

1           66th ANNUAL NATIONAL ASSOCIATION OF POSTAL  
2                   SUPERVISORS CONVENTION

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7                   Day Two

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12                   8:30 a.m. to 5:00 p.m.

13                   Tuesday, August 7, 2018

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16                   Mohegan Sun

17                   Uncasville, CT 06382

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22   Reported by: NaCorey Nichols

1 NAPS Executive Board

2 Resident Officers:

3 Brian J. Wagner, President

4 Ivan D. Butts, Executive Vice President

5 Chuck Mulidore, Secretary/Treasurer

6

7 Regional VP:

8 Thomas Roma, Northeast Region

9 Richard L. Green, Jr., Eastern Region

10 Craig O. Johnson, Central Region

11 Tim Ford, Southern Region

12 Marilyn Walton, Western Region

13

14 Area VP:

15 Gregory Murphy, New England Area

16 James "Jimmy" Warden, New York Area

17 Hans P. Aglidian, Mideast area

18 Troy Griffin, Capital-Atlantic Area

19 Timothy Needham, Pioneer Area

20 Kevin Trayer, Michiana Area

21 Luz Moreno, Illini Area

22 Dan Mooney, North Central Area

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

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

1 Jaime Elizondo, Jr.

2 Lynn Lacey

3 Megan Brennan

4 Al Lum

5 Aric Skjelstad

6 Dave Williams

7 Tony Leonardi

8 Joe Bodary

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

2 MR. BRIAN WAGNER: Delegates, please take  
3 your seats. Silence your phones or give \$20 to  
4 the Auxiliary. Good morning.

5 ALL: Good morning.

6 MR. BRIAN WAGNER: Okay. I know we had  
7 fun on the rooftop last night, but good morning.

8 ALL: Good morning. (Louder.)

9 MR. BRIAN WAGNER: All righty. Thank you  
10 for yesterday. We got through a lot of business.  
11 I truly appreciate it, because that's what we're  
12 here to do -- the business for NAPS. And, as  
13 such, we're going to continue and move forward.  
14 We have the Postmaster General here today, and we  
15 have the Chief Operating Officer also here today.  
16 So, again, we truly appreciate the Postal Service  
17 being here and to listen to our concerns and to  
18 answer our questions. However, there are time  
19 limits, and I'll go through those later. But, we  
20 must get started today, and the first thing we  
21 need to do is make sure that we start the day off  
22 right. So, I want to bring Lynn Lacey up, Branch

1 489, and the former Illini Area VP, and Minister  
2 Lynn Lacey, to give our invocation.

3 MS. LYNN LACEY: Good morning.

4 ALL: Good morning.

5 MS. LYNN LACEY: Come on, you can do  
6 better than that. Good morning.

7 ALL: Good morning. [Louder.]

8 MS. LYNN LACEY: Because this is the day  
9 that the Lord has made, and we're going to rejoice  
10 and be glad in it.

11 [Applause and chorus of Amen.]

12 MS. LYNN LACEY: Now, if we can all  
13 stand, and even I want you to hold somebody's hand  
14 because somebody may need that touch this morning.  
15 Okay. You're feeling good now, right? Now we're  
16 going to talk to the Master.

17 Eternal Father, maker and creator all  
18 things, we just want to say thank you this  
19 morning. We thank you for the journeys that  
20 everyone came from, and you brought us here safe.  
21 Thank you for the business that we have at hand,  
22 Dear Heavenly Father. I ask you to bless the

1 resident officers, Dear Heavenly Father, the  
2 Postal Headquarters people there, and each and  
3 every one of your people, Dear Heavenly Father.  
4 We just thank you, Dear Heavenly Father, because  
5 we are able to breathe your fresh air, Dear  
6 Heavenly Father. Dear Heavenly Father, as we  
7 depart and go back to our homes and everything,  
8 Dear Heavenly Father, that you will be with us,  
9 Dear Heavenly Father, that you will keep us, Dear  
10 Heavenly Father. Touch somebody's mind this  
11 morning, Dear Heavenly Father. Let them know that  
12 they are loved, Father God. We just thank you,  
13 and we bless your name. In Jesus' name, I ask and  
14 pray. Amen.

15 ALL: Amen. [Applause.]

16 MR. BRIAN WAGNER: Thank you, Lynn. I  
17 appreciate it.

18 Before I bring up Rosemary Harmon and Roy  
19 Madden to do the Credentials Report, a couple of  
20 quick things. We do have water coolers in the  
21 side. No, no, wait a minute. You thank Sheri  
22 Davies. She had Mohegan Sun modify their policy.



1 Otherwise, they were going to put tons of water  
2 bottles out there. So, Sheri Davies got you --  
3 Bobby Bock, you better get a drink of water from  
4 there. Water bottles on the side -- coolers.

5 I do want to say one other thing. When  
6 the Postmaster General speaks and the Chief  
7 Operating Officer, Dave Williams -- for respect of  
8 them and to move efficiency, we're going to only  
9 use mic 3 right here so you can address the PMG  
10 directly. So, in order for -- instead of trying  
11 to left and right, I'm going to have everybody  
12 stand up here, and if you have a problem standing,  
13 you let us know, and we'll get you in line. But,  
14 this is how we're going to work it. And then, if  
15 you can't get your question answered, just write  
16 it down, and we'll give it to Chuck, and we'll get  
17 them to the Postmaster General and COO.

18 Of course, I hear some ringing. Does  
19 somebody owe me \$20? Auxiliary? All right.

20 So, at this point in time, I do want to  
21 give you the flavor of the day. Ben and Jerry's  
22 Cinna-dough-rella. It's Cinna-dough-rella.

1 That's what I like is a little cinnamon. But,  
2 more importantly, we need our credentials, so I'm  
3 bringing up Rosemary Harmon and Roy Madden.

4 MS. ROSEMARY HARMON: NAPS family, good  
5 morning.

6 ALL: Good morning.

7 MS. ROSEMARY HARMON: Did you have a  
8 great time last night?

9 ALL: Yes.

10 MS. ROSEMARY HARMON: Did you have a good  
11 time last night?

12 ALL: Yes. [Louder.]

13 MS. ROSEMARY HARMON: Thank you. Thanks,  
14 Sheri. If you see her, let her know. All right.

15 Just to get us started on the right foot,  
16 all veterans, please stand up.

17 [Applause.]

18 Thank you.

19 MR. ROY MADDEN: Good morning, everybody.

20 ALL: Good morning.

21 MR. ROY MADDEN: We're going to get this  
22 real quick, I hope. No questions, no problems.

1 So, the Committee has nothing to tell you other  
2 than what's on our seats and our numbers, which we  
3 know to be correct so far. First-timers in  
4 attendance -- I'm sorry. August 7th, 2018, 8:30  
5 a.m., first-timers in attendance, 118.

6 [Applause.]

7 If you're following along, this is on  
8 page 12. Executive Board, number of attending 24.  
9 Possible votes, 24. Branches, local and state  
10 delegates attending, 909. Number of branches  
11 represented, 222. Possible branch votes, 2,482.  
12 Total possible votes, branches and Executive  
13 Board, 2,506. Total registered in attendance,  
14 NAPS delegates, Auxiliary, and guests, 1,056.  
15 Thank you.

16 [Applause.]

17 MS. ROSEMARY HARMON: Louis Atkins, where  
18 are you?

19 MR. LOUIS ATKINS: I'm over here,  
20 Rosemary.

21 MS. ROSEMARY HARMON: All right. I'm  
22 coming to you.

1           MR. BRIAN WAGNER: Thank you, Rosemary.

2 Thank you, Roy.

3           Before I bring up our Postmaster General,  
4 I believe there is a video.

5           [Video plays. Applause.]

6           MR. BRIAN WAGNER: Excellent video.

7 Excellent. It is with great honor that I  
8 introduce Postmaster General, Megan Brennan. She  
9 is the 74th and the first female Postmaster  
10 General and Chief Executive Officer of the United  
11 States Postal Service.

12           [Applause.]

13           Appointed by the Board of Governors,  
14 Postmaster General Brennan became -- began her  
15 tenure in February 2015. Her core focus is to  
16 advance strategies that invest in the future of  
17 the Postal Service and to shape the growth  
18 opportunities for the organization and the  
19 industry it serves. These strategies encompass  
20 better use of data and technology, speed the pace  
21 of product and service innovations, continue  
22 process improvements throughout the organization,

1 and fully engage and leverage the talents of the  
2 organization's 640,000 employee workforce.  
3 Postmaster General Brennan runs a \$70 billion  
4 organization -- billion, with a B. That is the  
5 cornerstone of a trillion-dollar industry. She  
6 has earned a Master's of Business Administration  
7 degree as a Sloan Fellow at the Massachusetts  
8 Institute of Technology and is alumni of  
9 Immaculata College. Please give a warm NAPS  
10 welcome to our Postmaster General, Megan Brennan.

11 [Applause.]

12 MS. MEGAN BRENNAN: Thank you. Good  
13 morning, everyone. My first question, where's  
14 Henry? He has the remote to advance the slides.  
15 Is that correct?

16 MR. BRIAN WAGNER: I know how to use it.  
17 I could punch the buttons for you.

18 MS. MEGAN BRENNAN: It would be easier if  
19 I control it, Brian.

20 [Laughter.]

21 MS. MEGAN BRENNAN: Good morning,  
22 everyone.

1           ALL: Good morning.

2           MS. MEGAN BRENNAN: Brian also left me  
3 the gavel. Now, let me thank Brian and your  
4 resident officers, Ivan and Chuck, for the  
5 opportunity to be here with you this morning.  
6 Also, to thank your Executive Board and the  
7 membership at large. I know you had a fun evening  
8 last night. Was it on the rooftop, I understand?  
9 That's pretty impressive. And what a beautiful  
10 surrounding here in Connecticut.

11           So, I want to thank you, and I appreciate  
12 the opportunity to be here with you today. I want  
13 to thank you for your leadership. We'll have an  
14 opportunity to have a conversation this morning.  
15 I have a few comments I'd like to make, and then  
16 Brian and I discussed the opportunity for Q&A,  
17 which will give you an opportunity certainly to  
18 share comment with me, and an opportunity for me  
19 to provide response and some positioning.

20           But, I thank you for your leadership and  
21 what you do day in and day out for the  
22 organization, for our customers, and recognizing

1   that you have a challenging job. And I was a  
2   front-line supervisor, a mid-level manager in my  
3   career, and I believe it's my responsibility and  
4   our collective responsibility to provide you with  
5   the tools and the training and the resources you  
6   need to better serve the American public.

7               I would like to take a moment and if our  
8   veterans in attendance would rise and be  
9   recognized.

10              [Applause.]

11              Thank you. Thank you for your service.  
12   And the Postal Service is proud to be one of the  
13   largest civilian employers of veterans, and you  
14   make our leadership team stronger. So, thank you  
15   for your service.

16              May I just have a show of hands -- any  
17   retirees in the audience? The ones with the big  
18   smiles on their faces sitting back all relaxed?  
19   They're not holding a pen in their hand taking  
20   copious notes. Let me thank our retirees, and  
21   also the fact that you continue to be actively  
22   engaged with NAPS and advocating for the NAPS

1 Association with all stakeholders. Thank you.  
2 You make a difference. We appreciate that very  
3 much.

4 [Applause.]

5 So, if you think about what's happening  
6 in today's marketplace and the implications it has  
7 for our business, everyone of us, I'm sure, has a  
8 smartphone, an iPad, a tablet, some of us carry  
9 more than one. That has implications for our  
10 business. I was reading an article recently that  
11 stated that on average, we look at our smartphones  
12 once every 12 minutes. Sound about right? Some  
13 of you are looking at yours right now and know  
14 that I can see you.

15 [Laughter.]

16 So, I'm assuming over the course of the  
17 next hour or so, you're likely -- if that study  
18 holds -- to look down at least five times.

19 Nonetheless, the change in the way we  
20 communicate, we conduct business, and we consume  
21 information in this what I'll call the age of the  
22 consumer -- and we're all consumers, and we're all



1 demanding consumers -- this immediacy and ability  
2 to go on our smartphone and call up an Uber or  
3 Lyft, to have dinner delivered through GrubHub.  
4 This immediacy, the so-called Amazonization, which  
5 we helped create by delivering timely and accurate  
6 and within two days or less of product.

7           So, if you think about what's happening  
8 in the marketplace, think about some of the large  
9 retailers like Kohls, Target, Walmart. They're  
10 trying to get closer to their consumer. And  
11 because of the consumer expectation for immediacy,  
12 the retailer is looking to shave off cycle time,  
13 meaning get that product into the consumer's hand  
14 as fast as possible. So, many of these retailers  
15 are now utilizing square footage in their stores  
16 to service fulfillment centers to get that product  
17 to us faster, to meet that demand for immediacy.

18           So, we're in this world where we  
19 seamlessly transition between what I'll call print  
20 and pixel. And what does that do? For us -- and  
21 here's my caution, please -- I can't see this in  
22 print anywhere before Thursday. We'll have our

1 financial call on Thursday where we'll report out  
2 on our quarter 3 and year-to-date financial  
3 performance. But, I wanted to give you a sneak  
4 peak here. So, I see some of your taking  
5 pictures. Just don't post that, please, before  
6 Thursday.

7 But, here's the result in terms of the  
8 workload for the organization. The blue bar --  
9 first blue bar -- is same period last year volume.  
10 Next, you can see the decline in first-class  
11 volume. You can see the single-piece first-class  
12 mail decline of more than 6 percent. You can see  
13 the commercial or the presort volume decline. You  
14 can see the decline in marketing mail. Now, when  
15 you look at that decline in marketing mail, what's  
16 concerning, of course, is that year after year,  
17 we've seen some relatively stable performance from  
18 marketing mail, and marketing mail now is roughly  
19 52 percent of our mail mix.

20 When you look at the growth in package  
21 volume, while it's healthy growth, that rate of  
22 growth has slowed considerably. Why is that?

1 Competition. Competition in the last mile,  
2 competition in the end-to-end or network volume,  
3 and it's why we need to continue to deliver the  
4 value proposition -- competitive pricing, timely  
5 and accurate scanning, and certainly reliable, on-  
6 time service.

7           You can see the decline in international  
8 volume as well as in periodicals and other. So,  
9 bottom line, you can see that we're down 3 billion  
10 pieces compared to the prior year.

11           When you look at that over the course of  
12 a decade or so, these secular trends continue.  
13 That's a 31 percent decline in overall volume.  
14 So, as an organization, it's why we need to  
15 continue to look at every opportunity to adjust  
16 the infrastructure, repurpose space, shed latent  
17 compacity, pull idle equipment off the workroom  
18 floor, and make adjustments to staffing and  
19 scheduling. As stewards of this organization,  
20 it's the responsible thing to do.

21           So, when you look at our financial  
22 position in total, and we'll report out a

1 controllable loss for the quarter, a net loss for  
2 the quarter and the year-to-date. And some of  
3 these headwinds are outside our control. For  
4 instance, rising fuel costs. That has  
5 implications for our fleet, more than 200,000  
6 vehicles on the street. It has implications for  
7 our facilities with more than 30,000 facilities.

8           But, the point I'd like to make here is  
9 that our message has been consistent all along --  
10 that while our financial challenges are serious,  
11 they're solvable. However, we need legislative  
12 reform and regulatory reform to afford us some  
13 business flexibility coupled with our continued  
14 aggressive management of the business. And we'll  
15 talk about all this. But, when you think about  
16 from a legislative standpoint, the Postal Service,  
17 NAPS, other stakeholders have been advocating for  
18 Postal Reform for more than a decade, since PAEA  
19 was passed, and a credit to your Executive -- your  
20 resident officers, your Executive Board, working  
21 with other stakeholders, postal management, the  
22 industry, and recognizing that they're advocating

1 for your interests, and where we were able to  
2 align on key provisions of a bill. You know,  
3 three years ago, we were able to reach consensus  
4 on key provisions of the bill. Yet, the bill  
5 languishes. It has bipartisan support in the  
6 House. We also have a bill pending in the Senate  
7 that has bipartisan support. The challenge, of  
8 course, is in this environment, where there are  
9 broader public policy issues being debated  
10 including how to fund the government before the  
11 end of September, in a year where there's a  
12 contentious mid-term election, the likelihood of  
13 us being able to advance legislation as the window  
14 narrows becomes more and more challenging. Yet,  
15 we're going to continue to advocate for Postal  
16 Reform. It's the responsible thing to do.

17           We also have a situation where, as you  
18 all know, we've been operating without independent  
19 Governors, and the Senate has not confirmed a  
20 Postal Governor since 2010. Again, we've been  
21 very vocal that this is good governance, that the  
22 Postal Service and all of our stakeholders are

1 best served by having a fully functioning  
2 independent Board of Governors providing guidance  
3 and oversight and direction to the nation's  
4 second-largest civilian employer and a \$68 billion  
5 company that matters to the American economy.

6           Now, the good news is we have two  
7 Governors that were voted out of Committee that  
8 are pending Senate confirmation, and we fully  
9 expect that the Governors will be confirmed this  
10 month when the Senate returns from recess on the  
11 15th of August. So, we will continue to advocate  
12 for the urgency in having Governors on board.

13           And I think it's particularly important  
14 when we're waiting for the results of the  
15 Presidential Taskforce. We expect those  
16 recommendations this month as well. And I think  
17 as you saw when the Presidential Taskforce was --  
18 was announced, the Postal Service was pretty  
19 measured and considered in our comment. I was  
20 vocal to say we welcome this. The Postal Service  
21 voice has been the loudest about the need to look  
22 at our current business model, because the root

1   cause of our financial instability is a flawed  
2   business model that was imposed on us by Congress.  
3   We made responsible decisions. We reacted to that  
4   decline in volume and that change in mail mix, and  
5   we'll continue to position the organization for  
6   success in an increasingly competitive  
7   environment. But, we need to have more business  
8   flexibility.

9           So, our expectation is that the taskforce  
10   will announce their recommendations in the coming  
11   days or weeks, and we expect that stakeholders,  
12   specifically Congress, who has a key role to play  
13   in any changes that would impact current statute  
14   or law, recognizes the role of the Postal Service  
15   in an increasingly digitized world that mail still  
16   matters, and we'll talk through that.

17           So, from a legislative standpoint, there  
18   are a number of different -- different initiatives  
19   that are being pursued. On the regulatory front,  
20   the key issue is, in an environment where we have  
21   competition in every product line, some of our  
22   detractors will say, well, you have a monopoly.

1 We have a monopoly in statute only. When you look  
2 at first-class mail and marketing mail,  
3 susceptible to electronic diversion, the  
4 smartphones we carry around, the digital  
5 advertising, the exponential growth in digital  
6 advertising. Look at your social media platforms,  
7 look at Facebook, look at Instagram now.  
8 Instagram's looking more and more like Facebook,  
9 right, with the ads? Look at the -- the  
10 advertisement that comes into your own personal E-  
11 mail box. But, look at what's different about the  
12 digital advertising that's directed at you. Do  
13 you notice anything different from a few years  
14 back? Is it more personal to you, right? A few  
15 years back, marketers used to call it spray and  
16 pray, right? Just send out thousands, if not  
17 millions of E-mails. Now, advertisers know a lot  
18 about us, right? We have our digital footprint,  
19 the crumbs that we apparently leave as we're  
20 browsing on social media sites or consuming the  
21 news. Programmatic advertising. Programmatic  
22 advertising. Take a look at it. It is more



1 targeted and relevant to you, and that's a threat  
2 to direct mail.

3           So, it's why, when we're in front of the  
4 regulator, and we're arguing that the Postal  
5 Service should have pricing flexibility. As you  
6 know, we're in an environment where we have a  
7 strict price cap on products that generate roughly  
8 70 percent of our revenue. No other business has  
9 that type of constraint. So, the fundamental  
10 issue for us is, Congress has imposed significant  
11 costs on us and then constrains our ability to  
12 generate revenue by utilizing an unrivaled  
13 infracture to generate revenue to offset those  
14 costs. It's pretty straightforward, but it  
15 doesn't -- can't quite capture it in a headline,  
16 right?

17           So, Thursday, Friday, the meeting will  
18 just say Postal Service loses X, right? Postal  
19 Service loses billions. And, unfortunately, in  
20 today's environment, often we don't get past the  
21 headline. So, the continued challenge for us is  
22 to ensure that all stakeholders who will be making

1 decisions about the future of the Postal Service  
2 and our role in the 21st century marketplace are  
3 educated. So, I thank NAPS leadership and the  
4 NAPS Association at large for your continued  
5 efforts both on the local level, the state, and  
6 the national level to educate our -- our public  
7 officials, and other stakeholders.

8           Most importantly, what we can control --  
9 both sides of the financial ledger, driving  
10 operating efficiency, reducing costs, generating  
11 profitable revenue. Thank you for your continued  
12 efforts with the engagement programs, because we  
13 are all part of the sales and marketing team. We  
14 all need to understand our products and services.  
15 But, at the end of the day, if we're not providing  
16 service, which is foundational, all the rest is  
17 for naught.

18           So, that expression, "Keep the main thing  
19 the main thing, and reinforce purpose," our  
20 purpose is to provide service to the American  
21 public.

22           So, we have a plan, and there's an

1 expression, "Plan the work and work the plan."  
2 So, when we look out at the core pillars and  
3 strategic objectives for this organization,  
4 delivering a world class customer experience, and  
5 that's at every touch point, and I appreciate and  
6 applaud your daily efforts here. But, we, as an  
7 organization, need to recognize, this goes well  
8 beyond transit time. Transit time is important,  
9 yes. But, not a day goes by that I don't get E-  
10 mails from customers saying that we did not return  
11 the calls, that they waited an inordinate amount  
12 of time on hold at the care center. They should  
13 not even be calling the care center. The majority  
14 of calls that we get at the care center are,  
15 "Where's my package?" And often, when you look at  
16 the root cause analysis, it's less about transit  
17 time failures, it's inaccurate or untimely scans.  
18 Hence, all the work you've been doing over the  
19 years, the investments that we've made in ensuring  
20 that our employees understand that in the age of  
21 the consumer, we're all demanding consumers, and  
22 having that visibility and recognizing where that

1 package is from when it enters our network until  
2 it is delivered at the accurate location -- that's  
3 the perfect package experience, correct? On time,  
4 right location, timely and accurate scan, without  
5 generating a customer call.

6           So, we've made progress here, but we're  
7 not world class, and we need to continue to earn  
8 our customers' trust, earn their business, and  
9 continue to work at every touchpoint to improve  
10 that customer experience. We have to get better  
11 with ECC cases. And, again, it's a matter of  
12 ownership, acknowledging the issue, and responding  
13 to the customer in a timely manner, and resolving  
14 it to their satisfaction. It's not any more  
15 complex than that. So, work to do there.

16           In terms of innovating to deliver value.  
17 Dave will likely touch on this more, but if you  
18 think about the investments we've made -- informed  
19 delivery, informed visibility, autonomous-guided  
20 vehicles in a number of our plants, experimenting  
21 with an ALPS machine in two locations. We'll  
22 continue to look at opportunities to prioritize

1 investments to keep us competitive.

2           Investing in our future. And this is  
3 everything from infrastructure, facilities,  
4 vehicles, people, training, development, the new  
5 supervisor training program, management  
6 essentials, developing a new POM training program.  
7 All that is investments in people, and ultimately  
8 -- and how many of you -- maybe a show of hands --  
9 have attended the Analytics University? All  
10 right, we need more hands than that, right? But,  
11 that's again, to develop you to help provide the  
12 tools that you need to identify gaps in service  
13 performance and also ultimately to help us drive  
14 operating efficiency. So, we're committed to  
15 these pillars, and we need to continue to  
16 demonstrate to our employees at large proof points  
17 on our commitment to these core pillars.

18           So, let's talk about our strategy in a  
19 digital world. What is it? There you go. How  
20 many of you are signed up for Informed Delivery?  
21 Oh, every hand needs to go up. Retirees, come on.  
22 We need to sign every employee up for Informed

1 Delivery. Our ability, then, to influence  
2 consumer adoption is dependent on our  
3 understanding of the products and services.  
4 Informed Delivery is our digital strategy. It  
5 builds awareness for mail. Right now, we have  
6 about 11.4 million consumers signed up. Mailers  
7 have generated more than 2,900 content-rich  
8 campaigns utilizing Informed Delivery. It's a  
9 chicken and an egg thing for us though, right?  
10 Marketers are saying, "Come to me when you have  
11 more than 20 millions consumers signed up." So,  
12 we need to demonstrate the value of this, and it's  
13 not just nice to do for those of us who travel and  
14 for those of us who have more than one person in  
15 the household, because someone is always the CEO  
16 of mail, correct? And the CEO of mail may not  
17 want you to see everything that comes in the  
18 mailbox.

19 [Laughter.]

20 Here's one way to combat that. But, for  
21 us, it's ultimately about demonstrating the value  
22 of mail. And think about that and start looking

1 more closely at your Informed Delivery images.  
2 You're starting to see more and more of our -- of  
3 our mailers embed a QR code that enables you then  
4 to go immediately to their website. So, for us  
5 ultimately to be able to monetize it, if you think  
6 about it, one way would be a click-through fee.  
7 Another would be if we have multiple mailers and  
8 they want to be at the top of your images, right?  
9 So, if you're just scrolling, and the first thing  
10 you see is a, you know, a McDonald's  
11 advertisement. So, that's how we're working with  
12 marketers and some of the use cases that we see  
13 for Informed Delivery. So, we need your help here  
14 in promoting Informed Delivery.

15           Also, informed visibility. This is also  
16 a game changer for us. This is what the industry  
17 and the Postal Service have been working toward,  
18 to have that end-to-end visibility, whether it's  
19 on a container, a bundle, a tray, a letter, as it  
20 moves through our system, because this creates  
21 business intelligence. Business value for the  
22 customer as well as value for the organization.

1 If you think about it from a customer standpoint  
2 as well as our own standpoint, an ability to know  
3 how to staff their call center based on when they  
4 deposited mail, an ability to adjust  
5 transportation. So, it's having this advance  
6 information that creates the business and customer  
7 value for us. These are investments that we  
8 continue to make.

9 But, if you think back to the graph I  
10 showed on the volume and the comparison compared  
11 to the same period last year, we need to put in  
12 context for stakeholders as well that while we  
13 continue to benefit from package growth and that  
14 package revenue helps fund the network, an  
15 expansive delivery retail processing network that  
16 is required to support the universal service  
17 obligation. Yet, package volume is roughly 5  
18 percent of our volume, and it is roughly 30  
19 percent of our revenue. Mail is 95 percent of our  
20 volume and 70 percent of our revenue. So, we're  
21 making a concerted effort in working with the  
22 industry to reinvent mail.



1           At the recent National Postal Forum with  
2 more than 4,000 roughly customers, our emphasis  
3 was on how we grow mail, how we position mail as  
4 part of an omni-channel or multimedia approach to  
5 marketing and getting to the decision-makers who  
6 are going to spend on digital because they can, in  
7 their minds, reach more at, you know, much lower  
8 costs. While that may be true, it's all about  
9 return on investment. So, you're going to see  
10 over the next couple of months more collateral  
11 coming out, particularly to support the engagement  
12 programs, and us promoting mail -- direct mail --  
13 whether it's political in election cycle, what's  
14 coming up, right? Mid-term elections. But,  
15 between now and the end of September, there are  
16 still a number of primary races, special runoffs  
17 in multiple states. It's an opportunity to use  
18 mail. What better way to get in front of your  
19 constituent or a potential voter?

20           So, reinventing mail, for us, is a key  
21 strategy to grow revenue. So, you'll be hearing  
22 more about that in the coming -- in the coming

1 weeks and months.

2           Ultimately, all these initiatives --  
3 we've got to run, and run faster, because the  
4 competition is not waning. The pace of  
5 competition is intensifying, and the Postal  
6 Service needs to continue to change and improve.  
7 It needs to deliver the value proposition for our  
8 customers, and we need to do it together.

9           So, my ask of you is, I recognize that we  
10 have some challenges, and we have forums to  
11 identify and work to resolve those issues. My  
12 discussion today is to level-set and also sound  
13 the siren a bit to say, this is a pivotal time for  
14 this organization. It's a pivotal time for us to  
15 demonstrate the value of the Postal Service to the  
16 American public -- to demonstrate that mail still  
17 matters, that the Postal Service is the platform  
18 that the mailing and shipping industry relies on  
19 to reach their consumers. It is critically  
20 important that the Postal Service have the  
21 business flexibility to compete.

22           So, I want to thank you for what you do

1 day in and day out. I would encourage you to stay  
2 informed. I read your magazines. I would ask you  
3 to make sure you're reading length, make sure  
4 you're watching the videos, please show them to  
5 our employees. We have an educated workforce, and  
6 if we have 640,000 employees moving in the same  
7 direction to serve the American public and to  
8 position this organization for long-term success,  
9 that's a formidable team. So, I want to thank  
10 you, and I welcome questions. Thank you,  
11 everyone.

12 [Applause.]

13 MR. BRIAN WAGNER: Thank you, Megan. I  
14 truly appreciate it. We are going -- like I said  
15 -- we're going to start with the questions right  
16 in front of you so won't have to look up to write.  
17 Megan has a hard stop at 9:45. I have to get her  
18 off this stage. I will not push her, but I will  
19 get her off the stage. Now, Megan, you do have --  
20 you do have the gavel. Now, if you feel there is  
21 any question that is inappropriate, they're out of  
22 order, and they move on. But, I will give you the

1 floor. Again, please, global questions, and we'll  
2 move forward, and please make them short, get to  
3 your answers, and everybody can be heard. Megan  
4 Brennan, it's all yours.

5 MS. MEGAN BRENNAN: Thank you, Brian.  
6 Good morning.

7 MS. PEGGY BEDNAR: Good morning, Ms.  
8 Brennan. Peggy Bednar, Branch 20, Pittsburgh, out  
9 of Canonsburg.

10 MS. MEGAN BRENNAN: Just for the record,  
11 so everyone is aware, that's my home -- that's my  
12 zip code, that's my Postmaster, that's my  
13 supervisor, manager, all wrapped up in one. And,  
14 then, Peggy, if I have to gavel you, that's said.

15 [Laughter.]

16 Because if I have to gavel you, I'm going  
17 to be there on Saturday.

18 [Laughter.]

19 MS. PEGGY BEDNAR: Next.

20 MS. MEGAN BRENNAN: Just kidding. Go  
21 ahead, please.

22 MS. PEGGY BEDNAR: I just wanted to say

1 in front of everybody as a group, you have been a  
2 pleasure to be one of my patrons.

3 MS. MEGAN BRENNAN: Thank you.

4 MS. PEGGY BEDNAR: All right. Recently,  
5 I attended a MFIL training in Norman, Oklahoma --  
6 that's Management, Field Essential Leadership if  
7 you are not familiar with that -- and I need to  
8 say this, in 32 years beyond ASP, this was the  
9 most informative training that I have attended  
10 where I have got to meet other level, higher-level  
11 managers, and I just applaud the fact that this  
12 training is going on. I was week 38, and  
13 camaraderie and the -- the building of trust is  
14 great. So, moving forward into the future, are  
15 there more training sessions for our level, or is  
16 this a one-shot deal?

17 MS. MEGAN BRENNAN: No, absolutely, there  
18 will be. Thank you for your comments, Peggy. I'd  
19 say this, we made a concerted effort and a  
20 commitment when I was appointed to this position  
21 to say we would invest in employee training and  
22 development. And Jeff Williamson and his team

1 certainly working the NAPS, UPMA, to develop new  
2 training to enhance the training, and to develop  
3 what we'll call learning continuum for training at  
4 every level of this organization. That will  
5 continue. That's our commitment, and we'll  
6 certainly continue to get input from the  
7 management associations on the development of the  
8 training. But, thank you for that, and I would  
9 encourage others to certainly request the training  
10 that is available to you.

11 MR. BOBBY BOCK: Bobby Bock, Branch 406.  
12 We've taken over the Headquarters now under fleet  
13 -- fleet -- and the vehicles, we don't have enough  
14 vehicles, we're trying to hold them together.  
15 There was talk that they were going to buy some  
16 vehicles off the shelf, but we haven't heard  
17 anything yet. Some carriers are waiting for the  
18 other vehicles to get back, so they can go out and  
19 deliver mail. What's the status on our fleet?

20 MS. MEGAN BRENNAN: Yes, thank you for  
21 the question, Bobby. So, here's where we are. In  
22 terms of -- annual purchases of vehicles, we

1 roughly deploy about 9 to 10,000 -- upper bound of  
2 about 12,000 a year, primarily in recent years the  
3 ProMasters. We're continuing to test the next  
4 generation of delivery vehicles. We'll likely  
5 extend that testing time period because we had  
6 multiple suppliers, and a few of the suppliers had  
7 to regroup, I'll say. So, it's in our best  
8 interest before we make a long-term purchase  
9 decision, to fully vet multiple vendors. That  
10 said, the commercial off-the-shelf vehicles are  
11 COTS. We have 20 of them that we're going to  
12 deploy, I think it's in August -- it's the end of  
13 this month, early September. We're going to  
14 deploy them in, I believe, it's Michigan, North  
15 Carolina, and Virginia to test those. So, that  
16 will give us an opportunity in short order to see  
17 if these vehicles, which have a larger cargo  
18 capacity, can be deployed, and they are commercial  
19 off-the-shelf, meaning they're available, we can  
20 purchase them.

21           The other thing we're looking at from a  
22 delivery vehicle standpoint is when you -- when

1 you segment the routes by PDs, right, and by type,  
2 we have a number of routes that have ten or less  
3 box-on-post deliveries. So, this may be the best  
4 solution for any number of configurations of  
5 vehicles. So, more to follow on that. I  
6 recognize the issue. In the near term, though, if  
7 we have -- if we have constraints, and we don't  
8 have vehicles available at the VMF, then we've got  
9 to make the smart business decision and lease some  
10 vehicles.

11 MR. BOBBY BOCK: Thank you.

12 MS. MEGAN BRENNAN: Thank you, Bobby.

13 MR. MARK VELEZ: Mark Velez, Branch 164,  
14 Flushing. First of all, thank you for your  
15 service.

16 MS. MEGAN BRENNAN: Thank you.

17 MR. MARK VELEZ: It can't be an easy  
18 position. I create a branch pin, and the pin  
19 looks like a milk crate, and it says, "Missing NPA  
20 raise. If found, contact Branch 164."

21 [Laughter.]

22 Thank you. It kind of wasn't meant to be



1 a joke. It's kind of a serious item with me.

2 MS. MEGAN BRENNAN: I'm not laughing.

3 MR. MARK VELEZ: Okay, no, for everybody  
4 else behind me. So, what I would like --

5 MS. MEGAN BRENNAN: I'll repeat -- oh,  
6 Mark, if you could speak into the mic there.

7 MR. MARK VELEZ: I created a pin that  
8 looks like a milk crate, and it says, "NAPS Branch  
9 164 missing NPA Raise as of 2008."

10 [Applause.]

11 Again, it wasn't meant to be a joke. I  
12 need to know, what do I tell my members about the  
13 pay package that was presented to us this past  
14 couple of months ago? What, from you, should I  
15 tell my members? And, if you wish, I do have a  
16 copy of the pin. I just want to present it if you  
17 want it.

18 MS. MEGAN BRENNAN: Yeah, no, I don't  
19 need it. Thank you, though.

20 [Laughter.]

21 MR. MARK VELEZ: I figured you'd say  
22 that. Again, no disrespect to you or your

1 position.

2 MS. MEGAN BRENNAN: Yeah. I'm not taking  
3 any disrespect. Here's my response to you, Mark,  
4 and to all of us. We have to deliver better  
5 performance results. That's the reality. We  
6 still have a mitigation process that we've had  
7 since inception. Stop and think for a moment.  
8 Are we not responsible for a safe work  
9 environment? Are we not responsible as the  
10 leaders of this organization to provide training  
11 and development to our employees? Are we not  
12 responsible to ensure they're working safely?  
13 That's one of the components of NPA. NPA is a  
14 balanced scorecard approach, and while I can  
15 appreciate the frustration and obviously we would  
16 all prefer if we were in a year where we had  
17 consistent increases in our base salary. It's a  
18 pay-for-performance process. So, we have work to  
19 do to improve service reliability, safety,  
20 operating efficiency. We're in an environment  
21 where we lost 3 billion pieces of mail, and we're  
22 using more hours than same period last year. That

1 doesn't compute. We have more tools at our  
2 disposal than we've ever had. How many of us when  
3 we started had more than a clipboard? Now, we  
4 have DMS, we have geospatial coordinates to know  
5 where every letter carrier is on any given day.

6           So, I'm sure my response sounds a little  
7 harsh, but the reality is, we are in the fight of  
8 our lives as an organization, and I recognize that  
9 NPA matters, and our base increase matters, but  
10 we're talking about the long-time viability of the  
11 Postal Service, and as a leadership team, we have  
12 to continue to deliver results. In terms of the  
13 consultative process, your Executive Board, your  
14 resident officers, determined to go to fact-  
15 finding. So, that will be addressed in that  
16 forum.

17           [Applause.]

18           What I will say is, that what we did  
19 commit to do was increase the minimum and maximum  
20 salary ranges, we did that. We also agreed to  
21 create a workgroup to look at NPA for fiscal year  
22 19. We were responsive to the request to look at

1 the matrix and put opportunity into cell 3 with  
2 the 1 percent lump sum. So, it's not as if we're  
3 not hearing the concerns of the organization and  
4 the membership at large. But, we've got to work  
5 through that. I also heard some criticism, "Well,  
6 you should have adjusted NPA mid-cycle, mid-year."  
7 You know you cannot do that. It smacks of  
8 gamesmanship, and I'm certainly not going to make  
9 any adjustment to a pay-for-performance package in  
10 a year where we're -- we don't have independent  
11 Governors. It's just not good business.

12 So, I appreciate and thank you for asking  
13 the question, Mark. Someone, and I'm glad you did  
14 it upfront. But, that's the answer. And short of  
15 that, it's really not appropriate for me to talk  
16 beyond that given that we'll be in fact-finding.

17 MR. MARK VELEZ: Thank you.

18 MS. MEGAN BRENNAN: Okay. Thank you,  
19 Mark.

20 MS. TONI COLEMAN-SCRUGGS: Good morning.

21 MS. MEGAN BRENNAN: Good morning.

22 MS. TONI COLEMAN-SCRUGGS: I'm sorry, my

1 voice isn't on. My name is Toni Coleman-Scruggs,  
2 Branch 493 out of Illinois. Ms. Brennan, I thank  
3 you. Several times, the involuntary reassignment  
4 letter has been put out, and it seems to be a big  
5 issue. I have found in the past few months, I've  
6 had 10 to 15 cases where employee's days off are  
7 being changed because the manager is saying they  
8 don't like the day off, jobs are being abolished,  
9 employee's days off are just changed at will, and  
10 I even found it disturbing recently talking to a  
11 Human Resource Manager who said they never heard  
12 of the letter. I said, "It's been out since '88"  
13 and I even forwarded it to them, and I said, "So,  
14 are you saying that you're not listening to the  
15 directives that are being put out by Postal  
16 Headquarters, and I'm sure Ms. Brennan who  
17 personally put out the letter would not appreciate  
18 that." So, that's one of the issues.

