUNCH: Resolution Number 15.  
16 That a new Section 4 be added to Article XIV to  
17 read:

18 "Section 4. Each local and state branch  
19 must hold elections of officers at least once  
20 every two years to elect two or more officers,  
21 with one officer being the president. Elected  
22 officers of a local branch must be members of that

1    respective branch. Elected officers of a state  
2    branch (i.e. state, bi-state, or tri-state) must  
3    be members of the respective state branch or a  
4    member affiliated with a local branch within that  
5    state (i.e. state, bi-state, or tri-state.)  
6    Branches should report a change in branch officers  
7    to NAPS Headquarters within 30 days of any said  
8    change."

9            The Committee amended this resolution to  
10   add some additional wording. We added a sentence  
11   that reads -- a sentence on line 18 after -- 118,  
12   I'm sorry -- 118 after the word change, "with  
13   submission of all of the required meeting  
14   minutes."

15           At the end on line 118, that reads  
16   presently, "30 days of any said change," rather  
17   than having a period there, change it to a comma  
18   and add the words, "with the submission of all  
19   required meeting minutes." Or, we've just been  
20   advised to change required to relevant.

21           The Committee's recommendation was for  
22   concurrence as amended.

1           MR. BRIAN WAGNER: The Committee's  
2 recommendation is for concurrence as amended. Are  
3 there any objections? Hearing none, the  
4 Committee's recommendation for concurrence as  
5 amended is concurred with. The motion or the  
6 resolution passes as amended.

7           Is Bernie McCarthy in the -- okay.

8           MR. RICH CARUSO: I have Resolution  
9 Number 16. Resolved, that if a branch or member  
10 in good standing contacts NAPS Headquarters with a  
11 complaint about a national officer, the President  
12 will appoint a committee to investigate the  
13 complaint, and be it further resolved that this  
14 committee will include one Regional Vice  
15 President, two Area Vice Presidents, and four  
16 Branch Presidents or their designees. None of the  
17 committee members can be from the region or area  
18 where the complaint originated, and be it further  
19 resolved that if the complaint is found to be  
20 accurate, the national officer shall be placed on  
21 probation for two months, and be it further  
22 resolved that if the problem continues, the

1 national officer will be removed from their  
2 office, and be it finally resolved that a Section  
3 3 be added to Article IX, President:

4           "Section 3. When a branch or member in  
5 good standing contacts NAPS Headquarters with a  
6 complaint regarding a national officer, the  
7 President shall appoint a committee to investigate  
8 the complaint. The committee will consist of one  
9 Regional Vice President, two Area Vice Presidents,  
10 and four Branch Presidents or their designees.  
11 The committee will meet within 30 days of the  
12 complaint. None of the committee members can be  
13 from the region or area where the complaint  
14 originated.

15           If the complaint is found to be true, the  
16 national officer shall be placed on probation for  
17 two months. If the problem continues, the  
18 national officer shall be removed from their  
19 office. A copy of the committee's report shall be  
20 sent to the president of the branch from where the  
21 complaint originated. A copy of the final report  
22 will also be sent to the Branch President after

1 the probation period has ended. A national  
2 officer who has been removed cannot serve on the  
3 National Executive Board for a minimum of six  
4 years."

5 The Committee voted for nonconcurrence.  
6 Robert's Rules of Order has some area pertaining  
7 to this and covers this issue. So, the Committee  
8 recommendation was nonconcurrence.

9 MR. BRIAN WAGNER: Okay. Resolution 16.  
10 The Committee's recommendation is for  
11 nonconcurrence. Are there any objections? Are  
12 there any objections?

13 UNIDENTIFIED FEMALE SPEAKER: Mic 7.

14 MR. BRIAN WAGNER: Delegate at mic 7.

15 MS. TONI COLEMAN-SCRUGGS: Toni Coleman-  
16 Scruggs, Branch 493. I object.

17 MR. BRIAN WAGNER: Okay. The resolution  
18 will be held over for a second reading.

19 MR. KEN BUNCH: Committee members for the  
20 Constitution and Bylaws, please let's depart  
21 immediately to our meeting room, which is  
22 Shinnecock 2.

1           Now, those of you who objected, please  
2 give us at least 15 minutes before you come to see  
3 us, and then we will entertain you. Thank you.

4           [Applause.]

5           MR. BRIAN WAGNER: All right. We're  
6 moving along here. That was fun. All right.  
7 Here's what we're --

8           UNIDENTIFIED MALE SPEAKER: Mic 7.

9           MR. BRIAN WAGNER: Mic 7. Delegate at  
10 mic 7.

11          MR. AL BONENBERGER: Point of personal  
12 privilege. Al Bonenberger, Branch 103. First-  
13 timers in the house, come see me. First-timers,  
14 I've got a pin for you.

15          MR. BRIAN WAGNER: Thank you. Okay.  
16 Here's what we're going to do for the rest of the  
17 day. I'm going to bring up the Resolutions  
18 Committee until about 4:45 for resolutions, and  
19 then we'll do announcements, the 50/50, so we can  
20 get everybody out of here to get ready for up on  
21 the rooftop song and deal -- dancing.

22          Megan Brennan will be here tomorrow at

1 8:45 to speak for an hour, and then we have Dave  
2 Williams right after. We have a lull. So, that's  
3 taking up most of tomorrow morning. That's why we  
4 need to get through these resolutions. So, again,  
5 not rushing it, but we need to find out time to do  
6 this.

7           So, Bernie McCarthy, Branch 23, Michigan,  
8 is the Chair of the Resolutions Committee, and his  
9 co-Chair is Junemarie Brandt, Branch 526, of  
10 Virginia with the preliminary report for the  
11 committee -- for the Resolutions Committee.

12           UNIDENTIFIED MALE SPEAKER: Mic 7.

13           MR. BRIAN WAGNER: Mic 7.

14           MR. BOBBY BOCK: Bobby Bock, Branch 406.  
15 Is it possible tomorrow that we get some -- they  
16 put water bottles on the tables -- is it possible  
17 to get some water stations so after we drink our  
18 water bottle, we'll be able to get some more  
19 water?

20           MR. BRIAN WAGNER: The hotel does not do  
21 water stations, they only do water bottles.  
22 That's their policy. We'll look to get more water

1 bottles there.

2 MR. BOBBY BOCK: Thank you.

3 MR. BRIAN WAGNER: Thank you. All right.  
4 I'm going not turn it over to Bernie.

5 MR. BERNIE MCCARTHY: Good afternoon,  
6 everyone. Resolutions begin on page 84. Oh, by  
7 the way, in case you don't know me, I'm Bernie  
8 McCarthy from Branch 23, Detroit, Michigan.

9 MR. BRUCE BISHOP: Just a procedural  
10 comment that might help you out, because the  
11 microphones are so scattered, after the  
12 resolutions are read by the Committee, if you are  
13 going to object, or if you have -- if you want to  
14 ask a point -- raise a point of order or a point  
15 of information, as soon as the President comes to  
16 the microphone and asks if there's any objections,  
17 yell out from wherever you're sitting, and then  
18 make yourself to the microphone. If you just yell  
19 out objection or yell out question or yell out  
20 point of order, whatever it might be, and then  
21 make your way to the microphone. We don't want to  
22 rush anybody, but from up here, we're looking,



1 looking, looking, and if the President doesn't see  
2 anybody, he's going to say no objection, and  
3 you're going to yell at us, "Hey, wait!" So,  
4 before you -- just as you rise to go to the  
5 microphone, give us a head's up that you are  
6 heading to the mic, and we'll wait for you to make  
7 your way there. Thank you.

