Day One

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

Mohegan Sun
Uncasville, CT 06382

Reported by: NaCorey Nichols
NAPS Executive Board

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Area VP: (continued)

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Jaime Elizondo, Jr., Texas Area

Cindy McCracken, Northwest Area

Myrna Pashinski, Rocky Mountain Area

Hayes Cherry, Pacific Area

Louis M. Atkins, Immediate Past President

Speakers:

Lisa Douglas

Debbie Sarnie

Dennis Wright

Denise Carroll-Meurch

Bill McKeon

Marilyn “Lynn” Malerba (Chief Many Hearts)

June Bug

Ricky Frazier

Kim Owens

David Long

Mike Rakes
Speakers (continued)

David Mastronianni
Patricia Jackson-Kellley
Hector Cardrado
Edward Phelan
Rosemary Harmon
Roy Madden
Jim Isom
LaNeda Pitts
Lanae Silas
Bruce Bishop
Luther Manuel
Toni Scruggs
Brian Crowe
Sean Accord
John Harris
Ken Bunch
Richard Caruso
Bernie McCarthy
Angela Garland
Junamarie Brandt
Jaime Elizondo, Jr.
PROCEDINGS

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

[Applause.]

Welcome everyone. I’m so glad to see all of you. Thank you so much. You’ve been so kind to me and my team. We really appreciate it.

We’re going to begin with the invocation. Debbie Sarnie, Branch 932, New Hampshire State.

MS. DEBBIE SARNIE: I’m going to ask everybody to please stand. Bow your heads, close your eyes, as we give thanks. Dear God, please enter into our minds, our bodies, and our soul, and walk with us through this day. Rid us of the bondage of self-centeredness, selfishness, resentment, and self-pity. Rid us of fear and strengthen our faith. Give us the knowledge of your will for us and the power to carry it out. Take our will, our life, Dear God. Let us live this day the way you would want us to live. Let us think the way you want us to think. And let us
act the way you want us to act. Let us be an instrument of your love, your peace, and your grace. Amen.

All: Amen.

MS. DEBBIE SARNIE: Thank you.

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

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

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

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

[Applause.]

MS. LISA DOUGLAS: You may be seated. At this time, we have a special guest speaker with us. Her name is Chief Lynn Malebra, better known as Many Hearts.
CHIEF LYNN MALEBRA: Well, thank you very much. I’m hoping that in a minute, my Power Point will come up. I have a photo montage of people and places in our tribe that are important to us as well as tribal artifacts, and that’s my great-grandfather who was the chief during the 1930s to 50s.

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

[Speaks in native language.] What I said is, I am called Chief Many Hearts, and welcome and greetings from our Mohegan people. I’m called Chief Many Hearts in recognition of the fact that I spent the first half of my career as a critical care nurse, specializing in cardiology, and I eventually was in hospital administration at the
local hospital down the road. And our Medicine Woman had said to me when I became Chief, “It really is time for you to take a Mohegan name,” because it never really felt right. The timing never really felt right for me, and she said, “You should be called Many Hearts because you’ve held many hearts in your hands in the past, and now you hold our tribal hearts in your hands.” So, that was the perfect name for me, and it fit, and it just felt right, and it was the right time to do so.

So, we greet, and we welcome the National Postal Supervisors Association to our homelands. This is amazing. This is an amazing turnout, and I’m so happy to see you all here. I have some personal connections to the Postal Service. My husband was a letter carrier in New London, so if anyone is here from New London, until he decided that his life work was going to be a plumber, which I benefit from, so I’m happy about that. And my dad retired from the Uncasville Post Office. He was a World War II vet, landed at
Anzio, and was one of the bravest men I know. So, I feel a kinship with you all. [Applause.]

So, I’m here to tell you a little bit about our Mohegan history, but also a little about why we own a business, because people always wonder about that. So, we are originally descended from the Lenni-Lenape people of Delaware known as the “first people,” and they consisted of three clans, the turtle, the turkey, and the wolves. And we had heard that there was better hunting and fishing along the shores of Connecticut, so we migrated from the Delaware area up through New York and then down the Connecticut River, which is known as Quinetucket or the long tidal river. And as we came down that river, we became known as “the invaders,” so apparently we made ourselves known as we came down the Connecticut River, and we settled on the Eastern Banks of the Thames River, so we were known as “Pequot” or “Pequotague.”

So, in the 1600s, when we began to
experience first contact with the Dutch and European immigrants who came to the shore, there were a lot of ways that, you know, tribal people wondered, you know, how should we engage with these people who are coming to our shores in large numbers. You know, should we fight them? Should we befriend them? What should we do? And so, Chief Sassacus, who was the Chief of the Pequot tribe and then who became our Chief Uncas had a varying opinion about how to deal with this. So, there was, you know, kind of Uncas thought that he should be the rightful leader now of the tribe because he had a more modern view of how things should be, and that he should welcome and embrace the people -- that we should welcome and embrace people who were coming to our shores, and the best way to live would be to live side by side in harmony.

So, eventually, Uncas decided that he would take all of his followers and go to the western banks of the Thames River and then took the old clan name back, Mohics, which means the
“wolf people.” And so, that’s how we kind of separated from our cousins across the river.

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

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

We have fought in every war beginning
with the Revolutionary War. In fact, 34 of our warriors fought at Bunker Hill, and Samuel Ashbow, Jr. was the first tribal native person to die there.

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

In 1934, the Indian Reorganization Act
was passed, which was recognized the tribes had suffered under U.S. policy, and so the federal government was interested in making sure that tribes remained vibrant, and they were reorganized, and they had the services that they needed to provide for their people.

Since then, tribes were required to go through formal, what I call recognition process, but, you know, the federal government says a recognition process, because we knew who were, but the federal government needed proof of who we were. So, what we did was, you know, it was a long and arduous process, and the reason that we went through recognition, was solely so that we could have a seat at the table when Federal Indian policy is being developed, and so now we have a seat at the table when that happens, and that’s very important to us. It also allowed us to access federal programs for our people, and again, remember that, you know, things happen in New England that, you know, it took a little bit longer to happen out west. So, we always tell our
friends, the Navajo, who have 300,000 citizens and 1.3 million acres, that that’s because, you know, we held everybody off for a little while, right? So, you know, we got of got the first wave there. But, we are very proud now to be a tribe that owns a business. It’s important to note that we are not a business entity just for the sake of owning a business for individual profits. In, you know, we are successful, but it could be thought of as a not for profit, because our profits are shared with our tribal community in the form of education, elder services, youth services, health care, and, you know, family services, community and recreation, and also protection of our sacred and cultural sites, and also to protect our culture and our way of life and to teach it to those next generations. And that way, we’re staying faithful to our ancestors, that we knew how they struggled to hold on, they did, and now it’s our turn to make sure that our children and the next generations benefit from that. So, unlike other governmental
jurisdictions like cities and towns and states, they raise funds by taxing their people. We raise funds through debt offerings to build our business, to build economic development on our reservation, and then we use the proceeds from our business for the well-being of our tribal citizens. And so, it’s a very important distinction to make from other municipalities.

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

Once we encountered the Europeans who immigrated to this country, we engaged in barter and trade with the settlers as well, so, including metal, beads, cloth, among other things, and you’ll see there’s a picture of me in my regalia.

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

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

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

So, in fact, 500 years after first contact with the Europeans, American Indians and Alaska natives now only hold in their possession 1 percent of all land in the United States, despite the fact that 24 percent all of superfund sites are on Indians lands. Many tribes were removed from indigenous homelands, and all tribes were pressured to acculturate to a European lifestyle by Christianization, education at boarding
schools, and otherwise being told that they should not practice their traditional lifestyles, language, culture, food ways, and religions. Tribes have worked diligently to protect and reclaim their ancient ways, and to reclaim their ancient traditional lands to ensure that the next generations will carry on their traditions. It is important to connect our current and future generations to their land, their traditional ways, their culture, their language, their arts and ceremony, because that is culturally protective for our next generations to give those young citizens a strong sense of identity and community. And one of the things that we did as soon as we had some economic development here was we repurchased our burial grounds from the State of Connecticut, who had taken our burial grounds via eminent domain to make it into a state park. We have three burial grounds. One is an active one, and that is at Fort Shantok. We also then restored our tribal church. Again, we built a church to prove that no, we were Christianized, we
were acculturated, and you didn’t move us out west, and you didn’t need to relocate us, and then we also restored our tribal museum, which is the oldest Indian-owned and run museum in the United States. It was built in 1930.

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

You know, the United States knew that our
way of life was going to be changed forever. Tribes knew that too. And we tried to protect our tribes through the Treaty process, and all of those treaties were very specific, and they referenced health care, education, assistance with meeting basic needs such as food, you know, providing agricultural goods. So, you know, it was a way for tribes to interact with the United States in a government-to-government fashion. So, when the Indian Gaming Regulatory Act was passed only -- only Las Vegas and Nevada had gaming, and so the thinking was that we would have unique status and unique in this nature. And written into the law was the requirement that net revenues from tribal gaming were not to be used for purposes other than funding tribal government, operations and programs, providing for the general welfare of our people, promoting tribal economic development, and donating to charitable organizations, and helping fund operations of local governments, and we’ve engaged with our local government in providing water lines going
through various towns, and it’s a way for us to
give back to our community. We have carried on
Uncas’ desire to live in harmony with our people.

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

So, I hope I’ve given you a little
snapshot of what it means to be Mohegan, what it
means to be here. This reservation is located on
Trading Cove, which where all the tribes in this
area used to come and trade their wares with one
another. So, it is a significant property here.
We are proud to be here. We have improved the property. It used to be a site for the manufacturing of nuclear submarine reactors. So, we think we’re improved on the property a little bit. So, thank you very much. Thank you for your kind attention. I hope you have a great time.

[Applause.]

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

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

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

Adolph Uroiz, Branch 65,
Alphonse Navarro, Branch 373,
Andrew Adams, Branch 100,
Anne Konish, Branch 11,
Anthony LaGreca, Branch 330,
Anton Misculin, Branch 202,
Arthur Alabisby, Branch 74,
Beatrice Grimsley, Branch 127,
Brenda Blyth, Branch 43,
Caroline Moore, Branch 559,
Charles Gaskill, Branch 33,
Charles Shephard, Branch 159,
Charlotte Hendrin, Branch 526,
Chastity Pointer, Branch 270,
Christopher Serja, Branch 526,
Craig Getty, Branch 463,
Curtis Burns, Branch 255,
Daniel Treza, Branch 100,
David Dupart, Branch 127,
Dennis Hines, Branch 255,
Dinah Flady, Branch 127,
Dorothy Womack, Branch 127,
Ernest Wilth, Branch 124,
Elizabeth Whitehead, Branch 77,
Frank Spartatella, Branch 100,
Frank Farrow, Branch 321,
Gary Smith, Branch 45,
Ginger Ballard, Branch 33,
Gregory Ison, Branch 493,
Gwendolyn Hall Pendleton, Branch 26,
Harold Simms, Branch 559,
Harrison Rankin, Branch 322,
Ida Gilmore, Branch 26,
Wachita Esville, Branch 146,
James Harrington, Branch 105,
Jesse Gilmore, Branch 26,
John Legardi, Branch 39,
John Clemmons, Branch 127,
John Harris, Branch 127,
Joseph Kalesnick, Branch 102,
Julia Snell, Branch 80,
Kenneth Richardson, Branch 498,
Kenneth Sage, Branch 31,
Lavada Williams Gutierrez, Branch 127,
Leslie Limon, Branch 159,
William Powell, Branch 239,
Margarita Navarra, Branch 139,
Marty Bunch, Branch 353,
Michael Buzzero, Branch 47,
Michael Laswell, Branch 255,
Michael Cuchera, Branch 105,
Obie Phillips, Branch 159,
Olden Abron, Branch 555,
Patsy Ford, Branch 127,
Paul Hoffertal, Branch 27,
Paul Lennon, Branch 43,
Paul Rendezzo, Branch 100,
Richard Decker, Branch 110,
Richard Washington, Branch 355,
Richard Ferreri, Branch 237,
Robert Franklin, Branch 80,
Robert Flemming, Branch 566
Ronald Cevates, Branch 157,
Ruth Flowers, Branch ___
Sharon Lawry, Branch 154
Shirley Wilford, Branch 41,
Susan Gavera, Branch 463,
Tammy Reyes, Branch 23,
Terence McNiven, Branch 435,
Thomas Coyle, Branch 255,
Tavachio Maltezzo, Branch 110,
Timothy O’Connell, Branch 498.
Rest in peace, my brothers and sisters.
Thank you.

[Applause.]

MS. JUNE BUG: Point of privilege. Good morning, I’m June Bug. Just to add to that list, a recent death Branch 23 had is Mr. Stan Patrick.
Thank you.

MR. RICKY FRAZIER: Excuse me, point of privilege. Ricky Frazier, Huntsville, Branch 399. I would like to add Tanya Horn to that list.
Thank you.

MS. KIM OWENS: Point of personal privilege, I’m Kim Owens, Branch 81, Tampa. Steve Papageorge and Ron Haglund who came to many of these conventions passed within the last year, and we just learned of Ron just recently.

UNIDENTIFIED MALE SPEAKER: One more please. Point of personal privilege, _____ Falon, Branch 265. I would like to acknowledge Diane McCarty Martinez, Branch 265, recently deceased.
Thank you.

MS. LISA DOUGLAS: Thank you.

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

MS. LISA DOUGLAS: Thank you.

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

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

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

[Applause.]

MS. ASHLEY BIGELOW-JOHNSON: Good morning and thank you. I would like to welcome you to my hometown of Uncasville, Connecticut. I grew up here when I was little. This wasn’t here, but it is now. I eventually rose to be the Postmaster of
Uncasville, Connecticut, and I probably will stay there. I like it. It’s small, it could probably fit in this room. I hope you all had a good night last night and enjoyed your stay here at Mohegan Sun, and I hear most of you have been here for the weekend. I would just like to take a few minutes to welcome you here for your national convention for 2018. I know NAPS probably has a full agenda planned for you for this convention for over the week. I hope you have some free time to take in some of the local sights such as the aquarium over in Mystic or some of the shopping that you can go. There’s a couple of Tanger Outlets, one in Clinton, one at the neighboring casino at Foxwoods. You could take the high-speed ferry if you wanted to go for a bike ride on Long Island or Block Island and take in dinner, or you could just stay here and do some shopping here and take in a show.

We will have a table set up here Friday for any of your shipping needs from 8:30 to 12:00, I’ll have someone here. So, if you need to ship
anything back, there will be a clerk here, and we’ll take your parcels, and we’ll ship them back for you. Again, welcome, and enjoy your convention. I hope you all enjoy my quaint little town of Uncasville, Connecticut.

[Applause.]

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

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

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

[Applause.]

MR. MIKE RAKES: Good morning.

ALL: Good morning.

MR. MIKE RAKES: Well, welcome to New England for those that are in town for the week visiting. Great to have you here. For those of you who lose your money quickly, we are two hours away from Downtown Boston, all kind of things to do in the City of Boston and the state of
Massachusetts as well as Connecticut. And for those that don’t know, we have a pretty good baseball team as well.

[Applause.]

I didn’t bring a broom with me, but, I was looking for a broom.

[Laughter and boos.]

I’m joking, I’m joking. Honestly, it’s a privilege to be here. Great turnout. Great group of folks. The leadership here at NAPS, you’ve been tremendous throughout my career, no doubt about it. I enjoy coming to these venues and speaking and talking to as many people as I possibly can. I love the title up here, because it really hits home to the folks in this room, especially in management within the Postal Service. Passion, People, and Purpose. It goes a long way with what you do each and every day. My colleagues across the country, we know you have the toughest jobs in the Postal Service. You are where the rubber meets the road, whether it’s the supervisor on the floor, a manager in an
operation, somebody in the VMF that’s doing things that we don’t even talk about. You all keep the company going, make no mistake about it. So, I ask you all, a round of applause for yourselves.

[Applause.]

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

[Applause.]

With that said, the title is very fitting for what I would like to speak about for a few moments, which is taking care of the people. If you don’t take care of your people, you will have a tough, more challenging time ahead of you than you have right now. We have enough things fighting against us, we have enough things coming at us each and every day as managers and as executives that we need to come together and take
care of the folks that work for us to make that
day, and that we,
together, collectively, can show that the Postal
Service will strive into the future.

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

You know, throughout my career, 21 years
in, I’ve had passion in every position that I’ve
held, every position that I covered, everywhere
I’ve traveled to, I’ve made sure that I brought
passion with me to the people that were working
for and with me. That goes a long way, because
people will feed off of that. So, as you continue
to move through your career and your postal
adventures, make sure that you bring the passion
to the table that your people want to see and that
your people want to follow.

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

[Applause.]

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

David D. Mastroianni, Jr., has over 39
years with the Postal Service, joining the Postal
Service in 1979 as an LSM Clerk. While working
for the Postal Service, David joined the U.S. Marine Corps Reserves as an Infantryman and participate in joint training exercises in Norway and Okinawa. He was presented with the Leatherneck Award for Outstanding Performance during Recruitment Training and has received multiple Meritorious Mast for his outstanding performance.

As the Connecticut Valley District Manager, Dave oversees all postal operations in Connecticut, Western Massachusetts, and Rhode Island, from New Bedford to the Berkshires. He has administrative responsibility for all delivery, collection, and retail sales activities at more than 500 post offices, including four processing plants, equating to more than 13,000 employees who sort, process, and deliver 3.6 million pieces of mail, including nearly 104 million packages last year to more than 3 million delivery points in the District. Under his leadership, the Connecticut Valley District generates more than 1.5 billion in postal revenue.
He is a key figure in the cultivation and retention of postal customers throughout the District-wide use of five Postal Customer Councils, PCCs, including nationally recognized PCCs located in Greater Hartford, New Haven, and Fairfield County.

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

I would like to add one more line to Dave’s bio. It was Dave Mastroianni who first put me up as a 204B, and it helped to transform my journey with the United States Postal Service.

Ladies and gentleman, District Manager for
Connecticut Valley District, David Mastroianni.

[Applause.]