19 MS. MEGAN BRENNAN: Where is that again?  
20 Where's your location?

21 MS. TONI COLEMAN-SCRUGGS: The Great  
22 Lakes Area and specifically --

1 MS. MEGAN BRENNAN: What District?

2 MS. TONI COLEMAN-SCRUGGS: In the  
3 District, we're looking at Chicago --

4 MS. MEGAN BRENNAN: Okay.

5 MS. TONI COLEMAN-SCRUGGS: -- South  
6 Suburban District, and Indiana Area.

7 MS. MEGAN BRENNAN: Yeah, if I may  
8 comment. I think, Brian, was it your recent  
9 article where you talked about escalation process?  
10 Was it you -- you had a recent article that talked  
11 about escalating issues? So, that's one thing I  
12 would ask. If you're not getting a response at  
13 the local level or the area level, elevate it.  
14 Please don't assume we know. And I know the next  
15 response everyone is going shout is it's happening  
16 everywhere, but tell us where it is happening, and  
17 then we will summarily work through that, because  
18 we -- we have worked over the years with NAPS  
19 about ensuring that we have schedules, that if  
20 there are changes, that it is not done  
21 arbitrarily. So, just ensure you elevate that,  
22 and you just did.

1 MS. TONI COLEMAN-SCRUGGS: And I have  
2 been, actually, elevating and still not results.  
3 That's what's disturbing.

4 MS. MEGAN BRENNAN: Hand it right here to  
5 Sandy -- right here up front. Thank you.

6 [Applause.]

7 MS. TONI COLEMAN-SCRUGGS: And the last  
8 thing, which is very disturbing too, Dave Williams  
9 put out a letter about the joint statement on  
10 violence and the protocol about due process, and  
11 it's still not being followed. There was decision  
12 even recently where an employee who was attacked -  
13 - and that's happening a lot -- a lot of EAS have  
14 been personally attacked and put on emergency  
15 placement, and then the joint statement decision  
16 by \_\_\_\_\_ came out, and the person wasn't even at  
17 work, telling them that they cannot supervise for  
18 six months.

19 MS. MEGAN BRENNAN: All right. Let's not  
20 -- we can't talk about a specific case here.

21 MS. TONI COLEMAN-SCRUGGS: Right.

22 MS. MEGAN BRENNAN: If you would hand it

1 off --

2 MS. TONI COLEMAN-SCRUGGS: I handed it  
3 off.

4 MS. MEGAN BRENNAN: Let's make sure --  
5 it's in there?

6 MS. TONI COLEMAN-SCRUGGS: It says -- can  
7 we ask that, even though the letter has been put  
8 out, for some reason, these Human Resources  
9 managers in the area have been just talking  
10 personally saying they've never heard of it, and  
11 you're telling me you've been in service 30 years?  
12 So --

13 MS. MEGAN BRENNAN: I'll take that back.  
14 There is no -- we're not going to tolerate that.  
15 But, let's make sure we have the facts and that we  
16 address it for the specific case. All right.  
17 Thank you.

18 MS. TONI COLEMAN-SCRUGGS: Thank you very  
19 much. Have a good day. Thank you.

20 MS. MEGAN BRENNAN: Thank you.

21 [Applause.]

22 MR. KYLE LAURENDINE: Good morning. Kyle



1 Laurendine, Branch 73, New Orleans. In case  
2 nobody has told you this today, I think you're  
3 amazing.

4 MS. MEGAN BRENNAN: Stay there, you take  
5 all the time you'd like. Just stay there.

6 [Laughter.]

7 MR. KYLE LAURENDINE: I told you that two  
8 years ago when you left our convention, and I'll  
9 open with that.

10 MS. MEGAN BRENNAN: Thank you.

11 MR. KYLE LAURENDINE: I'll keep this  
12 global in nature. We understand, and we'll pick  
13 up the baton and do whatever you need us to do as  
14 EAS, wherever you want us to direct the  
15 organization, we'll bring it for you, we'll do  
16 that. But, we need you to help us to treat EAS  
17 with dignity and respect.

18 [Applause.]

19 All we want is a fair chance at  
20 compensation. We know we have to repurpose, we  
21 have to do different things, we have to  
22 restructure, reorganize, and we'll do whatever you

1    need us to do. But, every time there's pay talks  
2    with the craft, we see the craft getting pay  
3    raises, and they deserve it. They work hard --  
4    the conditions they work under. They are truly  
5    deserving, and we are not jealous, man, or  
6    anything about that. We would just like to see  
7    the EAS get a fair shake at some of the  
8    compensation that we work hard for.

9                    [Applause.]

10                   And we just want you to get -- to help  
11    push the ball in pay talks to get us to where we  
12    need to be to continue to grow, because the people  
13    coming behind us -- they don't want to become EAS,  
14    because they don't see the compensation is there,  
15    and we cannot attract a new EAS to take over the  
16    mantle so when I retire and like the rest of these  
17    ladies and gentleman out here sitting at the NAPS  
18    convention retired and enjoying it, there's nobody  
19    to push the organization forward. So, I'm asking  
20    you to get into the pay talks and help us to get  
21    paid and compensated. Thank you.

22                   MS. MEGAN BRENNAN: Thank you.

1 [Applause.]

2 MS. MEGAN BRENNAN: Let me -- let me --  
3 do you want to add something Kyle?

4 MR. KYLE LAURENDINE: No.

5 MS. MEGAN BRENNAN: No, go ahead, please.  
6 You look like you wanted to. All right. All  
7 right.

8 MR. KYLE LAURENDINE: Okay, you're still  
9 amazing.

10 [Laughter.]

11 MS. MEGAN BRENNAN: Thank you. Hey,  
12 here's the reality, as I said. It is a pay-for-  
13 performance system. I recognize, particularly in  
14 what have been some lean years, now there are  
15 still supervisors and managers in this room and  
16 throughout the country, you know, this year, last  
17 year, the prior year that saw base increases,  
18 correct? Now, admittedly, we need to deliver  
19 better results for the organization, for our  
20 customers, and we want everyone to have the  
21 opportunity to see that base increase. In terms  
22 of the pay consultations, my door is always open.

1 So, we want to move forward on key issues.

2 As I said, we increased the minimum and  
3 the maximum salary ranges. We agreed to revisit,  
4 I'll call it the mechanics of NPA with a work  
5 group that has NAPS representation on it.

6 Absolutely open to do that. And I would ask you,  
7 you're in the position you're in because you want  
8 to make a difference, and you want to contribute.

9 Yes, I mean, obviously pay matters to all of us.

10 But, you're in a leadership position because you  
11 chose to be in a leadership position, and I'm

12 appreciative and thankful for that every day,

13 because you're making the decisions that are going

14 to determine the service to our customers, that's

15 going to determine our financial stability, and I

16 also think that as leaders of this organization,

17 we have a responsibility to continue to look back

18 and identify future leaders and develop them, and

19 I know the first thing you don't speak to them

20 about is the pay. It's because they want to be

21 part of a leadership team and have an opportunity

22 to influence this organization. So, point well

1 taken on pay. Thank you. Yes.

2 MS. RESHIA BRASWELL: Good morning. My  
3 name is Reshia Braswell, Branch 41, Memphis,  
4 Tennessee. I'm kind of echoing out there. I want  
5 to say I did attend the MFIL program. It is a  
6 good program.

7 MS. MEGAN BRENNAN: Good.

8 MS. RESHIA BRASWELL: It's very good.  
9 Keep it going. A couple months ago, a statement  
10 came out about bullying, and we read it to all our  
11 employees, which is good. But, what I would like  
12 to know is, isn't the management staff part of the  
13 employment agent with this agency?

14 [Applause.]

15 We get bullied every day. I get  
16 threatened. I get bullied. I loved -- I used to  
17 love my job. I've been a manager now for ten  
18 years. I love my job -- used to -- now, I don't.  
19 I used to think I wanted it to make a difference.  
20 And it's not just me, it's everywhere. It's upper  
21 management, being forced, being talked to -- I've  
22 been told how many times I'm worthless.

1 MS. MEGAN BRENNAN: All right. Yeah, no.  
2 That's unacceptable. Here's the thing. I don't  
3 bully our leadership team. I don't expect them to  
4 be bullying the Area Vice Presidents. So, here's  
5 again what I would ask. Again, I hear the murmur.  
6 Raise it. Raise it repeatedly until it's  
7 addressed. If -- if -- but we also need to  
8 understand -- I know that we're driving for  
9 performance results, so you're saying this is not  
10 driving for performance results.

11 MS. RESHIA BRASWELL: No, ma'am.

12 MS. MEGAN BRENNAN: This is  
13 unprofessional, disrespectful behavior, and we  
14 can't have it anywhere. So, Memphis, Tennessee,  
15 you told me? We will follow up.

16 MS. RESHIA BRASWELL: Thank you.

17 MS. MEGAN BRENNAN: All right? Thank  
18 you.

19 [Applause.]

20 MR. CHARLES MAY: Good morning, Ms.  
21 Brennan.

22 MS. MEGAN BRENNAN: Good morning.

1           MR. CHARLES MAY: My name is Charles May,  
2 President of Branch 14, Chicago, Illinois. My  
3 question is, could you give us your insights on  
4 the new RIF procedure that just came out recently.

5           MS. MEGAN BRENNAN: The new RIF  
6 procedures?

7           MR. CHARLES MAY: Yes, the new RIF, how  
8 the areas have been divided up differently, and it  
9 came out in the Postal Bulletin on the 2nd of  
10 August.

11          MS. MEGAN BRENNAN: I'm sorry, I don't  
12 know specifically what you're referring to that  
13 the RIF procedures have been changed.

14          MR. CHARLES MAY: Well, not exactly the  
15 RIF procedure. What had happened is is that they  
16 have changed how the areas were divided up. It  
17 used to be that in the District, if you was -- say  
18 if Chicago was broken up, you could transfer to  
19 customer service. But, now the new procedures  
20 outline that if you are in the plant, you cannot -  
21 - and the plant is RIF -- you cannot go to  
22 customer service.

1           MS. MEGAN BRENNAN: Oh, I'll have to --  
2 where's Bruce? Is Bruce here from Labor? I'll  
3 ask Bruce just to get some clarifying points on  
4 that. It might just be based on the installation  
5 that you're referring to?

6           MR. CHARLES MAY: Yes.

7           MS. MEGAN BRENNAN: Okay. Yeah, and so  
8 typically, obviously, if we need to run a RIF --  
9 and NAPS knows this, and UPMA knows this -- we  
10 work very closely with the associations and the  
11 individual to find them a landing spot, and I  
12 think our track record speaks for itself. But, I  
13 understand your concern if we narrow that -- that  
14 bid installation --

15          MR. CHARLES MAY: Right.

16          MS. MEGAN BRENNAN -- that it limits your  
17 choices. So, let me have him follow up on that.

18          MR. CHARLES MAY: All right. Thank you.

19          MS. MEGAN BRENNAN: I think you just  
20 demonstrated that I don't read the Postal Bulletin  
21 regularly.

22                 [Laughter.]



1 I should have went, [banging of gavel.]

2 [Laughter.]

3 Thank you. Good morning.

4 MR. ROBERT MCMURRAY: Good morning, Ms.  
5 Brennan. Robert McMurray, Branch 165, Knoxville.  
6 I've heard murmurs about what the lady from Branch  
7 41 said from Memphis. So, it sounds like that's  
8 fairly correct. But, my question is, we have an  
9 issue where craft replaces OIC positions,  
10 bypassing supervisors, and, of course, when the  
11 position is actually open, then those supervisors  
12 don't have enough experience to be actually  
13 promoted into that OIC or that position. Can we  
14 ask you to put some sort of policy so that those  
15 supervisors are offered those OIC positions first  
16 rather than just placing any local craft into  
17 those positions?

18 MS. MEGAN BRENNAN: That's fair. You  
19 know, to me, I'd much rather look at an existing  
20 member of our management team who is looking to  
21 broaden their knowledge, their depth, and breadth  
22 of experience, particularly in a unit where then

1 we're going to backfill or use overtime from the  
2 craft. So, that said, I'd also want to look at  
3 providing opportunities for craft employees, but  
4 it makes sense. So, we need to have a process in  
5 the District, I would recommend, and engage with  
6 NAPS. Pardon me?

7 MR. ROBERT MCMURRAY: We need your  
8 leadership.

9 MS. MEGAN BRENNAN: No, understood. I  
10 didn't recognize that to be an issue, that we  
11 weren't providing opportunities to EAS. So, we'll  
12 address that.

13 MR. ROBERT MCMURRAY: All right. Thank  
14 you.

15 MS. MEGAN BRENNAN: Absolutely. Thank  
16 you.

17 [Applause.]

18 MS. KAY RANDLE: Good morning.

19 MS. MEGAN BRENNAN: Good morning.

20 MS. KAY RANDLE: Kay Randle, Branch 269.  
21 Thank you for this opportunity. I would like to  
22 know -- well, this is really being redundant about

1 the lack of dignity and respect and the  
2 intimidation. We, as managers, are not allowed to  
3 manage our units.

4 [Applause.]

5 We are told that you have to get -- you  
6 have to get your manager -- upper manager has to  
7 give you the okay to curtail mail, to manage your  
8 workload, and yet, you're being told you have to  
9 get your carriers off the street by a certain  
10 amount of time. We're also told that in order to  
11 bring in full-day overtime, you've got to have  
12 management's -- upper management's okay. How can  
13 we, as EAS employees in the field, manage our  
14 units, and at the same time, meet our NPA goals?

15 MS. MEGAN BRENNAN: I appreciate the  
16 comment. My reaction to this would be, you're in  
17 a management and leadership position. I would  
18 expect that we provide the tools and the training  
19 and the resources to you for you to manage that  
20 unit. Now, there will always be performance  
21 expectations, but, frankly, we don't have enough  
22 resources or time to micromanage your unit, so we

1     should be giving you --

2                     [Strong audience reaction.]

3                     MS. KAY RANDLE:   Well, this is being done  
4     every day.   This is being done every day.   If I  
5     have a situation --

6                     MS. MEGAN BRENNAN:   Excuse me.   May I  
7     complete my comment?

8                     MS. KAY RANDLE:   Oh, okay.   I'm sorry.

9                     MS. MEGAN BRENNAN:   All right.   No, it's  
10    not you.   It's the crowd -- the response to that.  
11    My point being, in an environment where we have to  
12    deliver value every day -- that's non-value add.  
13    So, we as a leadership team in an organization --  
14    and I would ask you that you -- Brian and for your  
15    resident officers -- when Dave Williams is here,  
16    he needs to understand this is still happening,  
17    whether it's Telecons or that type.   That's not  
18    helpful for us, right?   I expect you -- I'm going  
19    to hold you to account to deliver those  
20    performance results, correct?

21                     MS. KAY RANDLE:   Exactly.

22                     MS. MEGAN BRENNAN:   That's what I'm going

1 to hold you to account. What I also would offer,  
2 we need to have better relationships with whether  
3 it's your CSOM or your POM or the District, so  
4 that we have a more professional and mature  
5 relationship in the field. All right. Point well  
6 taken. Got it.

7 MS. KAY RANDLE: Okay, but don't you  
8 think it should start from head down?

9 MS. MEGAN BRENNAN: Am I -- am I -- am I  
10 calling Telecons? No.

11 MS. KAY RANDLE: I'm speaking in my  
12 District.

13 MS. MEGAN BRENNAN: Yes.

14 MS. KAY RANDLE: My District.

15 MS. MEGAN BRENNAN: Yes, I heard you.  
16 What District?

17 MS. KAY RANDLE: Central Illinois.

18 MS. MEGAN BRENNAN: Okay, thank you.

19 MS. KAY RANDLE: Central Illinois.

20 MS. MEGAN BRENNAN: I hear you. Thank  
21 you.

22 MS. KAY RANDLE: And, one more comment.

1 Who's engaging EAS?

2 MS. MEGAN BRENNAN? Me. I'm standing --  
3 I'm standing here right now engaging EAS. This is  
4 a form of engagement. It might be -- I may have a  
5 different descriptive for how you're engaging me,  
6 but, nonetheless, that's --

7 [Strong audience reaction.]

8 I'm kidding. Come on. Come on.

9 MS. KAY RANDLE: This is a one-time shot.  
10 I'm speaking on a daily, weekly, monthly, ongoing  
11 --

12 MS. MEGAN BRENNAN: Yeah. Here's what  
13 should happen, right? Whether you -- whether  
14 you're in a city with a CSOM or your station  
15 manager, you know, who do you interact with?  
16 Who's your accountable manager?

17 MS. KAY RANDLE: My --

18 MS. MEGAN BRENNAN: Not their name, but  
19 their title.

20 MS. KAY RANDLE: POM.

21 MS. MEGAN BRENNAN: All right, your POM.  
22 So, in our organization, given the size of this

1 organization, in any survey that we've conducted,  
2 whether it's a voice of the employee or an -- an  
3 exit survey with employees who resign from our  
4 flexible workforce, what do you think the number  
5 one complaint is from those employees who resign?

6 MS. KAY RANDLE: Training.

7 MS. MEGAN BRENNAN: No, let me hear what  
8 else? The relationship with their supervisor.  
9 So, and that could be couched as whether it's  
10 communication or a work schedule, not respecting  
11 them. So, my point being that for all of us, it's  
12 who do you interact with on a regular basis. So,  
13 in your case, your POM or your District Manager,  
14 right?

15 Another form of engagement is  
16 communication that comes out from Headquarters.  
17 Communication that comes out from your area. So,  
18 ideally, that engagement is like this, correct, in  
19 person?

20 MS. KAY RANDLE: Um-hum.

21 MS. MEGAN BRENNAN: But, we also have to  
22 recognize your POM has how many other offices that

1 they're managing. So, it comes in various forms.  
2 But, we all have a responsibility to engage  
3 employees at every level of this organization. To  
4 me, there's nothing more fulfilling and you take,  
5 I'll say, some of the criticisms with -- with the  
6 engagement but going out and talking with  
7 employees.

8           So, then I would ask you, turn the table,  
9 and talk to your employees. Would your employees  
10 say you engage them? Good. Very good. That's  
11 what we need. So, we've got work to do on  
12 engagement with you. Thank you.

13           MS. KAY RANDLE: Thank you.

14           [Applause.]

15           MS. MEGAN BRENNAN: Yes, please.

16           MS. JAMIE HUFF: Good morning. Jamie  
17 Huff, Dayton, Ohio, Branch 2, home of the Wright  
18 Brothers and Wright Patterson Air Force Base.

19           MS. MEGAN BRENNAN: Excellent.

20           MS. JAMIE HUFF: I just want to commend  
21 you as being a woman in your position. It's  
22 something that, you know, us women can look up to.



1 With that being said, as far as discipline action  
2 goes, we tend to see women getting more  
3 disciplinary action. With that being said, my  
4 employees gave me a plaque that said, "World's  
5 Best Boss" and had my name on it.

6 MS. MEGAN BRENNAN: Nice.

7 MS. JAMIE HUFF: Of which, I took a  
8 picture of it and posted it on Facebook. I like  
9 people to see the positive image with the Postal  
10 Service. I was chastised for that by the  
11 Postmaster, as it being weak among our employees.  
12 I hold my employees accountable, the ones that  
13 need to be accountable. I praise and support and  
14 provide extra things that I pay for out of my own  
15 pocket, and I'm soft-spoken, but yet I can be  
16 stern when I need to be, and I don't appreciate,  
17 you know, upper management feeling that they can  
18 pick on the women because we are, you know, the  
19 mother figures, the, you know, that type of thing.

20 MS. MEGAN BRENNAN: Yeah, that's not  
21 acceptable, no, not acceptable.

22 MS. JAMIE HUFF: Thank you.

1 [Applause.]

2 MS. MEGAN BRENNAN: No, and I appreciate  
3 that. And I appreciate your comment about, you  
4 know, there's an expression, "It's like swimming,"  
5 and I don't mean this as literally, right?  
6 Kicking and stroking. You want to provide that  
7 immediate -- immediate feedback to the employee,  
8 positive or if it's corrective in nature. So, I  
9 appreciate that. We can't have that. Again, I  
10 would ask to elevate that, so we know where that  
11 is occurring and resolve it.

12 MS. JAMIE HUFF: One more thing, as a  
13 woman, I would appreciate if you would consider  
14 having a selfie with me.

15 [Laughter.]

16 MS. MEGAN BRENNAN: Absolutely, once  
17 we're done. Yes.

18 MS. JAMIE HUFF: Thank you.

19 MS. MEGAN BRENNAN: In fact, Brian and I  
20 were just saying that I have -- well, I'm going to  
21 try to stretch it so that we answer all the  
22 questions that we have lined up. Please.

1                   MR. GREGORY MORRIS: Good morning.  
2   Gregory Morris, President of Branch 421,  
3   Lafayette, Louisiana. A while ago, you was  
4   thanking the veterans, and I'm in a position again  
5   where I'm a disabled veteran at 30 percent, and my  
6   veteran preference rights have been ignored again.  
7   Now, I have responded to this issue, and I have  
8   carbon copied you the E-mails, so you know what's  
9   going on. What are you going to do to address  
10  this issue, please?

11                  MS. MEGAN BRENNAN: Well, I'm not going  
12  to address it in a public forum.

13                  MR. GREGORY MORRIS: I understand, but if  
14  you --

15                  MS. MEGAN BRENNAN: If you want to, at  
16  the end, talk with Sandy or I or Bruce, and we'll  
17  make sure we have the information.

18                  MR. GREGORY MORRIS: That's what I want  
19  to know.

20                  MS. MEGAN BRENNAN: Absolutely.

21                  MR. GREGORY MORRIS: Because it's the  
22  last time it's happened.

1 MS. MEGAN BRENNAN: Yeah. Let's talk  
2 offline.

3 MR. GREGORY MORRIS: Now, I'm going to  
4 tell you how to fix the Post Office.

5 MS. MEGAN BRENNAN: All right. Yeah, I'm  
6 trying to get -- I'm trying to get everyone.

7 MR. GREGORY MORRIS: It's real quick.

8 [Simultaneous speaking.]

9 MR. GREGORY MORRIS: Get rid of Telecons,  
10 and get rid of your PCs.

11 [Strong audience reaction.]

12 MS. MEGAN BRENNAN: You know, there's an  
13 expression, they is us, right? They is us. So,  
14 one thing I would ask everyone, and I think I  
15 intimated at the outset of the discussion, we're  
16 going to have disagreements. We don't have to be  
17 disagreeable about it. The other point I would  
18 make is, we have enough detractors outside our  
19 four walls, and the strength of this organization  
20 has always been its employees, and that's all of  
21 us. I am a Postal worker, you're a Postal worker,  
22 every one of the 640,000. Please.

1 [Applause.]

2 MR. JASON TAPP: Good morning, Megan.

3 Jason Tapp, Branch 65, Denver, Colorado. Thank  
4 you for talking to us.

5 MS. MEGAN BRENNAN: Sure.

6 MR. JASON TAPP: I come before you to  
7 offer some solutions to our NPA complaints, kind  
8 of. I work on the third team. I'm a supervisor.  
9 I know a lot of people that you talk to, they tell  
10 you what you want to hear --

11 MS. MEGAN BRENNAN: That's not true.

12 MR. JASON TAPP: Really what happens out  
13 on the field.

14 MS. MEGAN BRENNAN: I'm not hearing what  
15 I want to hear for the most part, am I? Come on.  
16 No, no, don't -- that's -- I have to stop you  
17 there. Because, and we all have a responsibility  
18 here. Anybody ever remember, years back there  
19 used to be this bobblehead, and it was called the  
20 Yes Man, and you put it on your dash, right, and  
21 it bobbed and said, "How do you do it? You are  
22 so smart, sir. You're the boss." No. I don't

1 have anyone around our table that does that. In  
2 fact, sometimes I'm like, please, given me --.  
3 So, no, and you can't -- you can't permit that  
4 either.

5 MR. JASON TAPP: Right. What really irks  
6 me is we pay out millions and millions of dollars  
7 of grievance money -- free money to the craft  
8 because we don't maximize them. It's like a bonus  
9 for them, and I don't know if we put enough focus  
10 on that, you know, I hear one state where like  
11 50,000 hours of admin --

12 MS. MEGAN BRENNAN: Yeah, let me -- let  
13 me interrupt you. All right, point well taken.  
14 And the only reason I'm doing that is because I'd  
15 like to get to every question, and I'm assuming --  
16 is that gist of your comment? Because I have a  
17 response here. We collectively are responsible  
18 for that. If we violate the contract and nothing  
19 inflames me more -- and I just reviewed the  
20 quarter 3 contingent liabilities -- I call it  
21 unjust enrichment. But, shame on us, if we're  
22 violating the contract, and shame on us if we're

1 not providing that front-line supervisor, mid-  
2 level manager with the training. Because if we  
3 follow the contract, we're not going to have these  
4 violations.

5 MR. JASON TAPP: But, some of us aren't  
6 given the opportunity to follow the contract  
7 because we've got 5:00, 6:00 --

8 MS. MEGAN BRENNAN: That's another issue.  
9 Then, that is on us. That is on Dave Williams and  
10 the Operations Team.

11 MR. JASON TAPP: And that's the only  
12 thing I wanted to address.

13 MS. MEGAN BRENNAN: We can't have these  
14 arbitrary -- I hear ya.

15 MR. JASON TAPP: Make sure that we look  
16 at the free money that we pay out instead of hey,  
17 we've got to make 6, we've got to make 7, and then  
18 we give out free money. Thank you.

19 MS. MEGAN BRENNAN: Yeah. No. And my  
20 response was not in frustration to you. It's to  
21 the issue and for us to manage it, because if we  
22 put arbitrary windows and then result in payouts,

1 that's a poor management decision. So, that's on  
2 us.

3 [Applause.]

4 MR. BRIAN WAGNER: Please, in order to  
5 get through this, with all due respect, ask your  
6 question and move on, not a question with five  
7 parts. Please, just your question and we'll get  
8 to everyone. I appreciate that. Thank you.

9 MS. MEGAN BRENNAN: Thank you, Brian.  
10 Thank you. Good morning.

11 MR. WILLIAM ISAAC: Good morning. My  
12 name is William Isaac. I'm Secretary of Branch  
13 33, Columbus.

14 MS. MEGAN BRENNAN: Columbus, Ohio.

15 MR. WILLIAM ISAAC: Our President has  
16 called our company nothing but a delivery boy for  
17 Amazon. Are we really making a decent profit to  
18 work our employees on Sunday?

19 MS. MEGAN BRENNAN: Yes. We are making a  
20 profit on our package business, on our NSA with  
21 Amazon, on our NSA with Fedex, UPS, DHL. Here's a  
22 reality. Here's what we -- what we discussed



1 publicly as well. Not only are our NSAs  
2 profitable, not only does the revenue from the  
3 package help support the infrastructure that's  
4 required to meet our USO obligation, our regulator  
5 annually reviews those NSAs to ensure  
6 profitability. Bottom line. Thank you.

7 [Applause.]

8 MR. PAUL NORTON: Good morning.

9 MS. MEGAN BRENNAN: Good morning.

10 MR. PAUL NORTON: I'm Paul Norton,  
11 Indianapolis, Branch 8. And my question is, with  
12 President Trump's recent comments about the  
13 taskforce or whatever he's putting together. I  
14 know he's a businessman. I know that he's very  
15 high on some things with Amazon and FedEx. What  
16 can you tell us in this forum is your feeling --  
17 your opinion -- you and your leadership group --  
18 in terms of giving us some confidence that the  
19 Postal Service at your level will be at the table,  
20 and anything that you can share that gives us some  
21 sense of understanding that maybe Trump might be a  
22 little bit wrong on trying to privatize the Postal

1 Service. Thank you.

2 MS. MEGAN BRENNAN: Let me -- let me say  
3 this. You know, clearly, I don't want to prejudge  
4 what the taskforce may recommend. But, if -- if  
5 you revisit the objective of the taskforce, you  
6 can surmise that they will likely comment on labor  
7 costs, pricing and costing, the USO, and the like.  
8 And I think credit to NAPS, you had an opportunity  
9 to meet with the taskforce, correct? So, our  
10 expectation is that the taskforce, ultimately the  
11 administration, and ultimately Congress, will  
12 consider the views of the various stakeholders and  
13 the agency as they look to make any -- any change  
14 to our existing -- existing statute or our role.  
15 So, aside from that, I really can't comment. At  
16 the appropriate time, we will certainly comment.  
17 And this is clearly -- this is a process. But,  
18 you can expect that there may be what I'll call  
19 splash recommendations that come out. But, you  
20 also need to know -- and your resident officers or  
21 Bruce may have already commented to this affect --  
22 there have also already been a number of

1 stakeholders to include public officials who have  
2 been vocal about the role of the Postal Service  
3 and what their thoughts are. You can also  
4 appreciate, though, that at this juncture, we're  
5 best served as an agency maintaining a position  
6 that, you know, we'll comment at the appropriate  
7 time. So, we need to remain measured and  
8 considered, because frankly, we want to ensure  
9 that we have and maintain a seat at the table, as  
10 we work through this process. So, we'll keep you  
11 informed. Thank you.

12 [Applause.]

13 Please.

14 MR. JOE O'DONNELL: Hi. I'm Joe  
15 O'Donnell, Branch 20, Pittsburgh. I'm a retiree.  
16 I worked 39 years for the Postal Service.

17 MS. MEGAN BRENNAN: Thank you for your  
18 service.

19 MR. JOE O'DONNELL: Thank you. And my  
20 question is, how secure are our -- are the  
21 retirees benefits going into the future?

22 MS. MEGAN BRENNAN: Um-hum. Thank you

1 for the question. Good question, because frankly,  
2 we all want the opportunity to retire from this  
3 organization, and we want to ensure that our  
4 pensions are fully funded, and that the Postal  
5 Service, a few years down the road, is not like  
6 some the states and municipalities that are now,  
7 you know, reneging on these pension liabilities.  
8 So, it's why, as an organization, we've been very  
9 clear about the need (1) for the Medicare  
10 integration so that that addresses the gap or the  
11 unfunded liability we have with retiree health  
12 benefits. So, for HRB, we're roughly 45 percent  
13 funded. For our pensions, how many CSRS in the  
14 room? A few CSR, all right. And FERS? Our  
15 pensions are roughly 88 percent funded. So, we  
16 are in -- we're very healthy in terms of our  
17 funding levels. And, as you well know, I think a  
18 change in interest rate has an impact on the  
19 funding levels. But, we are in a much better  
20 position than the Federal Government and any other  
21 entity that we've studied, and it's our goal to  
22 ensure that those pensions are protected. So,

1    thank you.

2                   [Applause.]

3                   MR. JOE O'DONNELL:   But, how many years  
4   into the future?

5                   MS. MEGAN BRENNAN:   Decades.   Decades.

6                   MR. JOE O'DONNELL:   They're prefunded for  
7   decades.

8                   MS. MEGAN BRENNAN:   Yes.   No, not  
9   prefunding, pensions, decades.

10                  MR. JOE O'DONNELL:   It's already paid  
11   for.

12                  MS. MEGAN BRENNAN:   Yes.   When we look  
13   out -- now, again, where are the accountants in  
14   the room?  There are a number of variables that  
15   you look at, right?  You look at the interest  
16   rate.  You look at actuarial assumptions.  But, as  
17   of today point in time, we're in very good shape.  
18   But, we have to ensure moving forward that we're  
19   protected, hence on the RHB, the need for Medicare  
20   integration.  Absent that, a decade or more from  
21   now, it would be a different discussion.  All  
22   things being equal.

1 MR. JOE O'DONNELL: Thank you.

2 MS. MEGAN BRENNAN: Thank you.

3 MS. GRACE BALBOA: Hi. My name is Grace  
4 Balboa, Branch 122, with the Houston District. I  
5 am a Senior Field Sales Representative with an  
6 annual target of \$10.1 million. Come to find out,  
7 actually in a conversation with my sales manager  
8 last night, he was pretty upset and perturbed to  
9 find out that the EAS from Headquarters are not  
10 receiving the raise that NAPS fought so hard for.

11 MS. MEGAN BRENNAR: No, nothing has been  
12 done yet. Not accurate.

13 MS. GRACE BALBOA: Okay, because they  
14 asked me to bring back information.

15 MS. MEGAN BRENNAR: Thank you, but not  
16 accurate.

17 MS. GRACE BALBOA: Okay.

18 MS. MEGAN BRENNAR: No decisions have  
19 been made.

20 MS. GRACE BALBOA: Okay.

21 MS. MEGAN BRENNAR: UPMA is a different  
22 story -- the Postmasters Association, but not

1 Headquarters.

2 MS. GRACE BALBOA: Okay. Thank you.

3 MS. MEGAN BRENNAR: Thank you.

4 MS. CINDY MCCRACKEN: Hey, Megan. Cindy  
5 McCracken, Northwest Area VP. I appreciate all  
6 the efforts we do with engagement, but I have a  
7 couple issues with it. You know, I've always  
8 engaged my employees. I love talking to my  
9 people. I like knowing about them, you know, but  
10 they know that I drive the line. You know, if  
11 there's -- I just need to know about them, what's  
12 going on. I can tell when an employee walks into  
13 my office if they've had a bad night or if  
14 something's going on with their family, just  
15 because I engage with them so much. I've been  
16 chastised for my engagement with my employees.  
17 When I talked to the other EAS out here, they're -  
18 - they don't get anything from the upper levels  
19 telling them what a good job they're doing. So, I  
20 appreciate every time we meet with you, always say  
21 thank you. And that's just two words, two words.  
22 It's so easy to come out of someone's mouth to say

1   thank you, you've done a great job. But, that's  
2   not happening for us out there, and I always tell  
3   my members and my fellowship, don't expect to hear  
4   anything from up above. Make sure that you're  
5   dealing with your people and your staff, and  
6   you're letting them know, thank you. You know, I  
7   don't expect to hear anything from up above. I  
8   don't expect to hear I've done a great job. But,  
9   I would like to get that changed, so that they are  
10   letting us know, hey, you've done a great job.  
11   I've also talked to other members, and because we  
12   have a difficult time getting meetings with the  
13   District Managers and all that so that we can sit  
14   and talk to them, I'd like that to be an easier  
15   process. I know that you want them to meet with  
16   us, but it's a hard process to have. I have one  
17   gentleman that we cannot get to sit down face-to-  
18   face, and I want a face-to-face. I don't want a  
19   Telecon.

20               MS. MEGAN BRENNAN: No, and I appreciate  
21   that. And just for the audience at large, what  
22   we've discussed at your Executive Committee



1 meetings is -- or your Executive Board meetings  
2 when I visit is that I want that relationship. It  
3 should be with that local District Manager. So,  
4 just let us know which District that is, please,  
5 Cindy. If you'd let Sandy know.

6 MS. CINDY MCCRACKEN: Right. And I don't  
7 want people to be penalized for being NAPS  
8 members. I've talked to people, and they say,  
9 I've dropped out of NAPS.

10 MS. MEGAN BRENNAN: Yeah, no.

11 MS. CINDY MCCRACKEN: So, I don't want  
12 them penalized for being NAPS. We're here to  
13 help.

14 MS. MEGAN BRENNAN: Yes.

15 MS. CINDY MCCRACKEN: That's my whole  
16 thing is --

17 MS. MEGAN BRENNAN: You're part of the  
18 leadership team. We are part of the leadership  
19 team.

20 MS. CINDY MCCRACKEN: And that's what I  
21 would like, because --

22 MS. MEGAN BRENNAN: Thank you.

1 MS. CINDY MCCRACKEN: -- people here to  
2 help.

3 MS. MEGAN BRENNAN: Thank you. Yes, very  
4 good. Thank you.

5 MS. CINDY MCCRACKEN: Thank you.

6 [Applause.]

7 MS. MEGAN BRENNAN: Well, and look, I  
8 know your resident officers are -- are vocal,  
9 they're visible, they're out in the field, and  
10 we'll continue to work this through them, because  
11 I want that level of engagement at the field  
12 level. Thank you.

13 MS. KATHI CLAPP: Good morning.

14 MS. MEGAN BRENNAN: Good morning.

15 MS. KATHI CLAPP: Kathi Clapp, Oregon  
16 State President, Branch 940. First, thank you for  
17 coming to speak with us, and more importantly,  
18 thank you for staying to answer our questions.

19 MS. MEGAN BRENNAN: Certainly.

20 MS. KATHI CLAPP: I hear you saying that  
21 the EAS need to step up their game and produce  
22 more results.

1           MS. MEGAN BRENNAN: Well, we all do -- I  
2 do, we as an organization.

3           MS. KATHI CLAPP: Okay. Well, my  
4 question then is, recently there has been a  
5 decision made to not approve EAS recognition  
6 awards, but to approve craft awards. How can that  
7 be, if we have been asked to add additional  
8 duties, spend more time, and take on more  
9 responsibility? How is that recognition?

10          MS. MEGAN BRENNAN: Well, first of all,  
11 there has been no policy that says we can't  
12 recognize EAS. In fact, we distributed monies for  
13 recognition in quarter 1 of this fiscal year.

14           [Audience sounds of discord.]

15          MS. KATHI CLAPP: I have just read a  
16 directive from --

17          MS. MEGAN BRENNAN: From whom?

18          MS. KATHI CLAPP: At least my District,  
19 the Portland District, which --

20          MISS MEGAN BRENNAN: All right. Thank  
21 you.

22          MS. KATHI CLAPP: -- from Western Area

1   that denies that.

2                   MS. MEGAN BRENNAN: All right. Thank  
3   you. But, so you know, there's no global policy  
4   that says we have -- we're not going to recognize  
5   EAS. Unless, guys, I need to know if there's  
6   something that I'm not aware of, or, Bruce, I  
7   would ask you also to look at that. But, there  
8   were monies allocated as it is every year.  
9   Please.

10                  MS. BONNIE PARRISH: Hello, Megan.  
11   Bonnie Parrish, Vice President of 173, Arkansas,  
12   and 904. First of all, I want to thank you for  
13   what you did a couple of years ago about cutting  
14   down on the Telecons. Right now, they are  
15   tripled.

16                  [Laughter.]

17                  And, as it stands now, my -- some of my  
18   managers have been given --

19                  MS. MEGAN BRENNAN: Yeah, I think that  
20   might be a little bit of an exaggeration, but I  
21   hear ya. Is there anything else you want to add  
22   other than that?

1 MS. BONNIE PARRISH: Yes, ma'am.

2 MS. MEGAN BRENNAN: Then, please do.

3 MS. BONNIE PARRISH: As it stands now,  
4 some of my managers have been given telephones so  
5 that when they're out on the street delivering  
6 Express, they can be on the Telecon.

7 [Audience sounds of discord.]

8 MS. MEGAN BRENNAN: Um-hum.

9 MS. BONNIE PARRISH: My second --

10 MS. MEGAN BRENNAN: Wait, what District  
11 is that again?

12 MS. BONNIE PARRISH: Arkansas.

13 MS. MEGAN BRENNAN: Okay. Thank you.  
14 Look, if that's -- if you have anything else,  
15 fine.

16 MS. BONNIE PARRISH: Yes, ma'am.

17 MS. MEGAN BRENNAN: Absent that, I heard  
18 you.

19 MS. BONNIE PARRISH: One important thing.

20 MS. MEGAN BRENNAN: And I -- let me  
21 finish, please, ma'am. All right? What I would  
22 ask is your conversation is with whom, your POM?

1 Is that your accountable manager?

2 MS. BONNIE PARRISH: I'm retired.

3 MS. MEGAN BRENNAN: Oh, you're retired.

4 How do you know then Telecons have tripled?

5 MS. BONNIE PARRISH: Because I -- my  
6 branch tells me. My supervisors call me 24/7.

7 MS. MEGAN BRENNAN: Okay, okay. All  
8 right. Very good.

9 MS. BONNIE PARRISH: One more thing.

10 MS. MEGAN BRENNAN: Please.

11 MS. BONNIE PARRISH: If it's at all  
12 possible, is there any help that we can do, we  
13 have so many carriers and clerks, and they were  
14 good workers, that they were hurt, but, you know,  
15 when you go in and you're nine routes down, and  
16 you got eight IODs that can't work but an hour,  
17 it's kind of hard to make 6:00 and 5:00 in the  
18 evening, and they risk their maximum improvement,  
19 and nobody's trying to rehab them. I'm just  
20 saying.