8 MR. BERNIE MCCARTHY: [missing audio]  
9 ...This is in line with private sector business and  
10 investment practices.

11 Number 3, H.R.942, "Postal Employee  
12 Appeal Rights Amendments Act." The bill would  
13 confer to approximately 7,500 non-supervisory  
14 managerial postal employees the right to appeal  
15 significant personnel actions to the Merit Service  
16 [sic] Protection Board. Non-supervisory postal  
17 personnel currently may only appeal such actions  
18 through an internal USPS process that lacks  
19 impartial third-party review. Postal supervisory  
20 personnel and nearly all federal civil service  
21 employees already enjoy MSPB appeal rights."

22 Number 4, H.R. 3617, "Providing

1 Opportunities for Savings, Transactions, and  
2 Lending Act of 2017 or the Postal Act of 2017.”  
3 The bill seeks to expand the specific powers of  
4 the Postal Service to include the provision of  
5 basic financial services, including: (1) small-  
6 dollar loans; (2) checking accounts, interest-  
7 bearing savings accounts, and services relating to  
8 international money transfers, each of which may  
9 be provided by the USPS alone or in partnership  
10 with depository institutions and credit unions;  
11 (3) other basic financial services as appropriate  
12 in the public interest; and (4) the creation of a  
13 postal card that would allow users to engage in  
14 such financial services.”

15           Number 6, H.R. 4024, “United States  
16 Postal Service Shipping Equity Act.” The bill  
17 would end the Prohibition-Era ban that prevents  
18 the Postal Service from shipping alcohol beverages  
19 to consumers. It would allow the USPS to ship  
20 alcoholic beverages directly from licensed  
21 producers and retailers to consumers over the age  
22 of 21, in accordance with state shipping

1 regulations. Consumers and manufacturers  
2 currently are prohibited from using the Postal  
3 Service to ship or deliver alcoholic beverages.  
4 These needless restrictions hurt Postal Service  
5 market share and revenues; private shippers, such  
6 as UPS and FedEx, are exempt from such rules.”

7           The Committee amended Resolution Number  
8 25, and the amendment is as follows: Paragraph 1,  
9 H.R. 756, between lines 29 and 41 have been  
10 stricken, and the remainder of the numbered bills  
11 are numbered accordingly. H.R. 760 would then  
12 become Number 1; 942 would be Number 2, and the  
13 Committee’s recommendation was for concurrence as  
14 amended.

15           MR. BRIAN WAGNER: Resolution 25. The  
16 Committee’s recommendation is for concurrence as  
17 amended. Are there any objections? Are there any  
18 objections? Okay. Delegate at mic 3.

19           MR. CHUCK MULIDORE: Chuck Mulidore,  
20 Branch 225. I object.

21           MR. BRIAN WAGNER: All right. The  
22 resolution will be held over for a second reading.

1           MR. BERNIE MCCARTHY: Okay. Number 26.  
2 Resolved, that NAPS places this unfair law on its  
3 legislative agenda with the purpose of amending  
4 the law to allow postal employees to hold city,  
5 state, and federal bipartisan offices.

6           The Committee's recommendation was for  
7 nonconcurrency.

8           MR. BRIAN WAGNER: Resolution 26. The  
9 Committee's recommendation is for nonconcurrency.  
10 Are there any objections? Committee's  
11 recommendation is for nonconcurrency. Are there  
12 any objections? Hearing none, the Committee's  
13 recommendation is concurred with without  
14 objection. Fails.

15           MR. BERNIE MCCARTHY: Okay. Resolution  
16 Number 27. Resolved, that the USPS must give  
17 newly promoted EAS employees information about the  
18 management organizations when their Form 50 is  
19 cut, and be it further resolved that Forms 1188  
20 and 1187 be given to newly promoted EAS employees  
21 at the time of their promotion.

22           The Committee amended the first resolve,

1 and the amendment is as follows: The word -- on  
2 line 8, the word "the" has been stricken and  
3 replaced with the word "all." On line 8, from the  
4 word "when their Form 50 is cut" on line 10 is  
5 stricken, and it is replaced with, "immediately  
6 upon promotion." So, the resolve would now read,  
7 "Resolved, that the USPS must give newly promoted  
8 EAS employees information about all management  
9 organizations immediately upon promotion, and be  
10 it further resolved that Forms 1188 and 1187 be  
11 given to newly promoted EAS employees at the time  
12 of their promotion."

13 The Committee's recommendation was for  
14 concurrence as amended.

15 MR. BRIAN WAGNER: The Committee's  
16 recommendation is for concurrence as amended. Are  
17 there any objections?

18 MS. ANGELA GARLAND: I object.

19 MR. BRIAN WAGNER: Delegate at mic 3.

20 MS. ANGELA GARLAND: Angela Garland,  
21 State of Delaware, Branch President, 909. I  
22 object.

1           MR. BRIAN WAGNER: Okay. Resolution will  
2 be held over for second reading. Next resolution.

3           MR. BERNIE MCCARTHY: Okay. Resolution  
4 Number 28. Resolved, that each time a new program  
5 or task is assigned to Customer Service  
6 Operations, the USPS will provide NAPS with an  
7 outline of how much time is required to effectively  
8 perform each new program or task added, and be it  
9 further resolved that each time a new program or  
10 task is assigned to Customer Service Operations,  
11 the USPS will provide NAPS with an outline of how  
12 each new program or task is to be integrated into  
13 the existing workload and prioritized with current  
14 duties."

15           The Committee's recommendation was for  
16 concurrence.

17           MR. BRIAN WAGNER: Resolution 28. The  
18 Committee's recommendation is for concurrence.  
19 Any objections? Delegate at mic 3.

20           MR. JOE RUGGIERO: Joe Ruggiero, Branch  
21 932. I object.

22           MR. BRIAN WAGNER: The resolution will be

1 held over for a second reading. Thanks for  
2 objecting early.

3 MR. BERNIE MCCARTHY: Resolution Number  
4 29. Resolved, that NAPS consults with the USPS to  
5 institute a policy where no EAS employee would be  
6 required to extend their lunch period to more than  
7 a maximum of two hours encompassing both the  
8 scheduled lunch and the extended lunch.

9 The Committee's recommendation was for  
10 nonconcurrence.

11 MR. DAN O'DONNELL: I object. Dan  
12 O'Donnell from Branch 66 in Oregon.

13 MR. BRIAN WAGNER: The Committee's  
14 recommendation is for nonconcurrence. Are there  
15 any objections?

16 MR. DAN O'DONNELL: I object. Dan  
17 O'Donnell, Branch 66, Portland, Oregon.

18 MR. BRIAN WAGNER: Okay. Delegate at mic  
19 -- you have to be recognized -- Delegate at mic 5.  
20 I hear your objection. Okay.