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

When you think about it, 39-1/2 years. That’s why the bio is a little long. I was kidding around with Mike as he got up here, but, you know, we share -- we share one thing, and that’s messaging, and that’s what I’ll talk about today. But, before I get onto the messaging, let’s talk about the area around here. First of all, take advantage of it. You heard Chief Happy Hearts -- Many Hearts -- she’s a happy person, though, you know, I really like that though too. There’s a lot of history in Connecticut itself. So, whether you venture around here or you venture
off, we’re all in a close proximity -- Boston, New York, the whole bit. So, get out there. If you have some free time, get out there at night, okay? You’ll find a lot of history up here. Mystic Seaport, not only the aquarium down there, but it’s also the -- it’s also -- I might not use this yet because I don’t want to spill on it -- is the -- an old whaling town down here with a lot of history there, and then we’ve got some vineyards around here also, all good.

So, let’s talk about it, you know, Mike brought up a good -- a good messaging -- the future, where we need to be, and where we’ve been. But, you know what? If you really think about, you know, we’ve always been in the business for what? What are we in the business for? Service, right? So, a hundred years ago, we serviced. Do you think going forward, in another hundred years, it’s going to be service? Yeah, it doesn’t change. The message never changes. The product line, maybe the machines we use, that may change. But, service to our customer is paramount. And
down in the next couple of days -- and I’m not
gonna beat this to death -- because you’re going
to have some very good guest speakers here.
You’re going to have the Area Vice President, Ed
Phelan, here in a little while. You’ll have Megan
Brennan, our Postmaster General, Dave Williams.
It's all about service, and if we remember one of
our old, old area of sales, Cliff Rutker, you
can’t sell product with bad service, right? So,
that’s where we’ve got to go, and we’ve got to be
able to adapt. We have to be able to adapt, and
we have to be able to -- no matter what the -- I
remember Pat Donahoe, years ago, you know, the
politician, let the Capitol Hill worry about the
Capitol Hill. But, you as line front supervisors,
managers, NDOs, Postmasters, if you have
Postmasters here, our bottom line is to the
customer. It has to be transparent to the
customer, because without service, there is no
product. Without product, there is no Postal
Service.

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

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

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

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

So, with that, listen, thank you.
Welcome to Connecticut. Great place to be. We don’t have the baseball teams, but we’re working on it -- Double A down in Harvard. It’s the number one stadium right now in the nation, okay? They’re working on it, and hopefully, soon we’ll have a soccer team down here. A lot of stuff to
do, welcome aboard. Thank you very much.

[Applause.]

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

[Applause.]

MS. PATRICIA JACKSON-KELLEY: Good morning.

ALL: Good morning.

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

When the postal supervisors were fighting to hold benefits, which had been granted, supervisors and their wives and husbands saw the need for a National Auxiliary. Our state branch initiated the idea. This was on September 20,
1933. So, viewing this year’s theme, Passion, Purpose, and People, it allows us to reflect upon the mission as well as the future of NAPS.

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

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

The Auxiliary was organized to assist the National Association of Postal Supervisors in their efforts to provide a better Postal Service, security benefit legislation, to promise the welfare of the supervisor as a whole, and to assist at convention. We assist with contacting and communication with members of Congress to
support legislation beneficial to postal supervisors and their families. Public relations - the Auxiliary enlists the interests and support of the community in our problems and concerns through various civic organizations and clubs. We cooperate with the local branches and provide social functions. We assist with SPAC, which is the Supervisor Political Action Committee. We are proud of the record-breaking collection of SPAC during the most recent two LTS.

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

Our Secretary/Treasurer, Benita Atkins. [Applause.]

Our Treasurer, Rick Hall. [Applause.]

Our Central Region Vice President, Ellie Suke.
[Applause.] 

Our Southern Region Vice President, Beverly Austin.

[Applause.] 

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

[Applause.] 

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

[Applause.] 

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

[Applause.] 

Under the leadership of our President, Marilyn Jones, we have really been very honored and pleased to accept the support financially, emotionally, mentally, and physically that the branch has provided. So, if you do not have an Auxiliary in your branch, I urge you to consider
doing so, and we will be here to help you. We will continue our mission to help assist you with your mission. Thank you for this time.

[Applause.]

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

MR. HECTOR CARDRADO: Good morning.

ALL: Good morning.

MR. HECTOR CARDRADO: Good morning.

[Louder.]

ALL: Good morning. [Louder.]

MR. HECTOR CARDRADO: Thank you. Edward Phelan, Vice President, Northeast Area, U.S. Postal Service. In May of 2016, Edward Phelan, Jr. was named Vice President, Area Operations Northeast. The position encompasses responsibility for postal operations to include mail processing and distribution, customer service, and administrative operations. Mr. Phelan reports to the Postal Service’s Chief Operating Officer and Executive Vice President.
The Northeast Area includes 45 plants, 4,000 delivery and retail units, and approximately 90,000 employees over a vast geographic area that includes Maine, Vermont, New Hampshire, Massachusetts, Rhode Island, Connecticut, parts of New York and New Jersey, the U.S. Virgin Islands, and Puerto Rico. Mr. Phelan has a wealth of practical field knowledge and headquarter experience. Mr. Phelan was Vice President of Delivery Operations at headquarters during which he was responsible for all aspects of delivery including performance measures to improve productivity, delivery strategy, planning, and fleet management of more than 200,000 postal vehicles.

Throughout his postal career, Mr. Phelan has excelled in developing solutions to drive on-time delivery and customer satisfaction, engaging closely with the nation’s Postal Customer Councils. He previously served as District Manager of both the Albany and Connecticut Valley Districts and also held the positions of Manager,
Delivery Program Support in the Northeast Area, Postmaster in Syracuse, New York. Mr. Phelan began his postal career back in 1979 as a Distribution Clerk in Syracuse, New York. He has a degree in business from Columbia College and the State University of New York at Morrisville. He is a graduate of the Postal Service Advanced Leadership Program and is a trained Executive Greenbelt. It is my pleasure to introduce to you Northeast Area Vice President Mr. Edward Phelan.

[Applause.]

MR. EDWARD PHELAN: Hey, good morning.

ALL: Good morning.

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

But anyway, hey, it’s a pleasure to speak with you for a few minutes this morning, and, you know, the NAPS organization, they are near and dear to my heart. We’ve had a lot of discussions over the years while I was at headquarters, and,
you know, I was actively involved when I was in EAS up in Syracuse, New York, and, you know, the front line is where the rubber meets the road, and you get the brunt of all the issues, and a lot of the people get the accolades. But, you know, and I know these are trying times -- it really is. It's trying times for all of us in the organization. I think you’ll hear from Megan a little bit tomorrow and from Dave. But, you know, over the past year or year and a half, I’ve been trying to work with Tommy and Jimmy of your organization. I say trying to work -- have you ever tried to work with Tommy Roma? It’s a challenge.

[Laughter.]

But, you know, we have -- we’ve put a little bit of -- we’ve put some work behind the SWCs effort working with your organization, and I asked Megan, you know, when I was down there, I know that there are some problems with, you know, now that we have Sunday delivery and, you know, we started that while I was at headquarters and then
trying to take a look at these night owl drops and the things that have really expanded the operation and the delivery units. That and the fact that probably 50 to 60 percent of our volume shows up in the delivery units. We really have to look at the staffing. But, you know, I think, we can’t do it in a vacuum, and I think that we’ve -- Brian and Ivan and Chuck -- we’ve all sat around the table saying, what is the -- what’s the best way of looking at this. And probably the best way of looking at it is -- is working with the people that are actually doing the job and trying to get our arms around the workload and the work credits. So, we’re trying to develop something that makes more sense to you as supervisors and to us as an organization, and I say that because, you know, we use the equivalent of like thousands and thousands of more supervisor hours every year, and the reality is we’re burning some people out, and you can’t -- we can’t keep doing that, you know. We have to put a fine line into --

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

Now, we’ve worked very closely, and it’s taken a time to try to develop this. I’ve had people face-to-face with supervisors all over the area trying to figure out in the different levels what we need to do. And then, right now, we’re at a stage where right now we’re asking -- we have different offices throughout the area, and some of the NAPS officers have visited a couple of those offices and taken a look at what we’ve put together in a future state-type model, giving credit for Sundays and changing some of the
credits for the work that’s got to be done. And it’s, again, you know, nothing is ever going to be probably perfect, but we need to be real about when we need supervision, how much supervision we need, and we need to be able to get the work done.

Its, you know, you’ll hear a little bit from Dave tomorrow. We’ve spent a couple times trying to figure out what -- what do we -- where do we really need to focus in the organization.
The volume is bottoming out, but the parcels are growing. So, the traditional easy stuff through a machine is where we’re losing some volume. And the revenue is growing, but the revenue isn’t growing at the same pace as our expenses because it, you know, in order to compete, we need to -- we need to make the changes, and the changes were 7-day a week delivery, a lot of the packages with the night owl. So, our inherent structure has forced us to expand. When you expand, it costs you some money. So, you know, and when we expand, in order to be efficient, sometimes we need to take a look at the function that makes sure that
we do things day in and day out the right way, and that’s the supervisor craft. The supervisors, as far as if we’re expecting people to be there every day, then we need to build it into the model. So, that’s what we did.

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

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

So, you know, from a Northeast Area perspective, you know, and on behalf of all the Area Vice Presidents, though, I do want to say thank you. I know we’ve had our challenges this year, especially with the weather. It just doesn’t seem to stop. We had two more tornadoes up here over the weekend. It just impacts us greatly. To my friends in Puerto Rico, we’ve -- we’ve really -- they’ve really overcome some major challenges this year, and it’s, you know, the efforts of all the employees throughout that -- that major event has been just tremendous. It’s been -- you can really see the value of the Postal
Service, and I think that we have to -- we have to really build upon that. But, I don’t think there’s anybody in any of the government entities or Congress that would say that we weren’t responsive to any place that there’s a tragedy to that degree, and we’re up and running quicker than anybody. So, there’s a reliance on the Postal Service. There truly is. And although we’re in a digital society, we have to understand that, but, you know, we -- we have really changed the way we operate over the years. Some of it good. You’re gonna make mistakes when you make change, but you have to fail fast, and you have to get up, and you have to learn from it, and you have to move on.

But, I think -- if you don’t think that the Postal Service is a leader, take a look and read all the articles around the UPS contract. They’re trying to mimic what the Postal Service has done, and I guess we gotta get out of the realm that Sunday is a test, and be real that -- I don’t know how long a test can last, but, if I could ever take a test that long in school, I’d have a Master’s degree.
[Laughter and applause.]

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

A couple of other things, you know, recently two of the, you know, the NALC has really worked with us as far as the CCAs go, but, again,
for four years, five years, you know, they’ve
given us extra CCAs, so this recent settlement
with the NALC is just more or less telling you
what I’m telling you is the reality is we have to
create some positions for some of these people.
The work isn’t going away. So, you know, we’ll
create those full-time jobs. Some of them are
going to PTFs, so the reality is we’re going to go
back to a PTF environment for a while with the
letter carriers. If it’s a 200-man/year office,
obviously they’re gonna be -- they’ll be career.
But, we’re going to convert about 5,000 of these
carriers of the 10, 11, 12,000 over and above
they’ve given us. So, if we ever had to live with
the contract the way it was, if you think it’s bad
now with 13 percent overtime, what would it be
like if we didn’t have those 10,000 extra
carriers, right? Which leads us to really putting
some focus and attention on some of the attendance
issues, and we have to do a better job as an
organization. And I hope that -- and I know the
frustration. I get notes from some of your
people. I know the frustration on, you know, some of the agreements, some of the corrective action you try to take that doesn’t seem to hold, and we’ve made a recent change with the DRT, and let’s hope that that -- taking away the revolving door of that group will allow us to get some continuity and hold some people accountable to -- to the challenges that you face.

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

So, the last thing I’ll hit on is I know that, you know, we’re struggling a little bit with some of the transportation. I think you are too. Those of you that are in a plant see that. The trucking industry is just saturated, right? So, from a service perspective, we’ve just -- what I did is I grabbed all my plant managers and trans people, and we had a meeting in New Haven. We had a pretty productive meeting about trying to isolate some of the issues to help us with
service, because service is all part of our NPA, it’s in our name, it’s what we have to do, and, you know, we’ve been struggling for about three years now, and we don’t seem to want to be able to get down to the root cause. We do a lot of this lean and mean and green stuff, but we haven’t really fixed anything. It’s a quick fix, and we can’t -- we’re not sustaining, you know?

[Applause.]

So, so the reality is we had a very good productive meeting in the Northeast and about identifying some people lanes some suppliers that really aren’t performing to the levels we need to make everybody in this room and the Postal Service successful. From that meeting, I asked Dave to do the same thing. So, Dave will talk a little bit about what happened last week. We actually took ever single area and major plan in the country and brought them into Philadelphia to identify our pinch points and try to fix it because if we’re going to, you know, we are going to continue into a pay-for-performance type of -- of recognition,
then we need to -- we need to do our part to try
to fix some of this. If this surface becomes such
a big issue, then we gotta figure out
alternatives. But, you know, I mean, I lived it
first hand in the Caribbean, and we’re living it
today. The Caribbean -- they have three extra
flights a week because of the volume. Nothing
really comes out of there, unfortunately, because
of the economy and the issues that they’re facing,
but a lot of stuff is going in there, right? And
the Postal Service mail is domestic, UPS, FedEx,
International. So, we’re getting an extra plane a
week, although the service standards don’t change.

So, from an AVP perspective, understand
that we are working on saying are we or can we
provide the service that we’re saying with the
transportation environment the way it is, because
every time we do a charter, it’s a hundred
thousand dollars. During the struggling times
after the hurricane, we were behind by 15 planes.
It’s $1.5 million to fly mail. It’s expensive.
So, we’re trying to figure out what is the right
balance, where are the people that can provide the
service, and then what do we need to do. So,
again, from our perspective, we are going to --
we’re putting a full core focus on a 30- to 60-day
project, because we want to get into the next
fiscal year in a lot better posture than we were
this year.

But, Northeast, you know, challenges
aside, you know, the TOE is pretty solid. I tell
my people I’d like to believe that that’s not
because we didn’t work during the hurricanes, it’s
because of the work that you did, and that truly
is the work that you do. If you stay steady, then
that’s what it is, right? Because sometimes these
major events can cost the company more money, and
in the case that we activate a separate finance
number for all the expenses over and above, but
I’m not so sure that the government is going to
give us any relief for that. But, it’s there in
case they do. And I’m sure that Megan -- Megan
will talk to you a little bit about what’s
happening from that perspective.
Our job is service. It’s in our name, it’s our core, it’s value. It hasn’t changed since I started in 1979. I do have to admit that Dave Mastroianni is a lot older than I am. He started before I did, so he’s the oldest one in the Northeast. Nobody is as old -- sorry, Tom -- nobody is as old as you, but --

[Laughter.]

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

[Applause.]

But, one thing that Vinny said is, you know, “Whatever we do, it’s got to be fair,” you know, and “We’ve got to make sure that we can
compensate the people.” We’re in trying times right now, but I know we’re trying to -- trying to fix that. One thing I do remember from that, though, is I remember -- Tommy you were there, same color hair --

[Laughter.]

Now, listen, I’ve lost my hair. I don’t know, I must be going to the wrong person or it’s the job, I don’t know. I should have switched and went to --. But, anyway, hey, listen, you know, we all -- at the end of the day, we all have the same mission, and that’s to be successful for the organization. I know we all bleed Postal Blue, and certainly, I really appreciate the job you do day in and day out. Sometimes it gets a little bit trying, I realize that. Don’t ever feel like you can’t send me an E-mail. I get -- I really do appreciate hearing the realism. I often tell Dave that I really -- three and a half years was long enough at headquarters because I really wanted to stay grounded, I wanted to be with the people that the rubber meets the road, and, you know, 80
percent of our -- of the budget is the field, and we have to support the field, we have to support the line management, and that’s really what it’s all about.

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

[Laughter and applause.]

No, usually when you’re up here, you can’t see, you know, but I can see.

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

[Applause.]

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

[Laughter.]

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

[Laughter.]

But, you know, I did bring that up to Robert. We have had a team at -- that he brought down to Bolger to take a look at that, and I
think, you know, I was thinking, every week, you know, I drive down to Connecticut -- it’s four hours on a Sunday night, I drive back, it’s four hours. I have nothing but time to think. And, you know, I -- actually I was just saying to myself that, you know, one of our biggest issues is -- and Dave will talk to you about -- is how do we master Monday. The majority of our overtime is Monday. The majority of the hours we use trying to get done in the plants Monday night, the extra trips out, and I’m saying that some of the things that we did -- and then I think back at all the career conferences we’ve done and saying I think that some of the answer lies not with the fact that we need to get hurdles and hurdles of more people, but I think we need to go back to those different levels that we had of giving people different levels of responsibility and have weekend MDOs, weekend coverage. So, I talked to Robert a little bit about, listen, we’re at a critical stage right now, and some of the -- some of the models that we have don’t really work. And
in the Northeast, it’s more prevalent. I say that only because we’re multi-floor operations, and you can have 22 to 1, but you’ve got three different floors to cover at 22 to 1. If your flats orders are all on one floor, you don’t even have 22 employees.

So, we do -- we did the -- Robert is trying to look at that as well as the transportation. Nothing is -- nothing is untouchable, let’s put it that way. But, I don’t -- I don’t think that -- I don’t want you to leave here thinking that we’re not looking at it or it’s cast in stone. There’s a lot of things that we did back when we had some money issues that have cost us to just take a hardline look at just an across-the-board cut. And I’m not saying we -- we can’t really sustain our operations the way it is right now, but we have to relook at all of the operations and say where do we have people, which, unfortunately, includes areas, districts, and headquarters as well, because we’re constantly putting teams out. If we’re constantly putting
teams out, then maybe we need the people day to day in the field versus all the teams we’re putting out. Nothing’s off the table, you know?

[Applause.]

Any other questions? Oh, no.

[Laughter.]

Take that microphone away. I guess I deserve it.

[Laughter.]

MR. TOMMY ROMA: You’re gonna be shocked.

Tommy Roma, Northeast Region Vice President. I know we kid around a lot, we say a lot, and I’ve worked for a few AVPs. This man was the only person who when he came along, embraced Jimmy and I and what we were trying to do with the SWCs. He not only embraced it, he helped us, and most of all, now catch this, he volunteered our area to do it. So, on behalf of NAPS and everything, I want to take this time to thank you personally, and remember, I still have all my hair.

[Laughter.]

MR. EDWARD PHELAN: I know you do. Well,
it’s important. Thank you, Tom. But, you know, listen, you want to make sure that the organization can sustain, and it’s important. We definitely have changed our business model, and therefore we have to change our staffing model, because if you don’t, it doesn’t go hand in hand. So, with that, do we have time for maybe one more? I was trying to shut it off before you got there.