21 MS. MEGAN BRENNAN: I would ask you to  
22 make that known, what office you're talking about

1   there, because, clearly, if you have employees  
2   that are injured and that they're maximum  
3   capability is one hour, then we obviously need to  
4   staff that -- that office.

5               MS. BONNIE PARRISH:   It has been made  
6   known.   I appreciate you for hearing me.

7               MS. MEGAN BRENNAN:   All right.   Thank  
8   you.   Thank you very much.

9               MS. BONNIE PARRISH:   Have a good day.

10              MS. MEGAN BRENNAN:   You too. Thank you.

11              MR. GEORGE BOHRER:   My name is George  
12   Bohrer, Branch 508, where the flavor of the day is  
13   COLA, and we're not talking about Coca Cola, we're  
14   talking about \_\_\_\_\_ [unintelligible.]

15              MS. MEGAN BRENNAN:   I'm sorry, you're  
16   asking about the status of a COLA increase?

17              MR. GEORGE BOHRER:   No.   What my question  
18   is really is, is that on the Postal Bank, the Post  
19   Office was brought together to pull the country  
20   together in the early days, and I think the Postal  
21   Banking could also pull this country together in  
22   many ways.   It would mean more NAPS members and

1 also more APW members, and in this area of  
2 partisanship and fragilization of the country, I  
3 think it really could pull us together, and once  
4 we get the Postal Banking -- and once we get the  
5 Postal Banking, it's -- it opens the door for  
6 other things -- wonderful things, say, where we  
7 could be with houses coming along.

8 MS. MEGAN BRENNAN: Thank you. Let me  
9 comment. I said during my comments that we have  
10 an unrivaled network and infrastructure that we  
11 can leverage. There are some who tout Postal  
12 Banking as -- as an opportunity for us.  
13 Fundamentally, we're open to discussing any new  
14 product or service that will generate profitable  
15 revenue, right? Profitable revenue, and that we  
16 have the authority to do. We currently don't have  
17 the authority for Postal Banking.

18 The other considerations regarding Postal  
19 Banking, (1) safety and security. We have made a  
20 concerted effort over the years to pull cash out  
21 of our facilities for obvious reasons. We still  
22 have over 100 robberies a year. Number 2, the



1 cost to serve. The salary of, in the example I'll  
2 use, of an APW employee versus a bank teller is  
3 significantly different. The other comment I  
4 would make is there is significant opposition to  
5 the Postal Service competing with private  
6 industry, and in this case, payday lenders or  
7 community banks.

8           Now, that said, there may be  
9 opportunities for us to partner, to put ATM  
10 machines in -- in lobbies. For us, we need to  
11 look at innovating closer to the core. Think  
12 about some of the state and federal work and  
13 agencies that we could partner with. Census is  
14 one. The investments we made in visibility in  
15 equipment like the MBD and ability to do identify-  
16 proof services, either in a retail lobby or on the  
17 doorstep. That's closer to the core, and that's  
18 some of what we're looking at. But, I appreciate  
19 the comment. Thank you.

20           MR. ARIC SKJELSTAD: Aric Skjelstad,  
21 Branch 66, Portland, Oregon. I just want to make  
22 a comment and ask you, you made an illustration

1 earlier about retention of the CCAs, PSEs, and one  
2 of the biggest issues for their leaving was the --  
3 their treatment from their supervisors. We have a  
4 lot of new, young supervisors coming up, and  
5 unfortunately, their mentors or the senior  
6 managers above them show them how to treat  
7 employees. And that goes to how we're being  
8 treated at EAS, and I hope that you're using that  
9 to reflect what senior management is doing toward  
10 the EAS in the field. They're just reflecting  
11 what they're told to do and how to do it. But,  
12 yet, all these people are leaving, and the EAS are  
13 staying and putting up with it.

14 MS. MEGAN BRENNAN: Yeah, well, here's my  
15 point back, right? You and I -- you model the  
16 behavior that you expect, correct? Don't you? In  
17 your home or at work? Even if someone treats me  
18 poorly, I don't come back and then displace that  
19 on someone else. It's not -- I'm not discounting  
20 your comment. We clearly have work to do. But,  
21 nothing says you consider -- you continue that  
22 cascade downstream. It stops, right? You've got

1 to stop it here. So again, my comment to you  
2 would be, I'm looking to you for leadership. I'm  
3 looking for you to elevate issues. I'm looking  
4 for you to treat our employees who interact with  
5 you -- they don't know me. They frankly are less  
6 concerned about what I say. It's you they  
7 interact with every day. So, if we have a POM or  
8 any other level of management that is not treating  
9 you well, I apologize for that, and we're going to  
10 continue to work this. But, I would ask you,  
11 don't then just treat a craft employee or a  
12 colleague or a customer in kind. That's not how  
13 we operate. We can do better than that. We have  
14 to. We have to do better.

15           So, let me end again as I started by  
16 thanking you, and I have to tell you, you know,  
17 the back-and-forth prepares me now to go back to  
18 D.C. this afternoon.

19           [Laughter.]

20           It's a joke. Come on.

21           [Laughter.]

22           But, here's what I would say to you, and

1 please don't -- any of you who came to the  
2 microphone, please know that my frustration, if it  
3 was displayed, is not at you -- at the questioner.  
4 It's about the fact that we still have what I  
5 would call -- and this is not to minimize it --  
6 but these issues that frankly, at the end of the  
7 day, are not going to help us maintain the  
8 independent status of this organization. It's not  
9 going to help us better serve our customers. So,  
10 that's what we have to focus on.

11 [Applause.]

12 So, a work in progress, and I would ask  
13 you, please, continue to treat your employees  
14 right, treat our customers right, continue to  
15 drive for service, have a positive belief in the  
16 future of this organization. It's a pivotal time,  
17 but we've got strong leadership, and at the end of  
18 the day, we're responsible for a public  
19 institution that just celebrated its 243rd year of  
20 existence, right, with a mission unchanged --

21 [Applause.]

22 -- a mission unchanged to bind this

1 nation together, and we'll continue to do that  
2 with your leadership. Thank you, everybody.  
3 Enjoy the rest of your week here. Thank you.

4 [Applause.]

5 MR. BRIAN WAGNER: I want to thank Megan  
6 Brennan for staying and listening to our concerns.  
7 A true leader in the Postal Service and supporting  
8 NAPS.

9 [Applause.]

10 Al Lum, would you come to the podium. Al  
11 Lum.

12 Our next speaker, Delegates. We're  
13 coming back to order. Again, I want to thank the  
14 Postmaster General for speaking to us and  
15 listening to our concerns and taking the extra  
16 time to be able to come here and get everybody's  
17 question answered. You may not have liked the  
18 answer, but like you said, don't ask the question  
19 if you don't want to hear the answer. But, at  
20 least she stayed to answer our questions.  
21 Delegated at mic 3.

22 MR. CY DUMAS: Point of personal

1 privilege.

2 MR. BRIAN WAGNER: Recognized.

3 MR. CY DUMAS: Cy Dumas, Providence,  
4 Rhode Island. I was disappointed during the  
5 presentation by Megan Brennan, who was very  
6 informative, that there were five handouts passed  
7 while she was speaking, which had to be a  
8 distraction to her, especially with people  
9 probably looking at those things. When we have  
10 any other Postal speakers or other invited guests,  
11 don't have any more handouts, please.

12 [Applause.]

13 MR. BRIAN WAGNER: At this point in time,  
14 I want to introduce Al Lum, our NAPS Disciplinary  
15 Defense Provider to give us an overview or DDF  
16 Program. Mr. Al Lum. And Al, you can bang the  
17 gavel too, if anybody gets out of hand.

18 MR. AL LUM: Good morning, everyone.

19 ALL: Good morning, Al.

20 MR. AL LUM: For those who haven't met me  
21 or spoken with me, let me introduce myself. My  
22 name is Al Lum, and I am your DDF provider.

1           Now, I noticed yesterday during the  
2 opening ceremony the guest speakers had someone  
3 introduce them and give their bio. I wish I would  
4 have thought of that. But, I haven't, so I'm  
5 going to go to option B. Option B is go to your  
6 January issue of the Postal Supervisor Magazine.  
7 There's an article in there about me. Basically,  
8 it's my bio. All of it's true, or at least most  
9 of it is.

10           [Laughter.]

11           But, one thing I would like to add to  
12 that. During my tenure as a Postal employee, I  
13 was active with NAPS. I was a delegate with  
14 Branch 100. I attended many national conventions.  
15 So, this is maybe my first convention as your DDF  
16 provider, but it's not my first convention. My  
17 first convention was in Louisville, and I'm not  
18 talking about the one in 2008. There was one  
19 before that. Look at the back of your -- your  
20 booklet, and you will see. I think I just gave  
21 away my age also. Oh, 2008, sorry. Did I say  
22 1908?

1 [Laughter.]

2 Wow. I am pretty old. Let me get to  
3 business.

4 My company's name is Labor Relations  
5 Admin Group. Currently, we have eight advocates,  
6 and I'm interviewing three to four more.  
7 Currently, there's three attorneys on board and  
8 five advocates, non-attorneys. When I started on  
9 January 1st, I had 28 cases that were still  
10 pending during various stages of the MSPB process.  
11 But, after that, as of July 31st, I picked up 63  
12 adverse action cases. So, when I first meet with  
13 the Executive officers, it was indicated that on  
14 average, there were 75 cases annually a year. So,  
15 it looks like we're just a little halfway through  
16 the year, and we're going to exceed that easily,  
17 because our members come up to me and advise me  
18 that they have a lot of cases pending, and they  
19 most likely will be sending it to my office.

20 One of the hot issues that come up is  
21 falsification. You know, in the past, what I  
22 recall was like time, you know, falsification of



1 clocking, stuff like that, but now since all the  
2 different business that the Post Office is  
3 receiving from Amazon, Walmart, scanning.  
4 Falsification of scanning. That's becoming a big  
5 issue.

6           Decisions that we have received during my  
7 tenure as of to date, 53 decisions came in -- 47  
8 wins and 6 losses. That brings to approximately  
9 89 percent win ratio, and obviously 11 loss.

10           [Applause.]

11           And I would just like to end in saying  
12 that in my role as your DDF provider, I am  
13 committed to do my part to assist the Executive  
14 Officers, the Executive Board, and the members to  
15 improve our NAPS organization that will make our  
16 members' future better.

17           One last thing, I'd like to thank Charlie  
18 Scialla for his dedication in NAPS as the DDF  
19 provider. For you who would remember, there was a  
20 title given to one of the Executive Officers, Mr.  
21 Naps. Do you know who that is? Don Ledbetter  
22 [phonetic.]

1 UNIDENTIFIED FEMALE SPEAKER: Ledbetter,  
2 Branch 31.

3 MR. AL LUM: Well, I would propose, and  
4 maybe the parliamentarian may tell me I'm out of  
5 order, but I propose that Mr. Scialla be given the  
6 honorary title of Mr. DDF.

7 [Applause.]

8 MR. BRIAN WAGNER: Thank you, Al. I  
9 appreciate it. Al's going to be in the audience.  
10 If any of you have concerns or issues with cases,  
11 he's more than welcome to sit with you, talk with  
12 you, go over your cases with you, or anything like  
13 that. And I guess Al made a motion from the  
14 podium that Charlie Scialla be our Mr. DDF  
15 provider. Do I have a second?

16 UNIDENTIFIED MALE SPEAKER: Second.

17 MR. BRIAN WAGNER: Any discussion? No,  
18 of course there would never be. All in favor, say  
19 aye.

20 [Chorus of ayes.]

21 MR. BRIAN WAGNER: All opposed, shame on  
22 you. Motion carried.

1           [Laughter and applause.]

2           Thanks, Charlie.

3           All right. I'm going to bring Chuck  
4 Mulidore up, your national Secretary/Treasurer for  
5 some announcements. And then, is Lenny Caruso in  
6 the house? We want to try to get our golf  
7 tourney. Lenny, where are you at? On the golf  
8 course? Hole number 7? He stepped out. Well, he  
9 had to comb his hair.

10           Okay. Chuck, you're up for some  
11 announcements.

12           MR. CHUCK MULIDORE: All right. Good  
13 morning, everybody. Charlie, just so you know,  
14 there's no salary with that. Don't even send  
15 anything in on that one.

16           A couple of brief announcements, and I'll  
17 have some more before lunch. So, real quick, a  
18 few things. I thought someone was proposing to me  
19 this morning; however, they just lost their ring.  
20 So, if -- it's not my size. There is what looks  
21 like it might be a wedding band. I'm not sure.  
22 Maybe you don't want to admit you lost your

1 wedding band, so you can privately see me, and it  
2 will stay between us. Don't worry about it.

3 [Laughter.]

4 But, there is a ring here that needs to  
5 be claimed. So, if you don't want to claim it, it  
6 will be in Lost and Found up in the NAPS office.

7 Diane, I need to give you a check. It's  
8 not from me. A check was found, it was from  
9 Branch 20 -- it's made out to Branch 20. So, I'll  
10 catch you before we -- before we break for lunch  
11 or whatever.

12 New England Area caucus is today  
13 immediately after our afternoon session in  
14 Penobscot. New England caucus after the afternoon  
15 session. I'll make this announcement again later,  
16 but in the Penobscot, New England.

17 North Central Area, today after pictures,  
18 and we'll do this one again before lunch, in the  
19 Oneida Room. North Central.

20 Pioneer Area will caucus immediately  
21 after the morning business session, so before we  
22 break for lunch, Pioneer and Abenaki, bring your

1 banquet exchange coupons. So, Tim is taking the  
2 way -- he's not going to run around the convention  
3 hall, he's going to make you come to him, which is  
4 fine. So, good point there, Tim. Again, Pioneer,  
5 immediately after the morning session, before  
6 lunch, meet in the Abenaki room and bring your  
7 banquet coupons.

8           And that's all I have for now. If you  
9 need the ring, come see me. Lloyd? This is not  
10 your ring, right?

11           Western Region caucus immediately after  
12 lunch break for a brief meeting in the caucus room  
13 Nehantic-Pequot-Paugussett Room [phonetic]. I'm  
14 from Ohio, from Youngstown, we don't speak these  
15 languages. Nehantic-Pequot-Paugussett Room today,  
16 Western Region caucus, immediately after the lunch  
17 break for a brief meeting, okay? More?

18           All right. These keys were left in the  
19 ladies' room. I'll have them up here. If you  
20 need keys -- can you see them? It's got EDS, DS  
21 on it. So, if you them -- lost your keys, come  
22 see me. That's it.

1                   [Applause.]

2                   MR. BRIAN WAGNER: Is Lenny back in the  
3 house? No? Well, we're moving forward, Lenny.  
4 You're probably still out on the 7th hole or  
5 you're probably in a sand trap. Okay.

6                   It's my great pleasure, we're going to  
7 move forward, to introduce Dave Williams, your  
8 Postal Service Chief Operating Officer. Dave  
9 Williams was named Chief Operating Officer and  
10 Executive Vice President in February 2015. He  
11 leads the continuous improvement of the entire  
12 Postal Network Operation as well as allocation of  
13 people and resources. He reports to the  
14 Postmaster General -- you just missed her -- she  
15 was right here. Williams has the responsibility  
16 for the day-to-day activities of over 488,000  
17 career employees, working in more than 31,000  
18 facilities supported by a fleet of over 200,000  
19 vehicles. He is responsible for post offices,  
20 delivery retail operations, facilities in the  
21 mail-processing network. Reporting to Williams  
22 are Vice Presidents of delivery operations and

1 facilities, network operations, retail and  
2 customer service operations, and the seven Vice  
3 Presidents of area operations.

4 Previously, Mr. Williams served as Vice  
5 President of Network Operations. This role  
6 encompassed responsibility for the national  
7 network of 318 mail-processing and distribution  
8 centers and automation initiatives. Before that,  
9 Mr. Williams served as Vice President of  
10 Engineering and managed all engineering and  
11 development efforts focused on internal processes  
12 including building and equipment maintenance  
13 programs and policies. He directed all  
14 engineering and acquisition support functions  
15 including the design and development of new  
16 automation, material-handling systems, and  
17 vehicles. Please welcome Dave Williams, the  
18 Postal Service Chief Operating Officer.

19 [Applause.]

20 MR. DAVE WILLIAMS: Good morning.

21 ALL: Good morning.

22 MR. DAVE WILLIAMS: Good morning. It is

1 great to be here. Thank you for the invitation,  
2 Brian. I appreciate being able to be here today  
3 with you and share your day. So, I appreciate  
4 that invitation. And let me thank -- let me thank  
5 our supervisors, our managers. I am -- I am very  
6 honored to be a part of your leadership team, and  
7 the leadership that you provide our Postal Service  
8 employees is second to none. So, I want to thank  
9 you for what you do.

10           You know, the Postal Service on July 26th  
11 celebrated our 243rd anniversary. So, we are 243  
12 years old -- July 26, 1775. You think about how  
13 the Postal Service has changed in the last 243  
14 years, and our brand -- our front-facing brand to  
15 our customers is second to none. There is no  
16 other organization that does what we do, none. No  
17 other organization that I can think of that is 243  
18 years old, that is part of the Constitution, that  
19 serves every single American six and sometimes  
20 seven days a week. There is no other organization  
21 like us. And the leadership of this organization,  
22 there is no other leadership team like us. So, I



1 am honored to be a part of the leadership team  
2 with all of our managers, supervisors, and  
3 Postmasters. We are, in fact, in this together.  
4 And there is no doubt in my mind that we have  
5 another 243 years ahead of us that are going to be  
6 just as great as the last 243 years.

7           What makes me so proud to be a part of  
8 the Postal Service -- what makes me bleed Postal  
9 Blue is best described for me, at least, in the  
10 inscription that is on the Washington, D.C. Post  
11 Office, now the Postal Museum. And it starts off  
12 by saying that, "We are messengers of sympathy and  
13 love." And we are, for 243 years, we've been  
14 sending messages of sympathy and love. We console  
15 parted family members. We connect and bond  
16 friends and family. We connect and bond  
17 individuals, families, businesses, and the  
18 government. And that's something for me that is  
19 very, very special, very special, and that's why I  
20 am so proud to be a postal employee, because of  
21 our mission and the purpose that we have. It is  
22 unlike any other mission or purpose that I know of

1 in the United States, and in fact, in the world.  
2 We deliver 40 percent of the world's mail. So, we  
3 connect people in 190 countries with our citizens.  
4 So, that's why I am so proud to be a Postal  
5 employee. And I know that the mission that we  
6 have in delivering customer service every day is  
7 something that no other organization can touch.

8           For me, the Postal Service mission from  
9 an operations standpoint, particularly in the last  
10 five years, has changed pretty dramatically. We  
11 can expect it to change pretty dramatically in the  
12 next five years. We've gone through a lot of  
13 change. We've gone through a lot of  
14 consolidations. We've right-sized our  
15 organization, the operational footprint that we  
16 have, in just about every area to match this new  
17 reality that we are working with in terms of  
18 volumes and revenues. And when we look at the  
19 forecast, the volume and revenue will continue to  
20 change, and we must change with it like we have in  
21 the last five years, actually in the last 20 years  
22 as we've seen first-class mail continue to

1 decrease. And we expect first-class mail to  
2 continue to decrease, and the challenge that we  
3 have in front of us is twofold and is a challenge  
4 that we really haven't been faced with in our  
5 history. And that's one of chasing the cost curve  
6 of volume reductions that we're seeing with first-  
7 class mail and marketing mail, our letter and flat  
8 volume, chasing the cost out of the system, and at  
9 the same time, chasing the growth curve on  
10 packages. We see double-digit increases in  
11 package volume, and the two dynamics is something  
12 that we haven't been faced with, and that's been a  
13 challenge and one that our leadership team  
14 certainly has risen to the occasion. We are  
15 pulling cost out, we are chasing the cost curve on  
16 letters and flats, and we are chasing the growth  
17 curve on the packages.

18           We've repurposed a lot of our operational  
19 footprint for packages as we've seen the letter  
20 and flat volume decline. We've pulled out  
21 machines, we've consolidated facilities, we've  
22 consolidated routes, and we'll continue to do that

1 because that is -- that is necessary. It's a  
2 business imperative to make sure that our  
3 operating footprint matches the volumes and  
4 revenues in our system.

5 As we look at the next couple of years --  
6 as we look at fiscal year 19, we're expecting  
7 another 3 to 3.5 billion pieces of mail gone from  
8 the system. So far this year, we're seeing 3  
9 billion fewer pieces this year than last year, and  
10 that's the challenge that's ahead of us. At the  
11 same time, how do we provide world class service  
12 to keep all the rest of our business growing.

13 Let me thank the leadership team out here  
14 for breaking a couple of records in quarter 3 from  
15 a service standpoint. In quarter 3, we've never  
16 had, in the history of the Postal Service, higher  
17 service on marketing flats than we've ever had in  
18 the history of the Postal Service. Thank you very  
19 much.

20 Let me thank you also for periodical  
21 service performance for flats. Never in the  
22 history have we had higher performance there. So,

1 you know, that's a testament to your leadership  
2 and what we need to continue doing for FY19 as we  
3 close out FY18 strong on the service side, more  
4 importantly as we go into FY19, very, very strong  
5 on service performance. We know that service  
6 performance is the main thing. We know that our  
7 customers are the only reason why we're in  
8 business, and we know that every single customer  
9 counts. So, it is all about the service that we  
10 provide our customers.

11           We know that our employees deliver the  
12 mail, we know that we've got to keep our employees  
13 safe, and therefore we've got to continue to drive  
14 hazards out of the workplace. If you think of  
15 where we're at today, we've had 38 fatalities so  
16 far this year -- 38. Just a couple of weeks ago,  
17 it was 35. For every fatality in the industry  
18 that we have, the experts say that there are  
19 300,000 hazards in the workplace that ultimately  
20 cause a fatality in our workplace. So, 37 members  
21 of our postal family did not make it home, a lot  
22 of it health-related, a lot of heart attacks, a

1 lot of strokes. But, there were a number of  
2 hazards in our workplace that resulted in  
3 fatalities of our family members. So, we know, as  
4 leaders of our organization, we've got to make  
5 sure that our workplaces are very, very safe. And  
6 if you think about the numbers of hazards in our  
7 workplace for every fatality that we have, we have  
8 300,000 hazards in the workplace -- that's a lot  
9 of hazards that our leadership team needs to  
10 address. We need to make sure that we are  
11 eliminating hazards and unsafe behaviors in the  
12 workplace to make sure that our employees that  
13 we're in charge of do not get hurt.

14           We also know that customer experience is  
15 one of the main things too. Service is no longer  
16 defined by just transit time. When you think  
17 about some of our competitors and some of the  
18 industries that are driving this whole customer  
19 experience phenomenon, it is all about the  
20 customer experience, because we know that our  
21 customers have choices. We know that we are  
22 competing in every single product line, and our

1 customers do have a choice. So, it's not just  
2 about the transit time when we talk about service,  
3 it's also how we treat our customers. When we  
4 look at our customer experience, we've got work to  
5 do in FY19.

6           So, those are the three primary  
7 objectives in terms of an operation standpoint, in  
8 terms of our goals for the remainder of this year,  
9 our goals going into FY19. It's about service.  
10 It's about making sure that we continue to grow  
11 our revenues by continuing to increase the  
12 customer experience, and we've got to make sure  
13 that we're chasing the cost curve on the letters  
14 and flats and the growth curve on the package  
15 business.

16           So, that's where we focused from a  
17 strategic standpoint. Now, how do we get there,  
18 right? How do we get there? We know that Monday  
19 is problematic for operations. Peak volumes on  
20 Monday create an enormous strain on this operating  
21 infrastructure. We know that our carriers leave  
22 our offices late, we know that that they come back

1 late on Monday. We know that distribution uptime  
2 is late. We know that trucks go out to our  
3 offices late in a lot of cases on Monday, which  
4 puts into a tailspin our whole 24-hour clock  
5 execution on Monday night in the plants, and  
6 therefore, the rest of the week is out of sync,  
7 out of balance. So, one of our main strategies is  
8 how do we master Monday. How do we master Monday?

9           If you look at our package volume on  
10 Monday, it's the fourth highest day of the week  
11 for package volume -- fourth highest, think about  
12 that. If we were properly load-leveling and had  
13 our Monday volume delivered on Saturday and had  
14 none of our Tuesday or Wednesday volume in our  
15 operations and our delivery units on Monday, it  
16 would be one of the very lightest days of the  
17 week. So, we've got to change from a structural  
18 standpoint how we think about Monday. How do we  
19 master Monday, mastering it in every sense --  
20 trucks out on time, delivery point sequencing, in  
21 the unit before carriers arrive, distribution  
22 uptime, up before our carriers arrive, having no -



1 - no orange or green marketing mail in DPS or FSS  
2 or at the case on Monday? How do we get our  
3 carriers out ahead of time or on time? How do we  
4 get them back on time or earlier, which then  
5 allows this whole 24-hour clock for the rest of  
6 the week to go smooth?

7           So, that's one of our major tactics that  
8 we've got planned for FY19. We're calling it  
9 Master Monday. How do we master Monday? We've  
10 got a lot of controls that we have to put in place  
11 -- a lot of controls -- and we've got to build  
12 trust between the operating functions -- trust  
13 between transportation and our delivery units,  
14 trust between our delivery units and the plant  
15 operations, trust between plant operations and  
16 maintenance, and so forth, to make sure that our  
17 Monday operation is just like any other day of the  
18 week. Doing that solves a lot of problems. It  
19 solves a lot of the overtime that we're spending,  
20 which drives our total operating expenses, which  
21 allows us to start chasing this cost curve that we  
22 so desperately need to chase become financially

1 viable.

2           So, Monday, and chunking it out by  
3 Monday, gives us tremendous focus and tremendous  
4 opportunities to establish the rest of the week in  
5 great shape. But, it's going to take our entire  
6 leadership team to do that. We've got be all on  
7 the same page with our expectations, and we've got  
8 to break a lot of the paradigms that are  
9 strangling us today in our solutions around  
10 Monday.

11           In the plant, we've got to stop advancing  
12 mail on the weekend. Now, I've been a plant  
13 manager for many years. Most of my operations  
14 experience has been in a plant, and I will tell  
15 you that for 30 years, we've been talking about  
16 pushing, pushing to capacity and making sure that  
17 we don't let any machines sit idle. Well, we've  
18 got to break that, right? We've got to do that on  
19 Tuesday through Saturday. We've got to break that  
20 on the weekend. So, that's a mind-shift change.  
21 That's a paradigm that we're going to have to  
22 adjust to. Pull the brakes on our processing on

1 the weekend and not advance orange -- Tuesday  
2 orange or Wednesday green into Monday, really  
3 changing the mindset of our plant operations.

4           Making sure that transportation runs on  
5 time. Trucks have to leave on time. That is a  
6 mind-shift that we've to make, because for years,  
7 we've been saying, hold that truck for that last  
8 tray, hold that truck for that last tray, and  
9 we're putting the entire truck at risk for maybe  
10 half a tray of mail. So, we've got some  
11 transportation adjustments that we've got to make  
12 to ensure that all this volume is in our delivery  
13 units before our carriers even report on Monday.

14           And then, the whole mindset of package  
15 delivery on Monday as well. See, we've started  
16 processing and delivering priority mail packages  
17 on Sunday. We know that's a competitive  
18 advantage, especially as some of our competitors  
19 are starting their weekend delivery operations,  
20 and we know there are a lot of mailers that want  
21 that transit time reduced. They're getting closer  
22 to the customer. They're providing us a lot of

1 volume on Sunday, and we have an opportunity to  
2 break the mindset that we've got going on on  
3 Monday. So, making sure that all of our priority  
4 mail packages delivered on Sunday as well starts  
5 to really shrink down this workload on Monday.  
6 And the key is to ensure that our carriers leave  
7 for their route on time, and more importantly,  
8 come back on time. That gets all this collection  
9 mail back into our plants on Monday night, and it  
10 sets up the entire 24-hour clock and the ability  
11 for plant operations to clear Monday night, so  
12 that we can induct mail into our networks, whether  
13 it's surface transportation or air transportation  
14 on Tuesday morning. And that's where the big  
15 service lift occurs, particularly on three- to  
16 five-day, first-class mail service -- that's where  
17 most of the first-class mail volume is -- it's in  
18 three to five days. Most of it's on surface  
19 transportation, and by establishing carriers to  
20 come back early and get the mail into our plant  
21 early allows us to finish plant operations on  
22 Monday night and get that volume cleared and put

1 into our networks, whether it's air or surface  
2 transportation Tuesday morning, lifts up our  
3 first-class mail service performance. And then, it  
4 sets up the entire rest of the week.

5           And so, that's what we have to do. We  
6 have to master Monday. That's where the biggest  
7 pain that we have from a leadership team is, the  
8 biggest mindsets that we have to change, the  
9 biggest operational adjustments and controls that  
10 we have to put in place, but it's critical. It is  
11 critical to chase that cost curve on letters and  
12 flats. If you look at the carrier volume, most of  
13 our carriers have less than 100 pieces on Monday.  
14 The fourth highest package day is on Monday.  
15 There is no reason why Monday can't be like any  
16 other day of the week. We have to crack the code  
17 on Monday. It drives the expenses out, it will  
18 drive service up, and it sets up the rest of the  
19 week for success.

20           So, that's where we're focused in terms  
21 of the tactical piece for how we address the  
22 service performance as measured by transit time,

1 service performance around first-class mail,  
2 service performance around packages, all the  
3 expense lines around total operating expenses, all  
4 the premium hours that are used on Monday, and  
5 that's the key for our success.

6           Mastering Monday also is about safety.  
7 Starting the week off with taking hazards out of  
8 the workplace, and from a customer experience  
9 standpoint, we know that Monday mornings, we've  
10 got a lot of customers coming in because we've  
11 left notice on all the packages from Friday,  
12 Saturday, Sunday, and we have to master the retail  
13 customer experience on Monday as well.

14           Vehicles, same thing. We should never,  
15 ever have a vehicle that's inoperable on Monday  
16 morning. We shouldn't. I was complaining today.  
17 My plane was late today, and I'm thinking, how can  
18 the very first plane that takes off from the  
19 airport, how can that have a maintenance problem,  
20 right? First thing in the morning, we should  
21 never have that. You think about the adjustments  
22 in the mindset that we have to take place in

1 vehicles as well.

2           Speaking of vehicles, the way that we  
3 fuel up our vehicles, we have thousands and  
4 thousands and thousands of carriers on penalty  
5 overtime fueling up vehicles on Monday --  
6 thousands. Our whole mindset on Monday has to  
7 change in every single part of our business. We  
8 have allowed Monday to put a stranglehold on our  
9 service and our cost, and we've got to break that.  
10 and I'm asking for your help to do that.

11           In 2019, we're going to master Monday.  
12 We've got to make a lot of changes to set Monday  
13 up for the very best day of the week. We've got  
14 to conquer Monday. We've got to master it -- big,  
15 big challenge for us. And we've got 53 more days  
16 before our fiscal year 2019 starts. So, T-53,  
17 we've got to start now so that day one in 2019,  
18 we're no longer paying all the premium hours on  
19 Monday, no longer accepting all of the failed  
20 volumes in our plants on Monday, no longer  
21 accepting late trips, no longer accepting carriers  
22 leaving late and returning late, no longer

1 accepting vehicles that are not working, no longer  
2 accepting fueling of vehicles by our -- by our  
3 team on penalty overtime on Monday. We've got a  
4 big opportunity, and it's a singular focus -- a  
5 singular focus on Monday.

6           So, that is one of the great tactics that  
7 we've got planned. We're also going to be doing a  
8 lot of the same things that we've done before in  
9 the past, as we're chasing this cost curve. We're  
10 going to be taking out equipment like we've done  
11 in the past. We've taken out almost -- almost 500  
12 pieces of equipment -- 497 pieces of equipment  
13 have come out. We've got another 115 pieces of  
14 equipment that needs to come out in the next 153  
15 days so that we can make sure that our operating  
16 footprint is in alignment with the volumes that we  
17 have to process and the revenues that fund our  
18 operations. So, a lot of equipment will come out,  
19 and as we look at the forecast for 2019 and the  
20 fact that we're projected to lose another 3.4  
21 billion pieces, we're going to be taking out more  
22 equipment in 2019.



1           So, it's all about making sure that the  
2 operating footprint is in alignment with the  
3 volume and revenues.

4           On the package side, this is great news  
5 for our business -- great news to grow the kind of  
6 package volume and revenues and an opportunity for  
7 us to continue to right-size this operating  
8 footprint. We're adding more equipment. We've  
9 added equipment over the last four or five years,  
10 package-processing equipment. We added a lot more  
11 last year. We're planning to add more this coming  
12 year. The automated delivery unit orders, more of  
13 those. The universal sort systems, more of those.  
14 The new enhanced package-processing system that  
15 will be starting off in Portland, Oregon in a  
16 couple of weeks, another one in Nashville. A  
17 machine that processes 25,000 pieces an hour to  
18 over 400 sort bins provides a huge amount of  
19 capacity and allows us to reposition those APBS  
20 machines -- the automated package bundle sorters -  
21 - into different locations where we need capacity  
22 because of this package growth. So, it's not all

1 about taking machines out. We're making wise  
2 investments to continue to stay ahead of the  
3 growth curve that we have on packages. So, a lot  
4 of work being done to make sure that the capacity  
5 that we need to provide great service is there.

6 Vehicles. We've added 8,000 vehicles  
7 this year to the fleet, the ProMasters, and we're  
8 looking at repositioning other vehicles so that  
9 during peak season, we can continue to flex our  
10 muscle on the delivery side -- muscle that no  
11 other competitor has with our delivery fleet, with  
12 our carriers out on the street six and seven days  
13 a week.

14 So, we're continuing to build on the  
15 strength that we have as an operations team on the  
16 package side of the business, expanding stackers,  
17 adding feed systems, dealing with non-machinable  
18 pieces in an automated way, and looking to the  
19 future on the letters and flats too. What do we  
20 need to do in the next five years to continue to  
21 automate letters and flats and to upgrade some of  
22 our plant systems? Testing systems in Richmond,

1 Virginia, the ALPS machine -- the automated letter  
2 processing system. Testing it -- another system  
3 in Oklahoma City on automated letter processing  
4 system that allows us to create large, large sort  
5 programs so we're no longer constrained by the  
6 number of delivery points on a sort program, and  
7 automating the feed and the sweep of our delivery  
8 bar code sorter so that we can continue to drive  
9 innovation in the Postal Service and continue to  
10 drive an automated capacity platform that drives  
11 value for the Postal Service and for our  
12 customers.

13           So, we're doing a lot of work, not only  
14 for today in making sure that our operating  
15 footprint is in alignment with the revenue and  
16 volume, but also for the future. How do we set  
17 ourselves up over the next 20 or 30 years to keep  
18 this automation program in a solid, solid fashion?

19           So, with that, I would be very, very  
20 happy to take questions. I know that we've got a  
21 lot of questions. I'll leave it up to Brian to  
22 help us sort through how we're going to navigate

1 this. Brian.

2 MR. BRIAN WAGNER: First of all, thank  
3 you, Dave Williams, for a great presentation.

4 [Applause.]

5 Dave, to make things as simple as  
6 possible, I've asked the delegates to just stay at  
7 mic 3. They'll introduce themselves. They have  
8 one question, no 27 followup questions, and just  
9 go -- you let me know when you need to go.

10 MR. DAVE WILLIAMS: Okay.

11 MR. BRIAN WAGNER: All right. So,  
12 delegate at mic 3. Be nice.

13 MR. TOM ROMA: Hi, Dave.

14 MR. DAVE WILLIAMS: Hi.

15 MR. TOM ROMA: My name is Tom Roma.

16 MR. DAVE WILLIAMS: Yeah, Tom.

17 MR. TOM ROMA: Northeast Region VP. You  
18 remember me?

19 MR. DAVE WILLIAMS: I do.

20 MR. TOM ROMA: Okay. Three years ago,  
21 Dave, I came to you for my people in Puerto Rico  
22 and asked about the status of the offshore jobs.

1 At that time, you told me, "I'll look into it.  
2 I'll get back." Almost a year passed, and I  
3 haven't heard from you, and I wrote you a letter.  
4 Correct me if I'm wrong.

5 MR. DAVE WILLIAMS: Nope, you're on it.

6 MR. TOM ROMA: Okay. And when you  
7 attended that next meeting, you made a point to  
8 come to me and said, "Don't worry, Tom, I'll get  
9 you an answer." Am I on track so far?

10 MR. DAVE WILLIAMS: You are.

11 MR. TOM ROMA: Okay. The third time you  
12 came after I didn't get an answer, you and I had a  
13 really nice talk, and I said, "Dave, it's your  
14 determination if these jobs are needed or not."  
15 And you said to me, looked me right in the face  
16 and said, "Tom, I am going to look into these jobs  
17 holistically." Do you remember that term?

18 MR. DAVE WILLIAMS: Yes, I do.

19 MR. TOM ROMA: And, for the membership,  
20 because I didn't know what it meant at the time,  
21 that meant that you were gonna look in areas that  
22 already had jobs that weren't needed, and you

1 would consider moving them over to jobs where they  
2 might have been needed. Am I right so far?

3 MR. DAVE WILLIAMS: Your definition of  
4 holistic might be a little bit different than  
5 mine.

6 MR. TOM ROMA: Okay. But, that was the  
7 gist of it.

8 MR. DAVE WILLIAMS: The gist of it, yeah.

9 MR. TOM ROMA: Okay. I have still have  
10 not heard from you, Dave.

11 [Audience reaction.]

12 MR. DAVE WILLIAMS: Well, let me give you  
13 an update.

14 MR. TOM ROMA: Go ahead. I'm happy.

15 MR. DAVE WILLIAMS: Let me give you an  
16 update. We are looking at them holistically, and  
17 it's not just the offshore. We don't have issues  
18 just in Puerto Rico, Hawaii, and Alaska. We've  
19 got to holistically look at all the jobs in all  
20 the Districts to make sure that they make sense,  
21 to make sure that we've sized these jobs in all of  
22 our Districts. So, it's not just Puerto Rico,

1 Hawaii, or Alaska, and that's what we were looking  
2 at. We've got HR that is right now and have been  
3 looking at how do we -- what kind of adjustments  
4 do we need to make. We've got some Districts that  
5 have more jobs in certain areas -- in certain area  
6 offices that could be problematic. So, we are  
7 looking at a whole rebalance. It's not something  
8 that's going to happen overnight. But, we are  
9 looking at it. We've got a team that is still  
10 working it. It's not stopped. We haven't slowed  
11 down. And when it comes up, and I expect it to  
12 come up in 2019, we'll be making some adjustments.

13 MR. TOM ROMA: So, in other words, I have  
14 another year to look forward.

15 MR. DAVE WILLIAMS: Yeah. When are you  
16 retiring?

17 [Laughter.]

18 MR. TOM ROMA: No, no, I retired four  
19 years ago. You're stuck with me.

20 MR. DAVE WILLIAMS: I'm stuck.

21 MR. TOM ROMA: Okay. No, no. The reason  
22 I'm saying this is, I'm close with my people in

1 Puerto Rico, and I know they're overworked and  
2 undermanned. Okay? I know there is one New York  
3 guy down there -- I won't mention his name --  
4 doing the job of three people, and he suffered a  
5 heart attack because of it. He's now out of work.  
6 So, when these people ask me, I got to give them  
7 answers. You know? Even if you would have came  
8 to me and said, "Tommy, you know what? At this  
9 time, we can't do anything." Okay?