21 MS. JUNEMARIE BRANDT: Resolution 30.  
22 Resolved, that NAPS Headquarters uses an online

1 survey service to create online surveys to be used  
2 to quickly identify workplace issues in the field  
3 and respond appropriately once the results have  
4 been reviewed, and be it further resolved that  
5 once a NAPS Area Vice President determines that a  
6 significant workplace issue may exist in an area  
7 they represent, NAPS Headquarters will have 14  
8 days to implement an online survey in the  
9 identified "hot spot."

10           The Committee's recommendation was for  
11 concurrence.

12           MR. BRIAN WAGNER: Resolution 30. The  
13 Committee's recommendation is for concurrence.  
14 Are there any objections? Hearing and seeing  
15 none, the Committee's recommendation is for  
16 concurrence without objections. It is concurred  
17 with and passes.

18           MS. JUNEMARIE BRANDT: Resolution 31.  
19 Resolved, that the investigation not be punitive  
20 in nature and include assurance that all EAS  
21 employees will be given due process before  
22 disciplinary action is issued.



1           The Committee's recommendation was for  
2 concurrence.

3           MR. BRIAN WAGNER: All right. Resolution  
4 31. The Committee's recommendation is for  
5 concurrence. Are there any objections?

6           UNIDENTIFIED MALE SPEAKER: Mic 6.

7           MR. DONALD MURRAY: Donald Murray, Branch  
8 93, point of clarification, please. Whenever you  
9 say due process before disciplinary action is  
10 issued, what do you mean by disciplinary action is  
11 issued or given due process, especially due  
12 process?

13          MS. JUNEMARIE BRANDT: Well, we cannot --  
14 we cannot really determine. We're just agreeing  
15 with what -- concurring with what is stated. You  
16 know, based on reading of the whereas, then we  
17 consider the resolved. Based on what is stated to  
18 us, we are concurring with what is stated. It may  
19 not explain everything, but we are concurring with  
20 what has been stated.

21          MR. DONALD MURRAY: Then, I object.

22          MR. BRIAN WAGNER: Resolution 31 is

1 objected to. It will be held over for a second  
2 reading.

3 MS. JUNEMARIE BRANDT: Resolution 33.

4 That EAS employees be allowed training time to go  
5 to a training -- oh, I'm sorry. I thought -- okay,  
6 I'm sorry. I'm sorry, I'm on the wrong one.

7 Resolved, that EAS employees be treated  
8 as human beings with skills and knowledge that  
9 give of themselves on a daily basis to ensure the  
10 success of their units, and be it further resolved  
11 that EAS employees be treated with dignity and  
12 respect and be positively engaged for the good of  
13 the service.

14 The Committee's recommendation was for  
15 concurrence.

16 MR. BRIAN WAGNER: Resolution is --  
17 Committee's recommendation for resolution is for  
18 concurrence. Are there any objections? Hearing  
19 none, the Committee's recommendation is concurred  
20 with. It passes.

21 MS. JUNEMARIE BRANDT: Now, Resolution  
22 33. Resolved, that EAS employees be allowed

1 training time to go to a training room equipped  
2 with computers so they may be afforded  
3 uninterrupted time to complete all required  
4 training.

5           The Committee's recommendation was for  
6 concurrence.

7           MR. BRIAN WAGNER: Resolution 33. The  
8 Committee's recommendation is for concurrence.  
9 Are there any objections? Hearing none, the  
10 Committee's recommendation for concurrence is  
11 concurred with without objection. It passes.

12           MS. JUNEMARIE BRANDT: Resolution 34.  
13 That NAPS becomes fully engaged in these proposed  
14 closures and relocations by actively asking where  
15 the profits of the sales are going, and be it  
16 further resolved that NAPS follows up with the  
17 current OIG investigation and supports the people  
18 of the United States in their fight to save  
19 historic, brick-and-mortar buildings for the good  
20 of the service and the people.

21           The Committee's recommendation was for  
22 concurrence.

1           MR. BRIAN WAGNER: Resolution 34. The  
2 Committee's recommendation is for concurrence.  
3 Are there any objections? Hearing none, the  
4 Committee's recommendation for concurrence is  
5 concurred with and passes.

6           MS. JUNEMARIE BRANDT: Resolution 35.  
7 Resolved, that a trot claim coordinator position  
8 be created as a Level EAS-18 or higher due to the  
9 heightened responsibility and coordination of  
10 claims required by the position, as well as  
11 adhering to all deadlines required by each  
12 district, for the good of the service.

13           The Committee's recommendation was for  
14 concurrence.

15           MR. BRIAN WAGNER: Resolution 35. The  
16 Committee's recommendation is for concurrence.  
17 Are there any objections? Hearing none, the  
18 Committee's recommendation for concurrence is  
19 concurred with without objections. It passes.

20           MR. BERNIE MCCARTHY: Resolution Number  
21 36. Resolved, that the USPS consults with local  
22 NAPS representatives prior to vacant EAS positions

1 being held for longer than 75 days.

2           The Committee's recommendation was for  
3 concurrence.

4           MR. BRIAN WAGNER: Resolution 36. The  
5 Committee's recommendation is for concurrence.  
6 Are there any objections? Hearing none, the  
7 Committee's recommendation for concurrence is  
8 concurred with. It passes without objection.

9           MR. BERNIE MCCARTHY: Resolution Number  
10 37. Resolved, that NAPS consults with the Postal  
11 Service to implement a policy where no NTE details  
12 will be granted to craft employees before EAS  
13 employees are made aware of and given the  
14 opportunity and availability to apply.

15           The Committee amended line 99 in the  
16 resolve where the word "were" is and replaced it  
17 with "where." So, the resolve now reads, "That  
18 NAPS consults with the Postal Service to implement  
19 a policy where no NTE details will be granted to  
20 craft employees before EAS employees are made  
21 aware of and given the opportunity and  
22 availability to apply."

1           The Committee's recommendation is now  
2 concurrence.

3           MR. BRIAN WAGNER: Resolution 37. The  
4 Committee's recommendation is --

5           MR. BERNIE MCCARTHY: I'm sorry, I was  
6 just advised by the parliamentarian that it wasn't  
7 necessary to amend to make the typographical  
8 correction that we did. So, since it wasn't  
9 amended, it's a concurrence, not a concurrence as  
10 amended.

11           MR. BRIAN WAGNER: All right. Resolution  
12 37. The Committee's recommendation is  
13 concurrence. Are there any objections? Hearing  
14 none, the Committee's recommendation for  
15 concurrence is concurred with without objection.  
16 It passes.

17           MR. BERNIE MCCARTHY: Resolution Number  
18 38. Resolution Number 38 will serve as a vehicle  
19 for Resolution Number 40, and it reads as follows.  
20 Resolved, that the USPS ceases using craft  
21 employees to oversee Sunday delivery operations  
22 and rightfully assign these duties to EAS

1 supervisors, and be it further resolved that the  
2 NAPS National SWCs Committee be directed to  
3 formulate a SWCs model that takes into  
4 consideration the following elements: hours of  
5 operation, days of operation, complexity of  
6 operations, all evaluated workload, authorized  
7 earned complement where all employees are counted,  
8 the inclusion of the workload associated with any  
9 test delivery program that exceeds one year in a  
10 staffing model, the inclusion of relief  
11 supervisors in a staffing model, and be it finally  
12 resolved that NAPS enters into consultation with  
13 the USPS to immediately update the SWCs process.