[Laughter.]

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

[Applause.]

It was -- Ed, what you did for folks, I mean, you shut down operations at night because you didn’t want people traveling in the darkness because there was no power, no electricity. You allowed people up here in the states to go down there to be with their families, and they didn’t have to take leave. You allowed them to work down
there to help out the situation. I know you
bought generators for employees and you sold it to
them at cost. The Postal Service didn’t try to
make anything on it, just so they could have
something for their homes. The Postal Service was
selling them electricity -- not selling
electricity -- gasoline so that they could get
their cars, they wouldn’t have to wait on lines.
I mean, I could stand up here all day and say all
the things you did, but I just want to thank you
on behalf of myself as the New York Area VP and
all the folks in the Caribbean. You did a
fantastic job.

[Applause.]

MR. EDWARD PHELAN: Thank you. Thank you
very much. Thank you. I appreciate it. Hey,
listen, they’re like my adopted family now. You
know, I say that because I -- jeez, I would never
want to do that. You know, there’s still like
people without -- there’s still -- what 90,000
people without power? It’s been, you know, Lisa
and Jose and the team did a -- did a great job.
We had a lot of learning from that. One thing I will tell you though, when you update your emergency contacts, make sure that if you have a P.O. Box, you really put down where you live, because they weren’t in their P.O. Boxes. We had a heck of a challenge. But, I do have to thank the Inspection Service too. They were -- they were just phenomenal and the contacts that they had to help us move the mail. But, the people coming into work -- the Postmasters, the managers, the supervisors -- they go home to nothing, you know. I mean, we were trying to stay ahead of what we could, but, you know, that’s like a once-- let’s hope it’s a once-in-a-lifetime situation, and nothing that we ever want to go through.

But, I got so -- I’ll end with this story here. I got -- you get kind of close to people because, you know, you kind of feel for what’s going on, and I spent 25 years in the emergency services. Some people that don’t know me, I used to be a Fire Chief, EMT, all that stuff before I started traveling. My son is doing that now. He
kind of followed in the footsteps. So, you know, you kind of think from that care-type, you know, attitude. And one of the things I said to Lisa, people really wanted to go back to work, but that place was too unstable. I -- I didn’t want anybody back to work. I wanted them in -- let’s stabilize first. So, we had a lot of, you know, you learn a lot of things, too. I had to charter a plane in order for us to even move and get around. You know, that video that some of you have seen -- the end-of-year video -- it probably doesn’t do justice to how bad some of things really were.

But, I spent a lot of time on the islands, you know, a little bit -- St. Croix and St. Thomas because we had a lot of devastation in St. Thomas. So, you talk to a lot of the people. And I guess the best accolade is when you show up and they give a boss a hug, you know? I mean, that’s really, to me, what it’s all about. For six months before the hurricane hit, they were without air conditioning in St. Thomas, and I
never knew it. Nobody ever elevated it, pushed it, but we did what we could to get a big -- I told them within 30 days, I’ll be back here, and you’ll have an air conditioner whether we have to put it on a barge or not, and we did. And that’s a tribute to Megan too -- Megan and Dave will be here -- because anything I asked for, we got, and we figured out a way to do it.

But, spending a little time there, I was talking to one of the supervisors, and her name is Yvette Blash. I don’t know, some of you may know Yvette. But, she’s really -- she got -- she had a lot of damage in the house. She spent a little -- Alvin was over there spending some time. But, she has two sons that play professional baseball, and one of them is with the LA Angels Organization. He’s up and down from the majors to Triple A, and she’s got a younger son, Jamori, who had just gotten drafted at the time, and she said he got drafted by the Washington Nationals, and I go, “Well, good for him. That’s good bloodline there, right?” But, I said, “Well, listen, the Triple A
team is in Syracuse,” and I said, “The Single A
team is up in Auburn, it’s only about a half from
me.” I said, “If, by chance, he shows up there,
let me know.” So, I’m on a plane going out to
Detroit to talk to inspectors -- it had to be
right at the end of June, yeah, I think it was the
end of June -- and I get this text, and she says,
“Mr. Phelan,” she says, “Jamori just got signed to
Auburn. He was wondering if you could go to his
opening day.” Now, how did that make me feel?
You know, that -- I told my wife, that made more
than anything. So, I’ve been to like three or
four games, and I always stop after the game and
see him. And, you know, it’s what it’s all about.
You know, work is work, play is play, but, you
know, whether it’s personal or professional,
that’s what it’s all about. So, just remember to
take the time with your employees as you do your
job day in and day out. There are a lot of them
have some type of unfortunate incident, but he’s
like my adopted son now, so I’ve already picked
the next game I’m going to when I’m home on the
weekend.

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

    [Applause.]

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

    [Applause.]

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

    [Applause.]

So, at this time -- this is the right time -- I’d like to call up our National
President, Brian Wagner. I can bang it?

[Banging of gavel -- laughter.]

It’s all yours.

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

[Applause.]

Are you sure you don’t want to keep it?

MS. LISA DOUGLAS: You can have it.

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

[Banging of the gavel.]

Good morning, everyone.
ALL: Good morning.

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

[Applause.]

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

ALL: Good morning.

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

[Singe group clap.]

You got it. And I was told, I guess, I can’t say the Jaime [phonetic] clap anymore unless
we’re willing to pay royalties.

[Laughter.]

Chuck’s cheap. So, with that being said, past President, Ted Keating.

[Single clap.]

Past Executive Vice President, Jay Colacky.

[Single clap.]

Past National Secretary/Treasurer, John Asacetes.

[Single clap.]

Past National Treasurer, Ray Elliot.

[Single clap.]

Former Western Region Vice President, Dorothea R. Bradley.

[Single clap.]

Former Central Region Vice President, Charles May.

[Single clap.]

Former Central Region Vice President, Bob Washington.

[Single clap.]
Former Eastern Region Vice President, Dottie Wildman.

[Single clap.]

Former North Central Area Vice President, Neal Baker.

[Single clap.]

Former Central Gulf Area Vice President, Roy Boudreau.

[Single clap.]

Former Texas Area Vice President, Robert “Texas Bob” Bradford.

[Single clap.]

Former Northwest Area Vice President, Ben Clatt.

[Single clap.]

Former New England Area Vice President, Cy Dumas.

[Single clap.]

Former Rocky Mountain Area Vice President, Steve Gerber.

[Single clap.]

Former Capitol Atlantic Vice President,
John Jeeter, II.  

[Single clap.]  
Former Illini Area Vice President,  

Lorraine Harry.  

[Single clap.]  
Former Michiana Area Vice President,  

Delores Hunter.  

[Single clap.]  
Former Inili Area Vice President, Lynn Lacey.  

[Single clap.]  
Former New York Area Vice President, Jim McCue.  

[Single clap.]  
Former North Central Area Vice President, Joe Musolf.  

[Single clap.]  
Former Inili Area Vice President, Dan Rendleman.  

[Single clap.]  
And former Southeast Area Vice President, Jerry Sebastian.
Please join me in expressing our appreciation to these former National Officers for their many years of service to NAPS members and this great association.

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

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

ALL: Good morning.

MR. CHUCK MULIDORE: Good morning?

ALL: Good morning. [Louder.]

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

[Laughter.]
-- and appreciate all the leadership that
came today to help us get our convention started.
So, thank you all, Brian, Ivan, all Board members,
delegates.

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

New England Area Vice President, Greg
Murphy.

[Single clap.]
New York Area Vice President, Jimmy
Warden.

[Single clap.]
Mideast Area Vice President, Hans
Aglidian.

[Single clap.]
Capitol Atlantic Area Vice President,
Troy Griffin.
[Single clap.]
Pioneer Area Vice President, Tim Needham.

[Single clap.]
Michiana Area Vice President, Kevin Trayer.

[Single clap.]
Ilini Area Vice President, Luz Moreno.

[Single clap.]
North Central Area Vice President, Dan Mooney.

[Single clap.]
MINK Area Vice President, Bart Green.

[Single clap.]
Southeast Area Vice President, Bob Quinlan.

[Single clap.]
Central Gulf Area Vice President, Cornell Rowel.

[Single clap.]
Cottonbelt Area Vice President, Shri Green.
Texas Area Vice President, Jaime Elizandro, Jr.

Northwest Area Vice President, Cindy McCracken.

Rocky Mountain Area Vice President, Myrna Pachinski.

Pacific Area Vice President, Hayes Cherry.

Now, your Regional Vice Presidents.

Northeast Region Vice President, Tommy Roma.

Eastern Region Vice President, Richard Green.

Central Region Vice President, Craig Johnson.
Southern Region Vice President and Executive Board Chairman, Tim Ford.

[Single clap.]

Western Region Vice President, Marilyn Walton.

[Single clap.]

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

[Applause.]

Thank you.

Your Secretary/Treasurer, Chuck Mulidore.

[Single clap.]

Your Executive Vice President, Ivan Butts.

[Single clap.]

National President, Brian Wagner.

[Single clap.]

Ladies and gentleman, I give you your
NAPS National Executive Board.

[Applause.]

I’m going to turn things back over to Brian. Thank you.

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

[Applause.]

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

We’re getting ready to turn things back over really to Chuck on some announcements here before we get started, and we’re actually ahead of
schedule. I know there were some mitigating factors of some people getting in late or for some reason cancellations. But, we want to make sure that we make this the best national convention for you. And one of the things we’re going to do is get things through. Any questions or concerns you have, please come see us. But, I kind of know there’s a lot of things on your mind right now, and that is the flavor of the day.

[Laughter.] I know you’ve been sitting there. Our patient former Executive Board, current Board sitting there, and all of you patiently. The flavor of the day is Ben and Jerry’s Chocolate Therapy.

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

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

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

As a reminder also, you’re all invited to
the Delegate’s Reception tonight on the rooftop.
So, that will be nice. The Delegate’s Reception
tonight up on the roof. That’s a song, isn’t it?
Yeah, up on the roof, right smack dap in the
middle of town, I found a paradise, as trouble
proves, and if this old world starting getting you
down, there’s room enough for two, or twelve
hundred up on the roof [Singing.]
[Applause.]
I know, Ivan’s thinking right now, “Don’t
quit your day job, please. You’re never gonna
make money doing that.” That goes along with the
Blue Moons, too. If you have enough of those,
you’ll sing about anything.
Okay. Doors open at 6:30 this evening.
Where?
ALL: Up on the roof.
MR. CHUCK MULIDORE: Up on the roof.
We’ll see you up there. If you need an extra
Grand Banquet ticket, you can purchase them at the
NAPS Office by 5:00 today, no later than that, it
gets cut off. So, extra Grand Banquet tickets by
5:00 today up in the NAPS Office by 5.

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

So, immediately following -- when we’re done here, the following will have pictures taken in the Brother’s Town -- Brothertown Passamaquoddy Room. I worked on that all week, Passamaquoddy. Passamqquoddy, yeah. The Mideast, Capitol Atlantic, and Pioneer Area -- Mideast, Capital Atlantic, Pioneer Area, immediately following the Opening Ceremonies here this morning, you have pictures taken in Brothertown upstairs -- Brothertown Passamaquoddy Room, okay?

And with that, I won’t say anymore, but I’ll turn things back over to Brian for his closing remarks. Thank you.

[Applause.]

MR. BRIAN WAGNER. All right. I’m not saying it at all. Okay. Again, one more thing, I want to thank Sherry Davies, our Conference
Director, who has done an outstanding job in the coordination of this event -- the continental breakfast, the marketing, your rooms, I mean, working with the entire Mohegan Sun and our host branch has done a fabulous job. So, let’s know that after this session, we’re done. The National Auxiliary will convene at 1:30 p.m. today in the Nipmuck 2 Room. I only had to try to do that once. Nipmuck 2 for the Auxiliary’s first business session. Our first NAPS business session will convene at 1:30 back in this ballroom -- Uncas Ballroom. Please be prompt and be sure to sit in your respective NAPS areas as indicated by the tall signs -- those are tall. We have a lot of work to be done this afternoon, and we must end our business no later than 5 p.m. This ends our 66th National Convention Opening Ceremony. Thank you for attending. See you at 1:30 p.m.

[Applause and music.]

[Lunch Break for 1 hour.]

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

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

[Applause.]

MS. ROSEMARY HARMON: Good afternoon.

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

[Applause.]

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

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

[Applause.]

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

[Applause.]

This is just amazing, and it keeps getting better every two years, so I can’t for two
years from now to see where she is taking us on this journey.

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

State branches, if you are a State Delegate, or at least you think you are, would you please take the time right now to look at your credential and make sure it starts with a 9, because if it doesn’t, it’s not State, and this is your vote, and I know you want your vote, and we want to make sure you get your one vote. So, please get with Roy or I so we can get that straightened out. So, if we get all the states that are here that have got their votes, then we won’t talk about it again. Otherwise, guess what? We will.
All right. Before I read the report, I want to remind everybody, this is not a -- this is a preliminary report. This is what we’ve got in the computer right now. It is only preliminary. Tomorrow, the numbers will go up. So, if you would turn in your Book 1 to page 12. For those of you who like to record the numbers, we’ll be doing this every day. Are we ready? All right.

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

[Applause.]

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

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

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

[Laughter.]

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

But, I do want to make a personal
announcement that Ann Konish, long-time Rules Co-Chair has passed away, and when I called Ann right before she was in the hospital, she said, “Brian, you’re going to have to take me off the Rules Committee,” and I said, “Ann, you’re my Chair. You will be there.” Of course, Ann is here in spirit with us, and when she passed, I called Jim Isom, and I said, “You know, Jim, I would really appreciate to keep Ann as the Chair in memory of her honor, and Jim said, “Brian, that is perfectly fine with me.” And I appreciate the standup job Jim did in order to allow Ann Konish to be our Chair in memory for this National Convention. Thank you, Jim.

[Applause.]

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

MR. JIM ISOM: Okay, Item Number 1, Operations of the Convention. The first one is, “The Convention shall be called to order in joint session with the Auxiliary at 9 a.m. on Monday and remain in session until noon.” If you turn to
115, you’ll see the rules.

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

Number 2 - “Admission to the Business Sessions of the Convention shall be upon presentation of credential cards held by the Delegates. Associate members with credential cards shall be seated in the same area with other Delegates. Only Registered Delegates certified by their branches may speak. Future credential cards might be in different colors from the name badge.”

Number 3 - “A resolution submitted any time after the deadline established for pending Convention resolutions shall beat the name and
number of the branch and the signature of the 
Officer of the branch or the Delegate submitting 
same. All signatures must be clear and easy to 
read. All such resolutions must be filed with the 
Executive Vice President by 4:30 p.m. on Monday 
together with a number of copies determined by the 
Executive Vice President necessary to provide a 
copy for each Registered Delegate. Resolutions 
pertaining to late-breaking items can be approved 
for submission by the President by the close of 
business on Tuesday. A resolution or other 
original main motions not submitted by such time 
shall be considered only if on unanimous consent 
of the Convention and then only as an entity 
without division or amendment.”

Number 4 - “The preliminary report of the 
Constitution Bylaws Committee will be made on 
Monday afternoon. No consideration will be given 
to any resolutions or changes in the Constitution 
Bylaws having to do with the resolution of NAPS 
introduced after the preliminary report of the 
Constitution Bylaws Committee on Monday.”
Number 5 - “In the preliminary report of the Committee, a Delegate who objects to a resolution will so state and without debate, the resolution will be carried over to the final report, at which time full discussion will take place.”

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

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

Number 8 - “Smoking, including the use of
e-cigarettes, shall be banned in the Convention facility.

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

Number 10 - “Announcements made from the podium will be at the discretion of the Chair.”

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

Number 12 - “At the Chair’s discretion, a Delegate occasionally may give instructions to the body at large; however, it is within the Chair’s discretion to rule the Committee out of order should it be of the Chair’s opinion that such directions are obstructing the conduct of business
on the Convention floor.”

Number 13 - “The registration of Convention Delegates will be closed at noon on Thursday.”

Number 14 - “When a division is called for, no one can leave or enter the Convention floor until the count is completed.”

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

Number 1 - “Delegates who are recognized by the Chair must identify themselves by name, branch, national office, where appropriate before speaking.”

Number 2 - “The reports of Committees shall be subject to amendments and substitutions from the floor of the Convention, the same as other motions and resolutions.”

Number 3 - “A motion shall not be open for discussion until it has been seconded and stated from the Chair.”

Number 4 - “Speeches in debate shall be limited to 5 minutes, unless extended by unanimous
consent. Consideration of any resolution shall be limited to 30 minutes, unless extended by the majority vote of the Delegates present at the session. The time in debate shall be equally divided as much as possible between proponents and opponents of the resolution.”

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

Number 6 - “No Delegate shall interrupt another except to raise a point of order.”

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

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

Number 9 - “If a Delegate, while speaking, is called to order, he or she shall, at the request of the Chair, refrain from speaking until the point of order is decided.”
Number 10 - “When a question is pending before the Convention, no motion shall be in order except to adjourn, lay on the table, previous question, postpone to a certain time, commit or refer, divide or amend, or postpone indefinitely which motions have precedence in the ordered name.”

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

Number 12 - “A motion to lay on the table shall not be debatable.”

Number 13 - “A motion to reconsider shall not be authorized unless made by a Delegate who voted with the prevailing side and shall receive a majority vote.”

Number 14 - “A roll call on any motion
shall be at the request of 40 percent of the
registered Delegates present at that session or at
the request of the Chair.”

Number 15 - “When a roll call has been
ordered, no adjournment shall take place until the
result has been announced.”

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

Section 3, Election and Balloting.

Number 1 - “Nominations for nationally
elected Officers shall be limited to 4 minutes
each, with no seconds. Nominations for all other
Offices shall be limited to 2 minutes each, with
no seconds.”

Number 2 - “Nominated Convention cities
may not exceed 15 minutes for their presentation
with the order of presentation decided by lot.”

Number 3 - “At the close of all
nominations, only nominees for nationally elected
Officers may address the Delegates from the DIUS
[phonetic] for 2 minutes, if they so desire.”

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

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

Section 4, Parliamentary Authority and Order of Business.
Number 1 - “Roberts Rules of Orders, newly revised, shall be the guide on all matters that are not herein provided.”

Number 2 - “The following order of business is followed.

Number 1 - Opening Ceremony and Introductions.

Number 2 - Call to Order.

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

Number 4 - Roll Call of Officers and Executive Board.

Number 5 - Report of Rules Committee.

Number 6 - Appointment of Convention Committees.