10 MR. DAVE WILLIAMS: No, that's not the  
11 answer.

12 MR. TOM ROMA: No, no, but it would have  
13 been an answer is what I'm saying. I could have  
14 told my people, okay? But, that wasn't it. So --

15 MR. DAVE WILLIAMS: We are still -- we're  
16 still -- we are on it. People are working it. It  
17 hasn't -- it has not stopped.

18 MR. TOM ROMA: Okay. There's 1,300  
19 people now that heard you.

20 MR. DAVE WILLIAMS: And let me thank the  
21 people in Puerto Rico.

22 MR. TOM ROMA: Okay.



1           MR. DAVE WILLIAMS: What an awesome job  
2 that the leadership team in Puerto Rico -- I did  
3 have an opportunity to go visit Puerto Rico last  
4 year, and I gotta tell you, the level of  
5 devastation and what that team did to bounce back  
6 is nothing short of just amazing and remarkable.  
7 They have a great, great team in Puerto Rico, and  
8 I'm very proud to be part of that team.

9           MS. DIANE SMITH: Good morning.

10          MR. DAVE WILLIAMS: Good morning.

11          MS. DIANE SMITH: Diane Smith, President  
12 of Branch 20 in Pittsburgh. I remember back at  
13 National Harbor in 2016 that you -- we were  
14 talking about the amount of EAS who were not going  
15 to get an NPA payout, and you said at that time  
16 that you were responsible, and you took full  
17 responsibility for that, and that you would not  
18 let that happen again, that you had taken your eye  
19 off the ball, and that you said that it would not  
20 happen again. Well, here we are in 2018, and I  
21 understand that there are up to 19,000 EAS who may  
22 not get an NPA payout. I'm just wondering what

1 happened. Is that keeping your eye on the ball?

2 [Audience reaction and applause.]

3 MR. DAVE WILLIAMS: Well, yes. Yeah.

4 So, I am responsible for performance in this  
5 organization, as we all are, right? This entire  
6 leadership team is responsible for performance --  
7 the entire leadership team is responsible for  
8 performance. Now, my -- my statement at the time  
9 was I did not know how many people were not in the  
10 money. That was my statement. When I said that I  
11 didn't know how many people were not in the money,  
12 that's what I said, and I would never let that  
13 happen again. Now, I know how many people at this  
14 point are not in the money. I do know that. And  
15 I'll say I am responsible for operations, right?  
16 So, it's on me, but we've got a leadership team,  
17 and everybody is responsible for performance --  
18 everybody. And it is a performance system, and  
19 that hasn't changed -- that has not changed.

20 MS. DIANE SMITH: One person said to me  
21 last week, think of your worst clerk, your worst  
22 mail handler, your worst carrier, your worst

1 custodian, your worst driver, everybody. They are  
2 going to get a pay raise this year, and EAS will  
3 not.

4 [Applause.]

5 MR. JAY KILLACKEY: Good morning, Mr.  
6 Williams.

7 MR. DAVE WILLIAMS: Good morning.

8 MR. JAY KILLACKEY: My name is Jay  
9 Killackey. I'm from Branch 43 in Boston. And I'm  
10 along the same lines as the most recent  
11 questioner. You are responsible for everything to  
12 do with operations, and this group and all the  
13 people back home rely on you. So, we have goals  
14 set at the beginning of the year. There need to  
15 be plans established in order to achieve those  
16 goals, operating plans that work, and it's not  
17 happening. So, probably half the EAS in the  
18 country this year are not going to get a raise,  
19 and that's not good.

20 MR. DAVE WILLIAMS: No, it's not good.

21 MR. JAY KILLACKEY: And there's a report  
22 that the Postal Service puts out every year. It's

1 called the 10K Report. You can google it on your  
2 phone, USPS 2017 10K Report. On that report,  
3 which is a public document, on page 83, it lists  
4 the salaries and benefits of the top five  
5 executives in the Postal Service, of which you are  
6 one. You came in in 2015, and between 2015 and  
7 2017, you received over a 10 percent increase in  
8 your base pay.

9 [Audience reaction.]

10 In addition, the records show that in  
11 bonuses and deferred salary adjustments, that was  
12 over \$800,000 between 2015 and 2017, and that  
13 brings the total compensation and deferred  
14 payments to \$1.54 million in the past three years.  
15 So, that, to me, seems like a measurement of  
16 success that the people in this room came here  
17 this week because their measurement of success  
18 would be a 3 percent raise. A 3 percent raise for  
19 line supervisor would be about \$2,000, and the  
20 current package that's been proposed, the lowest  
21 echelon would be a cash payment, which doesn't go  
22 into your retirement, you only get it once. I

1 appreciate all the comments that you made at the  
2 beginning, all these things that we have to master  
3 Monday. It should have been done last Monday.

4 [Applause.]

5 We can't wait until 2019.

6 MR. DAVE WILLIAMS: I agree.

7 MR. JAY KILLACKEY: And I was a manager  
8 of a large office, and if something had to be  
9 done, it had to be done today, it was done today.  
10 We don't have any control over a lot of the things  
11 that control our lives.

12 [Applause.]

13 We need you in the job that you do to  
14 help us to get to where we've got to be. A lot of  
15 people are counting on you. More supervisors work  
16 under your leadership than any other Vice  
17 President in this organization. I was sort of  
18 taken aback when you -- two years ago when you  
19 said you didn't know how bad off we were or words  
20 to that effect. You should know that every day,  
21 and then when we try to see how we're doing, the  
22 data is two to three months old. We're supposed

1 to project on Monday how many hours we're going to  
2 use on Friday. So, we need -- we need your help.  
3 We want to be somewhere near as successful as you  
4 are.

5 [Applause.]

6 We'd like to hear your comments.

7 [Applause.]

8 MR. DAVE WILLIAMS: Well, there is no  
9 doubt that our customers and our employees need  
10 this Postal Service to be successful, no doubt at  
11 all. It all starts with service performance.  
12 Service performance in terms of transit time, the  
13 customer experience, it's all about financial  
14 performance as well. We are not doing very well  
15 chasing this cost curve, and it has to do with  
16 safety performance, and we're not where we need to  
17 be with safety. So, yes, we owe this -- we owe  
18 this organization better performance, we do.

19 MR. TOM HUGHES: I'm Tom Hughes from  
20 Branch 100 in New York City, and the two people  
21 before me actually covered most of what I was  
22 going to ask you. But, I do want to say this,

1   that in Maryland you did say that your goal was to  
2   get everybody in a box 5 or higher, and I hate to  
3   tell you, but that hasn't occurred. I wasn't sure  
4   if you were aware of that.

5               MR. DAVE WILLIAMS: I am aware of that.

6               MR. TOM HUGHES: You weren't aware back  
7   then, so, I just wanted to make sure. But, since  
8   you brought up the transportation issue, the  
9   transportation issue is a major problem with most  
10   units because of the fact that if we don't have  
11   the product, you can't deliver it. So, the  
12   transportation, as Jay just eluded to, it's  
13   something that's out of our control but needs to  
14   be fixed.

15              MR. DAVE WILLIAMS: When you say  
16   transportation, are you talking about contract  
17   transportation?

18              MR. TOM HUGHES: No, I'm talking about  
19   the Postal Service vehicles that move our mail.

20              MR. DAVE WILLIAMS: The vehicles.

21              MR. TOM HUGHES: Yeah, out of the plant  
22   and into the stations.

1           MR. DAVE WILLIAMS: And the vehicles are  
2 -- you're talking about vehicle availability that  
3 drive on time?

4           MR. TOM HUGHES: And on time.

5           MR. DAVE WILLIAMS: On time, okay. Yeah,  
6 absolutely. Absolutely.

7           MR. TOM HUGHES: It needs to be  
8 addressed.

9           MR. DAVE WILLIAMS: Absolutely, it does.

10          MR. TOM HUGHES: Thank you.

11          MR. DAVE WILLIAMS: Thank you.

12          MR. BOBBY BOCK: Yeah, good morning, Mr.  
13 Williams.

14          MR. DAVE WILLIAMS: Good morning.

15          MR. BOBBY BOCK: My name is Bobby Bock.  
16 The VMF is your friend. Two or three years ago,  
17 we changed the formula and fleet management came  
18 out of Headquarters -- we're all Headquarters  
19 employees. Our fleet manager has retired a couple  
20 of years ago -- the national fleet manager -- a  
21 year ago, probably. Do you have any idea when  
22 that position will be filled permanently, instead



1 of having somebody acting? Also, in addition,  
2 we're dictated with parts and stuff, and a lot of  
3 times we're putting on junk parts to try to keep  
4 vehicles running, and you're saying, "Hey, we need  
5 all these vehicles running on Monday morning," but  
6 that's our worst morning trying -- chasing the  
7 unscheduled maintenance. So, I'm just wondering.

8 MR. DAVE WILLIAMS: Well, there are a  
9 couple things. One is that Kevin McAdams is our  
10 Vice President of Delivery Operations. The fleet  
11 operations falls under Kevin. We do have an  
12 acting manager that is soon to be filled. I don't  
13 have an exact date, but I know I've had  
14 conversations with Kevin McAdams about his intent  
15 to get that job filled, so that is coming.

16 In terms of the parts, we've got to look  
17 at our whole weekend operation and VMF, right?  
18 We've got a number of VMFs that don't operate on  
19 the weekends, and Monday is the most important day  
20 to start off the week strong. So, we've got to  
21 make sure that our vehicles are operable on Monday  
22 for sure. So, we've got to look at -- and I've

1 talked to Kevin about this a number of times --  
2 we've got to look at what we do on the weekends to  
3 make sure that the resources and requirements are  
4 in place for delivery to be very effective.

5 MR. BOBBY BOCK: And you spoke about the  
6 ProMasters. These ProMasters, you get more damage  
7 on these vehicles that nobody knows what happens.  
8 It's just ridiculous. You know, they say, well,  
9 the rear camera's not working, the mirror to look  
10 out for backup, that's because you hit the top and  
11 the water is falling down on the mirror.  
12 Unreported damage is out of control. Thank you.

13 MR. DAVE WILLIAMS: Okay. Thank you.

14 MR. KEN BATASTINI: Hi. I'm Ken  
15 Batastini. I'm the President of Branch 478.  
16 Grateful to be retired. Back in 1988 when I  
17 applied to be a supervisor, I wrote in my very  
18 first resume, "The biggest untapped resource of  
19 worker productivity is employee morale. A  
20 contented cow will give you good milk." So, here  
21 you are, Mr. Williams. You say to us that we are  
22 messengers of sympathy and love. Then, why do our

1 members and the majority of EAS out in the field -  
2 - why do they tell us that the morale has never  
3 been so low?

4 [Applause.]

5 MR. DAVE WILLIAMS: You know, morale is,  
6 you know -- what do I say to that, right? It's  
7 all of us. It is -- it is all of us. We are all  
8 in this together.

9 [Audience reaction.]

10 We are, right?

11 MR. KEN BATASTINI: But, I would tell you  
12 that it starts at the top, okay?

13 MR. DAVE WILLIAMS: It does.

14 MR. KEN BATASTINI: You know the old  
15 adage, "It all rolls downhill."

16 MR. DAVE WILLIAMS: I agree. It does --  
17 it does start at the top. It does start at the  
18 top, and we've got to model the right behavior at  
19 all levels -- at all levels we have to model the  
20 right behavior -- all levels, because the craft  
21 employees tell us the same thing. So, we all have  
22 to model the right behavior to ensure that we are

1 getting the very best energy and passion from all  
2 of our employees, and the most important person to  
3 an employee's morale is his or her immediate  
4 supervisor. That's the most important driver of  
5 morale, and it does start at the top, because  
6 that's -- that's how this link occurs. We've got  
7 to do a better job. There is no doubt we've got  
8 to do a better job, because our customer  
9 experience will be no higher than our employee  
10 experience, and we've got to do a better job.

11 MR. KEN BATASTINI: Thank you.

12 MR. CY DUMAS: Good morning.

13 MR. DAVE WILLIAMS: Good morning.

14 MR. CY DUMAS: Cy Dumas, Providence,  
15 Rhode Island. In New England, there are 17 mail-  
16 processing facilities, and I've personally been in  
17 16 of them, most of them frequently, including the  
18 large ones, and this is mirrored around the  
19 country -- inadequate EAS staffing. In '92,  
20 Carbon Runyon [phonetic from notes] changed the  
21 plants with a 25:1 formula, which eventually went  
22 to 22:1. In the last few years, I've heard

1 nothing coming out of Postal Headquarters  
2 regarding relooking in right-sizing the EAS  
3 complement for these plants, especially the last  
4 several years with the Sunday stuff. So, what is  
5 the current status of looking at properly staffing  
6 the EAS management in the plants, otherwise the  
7 Monday strategy in the field is doomed to fail if  
8 we don't get the proper supervision in the plant  
9 when we need it.

10 MR. DAVE WILLIAMS: Well, we are not  
11 looking right now at the 25 or 22:1 ratio. That's  
12 not something that we're looking at right now. I  
13 will tell you we're looking at the supervisor work  
14 credit. Ed Phelan, the VP of Area Operations in  
15 the Northeast, is working with Doug Toledo  
16 [phonetic], the Area or the Vice President of  
17 Labor Relations, working on the supervisor work  
18 credit, and we expect that there will be some  
19 pilots that will occur that change staffing in  
20 2019.

21 MR. CY DUMAS: I have a lot of confidence  
22 in Mr. Phelan and the NAPS team, Tommy and Jimmy

1   that work with him, and I'm confident that we're  
2   going to see something soon. That's been going on  
3   for a few years. It needed to be going on even  
4   longer than that. We cannot wait for the  
5   planting. You've got to start looking at that.  
6   That's just as critical. The customer service  
7   dies without the plant. You've got to look at  
8   that. Thank you.

9               MR. DAVE WILLIAMS: Thank you.

10              [Applause.]

11             MR. MIKE HENDERSON: Good morning. Mike  
12   Henderson from Branch 23 in Detroit. A couple of  
13   concerns and challenges that a lot of offices are  
14   having concerning clerks, concerning how we have  
15   streamlined and just cut so much fat off, it's  
16   causing a lot of heartache at the stations and the  
17   offices. We're looking at situations where  
18   supervisors are doing clerk work, we have bids  
19   being reverted, and it's the opening bid. So,  
20   you're violating the contract, and we're talking  
21   about customer service, customer service, customer  
22   service. Are we looking at some measures where

1 the caps on PSEs can change? Maybe we have  
2 flexibility we used in CCAs and PSEs? We have  
3 branches that are connected with the plans, and  
4 the cap is low, and we're still talking about  
5 customer service.

6 MR. DAVE WILLIAMS: Yeah. One of the  
7 biggest challenges we have in making sure that our  
8 operating footprint matches the volume -- the  
9 letter and flat declined, the package increase is  
10 to make sure that we've got a great complement  
11 management plan in place. And we've got isolated  
12 spots around the country where we've got  
13 imbalances. We've got to fix those imbalances.  
14 We've got a team right now in Dallas looking at  
15 function 1 plants and where those imbalances are.  
16 We've got the E1994 reviewed going on. We've got  
17 level 2 and level 3 function 4 reviews going on.  
18 We've got to make sure that we are properly  
19 evaluating residual bids.

20 One of the things we can't do is to  
21 become overstaffed, because we can't afford it,  
22 especially when we're going to lose another 3.4

1 billion pieces of mail going into this year. So,  
2 when we say we've got to stay ahead of the cost  
3 curve and the growth curve on the packages,  
4 primarily it is the complement piece that we've  
5 got to make sure that we're staying ahead of that,  
6 staying ahead of the planning piece in terms of  
7 the hiring plan, staying ahead of how we allocate  
8 the non-career employees, and with the new HERO  
9 system in HR, the timeframe in which that can get  
10 accomplished shrinks. So, that is one of our  
11 major strategies going into FY19 is to make sure  
12 that we've got a solid complement plan in every  
13 office.

14 MR. MIKE HENDERSON: Is that flexibility  
15 something you're looking at, though?

16 MR. DAVE WILLIAMS: Yes, absolutely.

17 MR. MIKE HENDERSON: Okay.

18 MR. BRIAN WAGNER: Okay. We're down --  
19 we have to cut questions off at 11:20. So, get to  
20 your question, and if you can't get your question  
21 answered, write it down, and we'll get it to  
22 Mr. Williams. But, 11:20, Mr. Williams has to go.



1                   MR. JERRY VAN NORMAN: Jerry Van Norman,  
2 Vice President of Branch 130 in Grand Rapids,  
3 Michigan. Just kind of a side note on your  
4 ProMasters. The modification order from you might  
5 be in order for a step on the driver's side in and  
6 out of that vehicle all day long, from what I'm  
7 hearing. I come from the very little bitty  
8 department in the United States Postal Service. I  
9 love customer service. You've got to deliver the  
10 product -- I come from the plant originally -- to  
11 get the customer service their product. But, you  
12 can't deliver that product without the vehicle  
13 maintenance department. I spent the last five  
14 years of my career trying to keep these vehicles  
15 together with duct tape and bubble gum. We waited  
16 until the 26th year on a 25-year-old -- life  
17 expectancy of 25 years -- to finally look for  
18 vehicles. That's nuts.

19                   Another thing -- I'm sorry. I got new  
20 staff vehicles this year to replace my Ford  
21 Focuses. Why did we buy Korean vehicles? Why did  
22 the United States Postal Service buy foreign

1 vehicles? That's one. And did we purchase any  
2 four-wheel driver wreckers? I got two brand new  
3 wreckers last year -- two-wheel drive -- Michigan.  
4 It snows.

5 [Laughter.]

6 Now, if Tucson and Dallas have got some  
7 four-wheel drive wreckers, contact Michigan, we'd  
8 love to make a swap with you. All right? And as  
9 far as the snow and stuff like this, I would  
10 recommend that when we test our prototypes, test  
11 your prototypes in Wyoming, North and South  
12 Dakota, Minnesota, Wisconsin, Michigan --  
13 someplace where the weather is hellacious, because  
14 I can guarantee you that a vehicle that will  
15 operate in those areas will operate perfectly  
16 sufficiently in Florida and Texas. But, just  
17 because it works in Florida and Texas don't mean  
18 squat in Northern Michigan.

19 [Applause.]

20 MR. DAVE WILLIAMS: I don't know how many  
21 questions that was. Let me try to answer them.  
22 Number one, we are -- we are testing our vehicles

1 in various topographies, various parts of the  
2 country, very extreme cold, very extreme heat, so  
3 we're doing that.

4 MR. JERRY VAN HORN: Foreign vehicles.

5 MR. DAVE WILLIAMS: Foreign vehicles? I  
6 mean, I -- I know that we have purchasing policies  
7 that require a certain very high percentage of  
8 those vehicles being assembled in the United  
9 States. I'm sure that's what it was. I don't --  
10 I don't have the specific answer on that  
11 particular question.

12 MR. JERRY VAN HORN: well, when I first  
13 noticed that we were purchasing, I think there's  
14 100+ Hyundai Sonatas, my wife said, "Calm down,  
15 they're built in Atlanta, Georgia." Not one of  
16 them came to my office that was built -- that had  
17 anything that said US on it. They were all built  
18 in Osan, Korea.

19 MR. DAVE WILLIAMS: So, I don't, I mean,  
20 I'll check in on that one. The wreckers -- I  
21 don't know how many four-wheel drive wreckers  
22 we've purchased, but certainly we've got the

1 ability to move them if we don't need four-wheel  
2 drive wreckers in some parts of the country, we  
3 can certainly reposition those. That's not hard  
4 to do. So, we'll -- we'll take a look at that.  
5 Send me an E-mail on the wreckers, and we'll get  
6 people to look at that.

7 MR. JERRY VAN HORN: Oh, and your fleet  
8 maintenance program was a good idea, but come on.

9 MR. BRIAN WAGNER: This will have to be  
10 the last question. Please write down your  
11 questions for Mr. Williams, and we'll get them to  
12 him for answering. All right? Yes, give the  
13 questions to Chuck. Thank you.

14 MS. VANESSA COBB: Good morning, sir.

15 MR. DAVE WILLIAMS: Good morning.

16 MS. VANESSA COBB: Vanessa Cobb, Branch  
17 354, Tallahassee, Florida. My question is, in  
18 Tallahassee, our Postmaster is having carriers  
19 bring back mail at 7:00, and our EAS is having to  
20 go out and take that mail. Some of those people  
21 are out until 9:30, 10:00 at night, and I think  
22 that's just ridiculous, because EAS doesn't know

1 the routes, and plus if the carriers would be out  
2 there, I think we would get more for our buck.  
3 That's my first question. Very quick.

4 MR. DAVE WILLIAMS: That's wasn't a  
5 question. That was a statement. Okay.

6 MS. VANESSA COBB: Oh, that was a  
7 statement then. So, please look into that.

8 MR. DAVE WILLIAMS: I will.

9 MS. VANESSA COBB: My next question --  
10 this is a question -- after Jay's speech with all  
11 those nice figures, how much longer do you have so  
12 I can get my KSAs ready?

13 [Audience reaction and laughter.]

14 MR. DAVE WILLIAMS: I didn't hear that  
15 question. What did she say? I didn't hear it. I  
16 didn't -- oh, she wants my job. Why don't you  
17 come up here and answer the next set of questions.

18 [Laughter.]

19 MR. DAVE WILLIAMS: That wasn't a  
20 question either. Hey, let me again thank you --  
21 thank you for your leadership. Thank you for  
22 driving this organization. I am very proud to be

1 part of this leadership team. Thank you for the  
2 time, Brian. I appreciate the invitation.

3 [Applause.]

4 MR. BRIAN WAGNER: Thank you, Mr.  
5 Williams. I appreciate you coming and answering  
6 the questions of our members. And those of you  
7 who still have questions, please bring them up to  
8 Chuck. Write them down with your branch number  
9 and name.

10 For our next order of business, we're  
11 going to have -- we're going to recognize the  
12 Dillard Financial Solutions, the NAPS National  
13 Retirement Service Provider to provide a  
14 presentation on financial and retirement. So, if  
15 Theresa Dillard from Dillard Financial Service  
16 Solutions will please come up. There you are.  
17 Now, you have a Power Point presentation?

18 MS. THERESA DILLARD: Yes, sir.

19 MR. BRIAN WAGNER: Okay. Here is the  
20 clicker. Again, I'd like to introduce Theresa  
21 Dillard from Dillard Financial Solutions, NAPS  
22 National Retirement Service Provider for a

1 presentation on Federal and Retirement. Thank you  
2 very much.

3 [Applause.]

4 MR. CHUCK MULIDORE: While we wait for  
5 just a second, if you have questions for Megan  
6 today or Mr. Williams and you didn't get those  
7 questions answered or you have a followup, just  
8 write them down, give them to me, leave me some  
9 contact information, an E-mail address preferably  
10 on your message, and I'll get you an answer, okay?  
11 So, sometime today, let me have your questions for  
12 Dave or Megan or if you have any other questions  
13 for anybody you want to have answered. Leave them  
14 with me today, and we'll get you answers, okay?  
15 All right. Thank you.

16 MR. IVAN BUTTS: Good morning.

17 ALL: Good morning.

18 MR. IVAN BUTTS: While we set up in  
19 transition from Dave's presentation, I'm going to  
20 bring Katie Maddox up. She's going to give us a  
21 SPAC update and tell us a little bit about what's  
22 going on with our SPAC effort outside. So, Katie

1 Maddox.

2 [Applause.]

3 MS. KATIE MADDUX: Good morning,  
4 everyone.

5 ALL: Good morning.

6 MS. KATIE MADDUX: That was great. Thank  
7 you. First of all, I wanted to say thank you to  
8 everyone who has donated gifts to our gift raffle.  
9 People who have already made contributions, just  
10 to let you know, so far with your efforts, we've  
11 raised over \$12,000.

12 [Applause.]

13 And that's just the beginning. And so,  
14 if you're wondering, well, how can I make a  
15 contribution to SPAC? We have many raffles going  
16 on outside. First of all, we have our SPAC raffle  
17 prizes. You get -- for \$20, you get six tickets.  
18 We have all of these prizes that people have  
19 donated from across the country, and we'll be  
20 taking tickets all week, and we are going to  
21 announce winners Friday during the closing  
22 ceremonies.



1           We also have -- I want to give a great  
2 shout out to Joyce -- oh, I hope I pronounce this  
3 right -- Tomaskovic from Branch 508 in Royal Oak,  
4 Michigan. She has donated a week in a condo in  
5 Orlando right by Disney and all the parks from  
6 October 7th through 14th, Columbus Day week, and  
7 one ticket for \$20 gets you a chance to win.

8           We also have our Walkathon. Today is the  
9 last day to sign up for the Walkathon. So, folks,  
10 make sure you go out and get your shirts, go talk  
11 to Richard about how you can do it.

12           And then, we also have our Drive for Five  
13 Campaign. If you would like to sign up to  
14 contribute to SPAC on a regular basis through  
15 payroll deductions or through your OPM annuity,  
16 please see me, and we'll sign you up. For every  
17 dollar that you increase to your campaign or for  
18 every dollar that you sign up with, you get one  
19 ticket for a chance to win an Amazon Echo,  
20 provided by Signature Financial.

21           And then, finally, I want to announce for  
22 a \$20 donation to the new Jo Jeeter SPAC Fund, you

1 get a sweet treat from Jo Deeter herself.

2           So, if you have any questions about how  
3 to give to SPAC, what are we doing, how much  
4 you've given so far, please come see me out in the  
5 hallway. I'd be happy to help. Thank you,  
6 everyone.

7           [Applause.]

8           MR. BRIAN WAGNER: Thank you, Katie. We  
9 have one quick announcement from Roy Madden from  
10 the Credentials Committee.

11           MR. ROY MADDEN: Hi, gang. A quick  
12 change on page 12. Executive Board changed from  
13 24 to 25, and then we need to see someone from  
14 these four places in our office please. One of  
15 them I'm going to name, Jeff Fratto, if you're in  
16 the room, we need to see you again upstairs,  
17 please. Is anybody here from Anchorage, Alaska,  
18 Arkansas state, and Lansing, Michigan. We'd like  
19 to see you upstairs in the Credentials and  
20 Registration Office. Thank you.

21           MR. IVAN BUTTS: Thank you, Roy,  
22 Rosemary, and Katie. Katie is a valued part of

1 our legislative team. She really helps me make  
2 sure my schedule and my appointments are right,  
3 getting me around through the city and also  
4 helping me out -- helping us out when I can't get  
5 around or Bruce is not available to fill in and  
6 help our legislative effort. In addition to what  
7 she did and what she told us and updated us on, I  
8 hope you guys will take the time to go out and  
9 give that SPAC donation and get that special treat  
10 from Jo Jeeter, and some of you may not know, but  
11 if you don't know, just go get that special treat  
12 that we have at the legislative from Jo Jeeter,  
13 and you will not be sorry.

14           A big shout out to Paul Foley. Paul  
15 Foley, even before we started the convention, made  
16 a \$1,000 donation to SPAC in the memory of Andy  
17 Socci [phonetic], so Paul, I thank you. Thank you  
18 for that.

19           [Applause.]

20           We're going to give out our SPAC Hall of  
21 Fame Award, but before we do that, I just want to  
22 say a couple words. We heard about the passing of

1 Ann Konish, who was a long-time, faithful SPAC  
2 contributor all through her retirement Stallworth.  
3 When I first got up here in 2014, I had the  
4 opportunity -- I ended up one year the top SPAC  
5 giver for some reason. I don't know how that  
6 happened, and Ann came up to me and told me, "One  
7 day, I'm going to beat you. I'm going to beat you  
8 in SPAC," and I said, "Okay, that's fine. Come on  
9 because I might not do this ever again anyway."  
10 So, after this year's LTS -- at this year's LTS,  
11 Ann Konish, she made a \$5,000 donation to SPAC.  
12 That's the most you can give in a year to SPAC,  
13 and she made that contribution, and I didn't know  
14 at the time that she -- she was sick and that her  
15 cancer had came [sic] back. I didn't find that  
16 out until after the LTS, and then, unfortunately,  
17 a few -- a couple months later, Ann was in the  
18 hospital and she was sick, and it was going south.  
19 I had the blessing to call Ann that week, and when  
20 we had a chance to talk -- because I wanted to  
21 thank her -- I wanted to thank her for all her  
22 support of me, for her support of SPAC, for her

1 support of the membership and working the  
2 registration at LTS -- and she told me on that  
3 call, she said, "You know, I really wanted to give  
4 that \$5,000 at that moment because I knew I  
5 wouldn't be here next year." But, it was well  
6 with her soul, and those of us who know, know what  
7 I mean when I say it is well with my soul.

8           So, I thought that was a beautiful thing,  
9 and what comes to mind is something we hear -- a  
10 statement we hear when we say give me my flowers  
11 while I'm still living so I can see and smell the  
12 beauty of them. So, there's two things I want to  
13 do. I want to challenge everyone in here to give  
14 \$100, if you can, or give whatever you can, and  
15 let Katie know when you give it -- here's my \$100  
16 right here -- that it's in memory of Ann Konish.  
17 So, if you find it in your heart to give that  
18 contribution to SPAC, that will truly show what --  
19 where we are for a woman who really believed in  
20 what we need to do legislatively.

21           [Applause.]

22           So, the other -- the other issue is --

1 and this goes to the flowers -- on that phone  
2 call, I had the chance to tell Ann that this was  
3 going to happen. So, from this point forward, the  
4 SPAC Hall of Fame Award that we give out to one  
5 person from each region every convention, will  
6 hereby be named the Ann Konish Hall of Fame Award.

7 [Applause.]

8 And I'm going to ask Scott Englerth to  
9 come up. He's the President of the Ann Konish  
10 Branch 11, and he will say a few words, and he  
11 will present the Ann Konish SPAC Hall of Fame  
12 Awards for this year.

13 [Applause.]

14 MR. SCOTT ENGLERTH: Thank you, Ivan.  
15 Thank you to the members of the Board -- the  
16 Executive Board. This is a pretty big honor. Ann  
17 was known as the Queen of SPAC. She took that to  
18 heart. She wore it with great pride. So, on  
19 behalf of her family and Branch 11, I want to  
20 thank you for the honor.

21 The five nominees this year, Paul Foley,  
22 Steve Shawn, Michael Boisvert, and two of them who

1     could not be with us this year, Laurie Wellup  
2     [phonetic] from Branch 104, Minnesota, and Patty  
3     Lynn from Branch 296, Florida. Join us in  
4     congratulating the five this year, please.

5             [Applause.]

6             Paul, Steve, and Michael, if you're in  
7     the room, please come up front.

8             MR. IVAN BUTTS: All right. Not to delay  
9     anything, we'll round the other two up, and we'll  
10    do the photo later. But, here comes Michael  
11    Boisvert. Long-time SPAC contributor, long-time  
12    ultimate SPAC member.

13            [Applause.]

14            MR. IVAN BUTTS: Delegate, mic 3.

15            MR. JOHN RUSSELL: Ivan, John Russell,  
16    Branch 43 in Boston. I just want to thank you for  
17    all the work you do, but I gotta tell you, I don't  
18    go to the casino -- retirement -- you know what I  
19    mean? Taxes are going up. I do have a \$20 bill  
20    that I would like to throw that way.

21            MR. IVAN BUTTS: Thank you.

22            MR. JOHN RUSSELL: Thank you, Ivan.

1                   MR. IVAN BUTTS: Thank you, John.  
2 Appreciate you. John Russell, Branch 43, \$20.  
3 That's all right, I'll take it. In memory of Ann  
4 Konish. So, we have one \$20. Don't forget.  
5 Don't forget. If you find it in your heart,  
6 please see Katie at the SPAC table, make your  
7 donation in memory of Ann Konish so we can publish  
8 her total in the magazine when we recap our  
9 convention. Thank you. God bless you.

10                   [Applause.]

11                   MR. BRIAN WAGNER: Thank you, Ivan. And  
12 thanks again for the changing the SPAC Hall of  
13 Fame to the Ann Konish SPAC Hall of Fame. Very  
14 well deserved.

15                   Now, I appreciate Theresa Dillard from  
16 Dillard Financial Solutions working with us as we  
17 did this, and now I want to bring her up to  
18 provide a presentation to the delegation. Theresa  
19 Dillard from Dillard Financial Solutions, NAPS  
20 National Retirement Service Provider. Theresa.

21                   MS. THERESA DILLARD: Thank you, sir.

22                   [Applause.]



1           MS. THERESA DILLARD: First of all, I  
2 would like to thank the resident officers for  
3 letting me be here. I would like to thank the  
4 NAPS Board, but most of all I would like to thank  
5 you, the membership. We have worked with NAPS for  
6 11 years, and we are here to work for you, because  
7 we are here to service you, and we're here to  
8 educate you.

9           When Steve and I first started working  
10 with NAPS, and when we decided that we were going  
11 to bid on this vendor position, we took it to the  
12 altar, because that's the first place you need to  
13 start things. You need to start things and give  
14 it to God, and have God give you direction on what  
15 to do.

16           [Applause.]

17           In our line of work, we are very decisive  
18 and very selective about what groups we work with  
19 and where we want to put our time and our energy,  
20 and my husband and I have such a passion for NAPS.  
21 So, we decided that we would get guidance from the  
22 number one man first, and we want to thank you and

1    thank God for the ability to have us here.

2                 Steve and I, we are -- we've been in the  
3    business, and we're the federal benefits  
4    providers. What we have done over the years is  
5    when Steve retired from the Navy, we wanted to  
6    make sure that our business and us stayed into the  
7    federal market, in federal realm, and we wanted to  
8    help federal employees, because we learned a lot  
9    by being a federal employee, and we wanted to help  
10   you, and we wanted to help all our postal family.  
11   So, that's what we have done over the years.

12                One thing that we do, is we want to make  
13   sure that you know that we are fiduciaries. There  
14   was a new ruling that came out the first of 2017  
15   where financial planners had to be fiduciaries.  
16   Some decided they would be fiduciaries, some  
17   decided they would not, and Steve and I took the -  
18   - the right path, and we decided that we would get  
19   our business as a fiduciary.

20                One other thing that Steve and I are, is  
21   we are a verified vendor on the United States  
22   Federal Registry. Now, one thing that we are, we

1 have a DUNS number from the United States  
2 Government. Now, that is the one thing that set  
3 Steve and I and our company apart from any other  
4 vendor that you had ever had in your NAPS  
5 organization, because we have went to OPM, we have  
6 went to the United States Government, and we did  
7 all our credentials to make sure that Dillard  
8 Financial Solutions can be on government  
9 contracts. There's never been a vendor that's  
10 every worked with NAPS that has that credibility  
11 that they can be on a government contract. And  
12 that is the one thing that really set us aside and  
13 set us different when organizations look at  
14 vendors bidding on those contracts. That's the  
15 number one thing that they've got to make sure  
16 that you have, is you've got to have that okay on  
17 that contractor registry to be able to bid on that  
18 job.

19           Also, we're a part of the National Ethics  
20 Association. The National Ethics Association is  
21 an association where we're always checked out,  
22 we're always looked at, we're always looked at for

1 financial, we're looked at for complaints, we're  
2 looked at for everything. And one thing that I do  
3 thank the Lord for, we've been working for y'all  
4 for 11 years, and we've only had two issues that  
5 ever arose in the NAPS organization, and we took  
6 care of both of those, and both of those have been  
7 fully resolved after full investigations. We  
8 refunded folks' money back to them and made them  
9 happy. So, we really appreciate that.

10 Our team of office staff people, we have  
11 office staff people that will service all of our  
12 NAPS members. We also have a field force of  
13 representatives that will be out in the field  
14 representing all of the different areas and all  
15 the different states, and we look forward to  
16 meeting each and every one of you in your branches  
17 and educating you.

18 A little bit about how we are different  
19 is number one, we provide education. Education is  
20 the key. Knowledge is power. If you know  
21 decisions that you have to make along the way, and  
22 you have people sitting down with you and guiding

1 you and talking to you about things that you have  
2 to do, whether you're at the first of your career,  
3 the middle of your career, or at the end of your  
4 career, it's going to help you to make more  
5 decisions and better choices throughout the way.  
6 It doesn't matter what company people do their  
7 business with, but I want to make sure that I  
8 educate folks and I teach them, so they will not  
9 make bad decisions when it comes time to make a  
10 decision about what they have to do with their  
11 retirement dollars.

12           Also, too, there's one thing that --  
13 there's different types of advisors. There are  
14 risk advisors and there are safe money advisors.  
15 Steve and I, when we decided to get our license,  
16 we decided to be a safe money advisor. Not one of  
17 our clients has ever lost money due to market  
18 risk. If you've ever lost money in a product,  
19 it's because of early withdrawals, or you cashed  
20 it in early, or something like that, because we  
21 are not putting people's money at risk.

22           We represent insurance carriers that

1 guarantees your money, commissions are not paid by  
2 the members of NAPS. We get paid directly through  
3 the insurance carriers that we represent. We have  
4 enrollment fees. So, that way, when we sit down  
5 and talk to you, it's not going to be a high-  
6 pressure sell, it's going to be educating. It's  
7 going to be educating you on what you need to do  
8 about making decisions when it comes to you and  
9 your family.

10           We have donated in the 11 years that we  
11 have been with NAPS over \$300,000 to this NAPS  
12 organization. I don't think there's ever been  
13 another vendor ever to donate that type of dollars  
14 to a NAPS organization. But, we want to give it  
15 back. We want to give you the benefit, so you'll  
16 be able to share in that. We donate money to the  
17 states, we donate money to the branches, we donate  
18 money to the headquarters, and -- I don't know if  
19 y'all have received it yet -- but, since January  
20 the 1st, we have just sent our first payment in  
21 just a few weeks ago, and here's some of the  
22 branches that's gonna receive a donation from

1 Dillard Financial Solutions. It's Branch 270,  
2 Branch 489, Branch 130, Branch 946, Branch 172,  
3 Branch 205, and Branch 23. So, those are some  
4 branches that we have been working in, and y'all  
5 are going to be receiving a donation check from  
6 NAPS Headquarters.

7           We have over 4,000 clients, federal and  
8 Postal clients, that is on our books that we  
9 service every day and that we want to talk to you.  
10 Now, we have developed a hotline just for NAPS in  
11 our office, so where if you call into our office  
12 on your hotline, we have folks in our office that  
13 is just taking care of our NAPS membership.

14           We have offices in all -- we have  
15 representatives in all 50 states. If there's a  
16 star on your state, we have worked in it, we have  
17 helped you, and we have provided service to your  
18 state.

19           Some of the things that we have done for  
20 NAPS members is we educate you, we do branch  
21 workshops, we do state workshops, area workshops,  
22 so we can come out and we can workshop for your

1 folks. We can do a lot of different kinds of  
2 presentations. We can do presentations for folks  
3 that are beginning employment, in the middle of  
4 the road, and at the end of the road toward  
5 retirement. We can talk product, non-product,  
6 anything that you want us to talk and educate.

7           I'd like to see a show of hands -- how  
8 many people have ever been to one of our  
9 workshops? And we definitely hope that you have  
10 learned something at our workshops. If you take  
11 away just a little something from any workshop  
12 that we have ever been to, it's just a true  
13 blessing that you can have knowledge along the  
14 way.

15           Also, too, we would like to hear from you  
16 and give us some type of advice on what we can do  
17 to better our relationship going forward with  
18 NAPS, because you are the members. We want to  
19 hear from you. We want to hear what you want us  
20 to do, because we are working for you.