14           The Committee's recommendation was for  
15 concurrence.

16           MR. BRIAN WAGNER: The Committee's  
17 recommendation is for concurrence. Are there any  
18 objections? Hearing none, the Committee's  
19 recommendation for concurrence without objections  
20 is concurred with. It passes.

21           MR. BERNIE MCCARTHY: Resolution Number  
22 39. Resolved, that NAPS enters into consultations

1 with the USPS to develop and implement a  
2 supervisor staffing workload model for mail  
3 processing facilities, and be it further resolved  
4 that the supervisor staffing workload evaluation  
5 process encompasses all duties, employees,  
6 machinery, and responsibilities of SDO positions.

7           The Committee's recommendation was for  
8 concurrence.

9           MR. BRIAN WAGNER: Resolution 39. The  
10 Committee's recommendation is for concurrence.  
11 Are there any objections? Hearing none, the  
12 Committee's recommendation for concurrence is  
13 concurred with and passes without objection.

14           One quick thing -- a quick message -- we  
15 will have specific directions to the rooftop. So,  
16 no one get overly excited. We will have specific  
17 directions to the rooftop, okay? It's up on the  
18 top of a roof, we know that. Thank you, Dr.  
19 Bishop. Okay. So, we're moving along. I  
20 appreciate your patience.

21           MR. BERNIE MCCARTHY: Resolution Number  
22 40 was vehicle by Resolution Number 38.



1           So, I'll read Resolution Number 41.  
2 Resolved, that the Postal Service be required to  
3 ensure the workload for every EAS employee is no  
4 more than eight hours of work in an eight-hour day  
5 to ensure harmony, stress reduction, success, and  
6 a sense of accomplishment at the end of the day  
7 for every EAS employee, for the good of the  
8 service.

9           The Committee's recommendation was for  
10 concurrence.

11           [Applause.]

12           MR. BRIAN WAGNER: Resolution 41. The  
13 Committee's recommendation is for concurrence.  
14 Any objections? Hearing none, the Committee's  
15 recommendation for concurrence is concurred with  
16 and passes without objection.

17           MS. JUNEMARIE BRANDT: Resolution Number  
18 42. Resolved, that NAPS consults with the USPS to  
19 reimburse the full cash value to the postal  
20 employee who controls the unused benefit (lost  
21 benefit.)

22           The Committee's recommendation was for

1 concurrence.

2 MR. BRIAN WAGNER: Resolution 42. The  
3 Committee's recommendation is for concurrence.  
4 Are there any objections? Hearing none, the  
5 Committee's recommendation for concurrence is  
6 concurred with without objection. It passes.

7 MS. JUNEMARIE BRANDT: Resolution 43.  
8 Resolved, that NAPS consults with the USPS to  
9 implement a COLA adjustment process for the EAS  
10 pay package.

11 The Committee made one amendment that is  
12 on line 57, striking the word "adjustment" so that  
13 it will read: "Resolved, that NAPS consults with  
14 the USPS to implement a COLA process for the EAS  
15 pay package."

16 The Committee's recommendation was for  
17 concurrence as amended.

18 MR. BRIAN WAGNER: Resolution 43. The  
19 Committee's recommendation is for concurrence as  
20 amended. Are there any objections? Hearing none,  
21 the Committee's recommendation for concurrence as  
22 amended without objections is concurred with and

1 passes.

2 MS. JUNEMARIE BRANDT: Resolution Number  
3 44. That NAPS consults with the Postal Service to  
4 change the language in the ELM 519.733 to read,  
5 "When an exempt employee is directed to work a  
6 full day on a holiday or other full day in  
7 addition to normal workdays, the supervisor will  
8 grant a full day of personal absence without  
9 charging it to official leave of the employee's  
10 choosing."

11 The Committee's recommendation was for  
12 concurrence.

13 MR. BRIAN WAGNER: Resolution 44. The  
14 Committee's recommendation is for concurrence.  
15 Are there any objections? Hearing none, the  
16 Committee's recommendation for concurrence without  
17 objection is concurred with and passes.

18 MS. JUNEMARIE BRANDT: Resolution Number  
19 5 [sic] will serve as the vehicle for Resolution  
20 48.

21 Resolution 45 reads: "Resolved, that the  
22 Postal Service compensates all special- exempt and

1 non-exempt EAS employees who work a sixth day in a  
2 service week at a rate of 150 percent of their  
3 calculated base hourly rate for all hours worked  
4 on a sixth day, and be it further resolved that  
5 the Postal Service compensates all special-exempt  
6 and non-exempt EAS employees who work a seventh  
7 day in a service week at a rate of 200 percent of  
8 their calculated base hourly rate for all hours  
9 worked on a seventh day."

10           The Committee's recommendation was for  
11 concurrence. Oh, I'm sorry, I'm sorry. My  
12 mistake.

13           There is an amendment, and the amendment  
14 is -- that was my fault. The amendment is, as I  
15 said, Resolution 45 is the vehicle for 48. But,  
16 what the Committee did was take the resolved of  
17 Resolution 48 and move it as the third resolve of  
18 Resolution 45.

19           So, Resolution 45's resolved now reads:  
20 "Resolved, that the Postal Service compensates all  
21 special-exempt and non-exempt EAS employees who  
22 work a sixth day in a service week at a rate of

1 150 percent of their calculated base hourly rate  
2 for all hours worked on a sixth day, and be it  
3 further resolved that the Postal Service  
4 compensates all special-exempt and non-exempt EAS  
5 employees who work a seventh day in a service week  
6 at a rate of 200 percent of their calculated base  
7 hourly rate for all hours worked on a seventh day,  
8 and be it further resolved that the Postal Service  
9 be required to pay either straight time or  
10 overtime in Sunday differential to every EAS  
11 Postmaster and manager who is requested or  
12 required to work above and beyond their normal  
13 five days a week schedule, for the good of the  
14 service."

15           And the second amendment to that was to  
16 strike what is in the book as line 100 of  
17 Resolution 48, to strike the words "either  
18 straight time or." So, the third resolve to  
19 Resolution 35 [sic] will read -- I'm sorry, 45 --  
20 "That the Postal Service be required to pay  
21 overtime and Sunday differential to every EAS  
22 Postmaster and manager who is requested or

1 required to work above and beyond their normal  
2 five days a week schedule, for the good of the  
3 service."

4 And the Committee's recommendation on  
5 Resolution 45 was concurrence as amended.

6 MR. BRIAN WAGNER: Okay, Resolution 45.  
7 The Committee's recommendation is for concurrence  
8 as amended. Are there any objections?

9 MR. CY DUMAS: Question.

10 MR. BRIAN WAGNER: That's not an  
11 objection.

12 MR. CY DUMAS: I'm not objecting. You  
13 said we could do a question.

14 MR. BRIAN WAGNER: Okay. I thought you  
15 said objection, sorry.

16 MR. CY DUMAS: Cy Dumas, Providence,  
17 Rhode Island.

18 MR. BRIAN WAGNER: Could you come a  
19 little closer to the mic?

20 [Laughter.]