Number 7 - Preliminary Reports of Convention Cities.

Number 8 - Final Reports of Convention Committees.

Number 9 - Nomination of Officers and Convention Cities.
Number 10 - Election of Officers and a Selection of the Convention City.

Number 11 - Unfinished Business.

Number 12 - New Business.

Number 13 - Installation of Officers on Friday.

Number 14 - Adjournment.

That is your rules.

[Applause.]

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

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

MR. JIM ISOM: Okay. All in favor? You don’t? Okay.

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

MR. LUTHER MANUEL: Yes.

MR. BRIAN WAGNER: Delegate at mic 3.

MR. LUTHER MANUEL: Rule Number -- Luther Manuel from the Great State of New Jersey.
[Applause.]

MR. LUTHER MANUEL: Section 1, Rule 12.

MR. BRIAN WAGNER: Which section? I’m sorry.

MR. LUTHER MANUEL: It’s kind of dark in here.

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

UNIDENTIFIED MALE SPEAKER: Point of order.

MR. BRIAN WAGNER: Delegate at mic 7.

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

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

UNIDENTIFIED MALE SPEAKER: There was?

Okay.

MR. BRIAN WAGNER: Okay. Thank you. Can
we turn the lights up, please? Thank you. Okay, thank you, Tom. Section 1, Number 12.

MR. LUTHER MANUEL: “At the Chair’s discretion, a Delegate occasionally --.” Well, basically, look at Number 12 in Section 1. I’ll try not to push myself to read it and mess up here.

MR. BRIAN WAGNER: The timer is on.

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

MR. BRIAN WAGNER: I will be timing you.

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

MR. BRIAN WAGNER: I --

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

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

MR. LUTHER MANUEL: Oh, okay. As long as you --
MR. BRIAN WAGNER: I’m just letting you know, I’m timing you.

MR. LUTHER MANUEL: All right.

MR. BRIAN WAGNER: I’m just gonna -- I like time.

MR. LUTHER MANUEL: Just don’t interfere --

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

MR. LUTHER MANUEL: Okay. Don’t -- just don’t interfere.

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

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

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

Now, I submit that I don't come to the mic to do foolish things. We have a parliamentarian who advises the President. If there is something -- if I came up here -- if the issue was about business, and I came up here talking about problems at my branch, I would be ruled out of order, correctly so. But, when the Chair has a problem with anything I might be
saying, the parliamentarian can let him no, no, I don’t think he’s -- to give that discretion to the Chair gives the Chair too much overpower.

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

Now, because of the time, we try to save time at these conventions. We try so much that you got a day off, you got Wednesday. We try to save so much time that at the last convention, we
went two hours over, and people were crying about it, running out the building. I can’t help it, and none of us can help it if your plans for the convention included your vacation, and you had dinner plans. We are here for the organization of business. This time, I see they put in for the evening.

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

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

MS. LUNYE’ SILAS: Yes. Silas. LunYe’ Silas, Branch 589.
MR. BRIAN WAGNER: What mic are you at?

MS. LUNYE’ SILAS: Mic 6.

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

MS. LUNYE’ SILAS: Yes, I second that.

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

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

To the point that the delegate makes related to the suggest Rule Number 12, that is a rule that already exists in Robert’s Rules of Order, which is your Parliamentary Authority. Robert’s Rules of Order gives the Chair of any meeting discretion to call on somebody for any number of reasons, and so striking Number 12 from the suggested rules does not strike it from
Robert’s Rules of Order, which you’re also asked to adopt, actually, you don’t even have to adopt either, because it’s part of your Bylaws. You have several rules before you that are already part of Robert’s Rules of Order, and it’s unnecessary to adopt them. It’s kind of redundant to do so. But, striking this one particular rule does not remove the discretion of the Chair to call on an individual for any specific non-business purpose. I just want to give you that advice. Thank you for indulging me. I look forward to talking to you a few more times over the next few days.

[Laughter.]

MR. BRIAN WAGNER: I won’t time you.

Okay, so we have a motion on the floor to strike Number 12 of Section 1.

MR. LUTHER MANUEL: Mr. Chairman.

UNIDENTIFIED FEMALE SPEAKER: Name and branch.

MR. LUTHER MANUEL: Luther Manuel, Branch 548. Robert’s Rules of Order is a guide. There
is no such thing as you can’t strike it, because
we can strike anything by simply challenging the
decision of the Chair. If the Chair -- if you
advise the Chair of something, it’s his decision.
If the Chair makes a decision on something in
Robert’s Rules of Order, the body can still
challenge that, and by majority, not accept it.
It’s only a guide. It is not the law.

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

It’s just like when we say point of
personal privilege. When we say point of personal
privilege, do we really understand what that means? We use it under these circumstances like if you just want to come to the mic and say hello to somebody or whatever like that. But, that’s not what it’s for. Point of personal privilege is when you want to bring attention to something that’s bothering the room, too much heat, it’s too cold, it’s too dark. But, we have evolved it over the years -- we have evolved -- that’s not what it was originally for, for what we use it now. But, it’s been evolved over the years to what we use it for now, and that’s great. But, I don’t want to see -- well, I’m saying, I’m speaking me -- to see the absolute authority come in when because you’re looking at the clock and you’re trying to hurry people up, I don’t want to see that come into this. We’re a family. What is this again? Passion, purpose, and people, you know? That’s it. I’m not coming back on this issue again. However you decide, you decide. I’m going to sit down, and that’s it on this issue. I’m done.

MR. BRIAN WAGNER: Thank you, Luther.
Okay. Back to the motion to strike Number 12. Any more discussion?

MR. TOM O’CONNOR: Number 6, please.

MR. BRIAN WAGNER: Delegate, mic 6.

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

MR. BRIAN WAGNER: Okay.

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

Any more discussion? Anyone else? Delegate, mic 8.

UNIDENTIFIED MALE SPEAKER: I want to address another issue.

MR. BRIAN WAGNER: We have to wait?

Okay. Delegate, mic 3.

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

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


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

[Chorus of ayes.]

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

[No response.]
Motion passes.

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

[Chorus of ayes.]

All those opposed say nay.

[Chorus of nay.]

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

MR. JOHN JUNIC: Mic 8.

MR. BRIAN WAGNER: Yeah, mic 8.

MR. JOHN JUNIC: John Junic, St. Paul, Minnesota. I don’t know if this has been corrected before, but Section 1, paragraph 1 says, “The meeting will convene at 9:30 on Friday.” In the schedule, it says -- I’m sorry, 8:30 on Friday -- the schedule says 8:00. So, those who look at the schedule might get here a little early or late.
MR. BRIAN WAGNER: Remember, we have a tentative schedule.

MR. JOHN JUNIC: Okay.

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

MR. JOHN JUNIC: I’m just pointing it out.

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

MR. JOHN JUNIC: Okay. Thank you.

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

UNIDENTIFIED MALE SPEAKER: Number 6.

MR. BRIAN WAGNER: I have delegate at mic 3 first.
UNIDENTIFIED MALE SPEAKER: Sure.

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

MS. TONI SCRUGGS: Good morning --

afternoon. Toni Scruggs, Branch 493. Question on Rule Number 6, clarification, and this issue was brought up at the --

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

MS. TONI SCRUGGS: For 1.

MR. BRIAN WAGNER: Section 1?

MS. TONI SCRUGGS: Section 1.

MR. BRIAN WAGNER: Okay.

MS. TONI SCRUGGS: Number 6. This issue came up at the last convention where it states, “Any Delegate who does not have the opportunity to object to a resolution during the Preliminary Report Committee due to absence,” they’ve already read it. I just want to get clarification that we will abide by that. At the last convention, those -- some of us who were objectors to resolutions, we were out of the room for, I think it was the bylaws, and I asked the question before we left,
would we have an opportunity to actually follow up, which was Rule Number 6, Section 1, and I was told yes. But, when we came back in the afternoon -- because we were out for so long -- the parliamentarian -- it was brought back up, and the parliamentarian ruled we could not speak on it.

MR. BRIAN WAGNER: Is that it?

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

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

MS. TONI SCRUGGS: Okay. That’s all I wanted clarification. Thank you.
MR. TOM O’CONNOR: Mr. Chairman.

MR. BRIAN WAGNER: Delegate, mic 6.

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

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

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

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

[Chorus of ayes.]

All opposed, say nay.

[No response.]
The ayes have it. The rules are passed.

Thank you very much.

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

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

Thank you.

[Applause.]

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

[Applause.]

MR. IVAN BUTTS: Good afternoon, everyone.
ALL: Good afternoon.

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

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

I invite you all to stop by the booths of our exhibitors are helping to sponsor our National Convention. They are located out in the foyer area outside the ballroom, which you passed through this afternoon. Exhibiting at our convention are Dillard Financial Solution, Signature Federal Credit Union, Signature Federal Credit Union is also sponsoring our SPAC Walkathon T-shirt, which are being sold at the SPAC table, so please stop by there also, the Atlantic Postal Credit Union, the National Insurance Benefit
Coordinators, the American Public University System, GOT Professional Insurance Services or GPIS, M3 Technologies, Long-Term Care Partners, Tabron Sweaters, Unlimited, Young Living, and Decco, who is taking care of our delegate tours this Wednesday. They’re actually up at the top of the steps next to the registration table.

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

[Applause.]

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

[Applause.]

We have down on the floor NaCorey Nichols. He’s our official stenographer for our convention. So, again, please insure that you are speaking clearly so we can properly record our official convention business.
Also, down on the floor is Karen Young. Karen is our Editor of the Postal Supervisor.

[Applause.]

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

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

[Applause.]

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

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

[Applause.]

So, Corinna has been coordinating our efforts thus far with Facebook and Twitter and
giving us a bigger footprint of exposure out in
the social media world. So, she’s here at our
first -- this first National Convention, and she’s
going to be walking around. You’ll see her
walking around, and you’ll see her taking
pictures. She might ask you some questions or
maybe even ask to see if you want to shoot a short
video to put out on social media. So, we welcome
Corinna and look forward to her work from this
convention.

Now, for an important matter. Every time
you come to the floor microphones -- there are two
in each aisle -- you must be recognized by the
Chair before you may speak. Again, this
convention, we are using our Sargent of Arms to
assist you being recognized at each microphone.
That way the Chair will know when you -- will know
you would like to speak. This said, you still
must be recognized by the Chair first. When you
are recognized by the Chair, clearly state your
name and your branch number, and your branch
location. First-timers, as you can see, we have
no problem making sure that you follow this rule. So, that being said, again, make sure you speak clearly when you come to the microphone.

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

Again, what we do for SPAC is really what drives our association legislatively. I’ve talked to you since I’ve been Vice President in 2014 about us being on the top of the pyramid, where we
want to be on the pyramid, and being on the top of the constituency pyramid. I think that’s paramount now if we’re going to do anything that — any of the things that we desire to do beyond just pay talks. It really is -- it’s really going to contend on us being at the top of the constituency pyramids of as many legislators as we possibly can, and we do that through our SPAC dollars. We do that by sending you as groups to local events with legislators where you can help support our initiatives and our actions. We do that in D.C. with Bruce Moyer and myself and Katie Maddox visiting legislators and going to events and talking to legislators about the issues that are important to us. Our issues are getting more and more important every day. August 10th, the reports from this taskforce is going to come out, and that’s going to require us to make some legislative changes -- legislative charges, I should say, to the Hill. And we’re going to need your support out in the field. It’s coming at a time where all our legislators are on break. So,
we’re going to need your help out in the field to start getting out and getting the word out. When they come back, they come back for a very short period and then go out on recess again. So, we really have to kind of push this initiative, and your SPAC dollars help do that. Your SPAC dollars help us get us to those events, help us get you in front of legislators at local events. So, please, please, please, go see the SPAC table.

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

[Applause.]
MR. BRIAN WAGNER: Thank you, Ivan. I appreciate it. Okay. We’re moving right along. One of the things I wanted to do -- let’s find the page here. I know Rosemary wrote -- delegate mic 7.

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

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

MR. ROBERT BOCK: But, I don’t see -- I don’t see it printed in the book. It was submitted by the branch, and I don’t see it printed in the book.

MR. BRIAN WAGNER: I’ll have Ivan clarify.

MR. IVAN BUTTS: Well, I guess I just need you to come up front and let me know. I’ll
got -- I have to research it. I can’t research it off my phone to find out what happened or where it was. So, come on up.

MR. ROBERT BOCK: Okay. All right.

Thank you.

MR. BRIAN WAGNER: Thank you, Ivan.

Thank you, Bobby. Okay.

UNIDENTIFIED MALE SPEAKER: Mic 6.


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

MR. BRIAN WAGNER: Okay. Thank you.

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

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

Okay. I know earlier that Rosemary
recognized all of our first-timers, and, again, I appreciate our first-timers being here.

[Applause.]

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

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

[Applause.]

Look at the percentage of retirees we
have supporting this organization. You are to be commended. Thank you very much.

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

[Applause.]

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

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

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

Since that time, Mr. Accord has been
serving as Co-President and National President of
UMPA. He holds the honor of being the only
National President from the state of West
Virginia. Prior to reporting to Alexandria, he
enjoyed coaching the local high school girls’
soccer team. Mr. Accord and his wife, Christie,
have been blessed to have one daughter and four
sons, ranging from the age of 17 to 24 years of age and two wonderful grandchildren.

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

[Applause.]

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

[Laughter.]

The last time I had both those in a room, it was a little different story there. But, listen, you recognize the veterans -- I don’t want you all to stand again, but I always -- when I get up before a group, I want to recognize those in the room. So, I’m just going to say thank you to all the veterans, since you were just recognized.
I do really appreciate what you’ve done for us and the service.

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

[Laughter.]

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

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

The last four years have been very challenging both personally and from an organizational standpoint. You know, one of the common challenges that both NAPS and UPMA have had to face is the legislative struggle. You know, working to see meaningful legislation reform has been a priority that’s seemed to have hit an iron curtain, if you would, that was put up by our elected officials when it comes to the whole legislative process. When you have a bipartisan bill, as we had in the first quarter of the new
session, that bipartisan support in which is largely supported by all the unions and all the other stakeholders and you see 18 months later that there’s been absolutely no traction with the first initial bill 756, which has now been reintroduced this past June. But, when you see that there’s been no traction at all -- when you see that that bill with all the support has not even seen the light of day on the floor, it makes you question the whole entire political process, and it is a very frustrating process. But, it is the process that we have, and it’s the process that we must work through, and we need to continue to work to make sure that not only does the -- is the Post Office in a good financial, sound situation and that the bill allows for flexibility for us to be able to adapt to the ever-changing environment. We also must make sure that our membership has some protection and some rights beyond those that are just listed in Title 39.

Also, the MPA system, you know that’s one that both NAPS and UMPA -- it garners a lot of
attention from us, and quite honestly, we’ve talked about this a lot, it’s a broken system. Those that are active, you know exactly what I’m talking about. It has become really a profit sharing, not a pay-for-performance. And when we’re looking at roughly 44 percent of the EAS in the country not receiving anything again this year, it’s something we really, really have to look at, and we have -- both Dan Mooney, and Brian, myself, and Toni -- we have been for -- I guess it’s the first time, I know it’s the first time we’ve been involved -- we were invited this year to Bulger to be with the NPA team as they establish goals for next year, and we were just there -- it seems like it was last week or a couple weeks ago -- and it’s interesting to be able to see. It was an eye-opening experience for us to see how some of those things are set, and, you know, we do have a lot of disagreement with the group, obviously, but it was eye opening for us, and I’m glad they did bring us in to at least allow us to be part of this initial setup so that
we at least have a better understanding of what logic they may be using when it comes to the goal-setting and the thresholds and the targets that are set. So, hopefully, futuristically, we can make some change there. We truly need a new system altogether. That system just needs to be overhauled from top to bottom.

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

Now, you’re probably in a unique situation. I believe this Friday, the 10th --
correct me if I’m wrong on that Ivan, I believe that’s right -- is when the anticipated report is supposed to come out. Now, whether it makes it on the 10th or not, we’ll see. But, you all may be here in session on Friday when that comes out. So, I’m curious to see what comes out of that report.

Now, if you try to look at it from a positive standpoint, and you probably have to reach real deep to be quite honest with you, okay? But, let’s try to find the positive, because I want to -- I always want to try to be that glass half full kind of person, right? When it comes to the legislation, inside the Post Office, we’ve talked about it for a long time. The bills that were out there, you know, that was the originally 756 and the Senate bill. Those bills largely supported all unions, all the organizations, all the stakeholders, but yet, think about it. We’re talking about it internally, right? So, let’s try to think of the positive that could come out of this taskforce. The taskforce has done one thing.
It has now shined a national spotlight on us -- on the Post Office, whereas before, as I just said, it was all internal. So, when this report comes out -- and I’m not talking politics here, one side or the other, and I could care less if it’s a Democrat or Republican, it doesn’t make a difference to me -- but, whether something comes out that is negative for us in the report, does someone want to take up the banner to try to counter that and maybe push the bills that we currently have through. And, again, I don’t care which side it is. I don’t care if it’s on the Democratic side or the Republican, as long as they actually do something, right?

So, we’ll see -- we’ll see what happens with that. Do you all know -- and I’m sure you’ve got someone here talking legislative even if -- I’m sure Ivan will even if you don’t have someone else -- but, as you know, 756 was reintroduced -- 6076 is now that number that was reintroduced in June, and then 2629, of course, is still there floating around. But, we do have some
opportunity. We will see what happens. This
taskforce is probably going to be a key to what
happens futuristically, and I tell you, it really
needs to -- it really needs to happen quick,
folks. We need to see some meaningful legislation
very soon.

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

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

[Applause.]

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

On behalf both Christy and I -- my wife, Christy, she’s actually here with me this week -- I do want to thank a few folks. I don’t know if -- I thought I saw Benita out in the hallway, but Louie and Benita, where ever you may be, I want to thank you for your friendship. I see you back there, Louie. I want to thank you for your friendship to both Christy and I. We got to know you all the first two years that we were there in Alexandria. And then also to Branch 100, thank you for the hospitality you’ve shown to us, and
Branch 100 could really help me out, because my wife is here, and we had a conflict this past year. So, if you could please tell her that you did not have a good time this past Christmas and that the meeting was really bad -- Jim, if you could take care of that for me, that would really help me out, because she really liked coming up there, and they had some conflicts within their organization. We had some legislative meetings going on as well.