21           One thing we've also done is we built a  
22 website. We built a website for our NAPS members,



1 so you can click on this website, and it's  
2 attached to your national website, and you could  
3 be educated on different products and different  
4 availabilities out there to you as a member. We  
5 have spent long hard hours working on this website  
6 for you and it's ever-changing and ongoing all the  
7 time.

8 All the state and branch presidents, we  
9 are hosting a President's Social for you tonight,  
10 and the President's Social is going to be in Earth  
11 Ballroom A. Please stop by our booth and pick up  
12 your branch packet and your invitation to come  
13 visit with us. We would love to see you there.  
14 It's from 7 to 9.

15 And one thing we want to is, we want to  
16 make sure that you are planning. Planning is the  
17 key to success. One thing we would like to do is  
18 we want to make sure that you have plans. We want  
19 to make sure that you have short-term plans,  
20 intermediate plans, and long-term plans. If you  
21 have plans and you implement those plans, one  
22 thing you have to do is you have to make sure you

1 have a working budget. You have to have a working  
2 spending account, because a budget and a spending  
3 account is not the same thing. My budget is what  
4 I've got to have every day to live on, but my  
5 spending account is when I want to go to Walmart,  
6 or if I want to go to a Hobby Lobby. But, you've  
7 got to put that spending account in there too.  
8 There are so many times when people come up to me,  
9 and they say, "Mrs. Dillard, when it gets to  
10 almost payday, I'm broke. What am I doing wrong?"  
11 I say, "Well, how many times did you use that  
12 debit card? Do you ever list it? Do you ever  
13 track it?" So, we also do help people plan and  
14 budget as well. So, if you make plans and you  
15 implement those plans, you will definitely have  
16 success.

17           We're going to teach you about the three  
18 buckets of money. All money falls into three  
19 forms. You have non-qualified money that's been  
20 after taxed, you have qualified money that's  
21 pretaxed, and then you have tax-free money, and  
22 you've got to know when to spend these buckets of

1 money. Just like you may not want to use your  
2 before-tax money to pay off a large purchase.  
3 Let's say, for instance, I'm retiring, and I want  
4 to take \$150,000 out of my TSP, and I want to pay  
5 my house off. Well, number one, you're paying  
6 taxes on that whole lump sum, and then that  
7 \$150,000 is going to put you in a higher tax  
8 bracket, so you're going to be paying taxes on the  
9 whole lump sum in a higher tax bracket. So, you  
10 may want to use your money that you've already  
11 been taxed on, like your Roth IRA money or some of  
12 your non-qualified money to make those purchases.

13           Also, when you go throughout your career,  
14 there's going to be different levels. When you're  
15 young, you want to take a lot of risk. As you go  
16 through your career, and as we age up, you want to  
17 put more of your money in safety. There's two  
18 times in our life. There's an accumulation phase,  
19 and then there's a preservation phase. So, you  
20 have to ask yourself, what phase of your life are  
21 you in to be able to determine how much of your  
22 money you want at risk.

1           Also, too, what is your risk tolerance?  
2   How much of your money do you want at risk? Your  
3   risk tolerance determines the products that you  
4   put your money into. If you want risk, then  
5   you'll use some stocks, mutual funds, some  
6   variable products, but if you want safety, you're  
7   gonna use some safe products. You're gonna use  
8   some banking products, some CDs, some bonds, some  
9   annuity products. You wanna make sure that you  
10   know your risk level.

11           We have understanding to teach you about  
12   your FERS statement. We teach you about your  
13   retirement. How do you understand your retirement  
14   and all the parts of your retirement? Because  
15   your retirement falls in five forms. You're gonna  
16   have your TSP, you're gonna have your social  
17   security, you're gonna have the supplement or the  
18   gap or the bridge, which Congress right now is --  
19   the government is trying to take away from you.  
20   If they take that supplement away from you, the  
21   younger folks, you're gonna have to save more for  
22   yourself. You're gonna have to plan for that. If

1 they raise that high 3 to a high 5, you're gonna  
2 have to up that investment in that TSP. The TSP  
3 is the best thing that you have got going when  
4 you're working. It is an awesome product. Make  
5 sure you're taking advantage of that. Also, your  
6 pension, and then any other types of investments  
7 you have going out there. That's going to consist  
8 of your retirement, so you definitely want to make  
9 sure that you have your money there.

10           Also, too, your TSP falls into different  
11 parts. There is a traditional portion of your TSP  
12 that's going to be taxed when you take it out, and  
13 then there's a Roth IRA portion of your TSP that  
14 you can put money into your TSP pretax and have  
15 tax-free money when you go to take that money out.  
16 Now, that's an awesome benefit for everyone  
17 sitting in this room because the government has  
18 lifted the wage earning on that Roth IRA. Mostly  
19 everybody in this room, you and your spouse, would  
20 not qualify for a Roth IRA unless you put it into  
21 your TSP plan. But, since they have lifted that  
22 wage earning, you're able to put money into a Roth

1 IRA. You could put money into your ROTH IRA  
2 within your TSP, and you can have an outside Roth  
3 IRA. So, that's an awesome plan as well.

4 Now, it doesn't matter what side you put  
5 your money into, the government is still going to  
6 match that first 5 percent. Now, if you do have  
7 it in your Roth IRA portion, they're going to put  
8 that matching in that traditional side. But, take  
9 advantage of that Roth IRA, because that is a  
10 wonderful benefit later on. If you don't need the  
11 tax deductions now, put your money in that Roth  
12 IRA.

13 Now, when you go to retire, you're gonna  
14 have choices on what to do with your TSP, and the  
15 government's gonna offer you choices. The first  
16 choice they're gonna offer you is if you want to  
17 leave your money in your TSP and just leave it  
18 alone. You can have monthly withdrawals off your  
19 account -- systematic withdrawals. You gotta make  
20 sure that you don't have enough systematic  
21 withdrawals coming out versus the interest that  
22 it's making, then you might run out of money. You

1 can roll your money over into another IRA because  
2 that's what your TSP is -- it's an individual  
3 retirement account. When you first started  
4 putting money in there, it was deemed that you  
5 were going to use that money as income or some  
6 type of tax-deferred program, and these are  
7 options that you may have doing your TSP and  
8 putting your money in your TSP. Or, you can take  
9 money out as a lump sum. But, be careful about  
10 taking money as a lump sum to make sure that  
11 you're not being taxed on a lot of that money.

12           For the younger folks, we're going to  
13 educate you and teach you about the different  
14 funds within TSP. The great thing about having a  
15 retirement provider is that you've got someone  
16 legally that can talk to you about your funds.  
17 TSP does not have that. OPM does not have that.  
18 They can teach you about different things, but  
19 they legally cannot tell you what to do with your  
20 money, because they don't have the financial  
21 credentials. They're not licensed.

22           Now, we want to make sure that you do not

1 sell your balance of your money to TSP. Everyone  
2 gets a statement in the mail. When you see that  
3 amount of money on that statement and you want an  
4 annuity paid to you from Met Life Insurance  
5 Company, when you go to retire, TSP has to sell  
6 your money to Met Life. You have to give up your  
7 balance. So, you're selling your money to Met  
8 Life. Met Life is going to give you an annuity  
9 payment. You've got one or two choices. Either  
10 get a single life annuity, then if you die, your  
11 spouse gets no money, kids get no money, the  
12 balance is gone. Or you get a joint life annuity.  
13 Now, your spouse can get that money, but it  
14 doesn't pass any further. So, before you make the  
15 choice to sell your balance of your money to Met  
16 life, definitely sit down and talk to the  
17 retirement provider of your choice and find out  
18 what your options are, because we don't want to  
19 make sure that you give your money up. [sic] I've  
20 talked to folks that have made this decision, and  
21 they had no idea that they were selling their  
22 money to Met Life and not having their balance.



1           We try to help you increase your money as  
2 you go to make sure that you have a built-in COLA  
3 into your retirement. If you want to see one of  
4 our representatives, or if you want an analysis,  
5 or if you want to sit down and talk to someone,  
6 please come by our booth, fill out our form. If  
7 everyone knows any of us and our representatives,  
8 we're not high-pressure people, we're not selling  
9 people, we're gonna sit down, and we're gonna  
10 educate you, because it is my duty to educate all  
11 the members here.

12           When I first got in this business, I  
13 could pick any world I wanted to go into. I  
14 picked, first of all, the risk world. The first  
15 time in the risk world, I lost a 60-year-old  
16 person's money due to the stock money, and I had  
17 no choice over that, and I had no say-so over  
18 that. It did not take me long to know that I  
19 wanted to be in the safe money world, because we  
20 want to make sure that we are working to help  
21 protect your money and to help protect you. God  
22 has gave us a calling to educate folks, and we're

1 going to do our best whether we stay in NAPS as  
2 their retirement provider or not, we're going to  
3 do our best to help you like we always have in the  
4 best. God bless y'all, and y'all have a great  
5 day.

6 [Applause.]

7 MR. CHUCK MULIDORE: Well, I guess this  
8 is called stepping in while Brian steps up here.  
9 You just have announcements, right? All right.  
10 Let me do those. Okay. Let me do some  
11 announcements for you. Right now, Branch 14 will  
12 caucus immediately following today's session.  
13 They will meet in the corner to the left of where  
14 we are now sitting. Branch 14, caucus immediately  
15 following today's session, meeting in the corner  
16 to the left of where they are sitting, and Charlie  
17 also says Branch 14 will caucus on Thursday, 8/9,  
18 this coming Thursday at 6 p.m. in the Oneida Room.  
19 So, two caucuses for Branch 14.

20 I mentioned earlier this morning, New  
21 England Area caucus immediately following today's  
22 session -- this afternoon's session in the

1 Penobscot Room.

2 North Central Area caucus this afternoon  
3 after pictures in Oneida Room. North Central  
4 today.

5 And we have the Western Region caucus  
6 immediately after lunch for a brief meeting.

7 Okay, well it says after lunch, I don't know. You  
8 changed it? You've got it. It's before lunch.  
9 We're moving on the fly here. So, it's  
10 immediately after the session, but before lunch,  
11 in the Western Region caucus room, Nehantic-  
12 Pequot-Paugussett conference room. Thank you, Ms.  
13 Jones, appreciate you.

14 Another announcement, okay. All right.  
15 So, area photos will be taken today immediately  
16 following the recess for lunch at noon.  
17 Southeast, Central Gulf, Cotton Belt, and Texas.  
18 That's today right after we're done, before the  
19 lunch session, in the Brothertown Passamaquoddy  
20 Room up the steps.

21 Candidates for office, if you plan to use  
22 any kind of video tape, DVD, CD, cassette, 8-

1 track, whatever you're going to use, if you have  
2 an 8-track, I want to talk to you afterward. I  
3 really want -- I really think we need to talk,  
4 because I'd love to have it. But, during your  
5 nominating speech on Thursday afternoon, you must  
6 ensure that you have that in the hands of our AV  
7 people as soon as possible today. There over  
8 there on the side of the hall. So, whatever  
9 you're going to be using for your nominating  
10 speeches on Thursday, please have that equipment  
11 in their hands as soon as possible.

12           And, Brian, I think that is it right now,  
13 and I'll turn it back -- oh, I had the phone,  
14 sorry. Not you, I do. This phone was found in  
15 the ladies' restroom. Bob, ladies' restroom?  
16 Yeah. This phone -- ladies' restroom. I don't  
17 know. I didn't ask Bob why he found it in the  
18 ladies' restroom. I have no idea.

19           [Laughter.]

20           You know, sometimes you just don't -- you  
21 just don't ask. Okay? You just -- there's no  
22 judgement here, but the phone was in the ladies'

1 restroom. If you want to call it, or I can call  
2 you. Whatever you want to do. So, in the ladies'  
3 restroom.

4           Okay, Ken. Constitution and Bylaws  
5 immediately for a brief meeting before lunch in  
6 your caucus room. Constitution and Bylaws for a  
7 brief meeting before lunch.

8           And we did get a quick note here about  
9 Northwest Area. I would like to wish the  
10 Northwest Area VP, Cindy McCracken, a very happy  
11 and blessed birthday today. So, happy birthday,  
12 Cindy McCracken.

13           [Applause.]

14           My birthday is in October in case you  
15 remember. You can always send me a card. Yeah,  
16 the 28th. Thank you. I'll look for something  
17 from you, Tommy. You won't remember, I know that.  
18 All right, thank you.

19           MR. BRIAN WAGNER: Thank you, Chuck. I  
20 appreciate it. I appreciate Theresa Dillard from  
21 Dillard Financial Solutions on her presentation  
22 and getting us back on schedule. I truly

1 appreciate that. We do have one of our vendors,  
2 M3 Technologies. They do have to leave, and they  
3 won't be able to stay for the whole convention.  
4 But, we appreciate their sponsorship and support,  
5 and they do have a -- they did their drawing, so I  
6 want to introduce M3 Technology representatives to  
7 come and announce who the winners are of their  
8 fabulous prizes from the drawing. Thank you.

9 M3 TECHNOLOGY -- DENISE: Hello, I'm  
10 going to be very quick, because I know you all  
11 want to go to lunch. We have three winners. I'm  
12 Denise, I'm from M3 Technology. I'm the face of  
13 M3 Technology, and this is my colleague, Joe. And  
14 now, what everybody is waiting for.

15 [Drum roll.]

16 The first prize is a \$50 gift card --  
17 Visa gift card, and it goes to Keith LeBlanc.

18 [Applause.]

19 Our second prize is a Fire tablet, and  
20 that goes to Carolyn Hester.

21 [Applause.]

22 And our third and final prize, \$100 Visa

1 gift card goes to David Oliver.

2 [Applause.]

3 MR. BRIAN WAGNER: All right. I  
4 appreciate, again, M3 Technology for their support  
5 and sponsorship. We're going to get ready to go  
6 to lunch.

7 MR. CY DUMAS: Point of privilege.

8 MR. BRIAN WAGNER: Delegate, mic 3.

9 MR. CY DUMAS: Cy Dumas, Providence,  
10 Rhode Island. Ladies and gentlemen, some of you  
11 may not realize it, but today is National Purple  
12 Heart Day, and I'm confident that we have some  
13 veterans in the hall that were wounded in action  
14 and received the Purple Heart, and I just want to  
15 say thank you to them all.

16 MR. BRIAN WAGNER: Thank you, Cy, much  
17 appreciated.

18 [Applause.]

19 Okay. We now stand in recess until 1:30  
20 this afternoon, all right? Have a good lunch.  
21 See you at 1:30 this afternoon. Thank you.

22 [Off the record for lunch.]

1                   [On the record.]

2                   MR. BRIAN WAGNER: Okay, delegates, we're  
3 going to get started. I'd like to call up Lenny  
4 Caruso from Branch 5 to report on the NAPS Golf  
5 Tournament that took place on Sunday, and those  
6 that did participate in the golf tournament, would  
7 you please come up to my left, your right, we're  
8 going to get a group picture. Those who  
9 participated in the golf tournament, please come  
10 up so we can get a group photo, follow up with  
11 Dave Scavone and Bob Stevens, our photographs. At  
12 this point in time, I would like to recognize  
13 Lenny Caruso of Branch 5 and on the Host Branch  
14 Committee and Chair of the golf tournament to give  
15 a report. Lenny.

16                  MR. LENNY CARUSO: Thank you, Brian. I  
17 finally got up here. I don't have to adjust the  
18 mic either. Okay. First of all, everybody has  
19 been crediting the veterans. I would like to  
20 thank all the veterans too. I'm a disabled  
21 veteran, and came right out of the service into  
22 the Post Office for 45 years, and I'm happy I'm



1     retired.

2                     [Applause.]

3                     Okay, myself and Tom Rokosa, my co-chair,  
4     would like to thank Brian, Ivan, Chuck, Greg  
5     Murphy, Lisa at Branch 5, all the Host Committee,  
6     and especially Sheri Davis for helping to get this  
7     event organized and finished with a lot of  
8     planning and communication amongst all of us. I  
9     would also like to thank Chuck's secretary, Pat  
10    French, for keeping me updated on registration and  
11    sponsors. I'd like to thank all of the sponsors  
12    and vendors that are out in the hallway out there  
13    and also Lisa over there at the Mohegan Sun Golf  
14    Club who helped me out quite a bit too.

15                    We had 32 golfers, but unfortunately 2  
16    missed the event due to their flight being  
17    cancelled late on Saturday. We played at the  
18    beautiful and very challenging Mohegan Sun Golf  
19    Club in Baltic, Connecticut. It was a very warm  
20    and sunny day, but beautiful. Golfers were  
21    treated to a Triple T barbeque, which they could  
22    eat and drink unlimited on holes 8, 13, and 16,

1 and a complimentary drink in the clubhouse after  
2 they finished. We had six foursomes and two  
3 threesomes compete. We also handed out gifts to  
4 each golfer and four contests were involved. The  
5 three closest to the pins and the par 3s, and the  
6 straightest drive closest to the center line at  
7 hole 13, and the winning team, I would like to  
8 honor right now, posted a very good 8 under par  
9 64, for the top prize. They were one of the  
10 threesomes. The team consisted of, and will you  
11 please come up, Robert McMurray, William Cook, and  
12 Kevin Proctor.

13 [Applause.]

14 All from Tennessee.

15 [Applause.]

16 Okay. Now, the awards for closest to the  
17 pin. Hole 4, Kevin Proctor, 10 feet. Hole 8,  
18 Franklin Broadnax, 6 feet, 1 inch. Hole 16,  
19 Hector Cordrado, 12 feet, 7 inches. He is not  
20 here right now. And now the straightest drive and  
21 closest to the center line was Charles May, 1  
22 foot.

1 [Applause.]

2 I will give it to Tom Rokosa.

3 MR. TOM ROKOSA: Hello, everyone. My  
4 name is Thomas Rokosa. On behalf of the Host  
5 Branch, NAPS Branch 5, Hartford, and the Golf  
6 Committee, Lenny and I would like to present a  
7 token of our appreciation to Brian Wagner, Ivan  
8 Butts, Chuck Mulidore, Greg Murphy, and Sheri  
9 Davis -- Davies for giving us the opportunity to  
10 host this year's National Convention. And this is  
11 the item that we're giving away.

12 [Off mic speaking.]

13 MR. BRIAN WAGNER: We definitely want to  
14 thank Lenny and his crew for doing a great job on  
15 the golf tournament, and definitely appreciate it.  
16 They said I couldn't play because I only play  
17 miniature golf, so I understand.

18 UNIDENTIFIED MALE SPEAKER: We both had a  
19 handicap, too.

20 MR. BRIAN WAGNER: Thanks for the high  
21 chair, I really appreciate it.

22 [Laughter.]

1           At this point in time, I would like to --  
2   let me get to my notes here -- would like to bring  
3   up Chuck Mulidore, our national  
4   Secretary/Treasurer to do a few remarks on  
5   announcements, and then I need Roe Herzog and Toni  
6   Regozzi to come up here for the balloting, as we  
7   announce the Balloting Committee. And then I need  
8   -- okay, how are you doing? Okay, so Chuck, any  
9   announcements, and then Toni and Roe, please come  
10  up.

11           MR. CHUCK MULIDORE: All right. Good  
12  afternoon, everybody, again. Nothing new in terms  
13  of announcements other than the fact that the  
14  following area photos will be taken immediately  
15  upon adjournment today in the Brothertown  
16  Passamaquoddy Room. So, after we adjourn,  
17  Michiana, Illini, North Central, and the MINK.  
18  So, after recess this afternoon, Michiana, Illini,  
19  North Central, and MINK in the Brothertown  
20  Passamaquoddy Room. That's all I have.

21           MR. BRIAN WAGNER: Thanks, Chuck. Is Roe  
22  coming up and Toni? Chair and co-chair of the

1   Balloting Committee. Oh, I see you. All right.  
2   Okay. And at approximately 2 p.m. on my schedule,  
3   the Postmaster's Committee should be getting ready  
4   for their report approximately 2 p.m., just give  
5   or take a few minutes, all right? So, as Roe and  
6   Toni come up -- again, thank you very much for  
7   this morning. Very good questions. I appreciate  
8   the fact that everyone was very patient with the  
9   Postmaster General and Dave Williams. I'm glad I  
10   was taking those questions. Okay. I'm bringing  
11   up Rosemary Herzog, Roe Herzog, the Chair of the  
12   Balloting Election Committee and Toni Regozzi,  
13   also the Co-Chair. Roe is from West Palm Beach,  
14   Florida, Branch 154, and Toni Regozzi is from  
15   Milwaukee, Branch 72. So, at this point in time,  
16   I'm going to read the Balloting Committee and then  
17   turn it over to Roe for more instructions. So,  
18   please listen up, because this was top secret for  
19   -- until this morning.

20               So, we're going to start with the first  
21   area, New England Area, Virginia Herbert,  
22   Westfield, Mass, Branch 102, Jim Misserville,

1 Hampton, New Hampshire, Branch 498. New York  
2 Area, Frank Lido, Branch 459, St. Clair Maynard,  
3 "Butch" Branch 51. Mideast Area, Sue Barco,  
4 Branch 20, Constance Scales, Branch 53. Capitol  
5 Atlantic Area, Charles Jacob, Branch 132, Melinda  
6 Pennix, Branch 157. Pioneer Area, Debra Moore,  
7 Branch 55, Trent Clark, Branch 33. Michiana Area,  
8 Sharon Wright, Branch 23, Dave Hommerson, Branch  
9 925. Illini area, Branch 17, Brenda Jackson, Dawn  
10 Hagen, Branch 255. North Central Area, Bruce  
11 Kuiper, Branch 16, Bob Tolman, Branch 946, South  
12 Dakota. MINK Area, Virginia Price Booker, Branch  
13 131, Laurie McCann, Branch 52. Southeast Area,  
14 Kim Hatton-Mullins, Branch 81, Josephine Wooley,  
15 Branch 82. Central Gulf Area, Larry Hamilton,  
16 Branch 209, Albert Feazell, Branch 73. Cotton  
17 Belt Area, Thomas Lavalais, Mid-City, Oklahoma,  
18 Branch 80, Michelle Ikes, Branch 41. Texas Area,  
19 Mae Tutt, Branch 86, Jessie Austin, Branch 122.  
20 Northwest Area, Pamela Kennedy, Branch 66,  
21 Christina Moore, Branch 60. Rocky Mountain Area,  
22 Richard Price, Branch 65, Jackie Clayton, Branch

1 463. Pacific Area, Dianne Ayon, Branch 88, and  
2 Patricia Cobb, Branch 39.

3 That is our Ballot and Election Committee  
4 assigned. I will turn it now over to Roe Herzog  
5 for any comments about the Balloting Committee.  
6 Roe.

7 MS. ROE HERZOG: Thank you, Brian. Good  
8 afternoon. Those members whose names Brian just  
9 called off, we're going to meet this afternoon at  
10 5:30. It will be a brief meeting. I just want to  
11 make sure that everybody is here and accounted  
12 for, and we will hand out the rules, so you'll be  
13 familiar with what you're going to be expected to  
14 do. Thank you and see you at 5:30. We'll meet in  
15 the back of the room, my right, your left.

16 MR. BRIAN WAGNER: Thank you, Roe. Our  
17 next guest speaker, Tony Leonardi, the co-  
18 President of the United Postmasters and Managers  
19 of America, UPMA. Tony's postal career began in  
20 June of 1994. He started as a letter carrier,  
21 then moved up to supervisor, working in those  
22 positions for four years each. In 2002, he earned

1 the title of Postmaster, a position he has never  
2 vacated. Since then, he has served in numerous  
3 OIC positions and is currently Postmaster of Mims,  
4 Florida. Prior to the merger of NAPUS and the  
5 League, Tony served in the following positions in  
6 NAPUS. He was the National Membership Chair in  
7 2007 to 2008, National Postmaster Rep in 2009, and  
8 National Vice President for Area 2 in 2010 to  
9 2011, before assuming his responsibilities as  
10 National President for the terms of 2014 to 2017.  
11 In November of 2016, Tony began serving as  
12 National co-President of UPMA, representing over  
13 25 active and retired members. He is committed to  
14 bringing these two organizations together to  
15 improve the quality of life for all Postmasters  
16 and Managers across this country to insure this --  
17 we must face the future united and confident with  
18 a common vision. Tony currently lives in  
19 Alexandria, Virginia, with his wife, Karen, and  
20 his daughter, Isabella. Please give a warm NAPS  
21 welcome to Tony Leonardi, co-President of UPMA.  
22 [Applause.]



1                   MR. TONY LEONARDI: Good afternoon,  
2 everybody.

3                   ALL: Good afternoon.

4                   MR. TONY LEONARDI: I want to first thank  
5 Brian, Ivan, and Chuck for allowing me to speak  
6 for a few minutes to you. Coming back here to  
7 Connecticut, this has been my home for over 50  
8 years. I just recently relocated to Florida last  
9 year, and it's always nice to come home and visit  
10 some of my money out there. So, maybe you guys  
11 can win some of it back, please. I would  
12 appreciate that.

13                   I also want to take this moment to just  
14 thank Louis Atkins, your past National President.  
15 He's a personal friend of mine, and I understand  
16 after 28 years, he is actually coming off the  
17 Board, is that correct? I want to wish him and  
18 his wife, Benita, the best down in Louisiana as  
19 they go to the next chapter of life. So, to you,  
20 Louis, thank you for all you've done, all your  
21 friendship, and support. I appreciate you.

22                   [Applause.]

1           You know, we'll talk about a few things  
2 briefly, a lot of it has already been gone over by  
3 different speakers. But, you know, we have the  
4 Postal Commission that's going to rule very  
5 shortly. It's going to be important that as an  
6 organization that we are prepared to respond to  
7 that. We don't know what the Commission is going  
8 to find or what their direction is, but we have to  
9 make sure that we come together with the other  
10 organizations and the unions and make sure that we  
11 have a quick response.

12           You know, Postal Reform, we all know  
13 that's overdue. It's been talked about, well,  
14 since 2006, right? That's when we started walking  
15 the hill to try to get it changed. The prefunding  
16 is an unnecessary burden on us, and, you know, the  
17 Postal Service, the longer we go without that  
18 Postal Reform, the more concern I have is that  
19 they're going to wind up making short-term  
20 decisions that may not be in our best interest  
21 long-term. So, we need to stay vigilant on that.  
22 Make sure you give to SPAC and you support your

1 legislative front, because it is the life we  
2 chose, all right? We are at the will of the  
3 Congress and Senate, and we need to make sure that  
4 they hear our voice on that, because it's very  
5 important to our future.

6           You heard your Area Vice President, Mr.  
7 Ed Phelan talk about the SWCs. I want to thank  
8 Tommy and Jim for working on that committee to get  
9 that -- it's something that, you know, it's been  
10 talked about for, like I said, the last couple of  
11 years, and I understand you guys are close to  
12 revamping it. We appreciate that. But, you know,  
13 that's only one part of the equation is staffing  
14 it correctly. Another part of it is, do we have  
15 the replacements when we take time off. Are we on  
16 call 24 hours a day? When we leave on Friday  
17 afternoon, does your phone ring three times at  
18 6:00 before you get up, right? We need to have a  
19 system -- a backup system -- or enough staffing so  
20 people can leave their job on their day off, not  
21 worry about getting five phone calls, or, God  
22 forbid, missing one, all right, and not

1 responding. So, we need to look at that too, as  
2 our organizations have many common goals in this.  
3 We have to find a way that we can get -- feel like  
4 we can leave our job and disconnect on our day  
5 off, and many of us don't feel that way. So, I  
6 hope that will help.

7           Another good example of how the  
8 organizations work together is a lot of you have  
9 seen the rollouts of the level 20, 21, and 22s.  
10 The Postmaster and supervisor work hours are being  
11 rolled out for this year. They're going to the  
12 same across the country, all right? If you're a  
13 Postmaster in California or you're in Connecticut  
14 or you're in Florida, you're going to get the same  
15 hours by your level, you're going to get the same  
16 hours for your supervisor by your level. If we're  
17 all under the same NPA system, isn't it only fair  
18 that we have the same budget to work from?  
19 Something we should have done years ago, but it  
20 took forever for them to agree to bring that  
21 together and make it consistent throughout the  
22 areas. So, that's another good thing that we've

1 done.

2           NPA. Well, can talk about that for next  
3 six hours. But, look, we're all on the same page  
4 with you guys with this. We understand the system  
5 has to be redone, all right? Currently, the way  
6 we have it, it's -- it's not representative of the  
7 work that you guys do. We're aware of that too.  
8 You know, we think that there needs to be some  
9 form of base in the NPA system, something. You  
10 know, if it's something around cost of living  
11 needs to be the bottom, and then there needs to be  
12 a component of that that gives you more money if  
13 the performance is there. But, we can't have  
14 people go years in a row without receiving any  
15 raise. It's not fair, and it's not what the NPA  
16 system was designed to do. So, we're going to  
17 work with your organization to try to revamp that  
18 also.

19           I am sure that our newly elected  
20 President, Dan Hines, will also work closely with  
21 your organization to make sure that we are on the  
22 same page with many of the things that we have in

1 common, especially, I think the NPA system. That  
2 is the biggest challenge facing all of our  
3 organizations, because if people don't feel like  
4 they're valued, then they don't want to do a good  
5 job, they don't want to get promoted, they don't  
6 want to step up. So, those are just some of the  
7 topics.

8 I would say this in closing, that I want  
9 to again thank your leadership Brian, Ivan, and  
10 Chuck, for their friendship and their support over  
11 the last two years. We will continue to work with  
12 them until our term -- my term ends on October  
13 31st, and I'm sure that we'll still have -- our  
14 organizations will always have a good  
15 relationship. So, Brian, I thank you for allowing  
16 me to speak. Thank you very much, appreciate it.  
17 Have a great convention. Thanks.

18 [Applause.]

19 MR. BRIAN WAGNER: Tony, thank you very  
20 much, and on behalf of NAPS -- the entire NAPS  
21 organization -- I wish you and Shawn and your  
22 families all the best as you transition back to

1 the Post Office from your positions of  
2 representing your members from UPMA and formerly  
3 the League in NAPUS. All the best to you, and  
4 thank you for coming and joining with us and  
5 sharing your thoughts.

6           We have one member on the Balloting and  
7 Election Committee who is not here, Brenda Jackson  
8 from Branch 17. She has been replaced by Ricky  
9 Hilliard of Branch 489. So, Ricky Hilliard,  
10 Branch 489 is for the Illini Area replacing Brenda  
11 Jackson.

12           So, with that, do we have the Postmasters  
13 Committee ready to present their report? Joe  
14 Bodary. Okay, Postmasters Committee, you're up.

15           [Music.]

16           MR. JOE BODARY: Good afternoon,  
17 delegates.

18           ALL: Good afternoon.

19           MR. JOE BODARY: My name is Joe Bodary.  
20 I'm the Michigan State President, and I'm also the  
21 Chairman of the Postmasters Committee.

22           [Applause.]

1                   Oh, man, woo. Is that better? Okay.

2   Let me start over. My name is Joe Bodary. I'm  
3   the State President from Michigan, and I'm the  
4   Chairman of the Postmasters Committee. I'd like  
5   to see how many Postmasters we have in attendance.  
6   If you could please stand if you're a Postmaster.

7                   [Applause.]

8                   We grow bigger and bigger every year. I  
9   grow bigger this way, but the crowd's grown  
10  bigger, and we're pleased to see that. We had a  
11  very good committee this year, a lot of issues,  
12  especially with the pay talks and UPMA doing the  
13  same thing as us or trying to. I want to thank  
14  Shawn Accord for addressing our committee this  
15  morning. I don't know if he's still here, but is  
16  he here? Thanks, Shawn. You gave us a different  
17  light on what we were talking about, and we  
18  appreciate that. I also want to thank Kevin on my  
19  committee for being our Secretary and doing all  
20  the hard work for us. Kevin, thank you for that.

21                   [Applause.]

22                   I'd like to go over our old business.



1 Recommendations we made at the last convention,  
2 I'm going to report on that, where we are, where  
3 we went with it. We had a couple things. We  
4 asked the Executive Board to get a seat at the  
5 Consultative with the Postal Service and some of  
6 our issues, and, of course, if you read in the  
7 Postal Supervisor Magazine, they were told no. We  
8 asked that they publish the results of our  
9 recommendations, and it was done in the Postal  
10 Supervisor through various issues. We also asked  
11 that they publish the finance numbers with all  
12 Postmasters, but they were not able to get a  
13 breakdown on that. We also asked that the Postal  
14 Service Headquarters send all the Area Managers,  
15 District Managers, and Postmasters a copy of the  
16 magazine. It does go out to District Managers,  
17 and for those of you who don't know, Megan said  
18 she reads the magazine, and that's true, because  
19 she sent me comments on some of my articles. So,  
20 I know she reads it.

21 [Laughter.]

22 Unfortunately, it proved to be not cost

1 effective to send it out to everyone there, but we  
2 may be bringing that up again.

3           So, now we've got some new business we'd  
4 like to go over. Okay, that will be me.

5           [Laughter.]

6           Let's go over new business, okay. Issues  
7 for Headquarters, we're bringing to them. We  
8 believe that they could afford one or two mailings  
9 of that magazine to non-member Postmasters each  
10 year, and then also, there was an Executive  
11 Committee for Postmasters that was created, and we  
12 asked that they -- that we or part of us be  
13 included on that committee. I believe we did some  
14 investigation further, and that committee may not  
15 longer exist. But, if it's still there, we want  
16 to be a part of it.

17           We found out we have 3,752 Postmasters in  
18 the NAPS organization.

19           [Applause.]

20           According to NAPS math -- not Postal  
21 math, or not regular math -- but NAPS math, that's  
22 like about 28 percent membership. In the past few

1 years, we were trying to get to 20 percent, and  
2 we've exceeded that.

3 And then we want the Executive Postmaster  
4 Committee should be at the Postmaster Committee,  
5 selected for the National Convention to discuss  
6 issues and goals. Okay.

7 MR. STEVE SHAWVER: Hi. Steve Shawver,  
8 Branch 122, Houston. On the Postmaster only  
9 issues, we were talking about Telecons and  
10 staffing issues being understaffed. If I lean  
11 forward in the mic, oh, I can hear my echo. Maybe  
12 it's just my ringing in my ears. But, the  
13 Telecons were on Saturday, after hours, and just  
14 like anything else, the Postmaster is the one  
15 that's responsible, and it turns out that where we  
16 have typically a 50- to 60-hour week, it keeps on  
17 going. The Postmasters have no relief in many of  
18 the smaller offices. The PMRs aren't hired in  
19 some cases, or they have to travel 50 or 60 miles  
20 just to cover an office, and it's not their PMR,  
21 they're borrowing a PMR. I think we've all had to  
22 borrow people. And the Christmas pay for the

1 Postmasters just simply isn't allowed because  
2 they're a different EAS-type of employee. And the  
3 1260 [sic] issues.

4           The issue is that in smaller post offices  
5 where you can't work anymore than 15 hours a week  
6 -- well, if you work over 15, then you start  
7 paying the clerks -- were not working.

8           MR. JIMMY SALMON: My name is Jimmy  
9 Salmon, Postmaster, Branch 246, Phoenix. I have  
10 issues that apply to all Postmasters and Managers.  
11 Postmasters and Managers are delivering mail due  
12 to a shortage of RCAs and CCAs. It's getting  
13 increasingly worse in all areas.

14           Customer surveys, we used to suggest that  
15 a small incentive like a book of stamps or  
16 something, etcetera, be attached to filling out a  
17 survey to increase participation from our  
18 customers.

19           Postmasters and Managers are being made  
20 responsible for everything including areas where  
21 little to zero knowledge is known. Examples would  
22 be electrical work plan, human resources and

1 labor. We need to reenergize building and  
2 equipment that we need to update our offices to  
3 reflect a positive image to our customers, and  
4 House of Representatives resolutions on  
5 privatizing the Postal Service, President Trump's  
6 taskforce, and Postal Reform -- Postal Reform  
7 example would be insurance.

8 MR. JOE BODARY: Okay, that's our report.  
9 Are there any questions, comments, concerns? We  
10 have time. Brian said we have until 2:30.

11 [Laughter.]

12 No hurry. Okay, one thing we did put in  
13 here is a Title 39 subsection 1004.

14 MR. BRIAN WAGNER: Delegate at mic 7.

15 MR. JOHN HARRIS: John Harris, Branch  
16 567. I'm trying to determine or trying to figure  
17 out the purpose of your committee is to do what?

18 [Audience reaction.]

19 What is the purpose of the Postmasters  
20 Committee?

21 MR. JOE BODARY: Okay. Well, we do -- as  
22 you know, we've been trying to get enough members

1 in our organization that we can represent  
2 Postmasters at pay talks. But, our committee, we  
3 make recommendations to the Executive Board of  
4 things that we see to help improve working  
5 conditions of Postmasters, and then we also -- a  
6 lot of those issues also affect Managers and  
7 Supervisors. So, we kind of broke down our  
8 recommendations for things that are just for  
9 Postmasters, and last year, when they met with  
10 Headquarters, Headquarters said they won't discuss  
11 Postmaster issues with them. Our thought was,  
12 should the Postal Service recognize us as a --  
13 part of that negotiating for the Postmasters that  
14 they'll take us at the Consultative table for  
15 those.

16           So, we separated those issues for  
17 recommendations, and then our other  
18 recommendations, we feel that the Executive Board  
19 can take the consultative, because they affect  
20 everybody -- Supervisors, Managers, and  
21 Postmasters.

22           MR. JOHN HARRIS: All right. Well,

1    should you not be submitted resolutions for  
2    discussion by this body?

3               MR. BRIAN WAGNER:  They've had  
4    resolutions come through.  I mean, you've asked  
5    what they've -- what their function is, and they  
6    answered.  So, now you -- if they want to submit  
7    resolutions, they can submit resolutions like any  
8    other member or branch or committee.  But, the  
9    question whether or not they are submitting them,  
10   it's their choice as the committee.

11              Now, I would like to have Joe finish his  
12   report before we take any further questions.

13              MR. JOHN HARRIS:  Well, he did ask.

14              MR. BRIAN WAGNER:  Well, I know, but he  
15   came back -- finishing up some.

16              MR. JOE BODARY:  Yeah, I've just got to  
17   read two more sentences.

18              MR. BRIAN WAGNER:  He's got to read two  
19   more sentences.  Please, I ask that we let him  
20   finish his report, and we'll come back to your  
21   question and anybody else at the microphone.

22              MR. JOHN HARRIS:  10-4.

1           MR. JOE BODARY: Okay. The last few  
2 things we've got to say, I just want to read the  
3 citation out of the Title 39, Section 104, which  
4 states that, "A Postmaster organization means an  
5 organization recognized by the Postal Service  
6 under subsection B as representing at least 20  
7 percent of Postmasters." This committee believes  
8 that we should be represented by NAPS in pay  
9 consultations with 13,400 Postmasters in the  
10 Postal Service and 3,752 Postmasters that belong  
11 to NAPS as of June 2018 DCO, and that's where we  
12 got our 28 percent from.

13           Now, back to the resolutions, we can  
14 submit resolutions, or we can submit  
15 recommendations. We have submitted resolutions.  
16 Last convention, we submitted two. Basically, a  
17 resolution, the body votes on, the Executive Board  
18 has to take it to consultative, which they did,  
19 and they were turned down on it.

20           We can make recommendations, recommending  
21 to the Executive Board to take it to consultative,  
22 but it doesn't mean that they're mandated to,



1 because the body didn't vote on it to happen. So,  
2 that's why we do recommendations or resolutions.  
3 And this year, we didn't, seeing we know how the  
4 Postal Service stands with the Postmasters, we  
5 didn't want to submit resolutions, because they'd  
6 be wasting their time when they won't listen to  
7 them.