21 MR. CY DUMAS: Sorry, Brian. When I  
22 first came up, they shut it off. Historically,

1 when we had that big restructure in 1990, Vinny  
2 Paladino was the President, and the whole business  
3 about supervisor -- regular supervisory overtime  
4 came up. Vinny, I guess, dealt with Marvin Runya  
5 [phonetic] on that issue, and I thought there was  
6 some talk that in the past, it was illegal, and we  
7 never should have been getting overtime, and Vinny  
8 somehow negotiated with him for the T-time for the  
9 special-exempt, and I'm wondering if, you know, if  
10 this has been considered in how that's going to  
11 work out in this particular -- in these particular  
12 resolutions.

13 MS. JUNEMARIE BRANDT: The Committee  
14 cannot determine whether or not something is  
15 doable, legal, permitted. We can only consider  
16 the resolution as it is written and either concur  
17 or nonconcur with what is written.

18 MR. CY DUMAS: Very good answer.

19 [Laughter.]

20 MR. BRUCE BISHOP: So, the Committee's  
21 hands are fairly tied. They review each of the  
22 resolutions that are submitted to them as per

1 their charge, then they completely research it,  
2 question it, deliberate over it, decide whether  
3 they can support the idea or not support the idea.  
4 It's not their role to determine whether it's  
5 doable or whether there are legal or other kinds  
6 of hurdles to implementing it. Simply, is this a  
7 good idea? Do they recommend it to you to support  
8 the idea, the concept, or do they recommend that  
9 you not support the idea and the concept? So,  
10 that's what you're asking here.

11 MR. BRIAN WAGNER: Resolution 45. The  
12 Committee's recommendation was for concurrence as  
13 amended. Were there any objections? Hearing  
14 none, the Committee's recommendation for  
15 concurrence as amended is concurred with and  
16 passes.

17 MR. BERNIE MCCARTHY: Okay. Resolution  
18 Number 46. Resolution Number 46 will serve as the  
19 vehicle for Resolution Number 49.

20 Resolution Number 46. Resolved, that no  
21 EAS supervisor shall earn less than 5 percent more  
22 than the top of the pay scale of any craft



1 employee they supervise, and be it further  
2 resolved that no manager or Postmaster shall earn  
3 less than 5 percent more than the top of the pay  
4 scale of any employee they supervise, including  
5 subordinate EAS employees.

6           The Committee's recommendation was for  
7 concurrence.

8           MR. BRIAN WAGNER: Resolution 46. The  
9 Committee's recommendation is for concurrence.  
10 Are there any objections? Hearing none, the  
11 Committee's recommendation for concurrence without  
12 objection is concurred with and passes.

13           MR. BERNIE MCCARTHY: Resolution Number  
14 47 will serve as a vehicle for Resolution Number  
15 52. Resolved, that the current waiting period for  
16 higher-level compensation for EAS employees be  
17 abolished, and be it further resolved that a new,  
18 higher-level compensation procedure be created  
19 that will acknowledge and compensate EAS employees  
20 immediately when they are required to perform  
21 higher-level duties in shift durations.

22           The Committee's recommendation was for

1 concurrence.

2 MR. BRIAN WAGNER: Resolution 47. The  
3 Committee's recommendation is for concurrence.  
4 Are there any objections? Hearing none, the  
5 Committee's recommendation for concurrence without  
6 objection is concurred with and passes.

7 MR. BERNIE MCCARTHY: Resolution Number  
8 48. You will recall it was vehicle by Number 45.  
9 Resolution Number 49 was vehicle by  
10 Resolution Number 46.

11 So, that takes us to Resolution Number  
12 50. Resolved, that the Postal Service allow EAS  
13 employees to work the hours required to get their  
14 jobs done without fear of reprisal or,  
15 alternatively, EAS staffing be added as necessary  
16 to ensure the success of their units and for the  
17 good of the service.

18 The Committee's recommendation was for  
19 concurrence.

20 MR. BRIAN WAGNER: Resolution Number 50.  
21 The Committee's recommendation is for concurrence.  
22 Are there any objections? Hearing none, the

1 Committee's recommendation for concurrence without  
2 objection is concurred with and passes.

3           We are going to stop at 4:45, but we're  
4 on a roll. We'd like if we could get these done.  
5 We have about 12 left, and we're going pretty  
6 good. I would indulge the Convention floor that  
7 we continue so we can get done and then move for  
8 tomorrow as a clean slate. Okay. Let's keep  
9 going.

10           MR. BERNIE MCCARTHY: Resolution Number  
11 51. Resolved, that instructions from Postal  
12 Headquarters be sent to all Area and District  
13 Managers that stipulate EAS non-exempt employees  
14 must be issued timecards.

15           The Committee's recommendation was for  
16 concurrence.

17           MR. BRIAN WAGNER: Resolution 51. The  
18 Committee's recommendation is for concurrence.  
19 Are there any objections?

20           MS. ANGELA GARLAND: I object.

21           MR. BRIAN WAGNER: Delegate at mic 3.

22           MS. ANGELA GARLAND: Angela Garland,

1 State of Delaware, Branch 909. I object.

2 MR. BRIAN WAGNER: Okay. Objection is  
3 heard. The reading will be held over for -- the  
4 resolution will be held over for a second reading.

5 MS. JUNEMARIE BRANDT: Resolution 52 was  
6 vehicled by Resolution 47.

7 Resolution 53. Resolved, that proper  
8 credit be given to APOs for the workload involved  
9 in managing RMPOs, and be it further resolved that  
10 APOs receive additional credit to reflect the  
11 workload.

12 The Committee's recommendation was for  
13 concurrence.

14 MR. BRIAN WAGNER: Resolution 53. The  
15 Committee's recommendation was for concurrence.  
16 Are there any objections? Hearing none, the  
17 Committee's recommendation for concurrence is  
18 concurred with and passes.

19 MS. JUNEMARIE BRANDT: Resolution 54.  
20 Resolved, that Level 18 post offices be assigned a  
21 staff car to be used by Postmasters to complete  
22 all the duties assigned to them regarding RMPOs,

1 for the good of the service.

2 The Committee's recommendation was for  
3 nonconcurrency.

4 MR. BRIAN WAGNER: Resolution 54. The  
5 Committee's recommendation is for nonconcurrency.  
6 Are there any objections? Delegate at mic 2.

7 MS. KARYN RAHMING: Karyn Rahming, Branch  
8 77. I object.

9 MR. BRIAN WAGNER: The resolution will be  
10 held over for a second reading.

11 MS. JUNEMARIE BRANDT: Resolution Number  
12 55. Resolved, that Level 18 post offices earned  
13 hours be reduced only by the actual hours worked  
14 by the Postmaster, for the good of the service.

15 The Committee's recommendation was for  
16 concurrence.

17 MR. BRIAN WAGNER: Resolution 55. The  
18 Committee's recommendation is for concurrence.  
19 Are there any objections? Hearing none, the  
20 Committee's recommendation -- oh, sorry.  
21 Delegate, mic 7.