But, I do really -- I appreciate the opportunity to have been able to work with the Board that you have with Brian and Chuck and Ivan, the ones that I see most of the time, and I do really appreciate the opportunity. It’s going to be different for me. I’m going to enjoy going back home. So, those -- those in West Virginia, I’ll see you here in about November. I’ll see you when we get back. I’m looking forward to it, but at the same time there will be a lot of this that I miss. I love representing folks, and I’m not leaving the organization. I’m not quitting, but
my terms are up, so I will just be taking on a different role.

But, let me leave you all with this. I don’t want to take up all your time here, but let me leave you with this thought, again, thinking from a positive standpoint, and this is from an unknown author. It says, “Attitude is a choice. Happiness is a choice. Optimism, that’s a choice. Kindness is a choice. Giving is a choice. And respect is a choice. Whatever choice you make makes you.” Think about that. God bless each and every one of you, and I hope you have a great convention.

[Applause.]

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

Sean brought up a lot of good things with regards to information about the NPA and what we’re working on in FY19. So, I’m going to go off script right now for a few minutes and address the elephant in the room. Bruce, would you come up?
The elephant in the room is regarding pay talks and fact-finding and where we’re at, okay? Just to give you a brief history, we started back in September of last year when we got the official pay offer from the Postal Service. NAPS countered with what we thought was a fair and reasonable pay offer counter. The Post Office looked at it, we met a couple of times. By law, according to Title 39, and that’s what we have to follow is Title 39, the law, the process. No matter how much we want to try to circumvent and go do workarounds or bypasses, we have to follow the law.

So, the law said by basically December 20th, the Post Office was to give us a final pay package. Okay. And we were discussing, we had some good dialogue, we were moving on some things, and it’s getting close. So, the Post Office asked us if we would extend. We did, because we thought we would -- it would be positive toward the membership and our pay to do an extension and not at the time of December 20th, right before Christmas, do a pay package that would over 16,000
EAS would not get a pay raise. That would not be the proper thing to do. We extended, we continued to talk.

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

On May 15th, they sat down with us again and said how about this. We said no. They already got our April and May 30th -- we sent a request for information. We told the Post Office this is what we feel is fair and reasonable. They didn’t give us a pay -- a final pay offer until
June 28th. Okay. That starts the clock. By Title 39, the fact-finding, if we chose.

Now, we could have accepted that June 28th offer, but at that time, 19,000 EAS would be without a pay raise, according to the pay-for-performance system, and in good conscience, your Executive Board resident officers and the pay talk team felt that’s not the right answer. There were a few good things in there for pay increases, but at the end of the day -- and I mentioned to you I would say that a lot -- at the end of the day, we could not accept that 19 -- over 19,000 EAS would not have a pay raise. That is unacceptable. It’s unacceptable that the pay-for-performance system is not working. It’s unacceptable, and we’ve talked to the Post Office, and we hear we don’t have any money. We hear the union’s got grievance settlements. You can’t tell us you don’t have money. And again, no matter how much we have a thousand ideas out here of what we should get and what we’re not getting and what the Post Office should have done and why they did it, it’s the
law. And Title 39 says three things in the law, that they have to offer us a pay package that’s comparable to the private sector, and depending on who they consider the private sector and what we consider the private sector is two different things. I like coffee, but the private sector is not the barista at Starbucks. It’s not the manager at TJ Maxx. You know, we’re talking people who -- who manage 50 to 60 people, working operations 24/7.

The other part of the Title 39 says that your pay has to have compensation that’s greater than the person you supervise, and, of course, we that’s always the supervisor differential. We got a little bit on the minimum increases and where some people to get EASN Level 20s and higher, and that is good. Some people would benefit. But, you know, that’s great that some would benefit, but this is a collective -- you’re working every day, you go in every day and then you have to work to try to get a pay raise so that you had a differential is the second part of the law.
But, really what I think is the key to this is the third part of the law, that the Post Office is to provide a pay and benefits that will attract and retain qualified EAS, and in today’s market and today’s happening, that’s not happening. We have people wanting to go back to the craft. You’re getting CCAs to step up as supervisors. You’re not getting people who have been in the Post Office for 15 to 20 years wanting to take on a supervisory job, a clerk or a carrier or someone who has been a Level 17 to move up to a 20 or 22 because the pay is not there, the treatment is not there.

So, when we got the offer in June, we had ten days to decide if we’re going to fact-finding. Your Executive Board voted -- resident office Executive Board -- that this was not a good pay offer and we would go to fact-finding. We would seek a better resolution to what the Post Office was offering. We started the process. The attorneys filed for the FMCS, Federal Mediation Conciliatory Service, filed within ten days, and
then what happens is -- and I’ve written about this, if you read the articles about how pay talks work -- we go to fact-finding, we go to Federal mediation, and they’re going to give us names of mediators to select to do the fact-finding. They gave us seven names. We look at them, and then we pick -- NAPS picks what we feel is the best mediator for us. And then the Post Office gets to pick from the seven, right? So, they don’t pick ours. We pick one, and they pick one. And of that seven, after those two are picked, the two mediators pick a third one to be the Chair. They have to decide, and that’s the Chair, and that’s how the law works.

So, now we’re in the process, and we’ve requested information, and we’re still waiting for that, and we’re in the process of going to fact-finding. But -- what was it, July 20th -- approximately July 20th, the Post Office [knocks on podium] basically knocks on our door and says, “Hey we want to send you a revised final offer.” It’s kind of like a second or third last-chance
agreement. Really?

[Laughter.]

And you saw we’re in a 15-box system.

Right now, for FY18, we’re over 19,000 people who aren’t get a pay raise. So, in box 4 is 2 percent. And the Post Office offered previously a 10-box system, a little bit of lump-sum money, but only a little bit of base-pay money, and some lump sum. So, basically overall when you do the math, if you’re finance, you’re losing money on pay. And they came back with a second final to a 15-box system with only 1.75 percent in box 4. So, basically it became less for pay-for-performance that a pay-for-performance system going in the wrong direction.

Now again, there were some good things in part of it, but overall, it’s not for NAPS’ best interest and the members’ best interest to accept a pay package that’s going to take money out of your pocket and not address the work you do. And we are in fact-finding. It is a process. Now, we will be preparing our case, which we have a lot of
documents, and we’ll prepare our case for fact-finding, and the Post Office will prepare their case, and then what happens is the mediators will look at it, and they’ll make a ruling. They’ll make a recommendation on what was fair and give it to the Post Office. And the Post Office has to answer that, and they just can’t say no, they have to give a reasonable answer by the law.

Now, again, they can not accept anything that the fact-finding team does, but at least one of the things -- talking with our legal counsel -- we have to do administrative exhaustion. We have to go take the process all the way to the end before we can try to go any other way to see what other options are out there. And again, we could spend these convention days discussing why the Post Office offered this and why didn’t they think of that. They offered us what they offered us. To us, it wasn’t fair to you, the members. It wasn’t a fair and equitable pay package, so we’re going to fact-finding again. And I say again because Jay, Louis Atkins, and I were on the first
one in FY11 and 12. That was the first time NAPS ever went to that. We had no precedent. We had no trend of how things went.

So, we have to show -- when we go to fact-finding, I hope the Post Office realizes what they’ve done and gives us a great pay package. I hope the recommendation from the fact-finding team comes back and it’s great, and the Post Office accepts it. But, if they don’t -- if the Post Office doesn’t, then NAPS as an Executive Board has to sit down and see what our next options are. Many of it is to change Title 39. And Ivan Butts, your Executive VP, is in charge of our legislative, along with Bruce Moyer, that’s a lot of work, and that means money into SPAC. But, this isn’t a commercial for SPAC. This is what I’m trying to tell you, we can stand, and I will stay here until midnight to hear you, but we have certain business to get done first. But, I promise you, if you want to talk about this and go over and over -- and say people say beat a dead horse because there is a process -- I will stand
at this podium and do that for you. But, I want to get through business first, and at 5:00, if you want to get up here and talk about it, I’ll be more than happy to do that. But, I will not -- I will ensure that you have your voice heard. But, I do want to get through business. But, I did want to bring it up to you -- there is a process. No matter how much we want to do something different or go a different way, the law is the law, and the process is the process, and we have to follow that, no matter how many exceptions or ways we think we can do it.

I wanted to clarify because Megan Brennan will be here tomorrow, and so will Dave Williams. And Megan Brennan speaks on national things, not hey, I can’t get trucks for my office and things like that, you know, what’s important, but Megan looks at the national scale, how are we doing globally, how are we doing on the legislative side. And Dave Williams is operations. So, bring those questions that are global and those that are national on operations.
And if you want to talk about pay, we can, but I will tell you, talking with our legal team, talking with our pay talk team, and our Executive Board, we’re following the process. And I know I’m repeating myself, but it’s a process. We can’t go around it. But, I just wanted to bring that out. I appreciate Sean bringing it up. We are looking at the NPA for 18 -- 19, and again, we have not agreed with the Post Office. NAPS did not agree with this pay package, and that’s why we’re going to fact-finding.

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

MR. JOHN HARRIS: Mr. Chairman.

MR. BRIAN WAGNER: Delegate at microphone 7.

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

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

MR. JOHN HARRIS: I would like to know
why they accepted the Postal Service’s pay
package, if he would be so kind.

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

MR. JOHN HARRIS: Why not?

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

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

MR. BRIAN WAGNER: Right.

MR. JOHN HARRIS: Okay. Now, the reason
why I’m asking this is because since we decided to
take this path, I want to know why they decided
not to take this path, because we’re both trying
to get to the same place, and the same amount of
people or more in their organization that they
1 represent are facing the same non-pay that we are facing.
2
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 them, and that’s fine. That does not conduct the
6 business of this organization on our decision why we went forward. If you want to ask him --
7
8 MR. JOHN HARRIS: Oh, no. I’m not challenging your decision. No, no. I just wanted to know. Now, if I can’t, that’s fine. I will talk with him privately, but I’m just thinking --
9
10 MR. BRIAN WAGNER: Well, we will not do that on this convention floor of convention business.
11
12 MR. JOHN HARRIS: Okay. Now, second thing. Now, Title 39 says that the Postal Service -- well, I’ll just read it. “The Postal Service shall within 45 days of each date on which an agreement is reached on a Collective Bargaining Agreement between the Postal Service and the Bargaining Representative recognized under Section
1203 of this site or which represents the largest of employees, make a proposal for any changes in pay policies and schedules and fringe benefit programs for members of the supervisor organization which are to be in effect during the same period as covered by such agreement." Now, does your legal team agree with that policy? Because the reason I’m asking this is that it mentions that changes in pay policies and schedules -- when is the last time that we’ve had a pay schedule? Because pay-for-performance is not a pay schedule. It is not scheduled pay. By definition, it is a fringe benefit program. So, since we do not have scheduled pay, according to Title 39, they are in violation of the law -- the Postal Service is in violation of Title 39. Does your legal team realize that, and did -- was this discussed during the time that you were negotiating with the Postal Service or consulting with them?

MR. BRIAN WAGNER: Well, I’m not an attorney. I’m not going to practice law without a
license. I will defer to our legal counsel to explain the law part and the legal part of it. Like I said, I could not answer what you mean on the interpretation, so I’ll turn it over to Bruce Moyer, our legal counsel and the person who is Chairing our pay talk team. Bruce.

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

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

MR. BOBBY BOCK: Bobby Bock, Branch 406. Brian, can you tell us what was our proposal to the Postal Service, or is that a secret? What you guys asked for, can you give us a brief synopsis
what you asked for? Because I’ve got a member that was recently promoted. He was a tech, got promoted to supervisor of vehicle maintenance, and he’s losing $30 a paycheck because he has to pay more for his health insurance. Can you give us a brief synopsis of what we asked from the Postal Service for our demands for pay, please?

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

As for trying to look back and get, some would say, retroactive or catch-up provisions, but
one of the things we were trying to do is make sure that we followed the law that the law says that our pay is comparable to the private sector. And that encompasses going back the years -- are we comparable to the private sector. Is it within the differential of pay, and is it attracting and retaining. That’s what we did.

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

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

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

MR. BRIAN WAGNER: Did we ask for that? No, we did not ask for that.
MR. BOBBY BOCK: Okay. Thank you.

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

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

MR. BRIAN WAGNER: Mic 8. Yes?

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

MR. BRIAN WAGNER: According to the Postal Service, NAPS only represents field
employees, not headquarters. However, that’s not
-- that’s the Post Office’s position. They’ve
offered us the field pay package. They said there
would be a separate headquarters one, because they
say NAPS doesn’t represent headquarters employees
in pay. We represent headquarters employees when
it comes to representation regarding disciplinary
action. But, that is a discussion that NAPS is
still having, and that we don’t agree with the
Postal Service that one, we don’t represent
headquarters employees. So, now we are looking at
our options on how we correct that. But, at this
point in time, the Postal Service has only given
us a pay package for field employees, and
headquarters employees are not included in that,
because the Postal Service has taken the position
we don’t represent headquarters employees in pay.
We don’t agree with that, but that’s the position
they’re taking, so we will look at our options on
how to rectify that.

MS. DEBORAH EVANS-ATKINS: I’ll get that
back to the membership, because it’s growing every
day, and they are large. Thank you.

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

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

Bernie McCarthy, would you come up to see
Ivan here, please?

Dr. Bishop.

DR. BRUCE BISHOP: Thank you, President Brian.

[Applause.]

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

It truly is an honor and a privilege to serve this organization for the third time for your third National Convention. I want to talk a little bit about parliamentary procedure and the process that this organization uses therein, because this is your organization, and as a delegate indicated earlier, how you interpret the rules and the rules that you adopt are specific and individual to your organization. But, there’s
a difference between parliamentary procedure as written in the various parliamentary books such as Robert’s Rules of Order and the other parliamentary authorities. There’s a difference between those procedures and what we call parliamentary law. Because we do not have a choice about parliamentary law. That, we have to follow -- every single organization in the United States has to follow the law.

The law says, for example, that you have to schedule a meeting and notify all of the members. We’ve done that. The law says that we have to make sure that we establish and maintain quorum during and throughout all of our business sessions, and that no decisions can be made absent the existence of that quorum. The law indicates that everybody should have the opportunity to hear and debate the issues before the Assembly and before we vote, and the law assures that every single person has the same and equal opportunity to vote on those issues. And then, the law says that all decisions shall be made by at a minimum a
majority vote of those people who vote. That’s the law.

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

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

I think it’s fitting that this meeting is being held at a casino because about many years ago, I was first introduced to the game of craps, and that’s an intimidating game if you’ve never played it before. You stand at the table, as I did the very first time and probably the second time and third time, and I just kind of watched the game, and I was intrigued by it, and I had no understanding of what was going on. I didn’t understand the vocabulary, I didn’t understand the
rules, I didn’t understand the process, I didn’t understand the betting of the game. Until the first time I put any money on the table, those of you who have played craps, I put it in what seemed to be the simplest process of the game, and that was that I put money in the field, and I lost. And then I had somebody who explained the game to me, and after it was explained to me, it made a lot of sense, and it seemed logical, and it seemed reasonable. And now, it’s absolutely my favorite game. I haven’t been there, I haven’t played, but maybe you’ll see me down there playing craps.

And I use that example because I think it’s the same as parliamentary procedure to a lot of people who are first-timers. It’s intimidating. It can be very intimidating. The rules might be unclear to you, the vocabulary is brand new, and as a result of that, you might be tempted to stand on the sidelines of the table and not put down a bet, and not get involved initially. And so my hope is that you -- you won’t hesitate too long, that if there is an issue
that you are interested in, that you want to speak
to, that you will go to the microphone and wait to
be recognized, and not be intimated by those folks
who have been here a long time, and not be
intimidated by the vocabulary. I told the group
that I spoke with yesterday that it’s our job --
it’s my job as the parliamentarian, and it’s the
job of the people at the front table, to figure
out what it is you’re trying to do and what it is
you’re trying to say. We’ll figure it out. You
stand up, you share your idea with us, and we’ll
figure it out, and we’ll interpret it, and we’ll
do our best to interpret it properly. But,
please, don’t be intimidated by the process.
Stand up at the microphone, throw some money on
the table, and hopefully you’ll win.

I also told the group yesterday that
there’s a number of reasons why we come to
meetings like this. But, there really is only one
main reason, and the main reason why we assemble
every two years as an organization like this, the
very main reason, is to make decisions. So,
that’s our job over the next several days. You have 60-some resolutions before you, and that’s the business of the organization. Those resolutions will be introduced, the resolutions will be debated, and then eventually we have to make a decision on those. Anything else that happens during this meeting -- the sharing of information and the sharing of reports -- is tangential to the real reason that we’re here, and that is to make decisions. So, my job as parliamentarian and the rules of parliamentary procedure again are to help you make those decisions as effectively and as efficiently as possible. And the rules are many-fold. You just adopted a number of rules, and those are your local rules. And then, you also have the parliamentary rules that exist within Robert’s Rules of Order, and then you have, as Luther talked about, traditions -- things that you have traditionally done that have essentially become your own individual rules as well. He spoke, for example, about points or privilege. Well,
actually there’s two different kinds of privileged points, there’s not just one. There’s what we refer to or what I refer to as a professional parliamentary is what I call general privilege, and that’s the privilege that affects everybody. So, if you can’t hear me, or if you feel like it’s time to take a recess, so are a privilege that you think affects everybody, and you to the microphone, and you ask for a point of privilege and indicate that you think it’s time for a recess, or you think that the microphone needs to be turned up, or any other issue that affects everybody. And then, there’s what we call a point of personal privilege, which is something that affects you, and you need to share it with the group. Robert’s gives kind of a specific indication of what a point of personal privilege, if you’ve been accused of something and you want to defend yourself is one of the examples he uses. But this organization has used the point of personal privilege for a number of other more fun situations, for example, to recognize someone’s
birthday or someone’s anniversary, or the birth of
a grandson or granddaughter or child. And so, we
can certainly do that, but it’s best that we wait
until there’s no other business pending, because
the reason that we’re here is to make decisions.
And so, if you wait for those points of personal
privilege and give the Chair the discretion that
he has under Robert’s Rules of Order and also
under the rules that you’ve just adopted, to
decide when is the most appropriate time to
recognize those kinds of things, then we’re better
able to handle the business of the organization.