8 MR. JOHN HARRIS: Hmm. Thank you.

9 MR. BRIAN WAGNER: Delegate, mic 1.

10 MR. STEVE GERBER: Steve Gerber, Branch  
11 139, Salt Lake City, Utah, past Board member, and  
12 retired Postmaster. The question I'm going ask  
13 now is that we've reached that 20 percent  
14 threshold, what are we going to do to get a role  
15 at the consultative with the Postal Service for  
16 Postmasters?

17 MR. BRIAN WAGNER: So, you're asking me?

18 MR. STEVE GERBER: Yeah.

19 MR. BRIAN WAGNER: NAPS is going to look  
20 at that -- our options with regard to Title 39,  
21 and see -- and look at our options to seek that  
22 representation, because we have over 20 percent.

1           MR. STEVE GERBER: When did we cross that  
2 threshold?

3           MR. BRIAN WAGNER: When did we cross that  
4 threshold?

5           MR. STEVE GERBER: Yeah.

6           MR. BRIAN WAGNER: I'm not -- I'm not  
7 sure when we crossed the threshold, but now that  
8 we know that we have approximately 3,700  
9 Postmasters, trying to figure out how many  
10 Postmasters there were in the country, we are  
11 looking at that we have over 20 percent to start  
12 preparing a case that we within Title 39 have a  
13 right to represent Postmasters.

14           MR. STEVE GERBER: Now, see it done.  
15 Thank you.

16           MR. BRIAN WAGNER: Thank you. Delegate,  
17 mic 6.

18           MS. CYNTHIA SHEFFTON: Yeah, hi. Good  
19 afternoon. This is Cynthia Sheffton, Branch 237.  
20 I'd like to ask the Postmasters Committee, I am a  
21 Postmaster, Level 22, we have Postmasters  
22 delivering mail, and we are also being asked to

1 cover the shifts of the Supervisors. So, to  
2 address that gentleman, what happens is, if we  
3 don't work together, the Supervisors lose. So,  
4 what I would ask them to do is also to look at  
5 these things that are happening that impact  
6 Supervisors, where we're actually taking away the  
7 work that they should be -- that they should do,  
8 because we don't have enough Supervisors.

9 MR. BRIAN WAGNER: Okay. one of the  
10 things I'd like to address is the fact that we're  
11 working on the Supervisor workload service credits  
12 to address this issue that the Supervisors have  
13 workloads that they should be doing, and the  
14 Postmasters have their workload to be done, and if  
15 we do the SWCs with the workload out there, we  
16 should be able to cover those -- those duties so  
17 the Postmaster doesn't have to do the Supervisor's  
18 job, and the Supervisor doesn't have to cover for  
19 all the Postmasters. I think the SWCs will help  
20 alleviate that. But, we understand that people  
21 are working without a relief, and the Postmaster  
22 is working the day off of their Supervisors.

1 Delegate, I think that's mic 4.

2 MS. BEVERLY MARRIOTT: 9.

3 MR. BRIAN WAGNER: Okay, that's close  
4 enough for math.

5 [Laughter.]

6 That's Postal math, 9, 4, whatever.

7 MS. BEVERLY MARRIOTT: Beverly Marriott,  
8 Branch 177, and I am a Level 18 Postmaster.

9 [Applause.]

10 I wanted to say first that during peak as  
11 a Level 18, we were tasked with delivering mail  
12 and working seven days a week. There are two  
13 occupational codes, one where the Level 18 gets  
14 paid, and then the other one is where the Level 18  
15 does not get paid during peak. So, I'm asking  
16 that since we've reached the percentage that the  
17 Postmaster and NAPS work to make sure that we are  
18 paid properly. I know it's not gonna happen to  
19 me, because January 10th is retirement day.

20 MR. BRIAN WAGNER: Congratulations in  
21 advance.

22 MS. BEVERLY MARRIOTT: But, I just think

1   that with all the hard work and the Amazon and the  
2   18-hour days, that some representation needs to be  
3   done. And also, I was told from a fellow  
4   colleague that went to the UPMA, that UPMA is  
5   making a play on regular Supervisors to move them  
6   from NAPS to UPMA, because the representation for  
7   Postmasters and Supervisors is lacking. So, we've  
8   got some work to do.

9           MR. BRIAN WAGNER: Well, I believe we  
10   have the best representation in our Disciplinary  
11   Defense Fund, and that's shown by how we have won  
12   cases and worked to represent our members in the  
13   best possible way with Charlie Scialla, with over  
14   31 years as a DDF provider, and known as Mr. DDF  
15   right now, and then with Al Lum on board. I think  
16   our members should be very proud of the  
17   representation they get regarding our DDF. Thank  
18   you.

19           MS. BEVERLY MARRIOTT: And I agree, and I  
20   thank Scialla and Associates. It's just that we  
21   need to be aware of the impending changes that are  
22   occurring with UPMA.

1           MR. BRIAN WAGNER: Thank you very much.  
2 Delegate, mic 2.

3           MR. STEVE KOBLISKA: Brian, Steve  
4 Kobliska, Branch 244, California. I've been  
5 listening to a lot of people saying that they're  
6 working 48, 60 hours a week. That's been  
7 happening in our District also. We've been told  
8 that there is no compensory time. How do these  
9 people get paid for their work?

10           [Audience reaction.]

11           What is -- what is the recommendation? I  
12 mean, it's getting to the point where this is  
13 absolutely asinine. I mean, you're killing people  
14 out in the field. So, how do these people get  
15 compensated for working 60, 70 hours? And I'm  
16 going to give you a for-instance. We had the  
17 Thompson fires or Thomas fires -- we had people  
18 working from 4 to 7 every day, 18 days in a row,  
19 and I'm sure there's a lot of things, like in  
20 Puerto Rico, and everything else, this is  
21 happening. How do you compensate these people for  
22 time? What do we do? What is the recommendation?

1 Thank you.

2 MR. BRIAN WAGNER: Okay, when we're  
3 talking now, we're on the Postmasters Committee,  
4 and we're talking about Supervisors and the  
5 Postmasters. The Post Office says we have the  
6 special-exempt for Supervisors. You work, you get  
7 paid the straight time.

8 MR. STEVE KOBLISKA: I'm talking -- I'm  
9 just talking Supervisors.

10 MR. BRIAN WAGNER: But, we're on the  
11 Postmasters Committee right now.

12 MR. STEVE KOBLISKA: They're EAS.

13 MR. BRIAN WAGNER: I understand that.  
14 But, Steve, we're doing the Postmasters --

15 MR. STEVE KOBLISKA: This happens with  
16 all -- all factions of this. It can be involved  
17 with Postmasters, it can be managers of any area.  
18 It's happening throughout the United States, and,  
19 like I said, what recourse do we have to get these  
20 people paid for the work that they really do?

21 MR. BRIAN WAGNER: On the standpoint of  
22 Supervisors, even though we're on the Postmasters

1 Committee report, Supervisors that are special-  
2 exempt should be putting in for all their time and  
3 not working off the clock. We've written about  
4 that, "T'd off about T-time" if you read my  
5 article and read the other articles we've written.

6           If you're exempt, you're exempt by  
7 Department of Labor standards, you're exempt. The  
8 Post Office will not pay you. That's the  
9 Department of Labor standards. If you need to  
10 have time off or need to be off, you need to bring  
11 somebody up so that you can have your relief. And  
12 like Megan Brennan said, if you've got it locally,  
13 you need to start pushing it up. There's a letter  
14 out there about excessive use of exempt employees  
15 for being worked. We have to push back at the  
16 local level, and you're supposed to look for  
17 people to bring up to help cover you. That's  
18 where we're at right now, and the SWCs was going  
19 to possibly get us more Supervisors once we get  
20 the SWCs online. So, that will be a help to the  
21 membership.

22           But, your designation, by Department of



1 Labor standards, if you're exempt, you're exempt.  
2 That's in any company. They can work you as much  
3 as they want. They, the Postal Service, are the  
4 company you work for. That's the Department of  
5 Labor standards. We're lucky that Vince Paladino  
6 and the officers back in 1995 or in the mid '90s  
7 got us special-exempt when Morgan Runyon, one of  
8 the Supervisors to be exempt, and worked 60 hours  
9 a week with no pay.

10               So, with that, I'm going to continue. Is  
11 there anything else regarding the Postmasters  
12 Committee related to the Postmasters? Delegate at  
13 mic 2.

14               MS. MARY BURKHARD: Yeah, Mary Burkhard,  
15 Branch 244. I just wanted to bring to your  
16 attention that all the other federal agencies,  
17 they do have comp time -- compensation time, and  
18 what they do is when you go over there, for every  
19 hour you work extra, you put it in a log. At the  
20 end of the week, your manager signs that log, and  
21 during the year, you can use that for either sick  
22 leave or annual leave. And so, that's how other

1 federal agencies do it. We're the only one that  
2 doesn't have comp time, and I think we should be  
3 following up on that, because it's really illegal  
4 what we do when someone says you can work forever.  
5 I've been asking this of Doug Tolino [phonetic]  
6 many, many times, some of you have been there, and  
7 he's always saying, "Mary, you're not an  
8 indentured servant. Exempt only means 40 hours a  
9 week." And what he said when we were in Puerto  
10 Rico last time, and I think he even said it in New  
11 York at that meeting, he said, "Forty hours,  
12 that's what I would work. If they don't  
13 appreciate it, and there's no real reason for  
14 working extra, I wouldn't work." That's what Doug  
15 Tolino said. So, I think we should be following  
16 what our leadership says, and enforcing this and  
17 pushing it up, because when you shine a light on  
18 this abuse, it's going to start going away. It's  
19 just got to be wrong. Who wants to be exempt?  
20 I'm exempt. It's crazy when we have a theory like  
21 that that you can work forever. That doesn't make  
22 any sense. We need a solution. But, I appreciate

1 your answers. Thank you.

2 [Applause.]

3 MR. BRIAN WAGNER: Mary, it's not a  
4 theory, it's a law. We have the Postal  
5 Reorganization Act in 1970. We're under Title 39.  
6 We are under that part of the federal government  
7 and not the other part of the federal government  
8 quasi. So, but, I will tell this, that NAPS is  
9 looking at Title 39 and how it relates to how we -  
10 - how our managers are paid, and what the pay  
11 package and the fact-finding coming up. We will  
12 look at how Title 39, within the law, what we can  
13 do, whether we have to get the law changed or  
14 within the law, we can make sure our members are  
15 compensated for the work they do.

16 MS. MARY BURKHARD: Thank you, because I  
17 think you should be putting together examples of  
18 this to show them areas where this is factual, not  
19 just theory, because there's many, many people  
20 here, I'm sure, that would like to stand up and  
21 say this is my particular case, this is how many  
22 hours I work. So, thank you.

1           MR. BRIAN WAGNER: Thank you, Mary.  
2   Anyone else on the Postmasters Committee report?  
3   Delegate, mic 7.

4           MS. CHERYL HUTCHINS: Oh, it just has to  
5   do with the hour subject. Cheryl Hutchins, Branch  
6   23, Detroit. This issue about Supervisors or EAS  
7   working, it's a violation of the National Labor --  
8   I know we're exempt, I understand that -- but, the  
9   only way -- because I've talked to the National  
10   Labor Relations Board about this -- when it's  
11   being abused, unless people stand up, put these  
12   cases together, there's nothing you can do about  
13   it. But, if there is a specific area in the EAS,  
14   a woman speak up, if NAPS can't escalate it, you  
15   can take it to the NLR. Thank you.

16           MR. BRIAN WAGNER: Any other -- number 5.

17           MS. KATHI CLAPP: Kathi Clapp, Oregon  
18   State, Branch 940. Is there a National  
19   Postmasters Committee that meets on the  
20   recommendations based upon this Committee's  
21   recommendations?

22           MR. BRIAN WAGNER: When we had -- when I

1 appointed the Postmasters Committee on the  
2 Executive Board, we placed Postmasters in the  
3 field on this Committee. We gave them the  
4 recommendations of the Postmasters from this  
5 Committee. This Committee can change every two  
6 years. So, we did a Postmasters Executive Board  
7 Committee to see what our Executive Board could do  
8 to help through the process of Postmasters and  
9 help move things forward at the national level.

10 MS. KATHI CLAPP: And how many times has  
11 that Committee met in the last two years?

12 MR. BRIAN WAGNER: I would have to pull  
13 is that -- Craig Johnson is the Chair of that. We  
14 had meetings prior to the Board meetings, and they  
15 would call their meetings by Telecon. And then we  
16 report in the NAPS minutes of the Executive Board  
17 meeting. So, they would report, and it would be  
18 in the Executive Board minutes.

19 MS. KATHI CLAPP: Okay. And have those  
20 Committee meeting minutes been shared with the  
21 Postmasters Committee at this convention?

22 MR. BRIAN WAGNER: I don't believe

1 they've been shared, but they've been published in  
2 our Postal Supervisor Magazine and our Executive  
3 Board minutes for everyone to read.

4 MS. KATHI CLAPP: Okay. I also just want  
5 to share with you that my husband was the very  
6 first Postmaster ever to serve on the National  
7 Board. He was the Northwest Area Vice President  
8 and the Postmasters Committee is the result of  
9 that. So, thank you very much.

10 MR. BRIAN WAGNER: Thank you, Kathi. I  
11 can see you, Cy. Delegate, mic 3.

12 MR. CY DUMAS: Point of personal  
13 privilege.

14 MR. BRIAN WAGNER: Yes.

15 MR. CY DUMAS: I want to thank the  
16 Postmasters who are members of NAPS and serving on  
17 this Committee. I want to ask all the delegates  
18 back home in your branches to help our Postmaster  
19 members to get more into dealing with their  
20 issues. But, I take offense and umbrage with the  
21 two UPMA people being at our meeting --

22 MR. BRIAN WAGNER: [Banging of gavel.]

1 Cy, you're out of order.

2 MR. BY DUMAS: Okay.

3 UNIDENTIFIED FEMALE SPEAKER: Wow.

4 MR. BRIAN WAGNER: Is there anybody else  
5 who has a -- delegate, mic 5.

6 MS. JACKIE HENDRICKS: Jackie Hendricks,  
7 Branch 172, Little Rock, Arkansas. What I found  
8 that -- when I was mandated to work, I would tell  
9 my boss if I have to work, I need off a day  
10 through the week. That works for me. So, if I  
11 have to work on Saturday, then I want Friday off.  
12 It's never been a problem. That's all.

13 MR. BRIAN WAGNER: Okay. Just as  
14 information, there is an ELM reference that says  
15 if you're directed to work, you may get another  
16 day off. You need to complete a 3971 and submit  
17 it. You may get that off. So, please look at the  
18 ELM reference on that, that if you're directed to  
19 work on your day off, and you're exempt, you may  
20 get another day off. There is no such thing as  
21 comp time in the Postal Service. There is  
22 personal time, personal leave. I saw on 7.

1 Microphone 7.

2 MR. JOHN HARRIS: Point of information.

3 MR. BRIAN WAGNER: I've got microphone 7.

4 MR. JOHN HARRIS: Mic 7. John Harris,  
5 Branch 567. You just ruled that Mr. Dumas was out  
6 of order.

7 MR. BRIAN WAGNER: Yes, I did.

8 MR. JOHN HARRIS: Why?

9 MR. BRIAN WAGNER: I felt that he was  
10 being disrespectful to our guests in this  
11 convention, and it wasn't appropriate.

12 [Applause.]

13 MR. JOHN HARRIS: I'd like to --  
14 disrespectful for expressing of the fact that he  
15 didn't like the guest here because of whatever  
16 reason that he didn't get to expound?

17 MR. BRIAN WAGNER: Well, I ruled him out  
18 of order. It was still disrespectful, and I  
19 continue with my out of order ruling.

20 [Applause.]

21 MR. JOHN HARRIS: I'd like to challenge  
22 the Chair on that.



1           MR. BRIAN WAGNER:   Okay.   Is there a  
2 second?

3           UNIDENTIFIED SPEAKERS:   Yes.

4           MR. BRIAN WAGNER:   Okay, okay.   It's been  
5 moved and seconded to appeal the decision of the  
6 Chair.   All those in favor in supporting the  
7 chair, say aye.

8           [Chorus of ayes.]

9           MR. BRIAN WAGNER:   All opposed.

10          [Chorus of nays.]

11          MR. BRIAN WAGNER:   The Chair has been --  
12 the Chair is right.   Ayes have it.   The Chair is  
13 right.

14          [Applause.]

15          Put that in the records for my wife.

16          [Laughter.]

17          Okay, delegate --

18          MR. KEVIN TRAYER:   Over here.

19          MR. BRIAN WAGNER:   Mic 9.

20          MR. KEVIN TRAYER:   Oh my God, you can't  
21 even see him either.   It's 10, Brian.   Close  
22 enough.

1               MR. BRIAN WAGNER: When you're -- it was  
2 just one short.

3               MR. KEVIN TRAYER: We're only 9 miles  
4 away.

5               MR. BRIAN WAGNER: Okay. What may I do  
6 for you, Mr. Trayer? You've been recognized.

7               MR. KEVIN TRAYER: Kevin Trayer, Branch  
8 142, and a member of the Executive Board, also a  
9 member of the Postmaster Committee for the  
10 Executive Board along with several other members  
11 of the Central Region, Bart Green, and Craig  
12 Johnson is our Chair. I just want you all to know  
13 we do have some challenges and frustrations, but  
14 we do work hard, and we are going to continue to  
15 be your voice, as the Committee up there is. We  
16 met this week. A lot of things transitioned over  
17 two years of time here, and in the recent past, we  
18 have now come to the conclusion, we're getting  
19 close to taking next action. We need to.

20              So, folks, with that said, that will be  
21 done as we move forward, but also somebody else  
22 made mention, when we go into the new Postmasters

1   Essentials Training, it's my perfect opportunity  
2   as a NAPS rep to get up with the UPMA rep. I  
3   don't besmirch anybody in the room, I just ask  
4   who's a NAPS member. They raise their hand, and I  
5   ask them, what are the benefits of NAPS, and  
6   that's all I have to do, and the DDF is our  
7   biggest catch right there when somebody says why  
8   do I want to join someplace that I have to spend  
9   \$8000 to represent me, and you guys do it as part  
10  of our membership. It's been self-selling.

11               But, I do not besmirch my UPMA members  
12  that are in the room. I work with them closely,  
13  and we do have common ground, and we need to stay  
14  working on that. But, with that said, we are  
15  working with you on the Executive Board, we're  
16  working with the National Committee, and we will  
17  continue to work, and we all need to get out there  
18  and get other members signed up. Thank you.

19               [Applause.]

20               MR. BRIAN WAGNER: Delegate, mic 3.

21               MS. PEGGY BEDNAR: Peggy Bednar, Branch  
22  20, Pittsburgh, PA. As a higher-level Postmaster,

1 I was highly offended by Cy. I am a member of  
2 both organizations, as both organizations have  
3 great input on our ability to do our jobs, and you  
4 protect us. So, when you say that, hey, my  
5 Supervisor or my Postmaster didn't give me a day  
6 off, hello, I'm in the room. I give people off.  
7 I hear you. So, when you say they, it's not all  
8 of us. We're here to support NAPS.

9 MR. BRIAN WAGNER: Thank you. As I see  
10 nobody else at the mics --

11 MR. GIL BARBA: Right here. Mic 1.

12 MR. BRIAN WAGNER: Mic 1.

13 MR. GIL BARBA: Over here.

14 MR. BRIAN WAGNER: Okay. Sorry.

15 MR. GIL BARBA: Gil Barba, Branch 373. I  
16 want to say this, I hear a lot of device in this  
17 hearing. We're on the same team. We're on the  
18 same team -- the Postmasters have our back, or  
19 they're supposed to have our back, we're supposed  
20 to have their back. Unfortunately, it's become an  
21 environment where they're pitting us against each  
22 other. We gotta work through this. These guys

1 here have got your back.

2 [Applause.]

3 MR. BRIAN WAGNER: Delegate, mic 7.

4 MR. BOB BRADFORD: Bob Bradford, Texas  
5 state. I'm in Branch -- I keep moving -- Heart of  
6 Texas Branch. Y'all call it Waco, but it's really  
7 the Heart of Texas Branch. A few conventions ago,  
8 I got up -- I'll get into the Postmaster -- I got  
9 up and said Texans had the worst President that  
10 ever existed. I've been now in error. We now  
11 have the worst President, but he ain't from Texas.

12 [Laughter.]

13 Now --

14 MR. BRIAN WAGNER: I thought he was  
15 talking about me.

16 [Laughter.]

17 MR. BOB BRADFORD: My branch has 23  
18 members, 12 of them are Postmasters. Whatever you  
19 do, do something for them, because I'd sure hate  
20 to lose half of my branch. Thank you.

21 [Applause.]

22 MR. BRIAN WAGNER: I just want to make --

1 is Ken Bunch and Rich Caruso close by for when we  
2 go into resolutions after this report? I want to  
3 make sure they're in the -- in the house -- in the  
4 room. Thank you. I'm looking. Okay, I see you,  
5 Rich. That's fine. You don't need a Postmaster  
6 question, do you? No, okay. All right.

7 So, seeing nobody else at the mics  
8 regarding the Postmasters Committee report, I will  
9 turn it over to Joe Bodary for final remarks.

10 MR. JOE BODARY: Wow.

11 [Laughter.]

12 I'm speechless. I appreciate the  
13 comments and the concerns. We -- a lot of what  
14 you brought up here, we discussed in our Committee  
15 meeting. You know, as for UPMA, I also am a  
16 member of UPMA, and half the members on this  
17 Committee are also members of UPMA. So, we do  
18 work together. As a Postmaster, I'm a Level 21.  
19 I has EAS Supervisors that work for me, and I know  
20 my Committee doesn't want to hear it, but I have  
21 the perfect office, because we work together. And  
22 they don't believe me, but it's true. You know, I

1 tell them the edge of the case is wearing off from  
2 my feet being up on it. But, we work together.  
3 My Supervisors, they get paid for every hour they  
4 work. I don't let them work over 40, but if they  
5 did, they'd get paid for it, and we work together.  
6 And I know it happens all over.

7           So, one of the comments made we gotta  
8 move it up. Yeah, if it's not happening, that's  
9 what your NAPS reps are there for. You move it  
10 up. Our District Manager is new, she's from  
11 Texas. Hopefully, I'm not too sure, we don't know  
12 her that well yet, but she put her foot down and  
13 said, no, it's a safety hazard for people to be  
14 working 7, 14 days in a rows, whether it be a CCA,  
15 a PSC, an EAS -- it's not healthy, and it's not  
16 gonna happen. So, we gotta move issues up.  
17 Whether you're a Supervisor, Manager, or  
18 Postmaster, if you're being abused, and you're  
19 being abused by working that many hours, move it  
20 up. That's all I can advise you.

21           I'd like to thank my Committee. I'm  
22 going to read their names so you can recognize

1    them:   Marsha Danzy is my co-Chairman.

2           [Applause.]

3           She's from Branch 905.   Laura Hires from  
4 Branch 130.

5           [Single clap.]

6           Stan Johnson, Branch 60.

7           [Single clap.]

8           Sammy Jones, Branch 405.

9           [Single clap.]

10          Rick Kindsvatter, Branch 929.

11          [Single clap.]

12          Kevin Moore, Branch 281.

13          [Single clap.]

14          Joe O'Donnell, Branch 20.

15          [Single clap.]

16          James Salmon, Branch 246.

17          [Single clap.]

18          Stephen Shawver (or Steven or Stephan,  
19 whichever we want to call him), Branch 122.

20          [Single clap.]

21          Aric Skjelstad, Branch 66.

22          [Single clap.]



1           Beverly Torain, Branch 177.

2           [Single clap.]

3           April Trevino, Branch 94.

4           [Single clap.]

5           [Applause.]

6           MR. BRIAN WAGNER: Thank you, Joe, and  
7 thank you Postmasters Committee. You are  
8 dismissed. Thank you very much for your excellent  
9 report.

10          [Applause.]

11          We're going to go off-script for a  
12 minute. I think it's very important that we  
13 recognize the people who have served us so well  
14 for years, and even though this person has been  
15 with us for years and has stepped down and has  
16 retired, he will always be with us in spirit and  
17 in knowledge. And we'd like to bring Charlie  
18 Scialla up, our former Disciplinary Defense  
19 Provider, now known as Mr. DDF, and his wife,  
20 Marie, for a special recognition.

21          [Applause.]

22          Charlie.

1 MR. CHARLIE SCIALLA: Mr. DDF.

2 MR. BRIAN WAGNER: Mr. DDF. It's not on  
3 the certificate, but we'll make an amendment.  
4 But, this is a Certificate of Appreciation, and  
5 I'm going to read it, if you'll please give me the  
6 indulgence.

7 "National Association of Postal  
8 Supervisors. The National Association of Postal  
9 Supervisors, NAPS, hereby acknowledges and  
10 recognizes Charlie Scialla as an outstanding NAPS  
11 Disciplinary Defense Provider, DDF, for the past  
12 31 years. On behalf of the NAPS organization and  
13 its entire membership, NAPS thanks you for your  
14 commitment to represent members in adverse action  
15 and debt collection cases, your tireless and  
16 endless counsel, and years of dedicated service is  
17 not only greatly appreciated but has been a  
18 priceless service to NAPS and its members. In  
19 testimony whereof, the signatures of the National  
20 Association of Postal Supervisors, National  
21 President, Executive Vice President, and National  
22 Secretary/Treasurer are here to affix this 2018

1 NAPS 66th National Convention, August 6th through  
2 10th, 2018, signed by Brian J. Wagner, National  
3 President, Ivan D. Butts, Executive Vice  
4 President, and Chuck Mulidore, National  
5 Secretary/Treasurer."

6           Congratulations, Charlie, and  
7 congratulations, Marie.

8           [Applause and chanting, "Charlie,  
9 Charlie."]

10           On behalf of NAPS, go ahead. We have for  
11 Charlie so he always has -- even though he's  
12 retired, to keep track of time -- a NAPS logo  
13 watch.

14           MR. CHARLIE SCIALLA: Oh, yeah.

15           MR. BRIAN WAGNER: Just so he knows when  
16 to show up for the next National Convention, and  
17 please, invite him to meetings, because he has so  
18 much value and knowledge that he can present to  
19 you and give to your members, not only to our  
20 veterans, but the new, first-timers coming in.

21           Charlie, I ask you to say a few remarks  
22 on behalf of you and your lovely wife, Marie.

1 MR. CHARLIE SCIALLA: Thank you, Brian.

2 Well, this is a big surprise, I mean, after I got  
3 that title this morning. But, seriously, it was  
4 28-1/2 years DDF provider. It was enjoyable, and  
5 I think, and I hope that everybody thought we did  
6 a good job. I know we did a good job. We were  
7 probably the best in the country on wins and  
8 losses and settlements. And I'm gonna make one  
9 commercial.

10 [Laughter.]

11 We have never, ever in my 28-1/2 years of  
12 being the head of the DDF, have ever charged a  
13 member any money for any case that we ever had.

14 [Applause.]

15 And my commercial is, support the DDF.

16 It's very important the way things are going, and  
17 I have to say one thing, the group of people that  
18 I put together and now Al has, has over 390 years  
19 of Postal Service, working in the Post Office and  
20 as retirees, and I put my 64 years in as a Postal  
21 Executive and with NAPS. And again, I thank  
22 Brian, I thank NAPS, I thank all of you. It was a

1 real surprise, and I appreciate it. Thank you.

2 [Applause.]

3 MR. BRIAN WAGNER: Thank you very much  
4 for indulging on this, and again, Charlie Scialla  
5 and Marie Scialla for all they've done for NAPS.

6 [Applause.]

7 I want to bring up Ken Bunch and Rich  
8 Caruso so that we can continue with the unfinished  
9 business of the -- unfinished report of the  
10 Constitution and Bylaws Committee.

11 MR. MAC LITTLES: Mr. Chairman.

12 MR. BRIAN WAGNER: Delegate, mic 3.

13 MR. MAC LITTLES: Mac Littles, Branch 35,  
14 home of the Superbowl Champions, Philadelphia  
15 Eagles.

16 [Applause.]

17 MR. BRIAN WAGNER: Chuck told me to rule  
18 you out of order. He's Dallas, I don't know.  
19 But, go ahead.

20 MR. MAC LITTLES: While we're on the  
21 subject of service and on service as far as  
22 longevity, I'm standing here because for the past

1 three days, I've heard five words, "Thank you for  
2 your service," by Dave Mastroianni, Ed Phelan,  
3 Shawn Accord, Megan Brennan. They've all thanked  
4 the service men for their service. I'm standing  
5 because I think it would be a good gesture for our  
6 next convention if we had a pin for the first-  
7 timers and for anyone who's a veteran that said  
8 thank you for your service. I mean, there's been  
9 numerous wars -- Korean, Desert Storm, Viet Nam,  
10 you name it -- the ultimate sacrifice has been  
11 given, and I think it would be a good gesture. I  
12 even have a Brian Wagner pin that says reelect  
13 you. It would have been nice if it said thank you  
14 for your service. That's all I have to say.

15 MR. BRIAN WAGNER: Well, thank you for  
16 those comments.

17 [Applause.]

18 Are we ready, Rich?

19 MR. MARCEL WEBB: Mic 7.

20 MR. BRIAN WAGNER: Delegate, mic 7.

21 MR. MARCEL WEBB: Good afternoon,  
22 President, Mr. Brian. Marcel Webb, Branch 917,

1 State President. Point of personal privilege. I  
2 just want to say, Trina Webb, thank you for 25  
3 great years of marriage. Thank you.

4 [Audience reaction and applause.]

5 MR. BRIAN WAGNER: Let me -- I know  
6 there's a lot -- we talked about this earlier.  
7 We'll be more than happy to do maybe the good of  
8 the association and recognitions. I will give you  
9 time at the end of the day if somebody wants to  
10 get up. I appreciate that. I know we want to get  
11 business done. I do want to bring up the  
12 Constitution and Bylaws Committee, but  
13 congratulations on 25 years, and again, we'll be  
14 more than happy to listen to your accolades of  
15 friends and family and recognitions at the end of  
16 the day.

17 So, at this point in time, I'd like to  
18 bring up Rich Caruso and Ken --

19 MR. BOBBY BOCK: Mic 7.

20 MR. BRIAN WAGNER: Delegate, mic 7.  
21 Bobby, I didn't see you.

22 MR. BOBBY BOCK: I was trying before you

1 transition. I was looking at the UPMA website,  
2 and -- I'm Bobby Bock, Branch 406 -- and I was  
3 very intrigued -- first of all, thank you for the  
4 water -- very intrigued. What they -- their rate  
5 when they come here next year, it's \$139 a night.  
6 We're paying \$179. It just seems like it's --  
7 that's \$40 a night times 7, you're looking at \$280  
8 extra that we're paying for a week than they're  
9 getting -- for the same hotel. It just seems like  
10 we didn't negotiate very well.

11 [Audience reaction.]

12 MR. BRIAN WAGNER: You know, Bobby, I  
13 don't know their contract, but I know what our  
14 contract has given us with the breakfasts, the  
15 complimentary transportation. There is so much in  
16 a contract that you just can't look at one thing.  
17 But, I hear you. But, the thing is we voted four  
18 years ago for this. But, you have to look at the  
19 whole package of a convention. You just can't  
20 look at -- and I got some nodding heads out there  
21 on the Host Committee who understands -- you just  
22 can't look at one item. I don't know their



1 contract. I know our contract, and I believe  
2 we've been getting the best value for our -- our  
3 fees, our registration fees, and we're going to  
4 continue to do that. Compliments out to Sheri  
5 Davies, our Conference Director, who has done an  
6 outstanding job of helping, because one of the  
7 things is, if there's an issue, we address it as  
8 quickly as we can. Thank you very much. Now, I'm  
9 going to bring up Ken Bunch and Rich Caruso.

10 MR. BOBBY BOCK: I understand they're  
11 addressing the issues, and I appreciate it, but I  
12 just want the Convention aware --

13 MR. BRIAN WAGNER: Okay. It has been  
14 noted.

15 MR. BOBBY BOCK: \$40 more a night.

16 MR. BRIAN WAGNER: I know the math.  
17 Thank you.

18 MR. BOBBY BOCK: Okay.

19 MR. BRIAN WAGNER: Okay. I'm going to  
20 bring up Ken Bunch and Rich Caruso. Ken Bunch of  
21 Branch 23, Michigan Chair of the Constitution and  
22 Bylaws, and Rich Caruso, Branch 10, Nebraska.

1 Here we go.

2 MR. KEN BUNCH: Good afternoon, NAPS.

3 ALL: Good afternoon, Ken.

4 MR. KEN BUNCH: Thank you. We have two  
5 resolutions that was given to us after we  
6 concluded our presentation yesterday, and I'm  
7 going to presume that we numbered these  
8 resolutions 17 and 18. Yes. Does everybody have  
9 a copy of the resolution that begin in the top  
10 that says, "Term Limits for Resident Officers?"  
11 Does everybody have that?

12 ALL: Yes.

13 MR. KEN BUNCH: Okay. Let's label that  
14 Number 17. Show of hands of who does not have it.  
15 Could the Sargent at Arms please assist with  
16 ensuring that those delegates get a copy of this  
17 resolution. Mic 7.

18 MR. BRIAN WAGNER: Mic 7.

19 MR. JOHN HARRIS: John Harris, Branch  
20 567. Now, we've been handed five resolutions  
21 here.

22 MR. BRIAN WAGNER: Okay.

1           MR. JOHN HARRIS: Now, he said there were  
2 only two that were submitted to his Committee.

3           MR. BRIAN WAGNER: Well, this is  
4 Constitution and Bylaws. I don't know -- the  
5 other resolutions may be for the Resolutions  
6 Committee.

7           MR. JOHN HARRIS: Okay.

8           MR. BRIAN WAGNER: We're doing  
9 Constitution and Bylaws right now.

10          MR. JOHN HARRIS: All right.

11          MR. BRIAN WAGNER: Okay?

12          MR. JOHN HARRIS: 10-4.

13          MR. KEN BUNCH: It's from Branch Number  
14 244. It begins with "Term Limits for Resident  
15 Officers" submitted by Branch 244. Does everybody  
16 have a copy now? Okay. Here we go. We're only  
17 going to read the resolves as yesterday.

18               "Therefore, let it be resolved that our  
19 Constitution and Bylaws be revised to restrict  
20 resident officers to two terms of two years each  
21 for the positions of National President, Vice  
22 President -- National Vice President, and National

1 Secretary/Treasurer."

2           The Committee's recommendation was for  
3 nonconcurrence. The reason for our nonconcurrence  
4 is this body has addressed this resolution before,  
5 and there are two reasons, really. One, for those  
6 of you who are submitted resolutions perhaps for  
7 the first time or considering submitting  
8 resolutions for the first time, when you want to  
9 change the Constitution and Bylaws, it's important  
10 that you tell the Committee exactly which language  
11 in the Constitution you want to change, where that  
12 language exists, what language you wish to strike,  
13 what language you wish to add. Because when you  
14 give us a generic proposal, if you will, such as  
15 this, that means that the Committee now would have  
16 to scour the entire Constitution and Bylaws to see  
17 what other positions or places in the Constitution  
18 that this would impact, if it was so implemented.  
19 That's not the Committee's role.

20           As the submitter of the resolution, it's  
21 yours to identify exactly which language you want  
22 us to change, which language you want to take out,

1    which language you wish to add.  This resolution  
2    does not do that, okay?  And just on the substance  
3    of it, we do not believe that she should restrict  
4    our members' right to choose who they want to  
5    elect to represent them by term-limiting anyone in  
6    this organization.  Thank you.

7                   [Applause.]

8                   So, the Committee's recommendation,  
9    again, was for nonconcurrence.

10                  MR. BRIAN WAGNER:  Okay.  Resolution 17,  
11   the Committee's recommendation is for  
12   nonconcurrence.  Are there any objections?  
13   Delegate, mic 2.

14                  MR. RICHARD SIGMAN:  Richard Sigman,  
15   Branch 244.  I object.

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

18                  MR. KEN BUNCH:  Resolution Number 18.  
19   Resolution Number 18 was submitted.  I know they  
20   gave you all at least four or five resolutions.  
21   This one is from Branch 255, Heart of Illinois  
22   Branch.  Number 255.  If you do not have it,

1 please let's see a show of hands of those who do  
2 not have the one submitted from Branch 255. Okay.  
3 Sargent at Arms, could you please assist.

4 MR. ARNIE ROSARIO: Question, please, mic  
5 3.

6 MR. BRIAN WAGNER: Delegate, mic 3.

7 MR. ARNIE ROSARIO: Arnie Rosario, Branch  
8 96, Maine. We received other proposed resolutions  
9 during the morning. There's one from Branch 244  
10 and one from Carolina's bi-state Branch 936. They  
11 both seem to address Constitution and Bylaws. I  
12 don't know if they haven't received them yet or  
13 what's going on here.

14 MR. KEN BUNCH: We have those, and if you  
15 read them carefully, and we've read them. Solely  
16 because a person mentions the Constitution and  
17 Bylaws and to implement what the resolution is  
18 saying may require a change to the Constitution  
19 and Bylaws; however, the process or the formation  
20 of it would not allow it to be before the  
21 Constitution and Bylaws at this time. Again, if  
22 you look at it, it -- it's really a proposal or a

1 proposition, and the Constitution and Bylaws  
2 Committee does not deal with proposals or  
3 propositions.

4 MR. ARNIE ROSARIO: Thank you for the  
5 clarification.

6 MR. KEN BUNCH: No problem.  
7 [Speaking off mic.]

8 MR. BRIAN WAGNER: Does everybody have --  
9 who still does not have 18? Okay. We're working  
10 on it. I do want to let Bernie McCarthy and  
11 Junemarie Brandt know that we will be going into  
12 resolutions after the Constitution and Bylaws, so  
13 just, I guess, be on deck, I guess, if that's the  
14 word. So, sometime in a while.

15 Okay. Again, hands raised if you do not  
16 have Resolution 18 for Constitution and Bylaws.

17 UNIDENTIFIED MALE SPEAKER: What branch?  
18 Can you say what branch?

19 MR. BRIAN WAGNER: Branch 255. I think  
20 it's a good time for a stretch. Just keep raising  
21 them up. That's good, that's good. All right.  
22 Are we -- smiling? All right. Okay. Are we

1 ready? Okay.

2 MR. KEN BUNCH: Okay. Please label that  
3 resolution Number 18.

4 Resolved, that Article 3, Section V,  
5 paragraphs 1 and 2 be changed to reflect how local  
6 and state branch affiliation is determined, and be  
7 it further resolved that Article 3, Section V,  
8 paragraphs 1 and 2 be amended to read, "Any  
9 employees eligible for active membership who are  
10 employed in an installation with a USPS Finance  
11 number affiliated with a local branch shall be  
12 eligible for NAPS membership only by affiliation  
13 with said branch. Any employees eligible for  
14 active membership who are employed in an  
15 installation that is not affiliated with the local  
16 branch within a state shall become a member of  
17 that respective state branch. Where there is no  
18 state branch, the applicant will become members  
19 affiliated with a local branch within the state  
20 based on the employee's USPS Finance number."

21 The Committee's recommendation was for  
22 nonconcurrence. The reason for that is really the



1 last sentence there, where it says, "Where there  
2 is no state branch, the applicants will become  
3 members affiliated with the local branch within  
4 the state based on the employee's USPS Finance  
5 number."