22 MR. JAIME ELIZONDO: Jaime Elizondo,

1 Branch 589, Texas Area VP. I object.

2 MR. BRIAN WAGNER: Resolution will be  
3 held over for a second reading.

4 MS. JUNEMARIE BRANDT: Resolution 56.  
5 Resolved, that all hotel and airline rewards  
6 earned by NAPS national officers on or for  
7 official NAPS business shall be used for official  
8 NAPS business, and be it further resolved that  
9 hotel and airline rewards earned by NAPS national  
10 officers on or for official NAPS business may be  
11 used to allow one personal guest to travel with  
12 the officer when they are attending official NAPS  
13 business.

14 The Committee amended the resolution. On  
15 line 3, insert between the words "by" and "NAPS,"  
16 the word "all." Strike the words "national  
17 officers" and replace them with "Executive Board  
18 members." On line 11, between the words "by" and  
19 "NAPS," insert the word "all." Strike the words  
20 "national officers" and replace them with  
21 "Executive Board members."

22 The resolve will now read, "That all

1 hotel and airline rewards earned by all NAPS  
2 Executive Board members on or for official NAPS  
3 business shall be used for official NAPS business,  
4 and be it further resolved that hotel and airline  
5 rewards earned by all NAPS Executive Board members  
6 on or for official NAPS business may be used to  
7 allow one personal guest to travel with the  
8 officer when they are attending official NAPS  
9 business."

10 The Committee's recommendation was for  
11 concurrence as amended.

12 MR. BRIAN WAGNER: Resolution 56. The  
13 Committee's recommendation is for concurrence as  
14 amended. Are there any objections? Delegate, mic  
15 3.

16 MR. PRESCOTT BUTLER: Prescott Butler,  
17 Branch 327. I object.

18 MR. BRIAN WAGNER: Okay. The resolution  
19 will be held over for a second reading.

20 Ivan, do we want to look at getting the  
21 Auxiliary in here for their 50/50? Okay, thank  
22 you very much.

1 [Discussion off mic.]

2 MR. BERNIE MCCARTHY: Resolution Number  
3 57. Resolved, that the resident officers appoint,  
4 with approval of the National Executive Board, a  
5 task force to work with the USPS in getting our  
6 mailing list up to date.

7 The Committee amended this resolution as  
8 follows. On line 53, we struck the word "work  
9 with the" and replaced them with "create a." On  
10 line 55, we struck "USPS in getting our" and then  
11 struck "up to date" and inserted the words  
12 "process to routinely update the NAPS membership  
13 mailing list."

14 It will now read as follows: "Resolved,  
15 that the resident officers appoint, with the  
16 approval of the National Executive Board, a task  
17 force to create a process to routinely update the  
18 NAPS membership mailing list."

19 The Committee's recommendation was for  
20 concurrence as amended.

21 MR. BRIAN WAGNER: Resolution 57. The  
22 Committee's recommendation is for concurrence as



1 amended. Are there any objections? Hearing none,  
2 the Committee's recommendation for concurrence as  
3 amended is concurred with and passes without  
4 objection.

5 MS. JUNEMARIE BRANDT: Resolution 58.  
6 Resolved, that NAPS ends its contract with Labor  
7 Relations Admin Group, LLC, and accept proposals  
8 from attorneys to represent NAPS members.

9 The Committee's recommendation was for  
10 nonconcurrence.

11 MR. BRIAN WAGNER: Resolution 58. The  
12 Committee's recommendation is for nonconcurrence.  
13 Are there any objections? Hearing none, the  
14 Committee's recommendation for nonconcurrence is  
15 concurred with, and the resolution fails.

16 MS. JUNEMARIE BRANDT: Resolution 59.  
17 Resolved, that NAPS members oppose this exclusive  
18 contract, and be it further resolved that NAPS  
19 members ask the contract to be terminated as soon  
20 as legally possible.

21 The Committee's recommendation was for  
22 concurrence.

1           MR. BRIAN WAGNER: Resolution 59. The  
2 Committee's recommendation is for concurrence.  
3 Are there any objections? Delegate coming up to  
4 mic 8.

5           MR. MIKE FIELDS: Mike Fields, Branch  
6 936. I object.

7           MR. BRIAN WAGNER: Okay. The resolution  
8 will be held over for a second reading.

9           MS. JUNEMARIE BRANDT: Resolved, that the  
10 hours NAPS representatives from their home  
11 offices, including driving time, be charged to the  
12 office requesting the II/FF.

13           The Committee's recommendation was for  
14 concurrence. Number 60.

15           MR. BRIAN WAGNER: Resolution 60. The  
16 Committee's recommendation is for concurrence.  
17 Are there any objections? Okay, I hear you.  
18 Delegate coming up to mic 6.

19           MS. LANEDA PITTS: LaNeda Pitts, Branch  
20 14, Chicago, home of the Special Olympics and  
21 celebrating their 50th anniversary this year. I  
22 have a point of clarification in that a lot of

1 times, and I don't know, it might be for the  
2 first-timers too, we use acronyms to, you know,  
3 shorten what we're trying to say, but I just think  
4 that that should be clarified, that's all, what  
5 that means.

6 MR. BRIAN WAGNER: It's -- it's in the  
7 resolves or in the whereas, I'm sorry. It's in  
8 the whereas.

9 MS. LANEDA PITTS: Okay.

10 MR. BRIAN WAGNER: So, do you object?

11 MS. LANEDA PITTS: No, I don't object. I  
12 see it there, but they combined them, so I was  
13 wondering why it was combined as opposed to having  
14 it separate like they had.

15 MR. BRIAN WAGNER: Okay, okay. Thank  
16 you. Thank you, LaNeda.

17 So, again, the Committee's recommendation  
18 was for -- for Resolution 60 -- was for  
19 concurrence. Any objections? Delegate at mic 2.

20 MS. MARY BURKHART: Mary Burkhardt, Branch  
21 244. I object.

22 MR. BRIAN WAGNER: Okay. The resolution

1 will be held over for a second reading.

2 MS. JUNEMARIE BRANDT: Resolution 61.

3 Resolved, that the NAPS national officers request  
4 the Postal Service to define timelines/deadlines  
5 that afford NAPS members due process in a more  
6 capsulated timeframe, and be it further resolved  
7 that those same actions be progressive in  
8 corrective and disciplinary proceedings (that is,  
9 discussions, letters of warning, suspensions,  
10 last-chance agreements, and terminations), and be  
11 it further resolved that these timelines be no  
12 more than 30 days from the first Investigative  
13 Interview or no more than 60 days from the date of  
14 incident, whichever comes first.

15 The Committee's recommendation was for  
16 concurrence.

17 MR. BRIAN WAGNER: Resolution 61. The  
18 Committee's recommendation is for concurrence.  
19 Are there any objections? The Committee's  
20 recommendation is for concurrence. Without  
21 objection, it passes.

22 MS. JUNEMARIE BRANDT: Resolution 62.

1 Resolved, that the ELM 650 time limit to request  
2 an appeal, records, or mediation be changed to 30  
3 days, and be it further resolved that ELM 650 be  
4 revised to reflect the new time limit.