So, here’s the process. Resolutions will
be introduced. You’ve already seen it at work
this afternoon. If you want to speak to the chair
-- if you want to speak to the organization, you
go to the microphone, you wait, usually there’s
going to be a number of people at the microphones
-- I think we have eight right now, we might try
to get more for tomorrow -- but, go to the
microphone, whichever one is closest to you. If
you have difficulty going to the microphone, get
the attention of one of the Sargent of Arms, and we’ll have a microphone brought to you, and then you wait to be recognized by the Chair. The Chair will do his best to recognize people in the order in which they approach the microphone. That’s strategically and logistically a difficult thing to do, since there’s so many microphones, but we’re still going to do our best to recognize individuals in the order in which they went to the microphone.

The second rule, though, and you adopted the rule, and it also exists in Robert’s Rules of Order, is that we will attempt during debate to alternate speeches between those people who want to speak in favor of a motion and those who want to speak opposed to the motion. So, even though you might be at the front of the microphone and you’ve been waiting a while, the Chair might ask if there is anybody who wants to speak on the other side of the motion, especially if we heard two speeches or maybe even three speeches in favor in a row or opposed in a row, the Chair, and I
will advise the Chair to do this, will ask for someone who wants to speak on the opposite side of whatever has already been articulated. And therefore, again, you might not get to speak even though you’re at the front of the microphone. And this process will go back and forth until either the Chair believes that there has been a sufficient amount of debate and asks if you’re ready to vote, or until there’s nobody else at the microphone, in which case it will be clear that you’re ready to vote, or thirdly until somebody makes the motion to close debate, which you’ve heard done previously already -- somebody made a motion for the previous question, which simply means I think we’ve talked about this enough, and I think perhaps it’s time to vote. You can only make that motion at a microphone. If you yell that out from someplace in the room, call for the question or yell out previous question, the Chair and the Table will hear it, and everybody will hear you also, but all you’re doing is expressing a sentiment. It’s not, and it will not be taken
as a formal motion unless it is actually made at
the microphone and accepted and then repeated by
the Chair.

So, the process is pretty simple. We’re
going to take each of the resolutions and the
other points that come up -- we’ll take them in
turn as they are presented, and then we’ll vote.
And the Chair will initially try what we call a
voice vote, which is simply saying, all those in
favor say aye, meaning I am in favor, and all
those opposed say no. If you are in favor of the
motion, yell out aye. If you are opposed to the
motion, yell out no. And then, from up here, the
Chair will decide whether there more people saying
aye or more people saying no, and then the Chair
will say the motion passes or the motion fails
based upon his best guess -- not guess -- best
estimate as to whether there were more yeses or
nos. You have to trust the process, and that is
it begins with the idea that standing up here, we
have a much better perspective on the sound than
people sitting right in the middle of the floor.
From where you’re sitting, it might sound like there were more nos than it does from those of us sitting up here. But, I have to also tell you, as a parliamentarian, I’ve got no money in the game. I’ve got no dog in this fight, and I don’t have a preference as to whether you pass a motion or defeat a motion. I don’t care. So, I will honestly, and as the President of the organization, Brian, has always -- the resident Officers have met over the last few days -- we are dedicated to the idea that this is your organization. It’s a membership organization, and you, the members, you the delegates, you are the decision makers. It is your votes that will determine everything up here. So, what my preference is doesn’t matter. What Brian’s preference is as your President doesn’t matter. If we hear more yeses, we will tell you the vote passed. If we hear more nos, we’ll tell you the vote failed. And we ask you to trust that is the case. If we aren’t sure -- if the President of the organization is not sure -- if it sounded
pretty even between yeses and nos, then the Chair will indicate that to you. The Chair will say I’m not sure of the result, and he’ll ask for a standing vote. All those in favor, please stand, and we will look. Then, he’ll ask you to sit down. All opposed, now please stand, and we will look again. The idea behind that is that nobody can stand up louder than someone else, whereas you can yell yes louder or no louder, you can’t stand up louder than anybody else. So, with that visual representation of the yeses or nos, we will attempt once again to decide whether there were more yeses or nos, and thereby announce back.

Now, it’s conceivable we still won’t be sure, in which case we’ll have to do another form of division, which is a counted vote, and at that point, the Sargent of Arms will be disbursed with clickers to count each individual vote according to regions. And so, again, at the order of the Chair, all those in favor will stand up and be counted. You’ll show your delegate card, the Sargent of Arms will click one time for each of
the yeses and ask you to sit down, and then
everybody will be sat down, and then we’ll ask all
of the people objecting to the motion to stand up,
and we’ll repeat the process again. We’ll
coordinate and tabulate the results amongst the
Sargent of Arms and then announce how many yeses
and how many nos, and that will be the final
division of the house that we will use.

So, first we’ll try a voice vote.

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

I look forward to a fun, enthusiastic,
and dynamic week. I look forward to working with
you and talking to you. If you have any
parliamentary questions at any time outside of
this meeting, please feel free to approach me,
whether it be in the elevator, in the halls, or in
the lobby, please don’t hesitate to do that. I really enjoy talking about this stuff, and I enjoy working with you folks.

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

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

[Applause.]

MR. BRIAN WAGNER: Okay, we’re going to move on to getting to our resolutions, and I need Ken Bunch, Branch 23 Chair of the Constitution and
Bylaws Committee and Rich Caruso of Branch 10.

UNIDENTIFIED MALE SPEAKER: Delegate at mic 5.

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

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

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

MR. CALVIN EDWARDS: So, that means that we’re in trouble.
MR. BRIAN WAGNER: Well, that’s why NAPS is here to help you, and that’s why we’re working to make sure the Post Office Understands that all EAS should belong to NAPS.

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

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

MR. CALVIN EDWARDS: Thanks, Brian.

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

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

ALL: Good afternoon.

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

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

Now, after we read the resolves, then if we, as a Committee, recommended nonoccurrence, we’re going to offer a brief rationale for why we made that recommendation, and naturally if you don’t agree, then you can object. And those that
-- I think there’s one in here that we do vehicle
-- and for those of you who are here for the first
time and who may not understand that, that
basically means that we have two resolutions that
attempt to do the same thing; therefore, we just
move one to the other, and I think that’s
Resolution Number II, and we’ll deal with that
when we get to it. So, here we go.

Resolution Number 1 of our Constitution
and Bylaws, page 72. Resolved, that Article III,
Section 39(c) be changed to read, “Associate
members shall pay dues at the branch level no less
than an amount one-half the national per-capita
tax, which will include a subscription to the
Postal Supervisor, and be it further resolved that
Article III, Section 3(d) be changed to read,
“Associate members who hold office shall pay the
full share and same dues and assessment as active
members of their respective branches, and be it
further resolved that Article III, Section 5 be
changed to read, “Any former active member
applying for membership shall be eligible for
membership. The applicants will become members of a local branch within the state. Where there is no local branch within the state, applicants will become members of the state branch, and be it further resolved that in Article III, Section 8, the following text, “Social Security numbers of direct pay and associate members” be changed to read, “Employee identification number or EIN and civil service claim identification number or CSA,” and the word “wish” be changed to “request” and the words “whatever reason” be changed to “nonpayment of dues to said branch”, and be it finally resolved that in Article III, Section 9, the word “employee” be changed to “person.” The Committee’s recommendation was for starters to strike the second, third, and the fourth resolve -- the total of five. In other words, starting at line 24, you strike everything until you get to the word “branch” on line 67. Yes. The Committee’s recommendation is for concurrence as amended.

After we amended it, this is how it would
Resolved, that Article III, Section 3(c) be changed to read, “Associate members shall pay dues at the branch level no less than an amount one-half the national per-capita tax, which will include a subscription to the Postal Supervisor, and be it further resolved that in Article III, Section 9, the word employee be changed to person.” The Committee’s recommendation was for concurrence as amended.

MR. BRIAN WAGNER: The Committee’s recommendation is for concurrence as amended. Are there any objections? Hearing none, the Committee’s recommendation for concurrence as amended is passed. Did somebody object?

MR. RAY ELLIOTT: I’m sorry. I had to walk that distance. Ray Elliot, Branch 289. I object.

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

MR. IVAN BUTTS: Just an announcement. All the members of the Resolution Committee working with Bernie McCarthy, please report back
to your Committee Room.

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

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

The Committee’s recommendation was for concurrence.

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

MR. CHARLES MAY: Charles May, Branch 14, Elizabeth Flamon. I just a point of clarification. I just wanted to find out when you come to the Constitution and Bylaws, I thought we
had to have a first reading and that we couldn’t object until the second reading of the Constitution and Bylaws. Is that correct?

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

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

MR. BRIAN WAGNER: I’m following that in our rules that when we do the reading here, and no one objects, since there’s no objections, then we’re saying it’s okay, and we’ll pass it. If you object, then there’s no discussion, and you meet with the -- with the Committee as an objector. Otherwise, if no one objects, we would just pass it. There’s no objection.
MR. CHARLES MAY: Okay.

MR. BRIAN WAGNER: So, you’re not objecting?

MR. CHARLES MAY: No, sir. I’m not objecting.

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

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

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

MR. KEN BUNCH: Resolution Number IV. And, just as a reminder, Number IV is carrying Resolution Number II also. Resolved that the respective Area Vice President’s findings regarding a member’s branch affiliation exception request may be submitted to NAPS headquarters for concurrence by at least two-thirds of the resident officers, and be it further resolved that Article III, Section 6 be changed to read, “A member’s place of residence does not qualify as a criterion
for requesting an exception to affiliate with another branch. NAPS headquarters shall accept requests from members for branch affiliation exceptions in the following situations:

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

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

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

The Committee’s recommendation was for concurrence.

MR. BRIAN WAGNER: The Committee’s recommendation is for concurrence. Are there any objections? Are there any objections?
MS. TONI COLEMAN-SCRUGGS: Mic 7.

MR. BRIAN WAGNER: Mic 7.

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

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

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

Local branches may be established within the provision of this Constitution and Bylaws upon application by a majority of, but not fewer than
10 members, to the President of the existing NAPS branch and to the NAPS Area Vice President, who shall review and forward the application to the Secretary/Treasurer, who shall, in turn, issue a charter. An office would be limited to only one charter. (For purposes here, the word “office” means those units that fall under the direct dominance of an installation head and/or a PCES manager-in-charge who reports to an Area Vice President or directly to USPS Headquarters.)”

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

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

MS. KATHI CLAPP: Kathi Clapp, Oregon
State Branch 940. I object.

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

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

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

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

(c) Members of other offices may only
affiliate with a local, state, or bi-state branch
in accordance with their respective NAPS area of
representation in accordance with Article IV,
Section 6(b)."

The Committee’s recommendation was for
nonconcurrence.

In order to understand why the Committee
recommended noncurrence, you really need to look
at the whereas in this particular resolution. If
you look at line -- starting at line 53 through
line 55 on page 75 and read that second whereas.
“Whereas Article IV, Section 2 does not clearly
define the geographical distance as it relates to
“in the vicinity.” Supposedly this resolution is
supposed to define what “in the vicinity” means.
Unfortunately, it doesn’t do that, because we were
under the impression that it would define vicinity
as a particular distance from one place to the
other. In our organization, some folks’ vicinity,
if you will, in terms of the geographical area
that they represent is one building. That’s for
some. For some, it’s one city, it’s their
vicinity. For some, it’s the whole northern part of a state, that’s their vicinity. So, how do we define what “in the vicinity” means if NAPS is structured so differently? So, our recommendation was for nonconcurrence, because that still is not clearly defined here.

MR. BRIAN WAGNER: All right. The Committee’s recommendation is for nonconcurrence. Are they any objections? Hearing none, the Committee’s recommendation for nonconcurrence is concurred with.

MR. KEN BUNCH: Resolution Number 7. Resolved, that Article IV, Section 3(b) be changed to read, “Any chartered branch of a state branch that has been realigned to an area outside that of their present state may affiliate with either state,” and be it further resolved that in Article IV, Section 5(a) and 5(b), the following text, “(1) Members of the nearest branch, or (2) members-at-large of a state branch,” may be changed to read, “Members of a local branch within the state, if no local branch exists within the
state, then the members will belong to the state branch,” and be it finally resolved that in Article IV, Section 6(C), the words “members-at-large” be removed.

In this Article or Resolution, we changed the final resolve. And, if you will go to page -- it will help to go to page 106, starting on page 39 -- I mean line 39, page 106. The final resolve is going to read or the -- yeah, the final resolve will read -- we’re dropping on line 39, we’ll remove the last sentence that starts with, “the votes of members-at-large of a state branch will be prorated at one-tenth for each member employed in the area.” We’ll remove that starting on line 39, the words, “the vote of members” will be stricken and removed from line 39 to 41. So, the Committee concurred on this resolution, concurred as amended.

MR. BRIAN WAGNER: All right. The Committee’s recommendation --

MR. BRIAN WAGNER: Yes. Delegate at mic

1.

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

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

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

MR. KEN BUNCH: Let me help you with it, please. What the resolve should read -- when we amended the resolve. The resolve should read, the elimination of the final line or the final
sentence -- the last sentence of Article IV, Section 6(c). That’s what the resolve should read. Delete the final sentence of Article IV, Section 6(c) of the Constitution. Now, for clarification, so you could see exactly what that is, the Constitution is on page 106, so you can see what you’re eliminating. Okay? Does that make it clear? Okay. Thank you.

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

MR. RICH CARUSO: Resolved, that the wording “except Branches 71 and 74,” in Article IV, Section 6(a), Northeast Region be changed to “except branch 74,” and be it further resolved that the wording “Branches 71 and 74 only” in Article IV, Section 6(a) Eastern Region, be changed to “Branch 74 only.” The Committee voted in concurrence of this resolution.

MR. BRIAN WAGNER: Resolution 8, the
Committee’s recommendation is for concurrence.

Any objections? Hearing and seeing none, the Committee’s recommendation is concurred with. It passes without objection. It passes.

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

The convention criteria require that the assembly hall where the general convention session will be hosted, along with committee rooms, and accommodations for delegates, must be within walking distance and no more than one-quarter mile
from the front door of each designated convention hotel to the front door of the main facility hosting the general convention session. A sufficiently large block of rooms must available from the Friday before the convention through the Saturday following the convention. When the Executive Board is satisfied that a convention is feasible based on the results of the RFP, it shall report its findings to the convention.

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

Should new construction or renovations prevent the necessary rooms from being available, the Executive Board shall attempt to relocate the
convention to the city chosen as runner-up for that convention.”

Our Committee, on line 40, the first resolved, we’re striking the words “for all NAPS national conventions beginning after 2022” at Article VII Elections. We’re just striking the -- the words on 40 and 42, “for all NAPS national conventions beginning after 2022.”

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

MR. BRIAN WAGNER: Resolution 9, the Committee’s recommendation is concurrence as amended. Are there any objections? Hearing none, the Committee’s recommendation for concurrence as -- okay.

[Speaking off mic.]

MS. SHARON GISHI: Hi. Sorry, Brian. Sharon Gishi, Branch 94. I’m not objecting. I just -- could I -- could we have that information again? I didn’t get to write everything down --
the changes. Not the first one, the second one.

MR. RICH CARUSO: Okay. The final resolve, I will re-read again. The parliamentarian has corrected me. The final resolve that the Committee proposed where I read, be it finally resolved, this amendment becomes effective at the close of the 2018 National Convention, the parliamentarian advised us that as long as it becomes -- as long as it’s passed -- the resolution is passed, it becomes effective automatically. So, it’s just redundant wording. So, the only correction to the resolution would be the corrections I made on line 40 that says, “For all NAPS National Conventions beginning after 2022 be struck out,” and the final resolve will not be necessary.

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

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

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

“Nomination of cities desiring the convention shall follow the nomination of officers. Any city that has not fulfilled the requirements outlined in the preceding paragraph concerning the written proposals shall not be eligible for nomination. In the event that no proposals are acceptable, the Executive Board shall be empowered to select a city. If there are multiple host cities in the same NAPS region, the Executive Board shall review all host city nominations and select no more than one host city per NAPS region. Balloting of the convention city shall be conducted as provided in Section 2.”

The Committee voted nonconcurrence, and
our reasoning was it’s up to the region or whoever wants to vie for the host city. So, the Committee voted nonconcurrency.

MR. BRIAN WAGNER: Resolution 10, the Committee’s recommendation is for nonconcurrency.

UNIDENTIFIED MALE SPEAKER: Mic 5.

MR. BRIAN WAGNER: Okay. Mic 5.


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

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

The Committee’s recommendation was for nonconcurrency. The reason -- in fact, there was a lot of discussion on this particular resolution, and the reason for it was -- is that a lot of the Committee felt that what we presently have is basically a mixture of not just lawyers, but we do
have lawyers that represent NAPS members now, but also other people who are very versed and very thorough in postal regulations, that is what’s needed periodically, more so than necessarily a lawyer. But, what we have now basically encompasses a lot of that. It has both lawyers as well as retired labor relations specialists or people who are very well versed in postal rules, regulations, procedures, and guidelines. So, the Committee’s recommendation was for nonconcurrence.

MR. BRIAN WAGNER: As for Resolution 11, the Committee’s recommendation is for nonconcurrence. Are there any objections?

Delegate at mic 7.


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

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

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

The Committee’s recommendation was for nonconcurrence. The reason behind our recommendation for nonconcurrence is because basically, this is an administrative issue. We didn’t feel like we need our Constitution to
really tell the Secretary/Treasurer how to 
basically manage the Finance numbers in the 
office. We believe that that’s inherent in the 
job. So, we don’t need it outlined in the 
Constitution, a specific process to do that. It 
comes with the position itself. So, we didn’t 
feel like putting an administrative process in our 
Constitution -- not this one, anyway.

MR. BRIAN WAGNER: Resolution 12. The 
Committee’s recommendation is for nonconcurrence. 
Are there any objections? Hearing none, the 
Committee’s recommendation for nonconcurrence is 
concurred with. Motion fails.

MR. KEN BUNCH: Resolution Number 13. 
That in Article XIII, Section 1, the words in the 
second sentence, “state or local branches” be 
changed to read, “local and state branches, 
respectively,” and be it further resolved that in 
Article XIII, Section 4, the words in the second 
sentence, “local or state branches” be changed to 
read, “local and state branches,” respectively.

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

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

MR. KEN BUNCH: Resolution Number 14. Resolved, that in Article XIII, Dues and Assessments, a new Section 9 be added that reads: “NAPS Headquarters, upon receiving notice from a state branch of the date and amount a member branch is delinquent in its dues remittance to said state branch, NAPS Headquarters will raise said member branch’s withholding to cover the
delinquent dues. NAPS Headquarters will remit said recovered dues to the aforementioned state branch, along with the normal monthly deposit.”