6           Within the Postal Service's structure,  
7 every office is supposed to have its own Finance  
8 number. Often times, an office can get a Finance  
9 number and who determines which branch that  
10 Finance number falls on? Is it based on that  
11 branches location or that particular office's  
12 location? Who determines whether, let's say it's  
13 the boundaries of a District, if you will, or a  
14 NAPS branch? Who determines whether it goes to  
15 the, let's say left or to the right? If it's not  
16 clear -- if that -- if that particular building  
17 has never been identified as a member of a branch,  
18 who determines which branch it goes to?

19           So, because that language is ambiguous,  
20 this still leaves it ambiguous. We do not wish to  
21 add that to the Constitution and Bylaws.

22           The Committee's recommendation again is

1 for nonconcurrency.

2 MS. LINDA WILSON: Mic 7.

3 MR. BRIAN WAGNER: The Committee's  
4 recommendation for Resolution 18 is for  
5 nonconcurrency. Are there any objections?  
6 Delegate at mic 7.

7 MS. LINDA WILSON: Linda Wilson, Branch  
8 255. I object.

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

11 [Speaking off mic.]

12 Delegate, mic 3.

13 MR. LUTHER MANUEL: Constitution  
14 Committee, okay. Luther Manuel, Branch 548. You  
15 know, you're doing a pretty good job, Brian.

16 MR. BRIAN WAGNER: You make me feel 6  
17 feet tall, thank you.

18 [Laughter.]

19 MR. LUTHER MANUEL: Why couldn't the  
20 Committee amend this as you've done with others?  
21 In other words, if the only problem was the last  
22 sentence, why couldn't you just amend it, removing

1 the last sentence, and then concur as amended?

2 MR. KEN BUNCH: Because everything else  
3 in the resolution, Luther, is already in the  
4 Constitution and Bylaws, other than that last  
5 sentence.

6 MR. LUTHER MANUEL: I didn't look -- all  
7 right.

8 [Audience reaction.]

9 MR. BRIAN WAGNER: Thanks, Luther. You  
10 have three more times at the mic, don't worry.

11 [Laughter.]

12 [Speaking off mic.]

13 MR. KEN BUNCH: Committee members, we  
14 will meet -- or objectors, we will meet with you  
15 as soon as we dispense with the first readings  
16 from yesterday. We'll complete the second reading  
17 of those that we began with yesterday. All right?

18 Okay. Let's go back to those that were  
19 objected to yesterday. Okay.

20 Resolution Number 1. The Committee's  
21 original recommendation was for concurrence as  
22 amended, page 72. We met with the objector. The

1 objector withdrew their objection. So, the  
2 Committee's recommendation was for concurrence as  
3 amended.

4 MR. BRIAN WAGNER: The Committee's  
5 recommendation is for concurrence as amended. Any  
6 discussion? Delegate, mic 2.

7 MR. JJ WONG: JJ Wong, Branch 497. Point  
8 of clarification. Ken, the amended for finally on  
9 that first -- first resolve. You have to change  
10 from further to finally.

11 MR. BRIAN WAGNER: You're making -- are  
12 you making an amendment to this motion?

13 MR. JJ WONG: Point of clarification. We  
14 did it in the Committee.

15 MR. KEN BUNCH: I'm sorry. My Committee  
16 member is correct. We did change the word in the  
17 first resolve from -- on line 22, the last word on  
18 line 22, which presently is "further." We changed  
19 that to "finally." It's minor, but it's accurate.  
20 So, yes, that's the other amendment that we did.  
21 So, concurrence as amended, amended.

22 MR. BRIAN WAGNER: All right. Resolution

1 1. Again, the Committee's recommendation is for  
2 concurrence as amended. Any discussion? Any  
3 objection? Mic 7.

4 MR. JOHN HARRIS: Could you please read -  
5 - well, John Harris, Branch 567. Could you please  
6 tell us what the resolution resolves are?

7 MR. BRIAN WAGNER: That was read  
8 yesterday.

9 MR. JOHN HARRIS: Yeah, I know.

10 MR. BRIAN WAGNER: We've read it  
11 yesterday. We've had the discussion. You have it  
12 in front of you. We will move forward.

13 MR. JOHN HARRIS: Do we? Are we in  
14 agreement?

15 [Applause.]

16 MR. JOHN HARRIS: All right, that's fine.  
17 If that's what you all want to do.

18 MR. BRIAN WAGNER: Again, the Committee's  
19 recommendation is for concurrence as amended. Are  
20 there any objections? The Committee's  
21 recommendation for concurrence as amended, hearing  
22 no objection, is concurred with and passes.

1           MR. KEN BUNCH: The next resolution that  
2 was objected to was Resolution Number 3.

3           MR. BRIAN WAGNER: Delegate, mic 1.  
4 Sorry, Cathy.

5           MS. CATHY SUTTON: Cathy Sutton, Branch  
6 373. Since this is Constitution and Bylaws, don't  
7 they still have to take a vote for the two-thirds?

8           MR. BRIAN WAGNER: I'll defer to the  
9 parliamentarian. Dr. Bishop.

10          DR. BRUCE BISHOP: Thank you for that  
11 question. That's a question. Ordinarily, because  
12 you require a super majority, in this case, two-  
13 thirds to pass your Constitutional amendments,  
14 you're absolutely correct. But, any vote that can  
15 be taken by a voice vote or a ballot vote or a  
16 counted vote can also be taken without objection.  
17 If you get without objection, it's obviously a  
18 minimum of a two-thirds vote, because it would  
19 only take one objection to force any other kind of  
20 vote. So, without objection is a general  
21 consensus. Some people call it unanimous, which  
22 isn't the correct way of doing it. But, without

1 objection vote, certainly constitutes the minimum  
2 of two-thirds.

3 MR. BRIAN WAGNER: Thank you, Dr. Bishop.

4 MR. KEN BUNCH: We're on Resolution  
5 Number 3. The Committee's original recommendation  
6 was for concurrence. We met with the objector,  
7 and the Committee's recommendation stands as  
8 originally concurred with.

9 MR. BRIAN WAGNER: The Committee's  
10 recommendation for Resolution 3 was for  
11 concurrence. Are there any objections? Delegate,  
12 mic 7.

13 MR. BOBBY BOCK: Bobby Bock, Branch 406.  
14 My main concern was not that a person could  
15 associate with any branch that they wanted, but  
16 the branch should be able to take them in as a --  
17 as a member. Some people are -- they try to bully  
18 different branches and jump from one branch to  
19 another branch as an associate member. So, we  
20 should follow like the same rules that we have as  
21 regular members. You can belong to the branch  
22 where you're at. If you're in Orlando, Florida,

1 you need to belong to an Orlando, Florida branch.  
2 If you're in St. Petersburg, you should belong to  
3 a St. Petersburg branch, unless you desire to work  
4 and go to another branch, and that branch should  
5 be allowed to accept you, and it shouldn't be  
6 arbitrarily where you just jump from branch to  
7 branch because you're not happy where you're at,  
8 and then we get stuck -- taking -- holding --  
9 taking somebody. It's, you know, come on. You  
10 know, I just hope that the body would reconsider  
11 this, that they should be -- the branch should be  
12 able to accept them as a member. Thank you.

13 MR. BRIAN WAGNER: Any other discussion?

14 MR. STEVE MOREAU: Mic 4.

15 MR. BRIAN WAGNER: Delegate, mic 4.

16 MR. STEVE MOREAU: Steve Moreau, Branch  
17 102. People in retirement don't always have  
18 brick-and-mortar homes. Some of them travel, some  
19 of them move into recreational vehicles. They  
20 should be allowed to join any branch they want if  
21 they're -- don't have a home.

22 MR. BRIAN WAGNER: Any other discussion?



1    Okay.  All those in favor of the Committee's  
2    recommendation --

3               UNIDENTIFIED MALE SPEAKER:  Mic 7, mic 7.

4               MR. BRIAN WAGNER:  Delegate at mic 7.

5               MS. TONI COLEMAN-SCRUGGS:  Toni Coleman-  
6    Scruggs, Branch 493.  I sat in yesterday also on  
7    this issue, and I think the concern was again, not  
8    so much that members could be part of any branches  
9    or retirees.  The issue was as far as the rules,  
10   we seem to have two sets of rules.  I know less  
11   than two years ago when I changed and wanted to go  
12   to a new branch, the other branch had to accept  
13   me.  It wasn't automatic.  A letter was sent to  
14   that branch, and they stated -- they had to give  
15   approval to accept me, even though I'm a retiree.  
16   You'll have to excuse me -- my voice.

17              Mr. Bock, I guess he was explaining that  
18   the issue was someone wanted to join his as a  
19   retiree, it didn't apply.  So, it seems that we  
20   have two different rules.  So, what is -- as far  
21   as clarification -- is it required as such in my  
22   case that the gaining branch has to say they're

1 going to accept me? So, that's what I'm asking  
2 for clarification. Is that the policy, because  
3 that's what's been happening.

4 [Speaking off mic.]

5 MR. BRIAN WAGNER: Okay. From the  
6 National standpoint, we have to notify the gaining  
7 office that you're going to become an associate  
8 member so that they can charge you for your  
9 associate dues, otherwise you come on their rolls,  
10 and you have to pay them because it's a direct  
11 pay. They have to know. They will not -- they  
12 don't have the right to refuse you if you qualify  
13 for membership, but we have to notify them that  
14 you're coming in so they can charge you for your  
15 associate dues.

16 MS. TONI COLEMAN-SCRUGGS: Okay, so -- so  
17 that is the rule now. I know it in the case  
18 again, they were asked, and they had to say yes.  
19 And, that was sent out from NAPS Headquarters. It  
20 was sent to the President of the branch and asked,  
21 was it okay to accept me.

22 MR. BRIAN WAGNER: We sent out to the

1   gaining office or the gaining branch to let them  
2   know that if you did not pay, they did not accept  
3   you. You had to pay. If you refused to pay, they  
4   didn't have to accept you because you didn't pay  
5   their dues. That's why we send the letter to the  
6   gaining branch to say you want to from Branch 1 to  
7   Branch 2. Branch 2 needs to know that you've  
8   paid. Otherwise, if you haven't paid, you can't  
9   be an associate member of that branch. We were  
10   just conferring -- confirming with that branch  
11   that you paid the dues.

12               MS. TONI COLEMAN-SCRUGGS: Okay. Not to  
13   be argumentative, I agree with what you're  
14   stating, but that's not what happened. So --

15               MR. BRIAN WAGNER: Delegate, mic 3.

16               MR. LUTHER MANUEL: Luther Manuel, Branch  
17   548. I think we've made a mistake here. Let me  
18   just take a look at something with Dr. Bishop  
19   here. On the first reading, you can only object  
20   and then it goes to the second reading. On the  
21   second reading, I don't believe it can be carried  
22   without a vote, and the reason why is because on

1 the second reading, you asked the question. The  
2 Committee has stated so and so and so and so, are  
3 there any conversations, because the objection  
4 part is gone. Now, it's a matter of conversation.  
5 If hearing none, or seeing none, the Committee's  
6 recommendation was for nonconcurrency. All those  
7 in favor of the Committee's recommendation for  
8 nonconcurrency. Boom. That should have come.  
9 There should have been a vote. If it's on the  
10 first reading, there is no challenge, then you  
11 don't have to take a vote. But, on the second  
12 reading, people are not required to come to the  
13 mic and speak. They can keep it to themselves and  
14 wait for the vote and express it that way. So, I  
15 do believe we may have erred. I think we have to  
16 take the vote on the second reading. Now, I can  
17 be corrected on this.

18 MR. BRIAN WAGNER: I will bring Dr.  
19 Bishop up to possibly correct you.

20 MR. LUTHER MANUEL: And I see he's right  
21 there.

22 [Laughter.]

1                   DR. BRUCE BISHOP: The member again  
2 raises an interesting point. If there is any  
3 member who wants further discussion on an issue  
4 that is before you -- a resolution or a motion  
5 that is before you -- if any member wishes to  
6 engage in discussion, or if any member wants to  
7 actually do a voice or any other kind of vote on  
8 an issue, when the Chair says, "Are there any  
9 objections?" you don't have to state what your  
10 objection is, you just have to object. Yell out,  
11 "I object." The Chair won't ask you to state your  
12 objection beyond "I object." As soon as you say,  
13 "I object," then the Chair will further the  
14 discussion, first by saying, "Is there any  
15 discussion on the motion before you?" That  
16 invites people to come to the microphone and  
17 either speak in favor or opposed to the motion.  
18 If no one comes to the microphone, then the Chair  
19 will say, "I assume you're ready to vote. All  
20 those in favor, say yes. All those opposed, say  
21 no." But, if no one objects when the Chair asks  
22 if there are any objections, he's asking does

1 anybody now object to the Committee's  
2 recommendation, which still stands, does anybody  
3 object. If you don't, which is what happened with  
4 the previous resolution, then the motion carries  
5 by general consent, and the minutes will reflect  
6 that the motion carried without objection.

7 MR. LUTHER MANUEL: But, there was an  
8 objection.

9 DR. BRUCE BISHOP: It's the most  
10 efficient and the most effective way of taking a  
11 vote in this case.

12 MR. LUTHER MANUEL: It was objected to,  
13 that's why it was held to a second reading.

14 DR. BRUCE BISHOP: But, it was objected  
15 in the first reading.

16 MR. LUTHER MANUEL: Exactly.

17 DR. BRUCE BISHOP: The Committee came up,  
18 indicates that it met with the objector, heard the  
19 objector's concerns, and stands by its  
20 recommendation of concurrence. Now, since the  
21 objector has already been given an opportunity to  
22 object, and they did publicly, and then they had

1 the opportunity to go and meet with the Committee,  
2 if the objector wants to continue to promote their  
3 objection, then this is their opportunity to do it  
4 on the second reading. But, the thinking is that  
5 perhaps that person was satisfied by the  
6 Committee's explanation, and therefore no longer  
7 holds that same objection. Anybody else who wants  
8 to can now object. But, without objection,  
9 there's no reason to have a discussion, and  
10 there's no reason to have a vote. The issue  
11 carries without objection.

12 But, the delegate at mic 3 is absolutely  
13 correct in that that is another way of doing it.  
14 It would just take longer, be less efficient, less  
15 efficient, and so the manner in which I suggest  
16 that we continue is to first have the Chair ask if  
17 there's any objection, and if anybody objects,  
18 yell it out. You don't even have to go to a  
19 microphone, just say, "I object." Then, the chair  
20 will say, "Hearing an objection, we're going to  
21 entertain discussion for and against." Following  
22 discussion, then we'll vote. All those in favor.

1 All those opposed. And assuring that we get the  
2 two-thirds majority required.

3 MR. VICTOR LOPEZ: Mic 10. 10.

4 MR. BRIAN WAGNER: Yes. Delegate, mic  
5 10, let's go with.

6 MR. VICTOR LOPEZ: Victor Lopez, Miami  
7 Branch 146. I call for the question.

8 [Applause.]

9 [Speaking off mic.]

10 MR. BRIAN WAGNER: We had a pro and we  
11 had a con. The question is called for. All those  
12 in favor of calling for the question, say aye.

13 [Chorus of ayes.]

14 MR. BRIAN WAGNER: Opposed, nay.

15 [Single nay.]

16 MR. BRIAN WAGNER: The ayes have it to  
17 call for the question. Now, with a vote on the  
18 motion or the resolution.

19 Number 3. The Committee's recommendation  
20 is for concurrence. All those in favor of the  
21 Committee's recommendation, say aye.

22 [Chorus of ayes.]



1           MR. BRIAN WAGNER: All opposed say nay.

2           [Chorus of nays.]

3           MR. BRIAN WAGNER: The ayes have it. The  
4 resolution is concurred with and passes.

5           MR. KEN BUNCH: Resolution Number 4, page  
6 74. The Committee's original recommendation was  
7 for concurrence. After meeting with the objector,  
8 the objector withdrew their objection. Therefore,  
9 the Committee maintains its recommendation of  
10 concurrence.

11          MR. BRIAN WAGNER: Okay. Resolution 4.  
12 The Committee's recommendation is for concurrence.  
13 Are there any objections? You only have two more  
14 times, you know.

15          MR. LUTHER MANUEL: That's okay. That's  
16 fine.

17          MR. BRIAN WAGNER: Okay, yes. Delegate  
18 at mic 3.

19          MR. LUTHER MANUEL: I object.

20          MR. BRIAN WAGNER: And what is your  
21 objection?

22          MR. LUTHER MANUEL: Well, I --

1           MR. BRIAN WAGNER: Who are you?

2           MR. LUTHER MANUEL: Luther Manuel, Branch  
3 548. I've -- I feel --

4           MR. BRIAN WAGNER: Who are you? I didn't  
5 hear you.

6           MR. LUTHER MANUEL: Luther Manuel, Branch  
7 548, from the Great State of New Jersey, also  
8 known as the Garden State, with -- with the new  
9 next Superbowl Champion being -- now, I can't say  
10 the New York Giants -- the New Jersey Giants.

11           [Audience reaction.]

12           MR. BRIAN WAGNER: Okay. Delegate,  
13 you're recognized.

14           MR. LUTHER MANUEL: Okay. I'm not  
15 playing a game here.

16           MR. BRIAN WAGNER: Please.

17           MR. LUTHER MANUEL: I'm not -- I wouldn't  
18 do that. I just feel now at this point,  
19 parliamentary inquiry. What are we going to do at  
20 this point? There was no concurrence. I mean,  
21 the Committee's recommendation was accepted. Now  
22 what? Now what?

1 DR. BRUCE BISHOP: May I?

2 MR. BRIAN WAGNER: Yes.

3 DR. BRUCE BISHOP: As I explained, I'll  
4 do it again. If there's an objection, then the  
5 Chair will say, "Hearing an objection, we're now  
6 going to open this resolution for discussion."  
7 Would somebody like to speak in favor of the  
8 resolution, followed by would somebody like to  
9 speak opposed to the resolution, back and forth,  
10 alternating pro and con until there's no one else  
11 at the microphone or perhaps no one will even go  
12 to the microphone, in which case the Chair will  
13 call for the vote. All those in favor, say aye.  
14 All those opposed, say no.

15 MR. LUTHER MANUEL: You -- you're putting  
16 a slight twist, and I think these gentlemen know  
17 that, to what we are normally accustomed to doing.

18 DR. BRUCE BISHOP: Perhaps I am.

19 MR. LUTHER MANUEL: It's legal what  
20 you're doing, but it's kind of like a twist from  
21 what we normally did for all these years. But,  
22 I'll accept that explanation. And somebody said

1 go sit down, so I'm going to go sit down.

2 MR. BRIAN WAGNER: No. That's -- no,  
3 don't do that.

4 [Laughter.]

5 Okay. Delegate, mic 3.

6 MR. BOB TOLMAN: Bob Tolman, South Dakota  
7 Branch 946. In precedence of past conventions,  
8 we've voted on these and not -- the President did  
9 not ask if anybody objects. It was -- the  
10 President asked all those in favor, say aye, with  
11 the Committee, whatever their preference was, and  
12 those say no. So, we voted, and let's forego this  
13 objection deal of the second reading and just  
14 plain vote. Thank you.

15 MR. JASON TAPP: Mic 5.

16 MR. BRIAN WAGNER: Delegate, mic 5.

17 MR. JASON TAPP: Jason Tapp, Branch 65,  
18 Denver, Colorado. This is a parliamentary  
19 question.

20 MR. BRIAN WAGNER: He's earning his keep.

21 MR. JASON TAPP: So, after the first --  
22 at the first reading, there is a recommendation

1 for concurrence, the body doesn't really have an  
2 opportunity to discuss the issue. Now, I might  
3 not object to it, but I might have clarifying  
4 questions that I want to ask. Why do we have to  
5 object before the President opens it up for  
6 discussion? Shouldn't he just open it up for  
7 discussion whether we object or not? Should he  
8 just not say is there any discussion on this  
9 issue, if not, can we vote on it?

10 DR. BRUCE BISHOP: Sure, absolutely.  
11 Understand, let's go back to what I told you --  
12 the folks on Sunday at my first meeting, and let's  
13 go back to what I -- revisit what I said  
14 yesterday. I don't care.

15 [Laughter.]

16 I want to make sure you guys do -- I want  
17 to make sure you guys get to make the decisions  
18 that you want to make. I've told you before, I  
19 don't care if you vote yes, or I don't care if you  
20 vote no. I don't care if you pass a resolution or  
21 kill the resolution. I have -- I don't care. My  
22 role is to assure an efficient and effective use

1 of your time and to help you make decisions  
2 thereby as effectively and efficiently. If you  
3 want to do it that way, that's perfectly okay with  
4 me. The previously speaker is absolutely right.  
5 This is a twist on the way, perhaps, that you've  
6 done it in the past. If you want to keep doing it  
7 the way you've done it, I don't have a problem  
8 with that even a little bit, and I'll leave it up  
9 to the discretion of the Chair. When the  
10 resolution is reintroduced for the second reading,  
11 the Chair can say, "First, is there any  
12 discussion? The Committee's recommendation is for  
13 concurrence, is there any discussion?" and wait to  
14 see if anybody goes to the mic.

15           But then, understand if no one goes to  
16 the microphone, then you're indicating that you  
17 don't care to discuss this, in which case the  
18 Chair can then ask for the vote without  
19 discussion. So, open it up for discussion. You  
20 go to the microphone if you want to. Don't go to  
21 the microphone if you don't want to, and we'll do  
22 it that way, if that's what the Chair wants to do.

1 Either way is perfectly okay. But, the previous  
2 speaker is correct. It's a twist, and I've heard  
3 the other folks say it, you're not comfortable  
4 doing it this way. I don't care.  
5 It's okay with me. I'm not offended.

6 [Laughter and applause.]

7 MR. BRIAN WAGNER: And as Dr. Bishop has  
8 told me, I'm not supposed to care, and I don't  
9 care, so if you either want to say yae or nay, I'm  
10 good with it. All right? And we'll just vote.

11 MR. TRENT CLARK: Mic 4.

12 MR. BRIAN WAGNER: Delegate at mic 4.

13 MR. TRENT CLARK: Trent Clark from the  
14 Great State of Ohio, Buckeyes. OH.

15 [Audience reaction.]

16 Am I missing something here? On the  
17 first day, if there's no objector, we don't vote,  
18 right?

19 ALL: Right.

20 MR. TRENT CLARK: The second day, the  
21 objector withdrew their objection. Why don't we  
22 just adopt it? There's no objector. It's the

1 same as the first day. Am I missing something? I  
2 mean, goodness.

3 [Applause.]

4 MR. BRIAN WAGNER: No, you're not. Okay.  
5 Any more? Anybody else at the mic? Okay. Yes.  
6 Delegate, mic 1. Is it 1?

7 MS. SHARON GISHI: Yes, 1. Sharon Gishi,  
8 Branch 94. Sorry, I actually kind of agree with  
9 Luther.

10 [Audience reaction.]

11 It's not that I never agree with Luther,  
12 but I believe he has a point there. First  
13 reading, we don't discuss it, you just object if  
14 you have an objection because otherwise we'd never  
15 get through it.

16 MR. BRIAN WAGNER: Sharon. It has been  
17 asked and answered. We have discussed it.

18 MS. SHARON GISHI: Well, I just want to  
19 say -- but, on the second -- the second reading,  
20 even if the objector withdraws, maybe there was  
21 somebody else who objected --

22 MR. BRIAN WAGNER: Sharon, we're going to



1 vote. We're gonna vote. I'm going to bang the  
2 gavel more often. I've got a backup gavel. Not a  
3 problem. Delegate 5.

4 MS. BARBARA MILLER: Barbara Miller,  
5 Branch 61, Seattle, Washington. Point of  
6 clarification.

7 MR. BRIAN WAGNER: Okay.

8 MS. BARBARA MILLER: On the last resolve,  
9 did Luther not object to that resolution?

10 [Audience reaction.]

11 MR. BRIAN WAGNER: Yeah.

12 MS. BARBARA MILLER: So, if he did not  
13 object to that resolution, shouldn't it just be  
14 passed, and we move to the next one?

15 MR. BRIAN WAGNER: Luther objected. So,  
16 now we have to vote. Now, we have discussion on  
17 Resolution 3. That was 3, right?

18 UNIDENTIFIED SPEAKERS: 4.

19 MR. BRIAN WAGNER: 4? Okay. Well, see.  
20 Would anybody like to speak in favor of this  
21 resolution? Mic 2.

22 MR. RAJA MOSTAFA: Raja Mostafa, Branch

1 249. Why don't we vote on that we want to go with  
2 the old system or the new system that we're going  
3 to vote or not? So, what the majority wants.  
4 Just vote on that, what the majority wants.

5 [Audience reaction.]

6 MR. BRIAN WAGNER: It's the Chair's  
7 discretion. We will vote.

8 MR. RAJA MOSTAFA: Okay. Thank you.

9 MR. BRIAN WAGNER: Okay. Delegate, mic 7.

10 MR. ERNESTO ROSALES: Ernesto Rosales,  
11 Branch 406. I call for the question.

12 [Audience reaction.]

13 MR. BRIAN WAGNER: You can't, there is no  
14 question.

15 [Speaking off mic.]

16 We've had an objection on 4, no  
17 discussion, because Luther got up and objected to  
18 4, so I have an objection. Any other discussion -  
19 - anybody for or against? If not, we'll vote.

20 MR. GREG MURPHY: Against.

21 MR. BRIAN WAGNER: Delegate, mic 4.

22 MR. GREG MURPHY: I apologize. Greg

1 Murphy, New England Area Vice President and member  
2 of the Executive Board. And I apologize to this  
3 body first of all that I didn't get up here a  
4 while ago and object to this. And I object on  
5 behalf of the folks that are in -- that were in my  
6 branch, and because the District was moved -- one  
7 area of a District branch, and that branch only  
8 meets on Saturday, then the residents that were in  
9 our former branch are forced to travel to go to a  
10 meeting on their non-scheduled day every time this  
11 branch holds a meeting, because they only hold  
12 their meeting on Saturdays. And I think that's  
13 extremely unfair to them. They believe it's  
14 unfair. They've requested of me that I put in a  
15 transfer, and I've told them that under the  
16 Constitution and Bylaws, I can't do that.

17           So, what I would object to is first -- is  
18 the first resolution. There has to be instances  
19 in which we allow the place of residence to be the  
20 determining factor. If we're not -- if we're  
21 causing our employee -- we want members to come to  
22 the meetings. But, if we're going to schedule the

1 meetings only on their non-scheduled day and they  
2 have an opportunity to belong to a branch that's  
3 close to their home and that they can go to the  
4 meetings and be active and participative, I think  
5 we should afford them that opportunity be an  
6 active member.

7 MR. BRIAN WAGNER: Okay. Any more  
8 discussion?

9 MR. VICTOR LOPEZ: Point of personal  
10 privilege, Mic 10.

11 MR. BRIAN WAGNER: Mic 10.

12 MR. VICTOR LOPEZ: Victor Lopez, Miami  
13 Branch 146. I believe the question was called  
14 for, so I don't understand why we still have a  
15 discussion.

16 MR. BRIAN WAGNER: There was no  
17 discussion. The question was objected. We didn't  
18 have discussion. We didn't have a pro and a con  
19 or any other further discussion.

20 MR. VICTOR LOPEZ: Thank you.

21 MR. BRIAN WAGNER: The call for question  
22 was out of order. Anyone that would like to speak

1 in favor of this resolution? Okay. Hearing  
2 none, we're going to vote. We're going to vote.

3 On Resolution 4, the Committee's  
4 recommendation was for concurrence. All those in  
5 favor of the Committee's recommendation for  
6 concurrence, say aye.

7 [Chorus of ayes.]

8 All opposed, say nay.

9 [Chorus of nays.]

10 The ayes have it, it's concurred with.  
11 The resolution passes.

12 We're on number 5?

13 MR. KEN BUNCH: Resolution Number 5. The  
14 Committee's original recommendation was for  
15 concurrence as amended. We met with the objector,  
16 and we maintain our recommendation of concurrence  
17 as amended.

18 But, I want to speak to this prior to  
19 turning it over to you all for discussion, if you  
20 allow me. The objector was under the impression  
21 that this resolution would impact the way local  
22 branches are already formed. In other words, if a

1 branch was formed and it fell under one Executive,  
2 if you will, or let's say an office has a branch  
3 with two Executives in it, that everybody in that  
4 office now would fall under that one Executive.  
5 In other words, if you have a District Manager,  
6 and in that District, you have three or four  
7 different branches, the objector was under the  
8 impression that this resolution would require all  
9 of those branches to move under that one District  
10 Manager into one branch. That's not what this  
11 resolution does.

12           This resolution deals with the forming of  
13 branches, not what happens to them after they're  
14 formed, okay? So that's -- that's the  
15 clarification piece on this.

16           So, the Committee's recommendation was  
17 for concurrence as amended.

18           MR. BRIAN WAGNER: Resolution 5. The  
19 Committee's recommendation is for concurrence as  
20 amended. Is there any discussion?

21           MR. ARIC SKJELSTAD: Mic 5.

22           MR. BRIAN WAGNER: Delegate at mic 5.

1                   MR. ARIC SKJELSTAD: Aric Skjelstad,  
2 Branch 66, Portland. I object to their  
3 recommendation. The reason being is even though  
4 you say that it's for future branch -- that's what  
5 you said, it's not for forming now, that it  
6 wouldn't change how things are now, but you said  
7 the future. You said the forming of branches.  
8 There's a possibility that an area can get changed  
9 or something can happen where a branch needs to  
10 cover two different states. This doesn't allow  
11 that. Right now, our branch does cover two  
12 states. We have Oregon and Washington, right  
13 across the river. So, what about the future?  
14 What happens if there has to be a change in other  
15 branches? You couldn't do that. So, I object to  
16 that, and I would like nonconcurrency on this.

17                   MR. BRIAN WAGNER: Okay. As for  
18 clarification, when you look at the Constitution,  
19 it talks about offices within a state, and if they  
20 don't belong, and offices within a state that  
21 belong to the state branch. By Constitution, what  
22 has happened was when people signed up for

1 branches, they crossed into other states, which  
2 should have not happened by Constitution, but it  
3 was done because of the way our old system was,  
4 and your Finance number followed you. If you  
5 weren't in -- if you were in Oregon and you got a  
6 job in Washington, and the office you went into,  
7 there was no NAPS member in the Washington office  
8 you went to, you're in the old membership system,  
9 and it followed you by default. The Constitution  
10 says if there is a local branch, you would  
11 affiliate with the local branch. If there's no  
12 local branch, it's within the state. It does not  
13 have cross unless it's within our Constitution,  
14 which is, again, Branch 55, which is in the  
15 Pioneer Area, but it's in Indiana.

16           What has happened in the past should not  
17 have happened by Constitution, but our system did  
18 not catch it, and we have not changed it --  
19 basically grandfathered in, unless we go and do an  
20 audit and move everybody. So, at this point in  
21 time, this is to fix any of the future.

22           Any other discussion?



1           MR. EDMOND SMITH: Microphone number 5.

2           MR. BRIAN WAGNER: Microphone number 5.

3           MR. EDMOND SMITH: Edmond Smith, Branch  
4 928. So, with this resolution, you would  
5 effectively remove all crossing of state lines and  
6 make sure that branches that now represent more  
7 than one state would be eliminated?

8           MR. KEN BUNCH: No, no. The issue is  
9 when you form a branch -- what this resolution  
10 says is when you form a branch -- when the branch  
11 is being formed, that it has to fall under one  
12 single District. It has to fall under one  
13 Executive, if you will. It can't -- a single  
14 branch cannot be covered by multiple Districts.  
15 When a branch is formed -- in other words, if ten  
16 people get together or ten little small offices,  
17 and they come up with 20 members, they can't say,  
18 well, half of us are going to be in this District,  
19 and half of us are going to be in that District.  
20 No. When a branch forms, it has to be under a  
21 single District. It has to be under a single  
22 installation head. It can't be under multiple

1 ones. That's basically what this resolution says.

2 MR. EDMOND SMITH: Thank you.

3 MR. BRIAN WAGNER: Again, any more  
4 discussion? Anybody? Delegate at mic 5.

5 MS. KATHI CLAPP: Yes, I just want some  
6 clarification. Kathi Clapp, Oregon State, Branch  
7 940. So, the way the state of Oregon, or Branch  
8 66 in the state of Oregon has been formed is, it  
9 encompasses all of the state of Oregon and  
10 Southwest Washington under one PCS. And so,  
11 therefore, the branch covers two states under one  
12 PCS. As I read this, if a new branch was formed,  
13 they would not be allowed to cover both states,  
14 and yet, they still have to cover the area under  
15 one PCS. How would that work?

16 MR. BRIAN WAGNER: Are the PCS District?

17 MR. KATHI CLAPP: Yes.

18 MR. BRIAN WAGNER: You're in a District  
19 office?

20 MS. KATHI CLAPP: Yes.

21 MR. BRIAN WAGNER: Wherever the District  
22 is domiciled, that's the branch.

1           MS. KATHI CLAPP: So, what happens to the  
2 people in Southwest Oregon, I mean, Washington,  
3 that report to the PCS in Portland, but they're a  
4 different state?

5           MR. BRIAN WAGNER: Here's what happens.  
6 You're in a -- let's just call it the District.  
7 It's in Portland, Oregon, correct?

8           MS. KATHI CLAPP: Yes.

9           MR. BRIAN WAGNER: And they have people  
10 domiciled out in the field, correct?

11          MS. KATHI CLAPP: Yes.

12          MR. BRIAN WAGNER: In Washington state?

13          MS. KATHI CLAPP: Yes.

14          MR. BRIAN WAGNER: They, by default, are  
15 under the PCS District in Oregon. They would stay  
16 there, even though they're working in an office,  
17 because their affiliation is by the Finance  
18 number. They can request an exception because  
19 they're domiciled outside their employing office,  
20 and they could be a member of a branch in  
21 Washington state.

22          MS. KATHI CLAPP: Okay, but this -- the

1 way this is worded, it says, "A local branch may  
2 not accept for membership current or eligible  
3 active members who are in employing offices  
4 outside the local branch's respective state."

5 MR. BRIAN WAGNER: Right. That's when  
6 they're formed. This is the forming of --

7 MS. KATHI CLAPP: I understand.

8 MR. BRIAN WAGNER: Okay.

9 MS. KATHI CLAPP: So, if we had not  
10 formed Branch 66, and we were attempting to do so,  
11 we would not be allowed to represent the people  
12 who work in Southwest Washington, although they  
13 are under the direct leadership of one PCS.

14 MR. BRIAN WAGNER: Portland District is  
15 the District.

16 MS. KATHI CLAPP: Yes.

17 MR. BRIAN WAGNER: They domicile people  
18 in Washington. Their domicile is outside the  
19 employing office. At any time, the District could  
20 call them back to that District office.

21 MS. KATHI CLAPP: So, what about the part  
22 that says they may not have people from two

1 states?

2 [Speaking off mic.]

3 MS. KATHI CLAPP: It says outside of the  
4 respective state, not outside of the respective  
5 District.

6 MR. BRIAN WAGNER: The District -- we  
7 have Districts that cross state lines all the  
8 time.

9 UNIDENTIFIED MALE SPEAKER: Mic 2.

10 MR. ARNIE ROSARIO: Mic 3. Isn't it  
11 saying employing office, which is the District?

12 MR. BRIAN WAGNER: The same employing  
13 office is the District.

14 MR. ARNIE ROSARIO: Right, which is in --

15 MR. BRIAN WAGNER: Oregon.

16 MR. ARNIE ROSARIO: Oregon.

17 MR. BRIAN WAGNER: Who are you? I'm  
18 sorry.

19 MR. ARNIE ROSARIO: Oh, sorry. Arnie  
20 Rosario, Branch 96, Maine.

21 MR. BRIAN WAGNER: Yeah, I'm sorry. Go  
22 ahead, Kathi.

1           MS. KATHI CLAPP: I just don't understand  
2 how this would work, for example, if you were  
3 trying to create a branch such as we have.

4           MR. BRIAN WAGNER: Creating a new branch,  
5 if you're in the state of Oregon, you could not  
6 get members in the state of Washington because the  
7 Constitution says if you're in an employing office  
8 -- a local office within a state -- if there is no  
9 local office within a state, then you become a  
10 member of the state branch. If there's no state  
11 branch, you become a member of the local branch  
12 within the state. So, technically, all of our  
13 territory is state-based, unless we have it like  
14 bi-state and we already have something in the  
15 Constitution that's been done that way.

16           MS. KATHI CLAPP: So, I'm sorry if I'm  
17 trying to be -- I just don't understand. So, if I  
18 have someone in Southwest Washington, and there  
19 are local branches in Washington, and a state  
20 branch in Washington, how would they be part of  
21 our branch based on this language?

22           UNIDENTIFIED MALE SPEAKER: Mic 2.

1           MR. BRIAN WAGNER:   Okay, wait a minute.  
2   I'm still on here.   The question -- you have a  
3   District office -- one Finance number employing  
4   office.   I'm trying to go back to Oregon.

5           MS. KATHI CLAPP:   Okay.

6           MR. BRIAN WAGNER:   They're District  
7   employees domiciled out all over.

8           MS. KATHI CLAPP:   No, they're not  
9   District employees.

10          MR. BRIAN WAGNER:   What are they?   You  
11   said they're under the PCS.

12          MS. KATHI CLAPP:   They're Postmasters,  
13   they're Supervisors, they're Managers.

14          MR. BRIAN WAGNER:   The office is a PCS  
15   office.   They have one main Finance number  
16   assigned to them.

17          MS. KATHI CLAPP:   To the District.   They  
18   work in an office that has a different Finance  
19   number.

20          MR. BRIAN WAGNER:   In the District?

21          MS. KATHI CLAPP:   In the District.

22          MR. BRIAN WAGNER:   And where is the

1 District?

2 MS. KATHI CLAPP: Portland.

3 MR. BRIAN WAGNER: Okay. So, they're in  
4 Portland, Oregon. That's their Finance number,  
5 that's their employing office. That's where --

6 MS. KATHI CLAPP: It is not their Finance  
7 number.

8 MR. BRIAN WAGNER: Okay, okay.

9 MR. KEN BUNCH: If you look at the  
10 resolution in its entirety, it does allow for the  
11 situation that you are describing. If you notice  
12 where it says outside of the state but in  
13 accordance with Article 3, Section VI, which  
14 offers the exception, which means that you can  
15 formulate the branch, but some of those people  
16 would come in under the exception, even though  
17 they're on the other side of the state line. They  
18 just have to get the exception, that's all.

19 MS. KATHI CLAPP: Okay.

20 MR. KEN BUNCH: Read the Article -- read  
21 the resolve in its entirety. It says unless in  
22 accordance with Article 3, Section VI.



1           MS. KATHI CLAPP: All right. I still  
2 believe the language is incorrect.

3           MR. BRIAN WAGNER: Any more discussion?

4           MR. JJ WONG: Mic 2.

5           MR. BRIAN WAGNER: Mic 2.

6           MR. JJ WONG: JJ Wong, Branch 497. I  
7 stand up here in agreement with the Committee's  
8 recommendation mainly because basically all this  
9 resolution does is define the local branch as  
10 according to the whereas in this resolution. As  
11 to Kathi's objection, you know, we heard it, we  
12 understand where she's coming from. The language  
13 in the Constitution and Bylaws hasn't changed  
14 except for the definition of a local branch, and  
15 with her concern, if you have people that are  
16 outside of your state, then just use the Section  
17 Number 3. Create a state or bi-state branch with  
18 those members. That's all you have to do.

19           MR. BRIAN WAGNER: Okay. Thank you.  
20 Delegate, mic 7.

21           MR. BOBBY BOCK: Bobby -- Bobby Bock,  
22 Branch 406. I call for the question.

1           MR. BRIAN WAGNER: Okay. Question has  
2 been called for. All those in favor of calling  
3 for the question, say aye.