5           The Committee amended the resolution. On  
6 line 36, we struck "650" and replaced it with  
7 "652.231." On line 42, we struck the number "650"  
8 and replaced it with "652.231."

9           The resolution now reads, "Resolved, that  
10 the ELM 652.231 time limit to request an appeal,  
11 records, or mediation be changed to 30 days, and  
12 be it further resolved that ELM 652.231 be revised  
13 to reflect the new time limit."

14           The Committee's recommendation for  
15 concurrence as amended.

16           MR. BRIAN WAGNER: Resolution 62. The  
17 Committee's recommendation is for concurrence as  
18 amended. Are there any objections? Are there any  
19 objections on this last resolution? Oh, I'm  
20 sorry. Hearing none, the Committee's  
21 recommendation for concurrence as amended is  
22 concurred with without objections and passes.

1           MR. BERNIE MCCARTHY: Okay, before I get  
2 started, the resolutions I'm going to read to you  
3 have all been handed out to you, or at least I was  
4 told they were. Don't shoot the messenger, I  
5 didn't do it. Okay, that being said, if you don't  
6 have copies, we can't deal with them. So, let me  
7 ask the Resolutions Committee to report back to  
8 our Committee Room, and those individuals who  
9 objected, if you'll give us 10 minutes to get set  
10 up, we'll meet with the objectors immediately  
11 following this session. Thank you.

12           [Applause.]

13           MR. BRIAN WAGNER: Thank you, Bernie.  
14 Thank you, Junemarie. I appreciate everybody's  
15 patience in getting through these resolutions so  
16 far. We're going to bring up the Auxiliary.  
17 Delegate at mic 7.

18           MR. BOBBY BOCK: Bobby Bock, Branch 406.  
19 We discussed earlier about the water stations, but  
20 when I went up to the Caucus Room, they have water  
21 stations up there from the hotel. Is it possible  
22 -- I got the cup here -- is it possible to get

1 water stations here for tomorrow? Since they have  
2 it up in the Caucus Room, why couldn't they have  
3 it down here?

4 MR. BRIAN WAGNER: Bobby, I'd have to  
5 check with the hotel on their policy.

6 MR. BOBBY BOCK: Okay.

7 MR. BRIAN WAGNER: But, I will check on  
8 that with our convention planner. Thank you.

9 MR. BOBBY BOCK: Thank you.

10 MR. BRIAN WAGNER: All right. We're  
11 going to bring up the Auxiliary to do the 50/50.  
12 Get your tickets out, and who's in charge of the  
13 50/50, but Skip. Out of order. No, okay. There  
14 you go. Skip Corley.

15 MR. SKIP CORLEY: Okay. Everybody get  
16 your tickets out. You did real good today. We  
17 raised a total of \$6,000.

18 [Applause.]

19 MR. SKIP CORLEY: So, that means that the  
20 winner's gonna get \$3 -- I mean \$3,000.

21 [Laughter.]

22 MR. SKIP CORLEY: Can we have a first-

1 timer come up here to pull the ticket? First-  
2 timer? Want to come up and pull the winning  
3 ticket? Come running.

4 [Drum roll.]

5 MS. LIZ MILES: Hello, y'all. My name is  
6 Liz Miles. I'm from Branch 698.

7 [Applause.]

8 MR. SKIP CORLEY: And, by the way, if the  
9 person is not here, we will hold the ticket over  
10 until tomorrow morning.

11 MS. LIZ MILES: Well, it's not me. So,  
12 it's 8362637. \$3,000, woo!

13 [Music playing and applause.]

14 MR. BRIAN WAGNER: All right. See the  
15 Auxiliary for your grand winnings. Come on down!  
16 We've got refrigerators and microwaves. Oh, wrong  
17 game.

18 MR. SKIP CORLEY: She's a winner.

19 [Applause and music playing.]

20 MR. BRIAN WAGNER: Hey, we're doing --  
21 yeah, you guys are doing great. We're going to  
22 start selling tickets tomorrow about 7:00. All



1 right.

2           You guys, we started like at 9:01 this  
3 morning. You guys are doing a great job. I  
4 wanted to thank again the host Branch 5 and Lisa  
5 Douglas and her team for doing a great opening  
6 ceremony. You guys have done a fantastic job of  
7 getting through business today. But, we're not  
8 done because we have Chuck Mulidore, your national  
9 Secretary/Treasurer for very important  
10 announcements, and where the rooftop party is  
11 going to be. So, with that, I'm going to turn it  
12 over to Chuck.

13           MR. CHUCK MULIDORE: Okay. Good  
14 afternoon, everybody. I do have a lot of  
15 announcements, so bear with me for a second, and  
16 we'll get the party here shortly. Okay, real  
17 quick. If anybody lost a Coach watch, it works,  
18 and if no one claims it, I'll take it to the  
19 casino later and see what I can get for it. But,  
20 the Coach watch, if it's not claimed here shortly,  
21 I'll take it to Lost and Found. So, Coach watch -  
22 - it looks like a lady's watch.

1           Okay, we have a lost cell phone here. It  
2 is a Samsung Galaxy S6 Edge. I made some calls on  
3 it earlier today. It does work. No, I didn't do  
4 that. Okay, cell phone. It was found at the  
5 Signature Credit Union table. So, it's a Galaxy  
6 6S up here. If not, I'll take it --. Well, come  
7 up or down; however you want to do it.

8           Okay. I guess this is Shirley Lee from  
9 Branch 39 lost her glasses -- Coach glasses,  
10 right? We can't hold onto Coach things for some  
11 reason. They have a black cord attached. They  
12 were lost yesterday in the Caucus Room for the  
13 Western Region. So, if you find those or you have  
14 those, please see Shirley Lee, Branch 39, Los  
15 Angeles. Coach glasses, black cord attached.

16           Correction -- the officer's report for  
17 Mideast Area Vice President Hans Aglidian was  
18 mistakenly omitted from the one book. Hans'  
19 report will be printed in an upcoming Convention  
20 newsletter. So, we apologize for that --  
21 apologize to Hans. It was mistakenly left out,  
22 and we'll get that fixed and corrected so you can

1 see it.

2 We also had a request to not flip your  
3 chairs up when you're holding seats. We  
4 understand from the hotel that's considered a  
5 safety hazard. So, don't flip your seats up,  
6 please.

7 Kathy Gill in the Mideast Section is  
8 selling previous convention pins to support SPAC  
9 Walkathon. So, Kathy, where are you? Are you  
10 here? Raise your hand. Mideast Area. Oh, she's  
11 over there. Okay, Kathy Gill, waving her hand  
12 over there. See her. She's selling convention  
13 pins raising money for the SPAC Walkathon.

14 MS. GAIL VAN HORN: Gail Van Horn,  
15 personal privilege. I also am selling SPAC pins,  
16 and the proceedings go to SPAC.

17 MR. CHUCK MULIDORE: Okay, thank you.

18 Detroit, Branch 23, on Tuesday night is  
19 having their regular party. It's at the VFW Hall,  
20 91 Raymond Hill Road, here in Uncasville, 3-1/2  
21 miles from Mohegan Sun. So, Detroit, Branch 23,  
22 Tuesday night party. I see you June. I'll be

1 there. VFW Hall, 91 Raymond Hill Road, here in  
2 Uncasville. I'll hang -- if you need directions,  
3 Google, will have it here for you. A bus? No.  
4 We might need a bus to bring us home.