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

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

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

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

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

“Section 4. Each local and state branch must hold elections of officers at least once every two years to elect two or more officers, with one officer being the president. Elected officers of a local branch must be members of that
respective branch. Elected officers of a state branch (i.e. state, bi-state, or tri-state) must be members of the respective state branch or a member affiliated with a local branch within that state (i.e. state, bi-state, or tri-state.) Branches should report a change in branch officers to NAPS Headquarters within 30 days of any said change.”

The Committee amended this resolution to add some additional wording. We added a sentence that reads -- a sentence on line 18 after -- 118, I’m sorry -- 118 after the word change, “with submission of all of the required meeting minutes.”

At the end on line 118, that reads presently, “30 days of any said change,” rather than having a period there, change it to a comma and add the words, “with the submission of all required meeting minutes.” Or, we’ve just been advised to change required to relevant.

The Committee’s recommendation was for concurrence as amended.
MR. BRIAN WAGNER: The Committee’s recommendation is for concurrence as amended. Are there any objections? Hearing none, the Committee’s recommendation for concurrence as amended is concurred with. The motion or the resolution passes as amended.

Is Bernie McCarthy in the -- okay.

MR. RICH CARUSO: I have Resolution Number 16. Resolved, that if a branch or member in good standing contacts NAPS Headquarters with a complaint about a national officer, the President will appoint a committee to investigate the complaint, and be it further resolved that this committee will include one Regional Vice President, two Area Vice Presidents, and four Branch Presidents or their designees. None of the committee members can be from the region or area where the complaint originated, and be it further resolved that if the complaint is found to be accurate, the national officer shall be placed on probation for two months, and be it further resolved that if the problem continues, the
national officer will be removed from their office, and be it finally resolved that a Section 3 be added to Article IX, President:

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

   If the complaint is found to be true, the national officer shall be placed on probation for two months. If the problem continues, the national officer shall be removed from their office. A copy of the committee’s report shall be sent to the president of the branch from where the complaint originated. A copy of the final report will also be sent to the Branch President after
the probation period has ended. A national
officer who has been removed cannot serve on the
National Executive Board for a minimum of six
years.”

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

MR. BRIAN WAGNER: Okay. Resolution 16.
The Committee’s recommendation is for
nonconcurrence. Are there any objections? Are
there any objections?

UNIDENTIFIED FEMALE SPEAKER: Mic 7.
MR. BRIAN WAGNER: Delegate at mic 7.
MS. TONI COLEMAN-SCRUGGS: Toni Coleman-
Scruggs, Branch 493. I object.

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

MR. KEN BUNCH: Committee members for the
Constitution and Bylaws, please let’s depart
immediately to our meeting room, which is
Shinnecock 2.
Now, those of you who objected, please
give us at least 15 minutes before you come to see
us, and then we will entertain you. Thank you.

[Applause.]

MR. BRIAN WAGNER: All right. We’re
moving along here. That was fun. All right.

Here’s what we’re --

UNIDENTIFIED MALE SPEAKER: Mic 7.

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

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

MR. BRIAN WAGNER: Thank you. Okay.

Here’s what we’re going to do for the rest of the
day. I’m going to bring up the Resolutions
Committee until about 4:45 for resolutions, and
then we’ll do announcements, the 50/50, so we can
get everybody out of here to get ready for up on
the rooftop song and deal -- dancing.

Megan Brennan will be here tomorrow at
8:45 to speak for an hour, and then we have Dave Williams right after. We have a lull. So, that’s taking up most of tomorrow morning. That’s why we need to get through these resolutions. So, again, not rushing it, but we need to find out time to do this.

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

UNIDENTIFIED MALE SPEAKER: Mic 7.

MR. BRIAN WAGNER: Mic 7.

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

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

MR. BOBBY BOCK: Thank you.

MR. BRIAN WAGNER: Thank you. All right.

I’m going not turn it over to Bernie.

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

MR. BRUCE BISHOP: Just a procedural comment that might help you out, because the microphones are so scattered, after the resolutions are read by the Committee, if you are going to object, or if you have -- if you want to ask a point -- raise a point of order or a point of information, as soon as the President comes to the microphone and asks if there’s any objections, yell out from wherever you’re sitting, and then make yourself to the microphone. If you just yell out objection or yell out question or yell out point of order, whatever it might be, and then make your way to the microphone. We don’t want to rush anybody, but from up here, we’re looking,
looking, looking, and if the President doesn’t see
anybody, he’s going to say no objection, and
you’re going to yell at us, “Hey, wait!” So,
before you — just as you rise to go to the
microphone, give us a head’s up that you are
heading to the mic, and we’ll wait for you to make
your way there. Thank you.

MR. BERNIE MCCARTHY: [missing audio]

...This is in line with private sector business and
investment practices.

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

Number 4, H.R. 3617, “Providing
Opportunities for Savings, Transactions, and Lending Act of 2017 or the Postal Act of 2017.” The bill seeks to expand the specific powers of the Postal Service to include the provision of basic financial services, including: (1) small-dollar loans; (2) checking accounts, interest-bearing savings accounts, and services relating to international money transfers, each of which may be provided by the USPS alone or in partnership with depository institutions and credit unions; (3) other basic financial services as appropriate in the public interest; and (4) the creation of a postal card that would allow users to engage in such financial services.”

Number 6, H.R. 4024, “United States Postal Service Shipping Equity Act.” The bill would end the Prohibition-Era ban that prevents the Postal Service from shipping alcohol beverages to consumers. It would allow the USPS to ship alcoholic beverages directly from licensed producers and retailers to consumers over the age of 21, in accordance with state shipping
regulations. Consumers and manufacturers currently are prohibited from using the Postal Service to ship or deliver alcoholic beverages. These needless restrictions hurt Postal Service market share and revenues; private shippers, such as UPS and FedEx, are exempt from such rules.”

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


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

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

Resolved, that NAPS places this unfair law on its legislative agenda with the purpose of amending the law to allow postal employees to hold city, state, and federal bipartisan offices.

The Committee’s recommendation was for nonconcurrence.

MR. BRIAN WAGNER: Resolution 26. The Committee’s recommendation is for nonconcurrence. Are there any objections? Committee’s recommendation is for nonconcurrence. Are there any objections? Hearing none, the Committee’s recommendation is concurred with without objection. Fails.

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

The Committee amended the first resolve,
and the amendment is as follows: The word -- on line 8, the word “the” has been stricken and replaced with the word “all.” On line 8, from the word “when their Form 50 is cut” on line 10 is stricken, and it is replaced with, “immediately upon promotion.” So, the resolve would now read, “Resolved, that the USPS must give newly promoted EAS employees information about all management organizations immediately upon promotion, and be it further resolved that Forms 1188 and 1187 be given to newly promoted EAS employees at the time of their promotion.”

The Committee’s recommendation was for concurrence as amended.

MR. BRIAN WAGNER: The Committee’s recommendation is for concurrence as amended. Are there any objections?

MS. ANGELA GARLAND: I object.

MR. BRIAN WAGNER: Delegate at mic 3.

MS. ANGELA GARLAND: Angela Garland, State of Delaware, Branch President, 909. I object.
MR. BRIAN WAGNER: Okay. Resolution will be held over for second reading. Next resolution.

MR. BERNIE MCCARTHY: Okay. Resolution Number 28. Resolved, that each time a new program or task is assigned to Customer Service Operations, the USPS will provide NAPS with an outline of how much time is required to effective perform each new program or task added, and be it further resolved that each time a new program or task is assigned to Customer Service Operations, the USPS will provide NAPS with an outline of how each new program or task is to be integrated into the existing workload and prioritized with current duties.”

The Committee’s recommendation was for concurrence.

MR. BRIAN WAGNER: Resolution 28. The Committee’s recommendation is for concurrence.

Any objections? Delegate at mic 3.

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

MR. BRIAN WAGNER: The resolution will be
held over for a second reading. Thanks for
objecting early.

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

The Committee’s recommendation was for
nonconcurrence.

MR. DAN O’DONNELL: I object. Dan
O’Donnell from Branch 66 in Oregon.

MR. BRIAN WAGNER: The Committee’s
recommendation is for nonconcurrence. Are there
any objections?

MR. DAN O’DONNELL: I object. Dan
O’Donnell, Branch 66, Portland, Oregon.

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

MS. JUNEMARIE BRANDT: Resolution 30.
Resolved, that NAPS Headquarters uses an online
survey service to create online surveys to be used to quickly identify workplace issues in the field and respond appropriately once the results have been reviewed, and be it further resolved that once a NAPS Area Vice President determines that a significant workplace issue may exist in an area they represent, NAPS Headquarters will have 14 days to implement an online survey in the identified “hot spot.”

The Committee’s recommendation was for concurrence.

MR. BRIAN WAGNER: Resolution 30. The Committee’s recommendation is for concurrence. Are there any objections? Hearing and seeing none, the Committee’s recommendation is for concurrence without objections. It is concurred with and passes.

MS. JUNEMARIE BRANDT: Resolution 31. Resolved, that the investigation not be punitive in nature and include assurance that all EAS employees will be given due process before disciplinary action is issued.
The Committee’s recommendation was for concurrence.

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

UNIDENTIFIED MALE SPEAKER: Mic 6.

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

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

MR. DONALD MURRAY: Then, I object.

MR. BRIAN WAGNER: Resolution 31 is
objected to. It will be held over for a second reading.

MS. JUNEMARIE BRANDT: Resolution 33. That EAS employees be allowed training time to go to a training — oh, I’m sorry. I thought — okay, I’m sorry. I’m sorry, I’m on the wrong one.

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

The Committee’s recommendation was for concurrence.

MR. BRIAN WAGNER: Resolution is — Committee’s recommendation for resolution is for concurrence. Are there any objections? Hearing none, the Committee’s recommendation is concurred with. It passes.

MS. JUNEMARIE BRANDT: Now, Resolution 33. Resolved, that EAS employees be allowed
training time to go to a training room equipped
with computers so they may be afforded
uninterrupted time to complete all required
training.

The Committee’s recommendation was for
concurrence.

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

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

The Committee’s recommendation was for
concurrence.
MR. BRIAN WAGNER: Resolution 34. The Committee’s recommendation is for concurrence. Are there any objections? Hearing none, the Committee’s recommendation for concurrence is concurred with and passes.

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

The Committee’s recommendation was for concurrence.

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

MR. BERNIE MCCARTHY: Resolution Number 36. Resolved, that the USPS consults with local NAPS representatives prior to vacant EAS positions
being held for longer than 75 days.

The Committee’s recommendation was for concurrence.

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

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

The Committee amended line 99 in the resolve where the word “were” is and replaced it with “where.” So, the resolve now reads, “That NAPS consults with the Postal Service to implement a policy where no NTE details will be granted to craft employees before EAS employees are made aware of and given the opportunity and availability to apply.”
The Committee’s recommendation is now concurrence.

MR. BRIAN WAGNER: Resolution 37. The Committee’s recommendation is --

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

MR. BRIAN WAGNER: All right. Resolution 37. The Committee’s recommendation is concurrence. Are there any objections? Hearing none, the Committee’s recommendation for concurrence is concurred with without objection. It passes.

MR. BERNIE MCCARTHY: Resolution Number 38. Resolution Number 38 will serve as a vehicle for Resolution Number 40, and it reads as follows. Resolved, that the USPS ceases using craft employees to oversee Sunday delivery operations and rightfully assign these duties to EAS
supervisors, and be it further resolved that the
NAPS National SWCs Committee be directed to
formulate a SWCs model that takes into
consideration the following elements: hours of
operation, days of operation, complexity of
operations, all evaluated workload, authorized
earned complement where all employees are counted,
the inclusion of the workload associated with any
test delivery program that exceeds one year in a
staffing model, the inclusion of relief
supervisors in a staffing model, and be it finally
resolved that NAPS enters into consultation with
the USPS to immediately update the SWCs process.

The Committee’s recommendation was for
concurrence.

MR. BRIAN WAGNER: The Committee’s
recommendation is for concurrence. Are there any
objections? Hearing none, the Committee’s
recommendation for concurrence without objections
is concurred with. It passes.

MR. BERNIE MCCARTHY: Resolution Number
39. Resolved, that NAPS enters into consultations
with the USPS to develop and implement a supervisor staffing workload model for mail processing facilities, and be it further resolved that the supervisor staffing workload evaluation process encompasses all duties, employees, machinery, and responsibilities of SDO positions.

The Committee’s recommendation was for concurrence.

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

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

MR. BERNIE MCCARTHY: Resolution Number 40 was vehicle by Resolution Number 38.
So, I’ll read Resolution Number 41.

Resolved, that the Postal Service be required to ensure the workload for every EAS employee is no more than eight hours of work in an eight-hour day to ensure harmony, stress reduction, success, and a sense of accomplishment at the end of the day for every EAS employee, for the good of the service.

The Committee’s recommendation was for concurrence.

[Applause.]

MR. BRIAN WAGNER: Resolution 41. The Committee’s recommendation is for concurrence. Any objections? Hearing none, the Committee’s recommendation for concurrence is concurred with and passes without objection.

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

The Committee’s recommendation was for
MR. BRIAN WAGNER: Resolution 42. The Committee’s recommendation is for concurrence. Are there any objections? Hearing none, the Committee’s recommendation for concurrence is concurred with without objection. It passes.

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

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

The Committee’s recommendation was for concurrence as amended.

MR. BRIAN WAGNER: Resolution 43. The Committee’s recommendation is for concurrence as amended. Are there any objections? Hearing none, the Committee’s recommendation for concurrence as amended without objections is concurred with and
passes.

MS. JUNEMARIE BRANDT: Resolution Number 44. That NAPS consults with the Postal Service to change the language in the ELM 519.733 to read, “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor will grant a full day of personal absence without charging it to official leave of the employee’s choosing.”

The Committee’s recommendation was for concurrence.

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

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

Resolution 45 reads: “Resolved, that the Postal Service compensates all special-exempt and
non-exempt EAS employees who work a sixth day in a service week at a rate of 150 percent of their calculated base hourly rate for all hours worked on a sixth day, and be it further resolved that the Postal Service compensates all special-exempt and non-exempt EAS employees who work a seventh day in a service week at a rate of 200 percent of their calculated base hourly rate for all hours worked on a seventh day.”

The Committee’s recommendation was for concurrence. Oh, I’m sorry, I’m sorry. My mistake.

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

So, Resolution 45’s resolved now reads: “Resolved, that the Postal Service compensates all special-exempt and non-exempt EAS employees who work a sixth day in a service week at a rate of
150 percent of their calculated base hourly rate for all hours worked on a sixth day, and be it further resolved that the Postal Service compensates all special-exempt and non-exempt EAS employees who work a seventh day in a service week at a rate of 200 percent of their calculated base hourly rate for all hours worked on a seventh day, and be it further resolved that the Postal Service be required to pay either straight time or overtime in Sunday differential to every EAS Postmaster and manager who is requested or required to work above and beyond their normal five days a week schedule, for the good of the service.”

And the second amendment to that was to strike what is in the book as line 100 of Resolution 48, to strike the words “either straight time or.” So, the third resolve to Resolution 35 [sic] will read -- I’m sorry, 45 -- “That the Postal Service be required to pay overtime and Sunday differential to every EAS Postmaster and manager who is requested or
required to work above and beyond their normal five days a week schedule, for the good of the service.”

And the Committee’s recommendation on Resolution 45 was concurrence as amended.

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

MR. CY DUMAS: Question.

MR. BRIAN WAGNER: That’s not an objection.

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

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

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

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

[Laughter.]

MR. CY DUMAS: Sorry, Brian. When I first came up, they shut it off. Historically,
when we had that big restructure in 1990, Vinny Paladino was the President, and the whole business about supervisor -- regular supervisory overtime came up. Vinny, I guess, dealt with Marvin Runya [phonetic] on that issue, and I thought there was some talk that in the past, it was illegal, and we never should have been getting overtime, and Vinny somehow negotiated with him for the T-time for the special-exempt, and I’m wondering if, you know, if this has been considered in how that’s going to work out in this particular -- in these particular resolutions.

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

MR. CY DUMAS: Very good answer.

[Laughter.]

MR. BRUCE BISHOP: So, the Committee’s hands are fairly tied. They review each of the resolutions that are submitted to them as per
their charge, then they completely research it, question it, deliberate over it, decide whether they can support the idea or not support the idea. It’s not their role to determine whether it’s doable or whether there are legal or other kinds of hurdles to implementing it. Simply, is this a good idea? Do they recommend it to you to support the idea, the concept, or do they recommend that you not support the idea and the concept? So, that’s what you’re asking here.

MR. BRIAN WAGNER: Resolution 45. The Committee’s recommendation was for concurrence as amended. Were there any objections? Hearing none, the Committee’s recommendation for concurrence as amended is concurred with and passes.

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

Resolution Number 46. Resolved, that no EAS supervisor shall earn less than 5 percent more than the top of the pay scale of any craft
employee they supervise, and be it further
resolved that no manager or Postmaster shall earn
less than 5 percent more than the top of the pay
scale of any employee they supervise, including
subordinate EAS employees.

The Committee’s recommendation was for
concurrence.

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

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

The Committee’s recommendation was for
 Resolution 47. The Committee’s recommendation is for concurrence. Are there any objections? Hearing none, the Committee’s recommendation for concurrence without objection is concurred with and passes.

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

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

 The Committee’s recommendation was for concurrence.

 MR. BRIAN WAGNER: Resolution Number 50. The Committee’s recommendation is for concurrence. Are there any objections? Hearing none, the
Committee’s recommendation for concurrence without objection is concurred with and passes.

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

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

The Committee’s recommendation was for concurrence.

MR. BRIAN WAGNER: Resolution 51. The Committee’s recommendation is for concurrence. Are there any objections?

MS. ANGELA GARLAND: I object.

MR. BRIAN WAGNER: Delegate at mic 3.

MS. ANGELA GARLAND: Angela Garland,
State of Delaware, Branch 909. I object.

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

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

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

The Committee’s recommendation was for concurrence.

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

MS. JUNEMARIE BRANDT: Resolution 54. Resolved, that Level 18 post offices be assigned a staff car to be used by Postmasters to complete all the duties assigned to them regarding RMPOs,
for the good of the service.

The Committee’s recommendation was for nonconcurrence.

MR. BRIAN WAGNER: Resolution 54. The Committee’s recommendation is for nonconcurrence. Are there any objections? Delegate at mic 2.

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

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

MS. JUNEMARIE BRANDT: Resolution Number 55. Resolved, that Level 18 post offices earned hours be reduced only by the actual hours worked by the Postmaster, for the good of the service.

The Committee’s recommendation was for concurrence.

MR. BRIAN WAGNER: Resolution 55. The Committee’s recommendation is for concurrence. Are there any objections? Hearing none, the Committee’s recommendation -- oh, sorry. Delegate, mic 7.

MR. JAIME ELIZONDO: Jaime Elizondo,
Branch 589, Texas Area VP. I object.

MR. BRIAN WAGNER: Resolution will be held over for a second reading.

MS. JUNEMARIE BRANDT: Resolution 56.

Resolved, that all hotel and airline rewards earned by NAPS national officers on or for official NAPS business shall be used for official NAPS business, and be it further resolved that hotel and airline rewards earned by NAPS national officers on or for official NAPS business may be used to allow one personal guest to travel with the officer when they are attending official NAPS business.

The Committee amended the resolution. On line 3, insert between the words “by” and “NAPS,” the word “all.” Strike the words “national officers” and replace them with “Executive Board members.” On line 11, between the words “by” and “NAPS,” insert the word “all.” Strike the words “national officers” and replace them with “Executive Board members.”

The resolve will now read, “That all
hotel and airline rewards earned by all NAPS Executive Board members on or for official NAPS business shall be used for official NAPS business, and be it further resolved that hotel and airline rewards earned by all NAPS Executive Board members on or for official NAPS business may be used to allow one personal guest to travel with the officer when they are attending official NAPS business."

The Committee’s recommendation was for concurrence as amended.

MR. BRIAN WAGNER: Resolution 56. The Committee’s recommendation is for concurrence as amended. Are there any objections? Delegate, mic 3.

MR. PRESCOTT BUTLER: Prescott Butler, Branch 327. I object.

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

Ivan, do we want to look at getting the Auxiliary in here for their 50/50? Okay, thank you very much.
MR. BERNIE MCCARTHY: Resolution Number 57. Resolved, that the resident officers appoint, with approval of the National Executive Board, a task force to work with the USPS in getting our mailing list up to date.

The Committee amended this resolution as follows. On line 53, we struck the word “work with the” and replaced them with “create a.” On line 55, we struck “USPS in getting our” and then struck “up to date” and inserted the words “process to routinely update the NAPS membership mailing list.”

It will now read as follows: “Resolved, that the resident officers appoint, with the approval of the National Executive Board, a task force to create a process to routinely update the NAPS membership mailing list.”

The Committee’s recommendation was for concurrence as amended.

MR. BRIAN WAGNER: Resolution 57. The Committee’s recommendation is for concurrence as
amended. Are there any objections? Hearing none, the Committee’s recommendation for concurrence as amended is concurred with and passes without objection.

MS. JUNEMARIE BRANDT: Resolution 58.

Resolved, that NAPS ends its contract with Labor Relations Admin Group, LLC, and accept proposals from attorneys to represent NAPS members.

The Committee’s recommendation was for nonconcurrence.

MR. BRIAN WAGNER: Resolution 58. The Committee’s recommendation is for nonconcurrence. Are there any objections? Hearing none, the Committee’s recommendation for nonconcurrence is concurred with, and the resolution fails.

MS. JUNEMARIE BRANDT: Resolution 59.

Resolved, that NAPS members oppose this exclusive contract, and be it further resolved that NAPS members ask the contract to be terminated as soon as legally possible.

The Committee’s recommendation was for concurrence.
MR. BRIAN WAGNER: Resolution 59. The Committee’s recommendation is for concurrence. Are there any objections? Delegate coming up to mic 8.

MR. MIKE FIELDS: Mike Fields, Branch 936. I object.

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

MS. JUNEMARIE BRANDT: Resolved, that the hours NAPS representatives from their home offices, including driving time, be charged to the office requesting the II/FF.

The Committee’s recommendation was for concurrence. Number 60.

MR. BRIAN WAGNER: Resolution 60. The Committee’s recommendation is for concurrence. Are there any objections? Okay, I hear you. Delegate coming up to mic 6.

MS. LANEDA PITTS: LaNeda Pitts, Branch 14, Chicago, home of the Special Olympics and celebrating their 50th anniversary this year. I have a point of clarification in that a lot of
times, and I don’t know, it might be for the
first-timers too, we use acronyms to, you know,
shorten what we’re trying to say, but I just think
that that should be clarified, that’s all, what
that means.

MR. BRIAN WAGNER: It’s -- it’s in the
resolves or in the whereas, I’m sorry. It’s in
the whereas.

MS. LANEDA PITTS: Okay.

MR. BRIAN WAGNER: So, do you object?

MS. LANEDA PITTS: No, I don’t object. I
see it there, but they combined them, so I was
wondering why it was combined as opposed to having
it separate like they had.

MR. BRIAN WAGNER: Okay, okay. Thank
you. Thank you, LaNeda.

So, again, the Committee’s recommendation
was for -- for Resolution 60 -- was for
concurrence. Any objections? Delegate at mic 2.

MS. MARY BURKHART: Mary Burkhart, Branch
244. I object.

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

MS. JUNEMARIE BRANDT: Resolution 61. Resolved, that the NAPS national officers request the Postal Service to define timelines/deadlines that afford NAPS members due process in a more capsulated timeframe, and be it further resolved that those same actions be progressive in corrective and disciplinary proceedings (that is, discussions, letters of warning, suspensions, last-chance agreements, and terminations), and be it further resolved that these timelines be no more than 30 days from the first Investigative Interview or no more than 60 days from the date of incident, whichever comes first.

The Committee’s recommendation was for concurrence.

MR. BRIAN WAGNER: Resolution 61. The Committee’s recommendation is for concurrence. Are there any objections? The Committee’s recommendation is for concurrence. Without objection, it passes.

MS. JUNEMARIE BRANDT: Resolution 62.
Resolved, that the ELM 650 time limit to request an appeal, records, or mediation be changed to 30 days, and be it further resolved that ELM 650 be revised to reflect the new time limit.

The Committee amended the resolution. On line 36, we struck “650” and replaced it with “652.231.” On line 42, we struck the number “650” and replaced it with “652.231.”

The resolution now reads, “Resolved, that the ELM 652.231 time limit to request an appeal, records, or mediation be changed to 30 days, and be it further resolved that ELM 652.231 be revised to reflect the new time limit.”

The Committee’s recommendation for concurrence as amended.

MR. BRIAN WAGNER: Resolution 62. The Committee’s recommendation is for concurrence as amended. Are there any objections? Are there any objections on this last resolution? Oh, I’m sorry. Hearing none, the Committee’s recommendation for concurrence as amended is concurred with without objections and passes.
MR. BERNIE MCCARTHY: Okay, before I get started, the resolutions I’m going to read to you have all been handed out to you, or at least I was told they were. Don’t shoot the messenger, I didn’t do it. Okay, that being said, if you don’t have copies, we can’t deal with them. So, let me ask the Resolutions Committee to report back to our Committee Room, and those individuals who objected, if you’ll give us 10 minutes to get set up, we’ll meet with the objectors immediately following this session. Thank you.

[Applause.]

MR. BRIAN WAGNER: Thank you, Bernie. Thank you, Junemarie. I appreciate everybody’s patience in getting through these resolutions so far. We’re going to bring up the Auxiliary. Delegate at mic 7.

MR. BOBBY BOCK: Bobby Bock, Branch 406. We discussed earlier about the water stations, but when I went up to the Caucus Room, they have water stations up there from the hotel. Is it possible -- I got the cup here -- is it possible to get
water stations here for tomorrow? Since they have it up in the Caucus Room, why couldn’t they have it down here?

MR. BRIAN WAGNER: Bobby, I’d have to check with the hotel on their policy.

MR. BOBBY BOCK: Okay.

MR. BRIAN WAGNER: But, I will check on that with our convention planner. Thank you.

MR. BOBBY BOCK: Thank you.

MR. BRIAN WAGNER: All right. We’re going to bring up the Auxiliary to do the 50/50. Get your tickets out, and who’s in charge of the 50/50, but Skip. Out of order. No, okay. There you go. Skip Corley.

MR. SKIP CORLEY: Okay. Everybody get your tickets out. You did real good today. We raised a total of $6,000.

[Applause.]

MR. SKIP CORLEY: So, that means that the winner’s gonna get $3 -- I mean $3,000.

[Laughter.]

MR. SKIP CORLEY: Can we have a first-
timer come up here to pull the ticket? First-
timer? Want to come up and pull the winning
ticket? Come running.

[Drum roll.]

MS. LIZ MILES: Hello, y’all. My name is Liz Miles. I’m from Branch 698.

[Applause.]

MR. SKIP CORLEY: And, by the way, if the person is not here, we will hold the ticket over until tomorrow morning.

MS. LIZ MILES: Well, it’s not me. So, it’s 8362637. $3,000, woo!

[Music playing and applause.]

MR. BRIAN WAGNER: All right. See the Auxiliary for your grand winnings. Come on down! We’ve got refrigerators and microwaves. Oh, wrong game.

MR. SKIP CORLEY: She’s a winner.

[Applause and music playing.]

MR. BRIAN WAGNER: Hey, we’re doing -- yeah, you guys are doing great. We’re going to start selling tickets tomorrow about 7:00. All
You guys, we started like at 9:01 this morning. You guys are doing a great job. I wanted to thank again the host Branch 5 and Lisa Douglas and her team for doing a great opening ceremony. You guys have done a fantastic job of getting through business today. But, we’re not done because we have Chuck Mulidore, your national Secretary/Treasurer for very important announcements, and where the rooftop party is going to be. So, with that, I’m going to turn it over to Chuck.

MR. CHUCK MULIDORE: Okay. Good afternoon, everybody. I do have a lot of announcements, so bear with me for a second, and we’ll get the party here shortly. Okay, real quick. If anybody lost a Coach watch, it works, and if no one claims it, I’ll take it to the casino later and see what I can get for it. But, the Coach watch, if it’s not claimed here shortly, I’ll take it to Lost and Found. So, Coach watch— it looks like a lady’s watch.
Okay, we have a lost cell phone here. It is a Samsung Galaxy S6 Edge. I made some calls on it earlier today. It does work. No, I didn’t do that. Okay, cell phone. It was found at the Signature Credit Union table. So, it’s a Galaxy 6S up here. If not, I’ll take it --. Well, come up or down; however you want to do it.

Okay. I guess this is Shirley Lee from Branch 39 lost her glasses -- Coach glasses, right? We can’t hold onto Coach things for some reason. They have a black cord attached. They were lost yesterday in the Caucus Room for the Western Region. So, if you find those or you have those, please see Shirley Lee, Branch 39, Los Angeles. Coach glasses, black cord attached.

Correction -- the officer’s report for Mideast Area Vice President Hans Aglidian was mistakenly omitted from the one book. Hans’ report will be printed in an upcoming Convention newsletter. So, we apologize for that -- apologize to Hans. It was mistakenly left out, and we’ll get that fixed and corrected so you can
see it.

We also had a request to not flip your chairs up when you’re holding seats. We understand from the hotel that’s considered a safety hazard. So, don’t flip your seats up, please.

Kathy Gill in the Mideast Section is selling previous convention pins to support SPAC Walkathon. So, Kathy, where are you? Are you here? Raise your hand. Mideast Area. Oh, she’s over there. Okay, Kathy Gill, waving her hand over there. See her. She’s selling convention pins raising money for the SPAC Walkathon.

MS. GAIL VAN HORN: Gail Van Horn, personal privilege. I also am selling SPAC pins, and the proceedings go to SPAC.

MR. CHUCK MULIDORE: Okay, thank you.

Detroit, Branch 23, on Tuesday night is having their regular party. It’s at the VFW Hall, 91 Raymond Hill Road, here in Uncasville, 3-1/2 miles from Mohegan Sun. So, Detroit, Branch 23, Tuesday night party. I see you June. I’ll be
there. VFW Hall, 91 Raymond Hill Road, here in Uncasville. I’ll hang -- if you need directions, Google, will have it here for you. A bus? No. We might need a bus to bring us home.

[Laughter.]

I don’t understand this one. Cell phone lost, see Mideast Secretary. I don’t know what that one -- this is your phone? I’m going to trust you on that. I tried to erase everything. Don’t hold me to that.

Okay, before we get to the party tonight, a couple Caucus announcements. New England Area Caucus immediately after Tuesday afternoon session. So, New England Caucus after the Tuesday afternoon session in the Penobscot Room. Okay? New England, tomorrow afternoon after the session, Penobscot.

Northern New Jersey -- is that Northern New Jersey? Thank you. Northern New Jersey and New York will caucus in the Penobscot room at the close of today’s session. Caucus, Northern New Jersey and New York, today, Penobscot Room when
we’re done.

MINK Area Caucus meeting in Oneida after the convention today, I assume. Candidates for offices should, could, or can come and speak. So, MINK Area, meeting in Oneida after the convention today. Candidates for office are welcome.

Capitol Atlantic Area will meet in the Nahanta Passamaquoddy [phonetic] -- all right, Troy, you’re going to have to help me with your handwriting on this one. I think it’s the Passamaquoddy Room for 10 minutes after this session. So, see Troy, Capitol Atlantic Area, and he can explain what this means. I can’t. It’s not written in Indian, I don’t know what that’s written in.

A reminder, there’s no official convention activities for Wednesday. Just put that in your mind. If you want a vegetarian meal at the Grand Banquet, provide your name and branch number to our assistant secretary, Nancy McVicker. Nancy, wave your hand. Let Nancy know that you need a vegetarian meal, and she’ll inform our
Upon adjournment in a few minutes, the following NAPS area photos will be taken in Brothertown Passamaquoddy area. So, as soon as we’re done, Northwest, Rocky Mountain, and Pacific Areas. As soon as we’re done, photos in the Brothertown Passamaquoddy area. Northwest, Rocky Mountain, and Pacific.

MR. BRIAN WAGNER: Delegate at mic 8.

MR. TROY GRIFFIN: Good afternoon. Troy Griffin, Capitol Atlantic Area Vice President. Just for clarification, Chuck, for the note that I gave you. I first want to thank the Western Region for letting us use their Caucus Room, because our group, as you can see, our area has the largest amount of delegates here, but our Caucus Room for our size is unable to fit us. So, the writing -- my handwriting may be illegible, but for all of our delegates, 167 of us, we will be using the Western Region Caucus Room. So, thanks again, Marilyn, for letting us use your room. So, in your book, it will say the Western
Region Caucus Room. Thanks, Chuck. And also, we noticed that there were 8 mics before on that side. Is there any way we can get 2 mics on this side of the room?

MR. BRIAN WAGNER: We’re working on the mics.

MR. TROY GRIFFIN: All right. Thank you.

[Applause.]

MR. CHUCK MULIDORE: Final thing before the rooftop, anyone who paid a full convention registration fee for their spouse or their family members and guests invited to attend the Delegates Welcome Reception from 6:15 to 9:15 or 9:30 tonight. It is on the rooftop. You have to have your badge. Bring this with you, okay?

Okay. Many people are asking, how do we get there. I have multiple sources of information on how to get there. But, essentially -- oh, just a reminder. There’s going to be hot dogs, hamburgers, and chicken there. There will be a band there. It’s going to be outside. It’s very hot today, so dress very comfortably, very casual,
shorts, whatever is comfortable for you. But, it’s very hot, very warm outside today. So, just keep that in mind. The party will be on top of the Riverview Garage. It’s the fifth floor, the top floor of the garage, okay? There are clings outside on the floor that can help you get there. But, essentially, when you walk out of the Convention Center, you head to the lobby area by Bobby Flay. So, if you get down to the casino level, you’re on the right spot. So, if you’re up on here, you want to go down the escalator to the casino level. You want to go past the blue and white sculpture as a point of reference for you in the main lobby. You want to turn right, and you’ll follow the clings that say NAPS. There’s the NAPS logo there, they’re on the clings. Find the Riverview Garage. Go through the casino. You’ll pass the Krispy Kreme, don’t stop there. Stop there on your way back, you can stop by Krispy Kreme, but you don’t want to get all filled up on Krispy Kreme prior to the -- or they’ll have a lot of extra hot dogs.
So, you go there, you go to the Riverview Garage, to the fifth floor, take the elevator to the fifth floor. On the fifth floor, you’ll be on the roof of the garage, and that’s where the party will be at. It’s on the roof. I’m not singing that. I’ve had numerous requests to never sing again, and I understand why. I have to sing the next verse. They’ll have chicken, salads, hamburgers, hot dogs, dessert. 6:15 to 9:15, there’s a band, very casual, games, and that’s, I think -- Brian, I think that’s it. Back to you.


MR. DONALD MURRAY: Donald Murray, Branch 93. Point of clarification. For -- is this supposed to be just delegates or delegates and their spouses? You have to pay for your spouses to go to the delegate dinner?

MR. BRIAN WAGNER: NAPS is very family oriented. We have allowed you to bring your family. No, they’re not a registered guest, but you need your badge to bring your family with you.
The casino doesn’t want people from the casino coming up and finding our rooftop party and hanging out. So, you bring -- you have to wear your badge. You bring your family with you, and they get in with your badge. All right?

MR. DONALD MURRY: Okay.

MR. BRIAN WAGNER: We know families are here. Thank you. With that, thank you Chuck, thank you, Ivan, thank you Dr. Bishop, thank you assistant secretaries, thank you to delegates. Hey, please enjoy the night, its fun and festivities and fellowship. We are in recess until 8:30 sharp Tuesday. Megan Brennan will be our first speaker.

[Meeting adjourned.]

[Off the record at 5:14 p.m.]
CERTIFICATE OF SHORTHAND REPORTER - NOTARY PUBLIC

I, NaCorey Nichols, the officer before whom the foregoing deposition was taken, do hereby certify that the foregoing transcript is a true and correct record of the testimony given; that the witness was duly sworn by me; that said testimony was taken by me electronically and thereafter
reduced to typewriting under my direction; and
that I am neither counsel for, related to, nor
employed by any of the parties to this case, and
have no interest, financial or otherwise, in its
outcome.

IN WITNESS WHEREOF, I have hereunto set my hand
and affixed my notarial seal this
16 day of August, 2018.

My commission expires:

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NOTARY PUBLIC IN AND FOR THE
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matter, and this transcript is a true and accurate record of said audio recording to the best of my ability. The above information has been transcribed by me with a pledge of confidence, and I do hereby certify that I will not discuss or release the content or any information contained herein.

Pamela A. Flutie

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