5 [Laughter.]

6 I don't understand this one. Cell phone  
7 lost, see Mideast Secretary. I don't know what  
8 that one -- this is your phone? I'm going to  
9 trust you on that. I tried to erase everything.  
10 Don't hold me to that.

11 Okay, before we get to the party tonight,  
12 a couple Caucus announcements. New England Area  
13 Caucus immediately after Tuesday afternoon  
14 session. So, New England Caucus after the Tuesday  
15 afternoon session in the Penobscot Room. Okay?  
16 New England, tomorrow afternoon after the session,  
17 Penobscot.

18 Northern New Jersey -- is that Northern  
19 New Jersey? Thank you. Northern New Jersey and  
20 New York will caucus in the Penobscot room at the  
21 close of today's session. Caucus, Northern New  
22 Jersey and New York, today, Penobscot Room when

1 we're done.

2 MINK Area Caucus meeting in Oneida after  
3 the convention today, I assume. Candidates for  
4 offices should, could, or can come and speak. So,  
5 MINK Area, meeting in Oneida after the convention  
6 today. Candidates for office are welcome.

7 Capitol Atlantic Area will meet in the  
8 Nahanta Passamaquoddy [phonetic] -- all right,  
9 Troy, you're going to have to help me with your  
10 handwriting on this one. I think it's the  
11 Passamaquoddy Room for 10 minutes after this  
12 session. So, see Troy, Capitol Atlantic Area, and  
13 he can explain what this means. I can't. It's  
14 not written in Indian, I don't know what that's  
15 written in.

16 A reminder, there's no official  
17 convention activities for Wednesday. Just put  
18 that in your mind. If you want a vegetarian meal  
19 at the Grand Banquet, provide your name and branch  
20 number to our assistant secretary, Nancy McVicker.  
21 Nancy, wave your hand. Let Nancy know that you  
22 need a vegetarian meal, and she'll inform our

1 convention planner.

2           Upon adjournment in a few minutes, the  
3 following NAPS area photos will be taken in  
4 Brothertown Passamaquoddy area. So, as soon as  
5 we're done, Northwest, Rocky Mountain, and Pacific  
6 Areas. As soon as we're done, photos in the  
7 Brothertown Passamaquoddy area. Northwest, Rocky  
8 Mountain, and Pacific.

9           MR. BRIAN WAGNER: Delegate at mic 8.

10           MR. TROY GRIFFIN: Good afternoon. Troy  
11 Griffin, Capitol Atlantic Area Vice President.  
12 Just for clarification, Chuck, for the note that I  
13 gave you. I first want to thank the Western  
14 Region for letting us use their Caucus Room,  
15 because our group, as you can see, our area has  
16 the largest amount of delegates here, but our  
17 Caucus Room for our size is unable to fit us. So,  
18 the writing -- my handwriting may be illegible,  
19 but for all of our delegates, 167 of us, we will  
20 be using the Western Region Caucus Room. So,  
21 thanks again, Marilyn, for letting us use your  
22 room. So, in your book, it will say the Western

1 Region Caucus Room. Thanks, Chuck. And also, we  
2 noticed that there were 8 mics before on that  
3 side. Is there any way we can get 2 mics on this  
4 side of the room?

5 MR. BRIAN WAGNER: We're working on the  
6 mics.

7 MR. TROY GRIFFIN: All right. Thank you.

8 [Applause.]

9 MR. CHUCK MULIDORE: Final thing before  
10 the rooftop, anyone who paid a full convention  
11 registration fee for their spouse or their family  
12 members and guests invited to attend the Delegates  
13 Welcome Reception from 6:15 to 9:15 or 9:30  
14 tonight. It is on the rooftop. You have to have  
15 your badge. Bring this with you, okay?

16 Okay. Many people are asking, how do we  
17 get there. I have multiple sources of information  
18 on how to get there. But, essentially -- oh, just  
19 a reminder. There's going to be hot dogs,  
20 hamburgers, and chicken there. There will be a  
21 band there. It's going to be outside. It's very  
22 hot today, so dress very comfortably, very casual,

1 shorts, whatever is comfortable for you. But,  
2 it's very hot, very warm outside today. So, just  
3 keep that in mind. The party will be on top of  
4 the Riverview Garage. It's the fifth floor, the  
5 top floor of the garage, okay? There are clings  
6 outside on the floor that can help you get there.  
7 But, essentially, when you walk out of the  
8 Convention Center, you head to the lobby area by  
9 Bobby Flay. So, if you get down to the casino  
10 level, you're on the right spot. So, if you're up  
11 on here, you want to go down the escalator to the  
12 casino level. You want to go past the blue and  
13 white sculpture as a point of reference for you in  
14 the main lobby. You want to turn right, and  
15 you'll follow the clings that say NAPS. There's  
16 the NAPS logo there, they're on the clings. Find  
17 the Riverview Garage. Go through the casino.  
18 You'll pass the Krispy Kreme, don't stop there.  
19 Stop there on your way back, you can stop by  
20 Krispy Kreme, but you don't want to get all filled  
21 up on Krispy Kreme prior to the -- or they'll have  
22 a lot of extra hot dogs.



1           So, you go there, you go to the Riverview  
2 Garage, to the fifth floor, take the elevator to  
3 the fifth floor. On the fifth floor, you'll be on  
4 the roof of the garage, and that's where the party  
5 will be at. It's on the roof. I'm not singing  
6 that. I've had numerous requests to never sing  
7 again, and I understand why. I have to sing the  
8 next verse. They'll have chicken, salads,  
9 hamburgers, hot dogs, dessert. 6:15 to 9:15,  
10 there's a band, very casual, games, and that's, I  
11 think -- Brian, I think that's it. Back to you.

12           MR. BRIAN WAGNER: Mic 6. Delegate at mic  
13 6.

14           MR. DONALD MURRAY: Donald Murray, Branch  
15 93. Point of clarification. For -- is this  
16 supposed to be just delegates or delegates and  
17 their spouses? You have to pay for your spouses  
18 to go to the delegate dinner?

19           MR. BRIAN WAGNER: NAPS is very family  
20 oriented. We have allowed you to bring your  
21 family. No, they're not a registered guest, but  
22 you need your badge to bring your family with you.

1 The casino doesn't want people from the casino  
2 coming up and finding our rooftop party and  
3 hanging out. So, you bring -- you have to wear  
4 your badge. You bring your family with you, and  
5 they get in with your badge. All right?

6 MR. DONALD MURRY: Okay.

7 MR. BRIAN WAGNER: We know families are  
8 here. Thank you. With that, thank you Chuck,  
9 thank you, Ivan, thank you Dr. Bishop, thank you  
10 assistant secretaries, thank you to delegates.  
11 Hey, please enjoy the night, its fun and  
12 festivities and fellowship. We are in recess  
13 until 8:30 sharp Tuesday. Megan Brennan will be  
14 our first speaker.

15 [Meeting adjourned.]

16 [Off the record at 5:14 p.m.]

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