4           [Chorus of ayes.]

5           MR. BRIAN WAGNER: All opposed, say nay.

6           [Chorus of nays.]

7           MR. BRIAN WAGNER: The ayes have it. The  
8 question has been called for. Now, we're going to  
9 vote on Resolution 5. The Committee's  
10 recommendation was for concurrence as amended.  
11 All those in favor of the Committee's  
12 recommendation for concurrence as amended, say  
13 aye.

14          [Chorus of ayes.]

15          All opposed, say nay.

16          [Chorus of nays.]

17          The ayes have it. It's passed.

18          MR. KEN BUNCH: The next resolution that  
19 was objected to was Resolution Number 9. Number  
20 9. The Committee met with the objector, and the  
21 objector withdrew their objection.

22          MR. BRIAN WAGNER: Okay. All right.

1 Resolution Number 9. The Committee's  
2 recommendation is for concurrence as amended. Is  
3 there any discussion? Any discussion? Hearing  
4 none, all those in favor of the Committee's  
5 recommendation for concurrence as amended, say  
6 aye.

7 [Chorus of ayes.]

8 All opposed, say nay.

9 [No response.]

10 Resolution passes. The ayes have it.

11 MR. KEN BUNCH: The next resolution --

12 MR. BRIAN WAGNER: Delegate, mic 3.

13 MR. LUTHER MANUEL: Luther Manuel, New  
14 Jersey, Great State. Two things. Number one, the  
15 -- one of the previous speakers mentioned someone  
16 from the floor's name. Generally, that's not  
17 acceptable in Robert's Rules of Orders.

18 MR. BRIAN WAGNER: I apologize.

19 MR. LUTHER MANUEL: Not you.

20 [Laughter.]

21 I'm just saying something in general.

22 Yeah, it's okay. The other thing is this, when

1 you have a voice vote on Constitution and Bylaws,  
2 that vote wasn't -- it was loud -- both were loud  
3 -- one was louder. But, the difference with  
4 Constitution and Bylaws, it requires a two-thirds  
5 vote.

6 MR. BRIAN WAGNER: I heard two-thirds.

7 MR. LUTHER MANUEL: You heard two-thirds?

8 MR. BRIAN WAGNER: I heard two-thirds.

9 MR. LUTHER MANUEL: Well, if you say you  
10 heard two-thirds --

11 [Laughter.]

12 MR. BRIAN WAGNER: You're more than  
13 willing to challenge the chair. I heard two-  
14 thirds.

15 MR. LUTHER MANUEL: No. We're gonna save  
16 those Sargent at Arms today.

17 MR. BRIAN WAGNER: Okay.

18 [Laughter.]

19 One more time, Luther, at the mic, and  
20 you're done. We did pass something, right?

21 UNIDENTIFIED MALE SPEAKER: Got get 'em,  
22 Luther.

1           [Speaking off mic.]

2           MR. RICH CARUSO:   Okay.   The next  
3   resolution was Resolution Number 10.   The  
4   Committee originally voted nonconcurrence.   It was  
5   objected to.   We met with the two objectors.   One  
6   of them agreed with us, and the other one  
7   disagreed.   We took -- the Committee took another  
8   vote on it, and we again nonconcurred on  
9   Resolution Number 10.

10           MR. BRIAN WAGNER:   Resolution Number 10.  
11   The Committee's recommendation is nonconcurrence.  
12   Any discussion?   Any discussion?   Hearing none,  
13   the Committee's recommendation is for  
14   nonconcurrence.   All those in favor of the  
15   Committee's recommendation, say aye.

16           [Chorus of ayes.]

17           All opposed, say nay.

18           [Single nay.]

19           Committee's recommendation is concurred  
20   with, and the motion -- the resolution fails.

21           MR. RICH CARUSO:   Okay, the next  
22   resolution that was objected to at the first

1 reading is Resolution Number 11. We met with the  
2 objector, we heard their concerns, and the  
3 Committee again voted nonconcurrence.

4 MR. BRIAN WAGNER: Resolution 11. The  
5 Committee's recommendation is for nonconcurrence.  
6 Any discussion?

7 UNIDENTIFIED MALE SPEAKER: I object.  
8 Okay. Delegate at mic -- it looks like 10.

9 MR. JERRY VAN NORMAN: My understanding,  
10 it was -- Jerry Van Norman, Branch 130, Grand  
11 Rapids, Michigan. My understanding was where you  
12 told us originally, we just have to object first,  
13 and then it's open for discussion. But, if this  
14 is the discussion phase, please me know.

15 MR. BRIAN WAGNER: Yeah, discussion.

16 MR. JERRY VAN NORMAN: Okay, fine. I  
17 object to the nonconcurrence. Knowledge in Postal  
18 Regulations --

19 MR. BRIAN WAGNER: Jerry, could you speak  
20 into the microphone, please. I'm having a hard  
21 time hearing you.

22 MR. JERRY VAN NORMAN: Certainly.

1           MR. BRIAN WAGNER: Okay. Thank you.

2           MR. JERRY VAN NORMAN: Knowledge in  
3   Postal Rules and Regulations is necessary and  
4   commendable. It can be acquired in a week. Juris  
5   doctorate takes two years plus. Meaning no  
6   disrespect to our past or present providers, but  
7   when my life is on the line, I don't want a  
8   physician's assistant performing my triple bypass.  
9   I want a surgeon. I think we need an attorney in  
10   retainer.

11           MR. BRIAN WAGNER: Okay. Any more  
12   discussion? Delegate, mic 7.

13           MR. BOBBY BOCK: I support the  
14   Committee's recommendation for nonconcurrency.  
15   There are attorney's that commit malpractice every  
16   day. We have the best DDF ever, and I --  
17   nonconcurrency, I support the Committee. Bobby  
18   Bock, Branch 46, the water boy.

19           [Laughter.]

20           MR. BRIAN WAGNER: Okay. Delegate, mic  
21   10, I saw first.

22           MR. TOM HORNER: I'm for, so if there's

1     somebody --

2                 MR. BRIAN WAGNER:   Who are you?

3                 MR. TOM HORNER:    I'm Tom Horner.   I'm for  
4     the -- Branch 420.   Tom Horner.

5                 MR. BRIAN WAGNER:   Yeah.

6                 MR. TOM HORNER:    I'm for the  
7     nonconcurrence because he's got a good success  
8     rate.

9                 MR. BRIAN WAGNER:   Yeah.   Anybody against  
10    the resolution?   Against nonconcurrence.   Anybody  
11    against nonconcurrence?

12                MR. CY DUMAS:    I have a question.   Is it  
13    too early to call for the question?

14                MR. BRIAN WAGNER:   Delegate, mic 3.

15                MR. CY DUMAS:    Cy Dumas, Providence,  
16    Rhode Island.   Call for the question.

17                MR. BRIAN WAGNER:   Question called for.  
18    We've had a pro and a con.   Question has been  
19    called for.   All those in favor of calling for the  
20    question, say aye.

21                [Chorus of ayes.]

22                All opposed, say nay.



1           [No response.]

2           Question has been called for. Now, we're  
3 going to vote on Resolution 11. The Committee's  
4 recommendation is for nonconcurrence. All those  
5 in favor of the Committee's recommendation for  
6 nonconcurrence, say aye.

7           [Chorus of ayes.]

8           All opposed, say nay.

9           [Chorus of nays.]

10          The ayes have it. The Committee's  
11 recommendation is for nonconcurrence. It fails.

12          MR. RICH CARUSO: Okay. The next  
13 resolution that was objected to was Resolution  
14 Number 74, page 80. I'm sorry. Resolution Number  
15 14 on page 80. That's close.

16          MR. BRIAN WAGNER: That's the Postal  
17 math.

18          MR. RICH CARUSO: That's the Postal math.  
19 I was close. Anyhow, Resolution 14. The  
20 Committee's original decision was for  
21 nonconcurrence. We met with the objector, and the  
22 Committee again voted for nonconcurrence.

1                   MR. BRIAN WAGNER: All right. Resolution  
2 14. The Committee's recommendation is for  
3 nonconcurrence. Is there any discussion? Any  
4 discussion? Hearing none, the Committee's  
5 recommendation is for nonconcurrence. All those  
6 in favor of the Committee's recommendation for  
7 nonconcurrence, say aye.

8                   [Chorus of ayes.]

9                   All opposed, say nay.

10                  [No response.]

11                  The ayes have it. The Committee's  
12 recommendation for nonconcurrence is concurred  
13 with. It fails.

14                  MR. KEN BUNCH: The final resolution that  
15 was objected to yesterday was Resolution Number  
16 16. The Committee's recommendation was for  
17 nonconcurrence. The Committee maintains its  
18 position of nonconcurrence after meeting with the  
19 objectors.

20                  MR. BRIAN WAGNER: All right. Resolution  
21 16. The Committee's recommendation is for  
22 nonconcurrence. Any discussion? I see a hand.

1 Delegate at mic 7 -- on their way.

2 MR. RAY ELLIOTT: Ray Elliott, Branch  
3 289. My objection to this is this is not a  
4 Constitution and Bylaw change. We have nothing in  
5 our Constitution and Bylaws, and dealing with  
6 reading this 16, to me is a sexual harassment  
7 subject that should be added onto our  
8 Constitution. But, as this resolution is written,  
9 it should go to the Resolutions Committee, then  
10 submitted to the National Board to come up --

11 MR. BRIAN WAGNER: Okay, Ray, excuse me.  
12 Would you like to make a motion to refer that to  
13 the Resolutions Committee?

14 MR. RAY ELLIOTT: Okay, thank you.

15 MR. BRIAN WAGNER: That was easy. We  
16 should have done it two minutes ago.

17 Bernie McCarthy and Junemarie Brandt, are  
18 you -- are you close by?

19 MR. RAY ELLIOTT: Brian, excuse me.

20 MR. BRIAN WAGNER: Yeah?

21 MR. RAY ELLIOTT: Did you say the  
22 Committee was going to make that recommendation?

1           MR. BRIAN WAGNER: No, you would make  
2 that recommendation --

3           MR. RAY ELLIOTT: Yes, I would make that  
4 recommendation, I'm sorry.

5           MR. BRIAN WAGNER: -- to send it over to  
6 the Resolutions Committee.

7           MR. RAY ELLIOTT: Right.

8           MR. BRIAN WAGNER: Okay. Do we have a  
9 second on that?

10          UNIDENTIFIED MALE SPEAKER: Second.

11          MR. BRIAN WAGNER: Second. Any  
12 discussion on that motion? Delegate at mic 7.

13          MS. TONI COLEMAN-SCRUGGS: Toni Coleman-  
14 Scruggs -- I'm sorry -- Branch 493. I object,  
15 only because he stated that this should be  
16 referred. This resolution has to do with ethics,  
17 and which we already have an ethics policy. And  
18 actually, in our -- we passed several resolutions  
19 regarding ethics going back, I think, to Kentucky,  
20 and even at the last convention we passed  
21 Resolution 104, dealing with ethics, and this is  
22 actually dealing with ethics that we've already

1 passed. The body passed it already twice. So, it  
2 should not go to the different Committee. We've  
3 already passed it.

4 MR. BRIAN WAGNER: Okay. All right.  
5 Thank you. Any other discussion on the motion to  
6 move this resolution --

7 MR. JOHN FARRELL: Mic 2.

8 MR. BRIAN WAGNER: Mic 2.

9 MR. JOHN FARRELL: John Farrell, Branch  
10 53, Newark, New Jersey. This resolution calls for  
11 changes in the Constitution, and I believe that  
12 it's properly situated with the Constitution and  
13 Bylaws Committee.

14 MR. BRIAN WAGNER: Okay.

15 MR. JOHN FARRELL: I don't think that  
16 it's a resolution that should be decided by the  
17 Resolutions Committee -- it's an amendment to the  
18 Constitution, and that's what we're supposed to be  
19 handling.

20 MR. BRIAN WAGNER: Okay. Thank you.  
21 Anyone in favor of sending this to the Resolution  
22 -- any other discussion in favor of sending this

1 motion to the Resolution Committee? Hearing none,  
2 we have a pro and a con. Are we ready to vote?

3 MR. KEVIN TRAYER: Kevin Trayer, mic 10.  
4 I call for the question.

5 MR. BRIAN WAGNER: Okay. Delegate at mic  
6 10, Kevin Trayer. Thank you. Question has been  
7 called for. All those in favor of the motion to  
8 send -- all those in favor of calling for the  
9 question, say aye.

10 [Chorus of ayes.]

11 All opposed, say nay.

12 [Chorus of nays.]

13 Question called for, close debate.

14 Now, on the motion to send Resolution 16  
15 to the Resolutions Committee, all those in favor  
16 of sending Resolution 16 to the Resolutions  
17 Committee, say aye.

18 [Chorus of ayes.]

19 All opposed, say nay.

20 [Chorus of nays.]

21 Nays have it. The resolution stays with  
22 the Constitution and Bylaws Committee. So, now --

1                   [Speaking off mic.]

2                   MR. KEN BUNCH: All right. Since the  
3 Committee's recommendation was originally for  
4 nonconcurrence, and we maintain our recommendation  
5 of nonconcurrence, we will speak briefly to why.

6                   This resolution deals with establishing  
7 basically a table of penalties for officers who  
8 are accused or proven to be derelict in their  
9 duties. This body has dealt with this issue  
10 before. This type of resolution has come before  
11 us before, and as you know, our Constitution and  
12 Bylaws does not have a table of penalties for  
13 addressing officers that are accused of not  
14 performing their duties effectively.

15                  Well, this resolution attempts to do  
16 that; however, there may be those who believe we  
17 should have such a table of penalties. The  
18 Constitution and Bylaws Committee does not feel  
19 that this resolution addresses that appropriately.

20                  MR. BRIAN WAGNER: Resolution 16. The  
21 Committee's recommendation is for nonconcurrence.  
22 Any discussion? Delegate, mic 9.

1                   MR. RON COLE:   Ron Cole, Branch 183.

2   Just a point of clarification.  When we discussed  
3   moving that over to the other Committee, doesn't  
4   it have to be seconded first?

5                   MR. BRIAN WAGNER:  Yep, it was.

6                   MR. RON COLE:  Okay.  We didn't hear the  
7   second on this side.

8                   MR. BRIAN WAGNER:  Okay.  Delegate, mic  
9   3.

10                  MR. LUTHER MANUEL:  Luther Manuel, Branch  
11   548.  There's a system already in place for  
12   dealing with officers or members or anything  
13   that's out of order.  If you go to Robert's Rules  
14   of Order, 11th Edition, you can look it up.  It  
15   will explain to you -- actually, you can look in  
16   10th or 11th Edition.  It will actually -- it will  
17   explain to you what to do when you have a member  
18   or an officer who have done something wrong.  You  
19   have to remember, Robert's Rules of Order were  
20   designed to protect the rights of the minority.  
21   That person you're challenging, he has rights, and  
22   enhance the rights or give the best rights to the



1 majority.

2           So, if you have a person, there are no  
3 monetary, we're going to take so much money from  
4 him or we're going to stop him, or we're going to  
5 cut him off. That's why you have elections. But,  
6 in the meantime, if they do something so egregious  
7 that it troubles your branch, you can call for a  
8 special meeting. You can ask them to have an  
9 officer to be there if you like or your Area  
10 Officer, or your Regional VP. But, there is a  
11 solution for dealing with that. If you're in an  
12 office or you're in any area where you feel that  
13 your NAPS officers are not doing the right thing  
14 and you want to get rid of them, there is a  
15 process. And, if you need to, you can call the  
16 National President or the National Parliamentarian  
17 who, by the way -- I want you all to understand  
18 something about this parliamentarian. Let me  
19 throw this in. The parliamentarian works for the  
20 body, not for the President. Please remember  
21 that. Because if you have questions, he -- he is  
22 here for us. Don't get lost in this thing that

1 because he's sitting next to Brian and got an  
2 extra Ben and Jerry coupon --

3 [Laughter and applause.]

4 MR. BRIAN WAGNER: Out of order. Time's  
5 up. [Banging of the gavel.] Gimme another gavel.

6 [Laughter.]

7 MR. LUTHER MANUEL: If you have  
8 questions, you can pull him on the side or come  
9 here and ask him. He's not going to deny  
10 answering you, because he works for all of us, not  
11 just the Board. So, be sure that if you got  
12 things, well, I don't know, ask him. Or remember  
13 your right to do this, parliamentary inquiry.  
14 You can always come to the mic at any time and  
15 make a parliamentary inquiry. You have to wait  
16 for your chance, but you can make it. Point of  
17 order is different, you can cut right in then.  
18 But, you can make a parliamentary inquiry.

19 I just wanted to be clear on that. We do  
20 have a method of getting rid of -- let's say we  
21 want to get rid of Brian, you know.

22 [Laughter.]

1                   What we'll do, we'll vote in Jay  
2 Killackey.

3                   [Laughter and applause.]

4                   MR. BRIAN WAGNER: Out of order.  
5 [Banging of the gavel.]

6                   DR. BRUCE BISHOP: I want to know how he  
7 knew that I have two Ben & Jerry coupons.

8                   [Laughter.]

9                   I have a stalker.

10                  [Laughter.]

11                  A couple of points of clarification since  
12 I -- since I was called out here. The delegate is  
13 correct. The Robert's Rules of Order does provide  
14 an entire section on discipline of officers and  
15 discipline of members, and since I have the floor  
16 for a moment, I just want to speak to this  
17 particular issue when I tell you I don't care if  
18 you pass or you don't. I will advise you, this is  
19 very dangerous language to put in a Constitution.  
20 It's just so horribly ambiguous and vague, because  
21 it makes a simple reference to the word complaint  
22 without any operational or any other kind of

1 definition of what a complaint is, and it directs  
2 the Board to do something with any complaint  
3 whatsoever. And, as the previous delegate said,  
4 Robert's provides some language for member  
5 discipline for the word he used "egregious  
6 behavior," not just a complaint.

7 And so, I caution you about the specific  
8 language within this proposal, and I do work for  
9 you, and I'm very happy to do so.

10 [Applause.]

11 MR. BRIAN WAGNER: And, as the Chair, I  
12 don't care.

13 [Laughter.]

14 Now, is there any more discussion on  
15 Resolution 16? Delegate at mic 7.

16 MS. TONI COLEMAN-SCRUGGS: Toni Coleman-  
17 Scruggs, Branch 493. Point of clarification, and  
18 I just do want to point this out. From my  
19 understanding, we have an Ethics Committee, is  
20 that correct?

21 MR. BRIAN WAGNER: Yes.

22 MS. TONI COLEMAN-SCRUGGS: We have an

1 Ethics Committee. We established an Ethics  
2 Committee back in Kentucky. We also, on our  
3 taxes, for this 501C5, we state to the IRS that we  
4 have an Ethics Committee, and that they meet and  
5 address ethics issues. We have passed ethics  
6 resolutions that, for some reason, at the last  
7 convention -- Resolution 104 was a NAPS Ethic  
8 Committee -- was an -- excuse me, I'm sorry. It  
9 was an ethics resolution that passed  
10 overwhelmingly by the body. So, we've already  
11 passed it.

12           The issue is the body is being overridden  
13 by the Board and not following what we're saying  
14 that we've already established. We told the IRS  
15 we have a Committee, they meet, and they address  
16 it. So, you can't say -- you're saying it's  
17 dangerous territory, and even the Board, from what  
18 I understand, for the past few years put out or  
19 amended their ethics policy. Am I correct on that  
20 also?

21           MR. BRIAN WAGNER: That we've amended the  
22 ethics policy?

1                   MS. TONI COLEMAN-SCRUGGS: On you -- for  
2 the duties of the officers -- you have a policy,  
3 and I think, as I recall, it even states if the  
4 officer violates this ethics policy, that they can  
5 be removed from the Board. That's written in  
6 those duties. If you take --

7                   MR. BRIAN WAGNER: No, it's not.

8                   MS. TONI COLEMAN-SCRUGGS: I can pull it.

9                   MR. BRIAN WAGNER: In the duties?

10                  MS. TONI COLEMAN-SCRUGGS: In your  
11 duties, it says -- in your ethics policy that you  
12 have -- that you all put out every year or two,  
13 you have several, I have several copies. It  
14 states that in there.

15                  MR. BRIAN WAGNER: I don't have it in  
16 front of me, so --

17                  MS. TONI COLEMAN-SCRUGGS: I can get you  
18 a copy. I have it.

19                  MR. BRIAN WAGNER: Well, continue with  
20 your comments.

21                  MS. TONI COLEMAN-SCRUGGS: Right. So, we  
22 do have an ethics apology, I mean ethics policy,

1 we agree.

2 MR. BRIAN WAGNER: Yes.

3 MS. TONI COLEMAN-SCRUGGS: We also agree  
4 that we tell the IRS that we have an Ethics  
5 Committee, and that they meet and deal with ethics  
6 issues, conflicts of interest, issues like that.

7 MR. BRIAN WAGNER: We report to the IRS  
8 in our 990N or our 990 that we have an Ethics  
9 Committee, or we have ethics, correct.

10 MS. TONI COLEMAN-SCRUGGS: We have ethics  
11 -- right.

12 MR. BRIAN WAGNER: And whistleblower,  
13 correct.

14 MS. TONI COLEMAN-SCRUGGS: Whistleblower  
15 policy, Ethics Committee, and that we address it,  
16 they meet and discuss ethics issues, correct?

17 MR. BRIAN WAGNER: Correct.

18 MS. TONI COLEMAN-SCRUGGS: So, I'm not  
19 understanding when they say it's dangerous  
20 territory when we've already established it. And  
21 also, as far as the time table, excuse me, I have  
22 spoken to the Ethics Committee, a couple of

1 people, and they did even bring --

2 MS BRIDGET EVANS: Mic 1.

3 MR. BRIAN WAGNER: Delegate, mic 1. Have  
4 you got a point of order? Microphone 1.

5 MS. BRIDGET EVANS: Bridget Evans, Branch  
6 159. I call for the question.

7 MR. BRIAN WAGNER: No, we can't. We have  
8 a discussion going on. Continue.

9 UNIDENTIFIED MALE SPEAKER: That was so  
10 rude.

11 MS. TONI COLEMAN-SCRUGGS: Thank you.  
12 One of the Ethics Board members even stated to me  
13 that the problem that we had in addressing ethics  
14 issues was we did not have anything concrete to  
15 state what action that we would take, and that was  
16 brought up. So, even in the Post Office, it  
17 states if you violate this, we do that. If you  
18 violate that, we do this. When there's nothing  
19 there, then, of course, you can't do anything,  
20 it's just open-ended. We're just saying, if you  
21 violate the ethics policy, but that's it. Thank  
22 you very much.



1           MR. BRIAN WAGNER: Okay. Any more  
2 discussion? Delegate at mic 3.

3           MR. RON WARD: Ron Ward, Branch 74, South  
4 Jersey. I'm just wondering, are we gonna follow  
5 the procedure of for and against? It sounds like  
6 we're getting people for the resolution or against  
7 the Committee. We are not having back and forth,  
8 so it seems like the last two spoke for the  
9 recommendation of nonconcurrence.

10          MR. BRIAN WAGNER: Right, we've had two.

11          MR. RON WARD: Okay.

12          MR. BRIAN WAGNER: She spoke against the  
13 -- right? She spoke --

14          MR. RON WARD: Against the nonconcurrence  
15 or for the nonconcurrence?

16          MR. BRIAN WAGNER: Against the  
17 nonconcurrence. She's for this resolution.

18          MR. RON WARD: So, we had for and against  
19 now, so --

20          MR. BRIAN WAGNER: Right. We've had for  
21 and against.

22          MR. RON WARD: So, can we call for the

1 question.

2 UNIDENTIFIED MALE SPEAKER: I hope so.

3 [Laughter.]

4 MR. BRIAN WAGNER: Delegate at mic 7.

5 MR. KENT BUCKLEY: I call for the

6 question.

7 MR. BRIAN WAGNER: And you are? I  
8 recognize mic 7, though. I recognize mic 7. Mic  
9 7.

10 MR. KENT BUCKLEY: Kent Buckley, Branch  
11 39. I had a question about ethics, and when the  
12 question is brought up about overstepping  
13 boundaries. We had a situation in Los Angeles  
14 where we had --

15 [Banging of the gavel.]

16 MR. BRIAN WAGNER: Ken, we're discussing  
17 the resolution, and that's --

18 MR. KENT BUCKLEY: They were talking  
19 about ethics, weren't they?

20 MR. BRIAN WAGNER: No. We're talking  
21 about the Resolution 16. Are you for or against  
22 the resolution?

1           MR. KENT BUCKLEY: I thought they talked  
2 about ethics.

3           MR. BRIAN WAGNER: No. It's Resolution  
4 16.

5           [Chorus of nos.]

6           We're having discussion on it. Thank  
7 you.

8           Delegate at mic 6.

9           MR. TOM O'CONNOR: Tom O'Connor,  
10 Chattanooga, Branch 97. I'd like to call for the  
11 question, please.

12          MR. BRIAN WAGNER: Okay. The question  
13 has been called for.

14          [Applause.]

15          All those in favor of calling for the  
16 question, say aye.

17          [Chorus of ayes.]

18          All opposed, say nay.

19          [Chorus of nays.]

20          That was close. Ayes have it.

21          [Laughter.]

22          Now, we're going to vote on the

1 Committee's recommendation of Resolution 16 for  
2 nonconcurrence. If you -- if you vote yes, you're  
3 voting against the resolution. If you vote yes,  
4 you're voting against the resolution. You're  
5 voting for the Committee's recommendation. All  
6 those in favor of the Committee's recommendation  
7 for nonconcurrence, say aye.

8 [Chorus of ayes.]

9 All opposed, say nay.

10 [Chorus of nays.]

11 The ayes have it. The Committee's  
12 recommendation for nonconcurrence is concurred  
13 with and fails. Okay.

14 MR. KEN BUNCH: The Constitution and  
15 Bylaws Committee will meet immediately with the  
16 objectors in Schaghticoke 2. Let's do this  
17 immediately. The objectors from Resolutions 17  
18 and 18.

19 MR. BERNIE MCCARTHY: I believe by now  
20 you have been -- there have been three -- at least  
21 three resolutions distributed amongst you. You  
22 got 'em, right? You should have one that's from

1 Maryland/Washington D.C. Branch 923. You should  
2 have another submitted by Branch 244. And you  
3 should have a third from Central Florida Branch  
4 406.

5 [Audience reaction.]

6 [Speaking off mic.]

7 MR. BERNIE MCCARTHY: Okay. We're going  
8 to start out.

9 [Audience reaction.]

10 MR. BERNIE MCCARTHY: Hold on, hold on.  
11 We'll start out with the one that's from  
12 Maryland/Washington D.C. That will be Resolution  
13 Number 63.

14 [Audience reaction.]

15 [Speaking off mic.]

16 MR. BRIAN WAGNER: Okay. Those who don't  
17 -- those who don't have Resolution 63 put in by  
18 the Maryland/Washington, D.C. Branch 923, raise  
19 your hand. Okay. Sargent of Arms, please get  
20 these resolutions to the people raising their  
21 hands. We're doing Number 63 right now by  
22 Maryland/Washington, D.C. Branch 923. Raise your

1 hands if you want a resolution or raise your hands  
2 if you want to stretch. All right. Make sure,  
3 keep your hands up to get this resolution so we  
4 can move forward. Sargent of Arms over to -- yep.

5 [Speaking of mic.]

6 We also have Resolution 64 from Branch  
7 244. Who needs -- from Branch 244, raise your  
8 hand who needs Resolution, it's Number 64. Keep  
9 your hands up. Please get one to the  
10 parliamentarian, Dr. -- who's ordering pizza?

11 Okay. Again, we're -- keep your hands up  
12 if you have not gotten 63 or 64. The resolution  
13 from Maryland/Washington, D.C. Branch 923 is  
14 Number 63, and Resolution 64 is from Branch 244.

15 [Speaking off mic.]

16 Keep your hands up if you have not yet  
17 received Resolution 63 and 64.

18 MR. BRIAN CROWE: Mr. Chairman. Mic  
19 number 6.

20 MR. BRIAN WAGNER: Mic 6. I see, mic 6.  
21 Mic 6.

22 MR. BRIAN CROWE: Wait a minute, I'm

1 corrected by the gentleman back here. The  
2 submitted by Branch 244 is different. There are  
3 two. The one I was referring to was the one in  
4 Constitution. I'm Brian Crowe, and I'm from  
5 Branch 14 in Chicago, home of the Chicago Cubs and  
6 --

7 MS. JUNEMARIE BRANDT: What are you  
8 asking, Brian?

9 MR. BRIAN CROWE: Are we looking -- what  
10 are we looking at for title on that page?

11 MS. JUNEMARIE BRANDT: The one we're  
12 looking for is Resolution 64 from Branch 244, is  
13 entitled, "One Member, One Vote, for Resident  
14 Officers."

15 MR. BRIAN CROWE: Great, thank you.

16 MS. LANEDA PITTS: Mic 6. Mic 6.

17 MR. BRIAN WAGNER: Give us -- I  
18 understand. But, until you're recognized, I will  
19 get to you. Okay? All right.

20 MR. BRIAN WAGNER: Mic 6.

21 MS. LANEDA PITTS: Thank you. Good  
22 afternoon.

1                   MR. BRIAN WAGNER: Good afternoon.

2                   MS. LANEDA PITTS: My name is LaNeda  
3   Pitts. I'm a member of Branch 14, Chicago, and I  
4   wanted to make a point of personal privilege.  
5   I've noticed in the past at other conventions we  
6   had some concerns, like a gentleman just said a  
7   few minutes ago, whether a person is for or  
8   against a resolution. In the past, we used to put  
9   little signs on the mics showing pro and con, and  
10   then that way, the people could line up, and you  
11   would know for sure who's for a resolution and  
12   who's against it. I would like for us to  
13   recommend that we do this again for this  
14   convention.

15                  MR. BRIAN WAGNER: LaNeda, thank you. We  
16   tried that, and people who were pro went to con,  
17   and people who were con went to pro. They didn't  
18   follow. I'm sorry, they didn't follow it. You  
19   just let us know you're pro or con. Otherwise,  
20   you're running back to microphones. But, I do  
21   understand. Thank you.

22                  Okay. So, let's see what you've got



1 Bernie.

2 MR. BERNIE MCCARTHY: Does everyone have  
3 a copy of Resolution Number 63 from  
4 Maryland/Washington, D.C.?

5 [Audience reaction.]

6 Can I begin?

7 [Chorus of yeses.]

8 Okay. Resolution Number 63. Resolved,  
9 that for any -- for any detail assignments and/or  
10 special projects that total more than 90 days in  
11 the calendar year, the USPS will create a career-  
12 funded position to accommodate the vacancy, and be  
13 it further resolved that the new position be  
14 created and posted 60 days from the date the USPS  
15 is informed of a violation of the agreement, and  
16 be it finally resolved that the new EAS position  
17 is at a comparable level as other EAS employees  
18 doing the same duties and functions.

19 The Committee amended this resolution as  
20 follows. In the second resolved, on the very  
21 first line, they inserted, "no more than" between  
22 the words "posted" and "60." So, that resolve

1 will now read, "That the new position be created  
2 and posted no more than 60 days from the date the  
3 USPS is informed of a violation of the agreement."

4 The Committee's recommendation was for  
5 concurrence as amended.

6 MR. BRIAN WAGNER: Resolution 63. The  
7 Committee's recommendation is for concurrence as  
8 amended. Do we have any objections? Do we have  
9 any objections? Okay. Delegate, mic 3.

10 MR. ARNIE ROSARIO: Arnie Rosario, Branch  
11 96, Portland, Maine. I object.

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

14 MR. BERNIE MCCARTHY: Okay. We're on  
15 Resolution Number 64. It's the one that has the  
16 title on the top, "One Member, One Vote, for  
17 Resident Officers." Do we have that one? Can I  
18 begin? Okay.

19 Therefore, be it resolved that a  
20 Committee be put together by our Executive  
21 Officers to review our current --

22 MS. ROE HERZOG: Excuse me, Bernie.

1 Excuse me --

2 MR. BRIAN WAGNER: Okay, delegate, mic 6.

3 MS. ROE HERZOG: Roe Herzog, Florida  
4 State President.

5 MR. BRIAN WAGNER: Okay.

6 MS. ROE HERZOG: There's still some  
7 members back here that don't have this, and we  
8 need an opportunity to read it, because some of us  
9 just got it.

10 MR. BRIAN WAGNER: Okay. How many still  
11 do not have this? We've had our hands raised.  
12 Where's the Sargent of Arms? Let's please get  
13 these resolutions to these members, please.

14 MS. ROE HERZOG: They had to go get more  
15 copies made.

16 MR. BRIAN WAGNER: Thank you for  
17 notifying us.

18 MS. ROE HERZOG: Okay.

19 [Speaking off mic.]

20 MR. AL BONENBERGER: Mic 7.

21 MR. BRIAN WAGNER: Delegate, mic 7.

22 MR. AL BONENBERGER: Al Bonenberger,

1 Branch 103, San Antonio.

2 MR. BRIAN WAGNER: Yes.

3 MR. AL BONENBERGER: While they get  
4 copies, just a question. There's another one on  
5 our table here. It says Carolina Bi-State Branch  
6 936.

7 MR. BRIAN WAGNER: They'll get to it.  
8 Thank you.

9 MR. AL BONENBERGER: Okay. That's  
10 another one that's going to come up?

11 MR. BRIAN WAGNER: Yes.

12 MR. AL BONENBERGER: Okay. Thank you.

13 [Speaking off mic.]

14 MR. BRIAN WAGNER: Okay. We're going to  
15 move to Resolution 5 [sic] while we're waiting for  
16 these copies to come in for you to read Resolution  
17 64. So, if you'll turn your books to Resolution  
18 25 on page 84, we're going to move forward after  
19 the second reading of the resolution.

20 MR. BERNIE MCCARTHY: This constitutes  
21 the second reading of Resolution Number 25. It  
22 can be found on page 84.

1               Resolution 25 was objected to in the  
2 first reading, and the Committee met with the  
3 objector, and after considering the discussion  
4 with the objector, the Committee reaffirmed its  
5 original recommendation of concurrence as amended.  
6 Do I need to read the amendment?

7               [Chorus of nos.]

8               MR. BRIAN WAGNER: All right. Resolution  
9 25. The Committee's recommendation was for  
10 concurrence as amended. Is there any discussion?  
11 Any discussion? Okay. Then, all those in favor  
12 of the Committee's recommendation for concurrence  
13 as amended, please signify by saying aye.

14              [Chorus of ayes.]

15              All opposed, say nay.

16              [Chorus of nays.]

17              The ayes have it. The Committee's  
18 recommendation for concurrence as amended is  
19 concurred with and passes.

20              MR. BERNIE MCCARTHY: We are now on  
21 Resolution Number 27. The Committee met with the  
22 objector for Resolution Number 27, and after

1 hearing her concerns, the Committee amended the  
2 resolution -- yeah, they did -- oh, no, I'm sorry,  
3 I'm sorry, you're right. After hearing the  
4 objection, the Committee deliberated, and after  
5 discussing it again, the Committee has changed its  
6 recommendation from concurrence as amended to one  
7 of nonconcurrence.

8 MR. BRIAN WAGNER: Okay. Resolution 27.  
9 The Committee's recommendation for Resolution 27  
10 is nonconcurrence. Any discussion? Delegate, mic  
11 3.

12 MS. DIANE SMITH: Diane Smith, President,  
13 Branch 20, Pittsburgh. I submitted this  
14 resolution for a number of reasons. I've had  
15 several members who have brought this to my  
16 attention that when they were promoted, they were  
17 not given any information concerning the NAPS  
18 organization or the other management  
19 organizations. One member in specific, he had to  
20 pay Union dues to the Carrier Union for almost a  
21 full year, because they would not permit him to  
22 get out of the Union within 30 days, which it

1 states that they can let you out if they want to.

2           The other reasons that I did this is that  
3 people get into problems and situations. I have a  
4 member right now, or not even a member, he just  
5 joined. He just got promoted in June. They've  
6 already presented him with discipline. He did not  
7 know what to do, who to contact, or anything. He  
8 went to the Union and asked the Union if they  
9 would represent him and who could represent him.

10           All I'm asking for is they give them the  
11 information, the USPS, at the time that they are  
12 promoted, to give them a Form 1187 and 1188 to at  
13 least let them get out of the Union, you know,  
14 their respective Unions, and have some information  
15 about the management organizations. We still go  
16 and talk to them at NSP. Now, my next NSP class  
17 isn't until September the 10th, whereas some of  
18 these people who have been promoted for months and  
19 months.

20           The other thing is they're not -- well,  
21 there's other things about the DDF Fund that they  
22 have requirements that they have to make. But, I

1 just cannot see why we would not, as an  
2 organization, want to give the newly promoted  
3 supervisor any information about this management  
4 organization, and I believe it should be at the  
5 time that they are promoted.

6 MR. BRIAN WAGNER: Okay. Thank you.  
7 Okay. Delegate, mic 5.

8 MR. ROBERT MCMURRAY: Yes. Robert  
9 McMurray, Branch 165. Point of clarification.  
10 Why did you decide to nonconcur?

11 MR. BERNIE MCCARTHY: Our Committee went  
12 over this resolution two or three different times,  
13 and it isn't -- the Committee did not feel that we  
14 did not want the information about NAPS being  
15 distributed when an individual is promoted. The  
16 Committee was not comfortable with the fact that  
17 it was being asked that the US Postal Service be  
18 tasked or charged with doing it. Who's to say  
19 when they're going to give it to them? Who's to  
20 say what they're going to give to them? When you  
21 say information, you're not restricting yourself  
22 just to an 1187 or an 1188, and that's how the



1 Committee looked at it. They're not objecting to  
2 the idea, they're objecting to the execution of  
3 it.

4 MR. BRIAN WAGNER: All right. Delegate,  
5 mic 7.

6 MR. BOB BRADFORD: Oh, this is hot. It's  
7 been used a lot. Bob Bradford, Branch 203, the  
8 Heart of Texas. I'm speaking supporting the  
9 original occurrence as admitted. I'm against what  
10 they changed it to, same thing. I signed over 200  
11 members, and when I did it, I gave them both of  
12 these forms, and it made it a lot easier. When I  
13 got promoted, I was a mail handler Union for a  
14 year and a half after I got promoted. I could  
15 never remember my anniversary date. So, if you  
16 give it to them right there, they've got that  
17 period they can get out at that time when they get  
18 promoted. I think the original concurrence was  
19 right.

20 MR. BRIAN WAGNER: That's two against.  
21 Okay. Delegate, mic 2.

22 MS. ANGELA GARLAND: Angela Garland,

1 State of Delaware, Branch 909. I'm not sure if  
2 Bob was for or against. I think he's against.

3 MR. BRIAN WAGNER: Bob, you're against  
4 the resolution, correct? You were against? Yes,  
5 the Committee's recommendation, yes.

6 MS. ANGELA GARLAND: For the record, I  
7 think that NAPS needs to control its own narrative  
8 and its own brand, and we must get to these  
9 people. That's what we're supposed to do. We're  
10 supposed to go these meetings, have these  
11 conversations with the Learning and Diversity  
12 Manager, the District Manager, if need be, and  
13 find out when the classes are, and when they're  
14 going to promote, or if the class is too far away,  
15 when do they promote, and who are they promoting,  
16 so that we can get in touch with those people. I  
17 get in touch with them, I know their names, I send  
18 them E-mails. I do all those things and then  
19 offer them the 1187 and the 1188. It is upon us  
20 to control our narrative. I don't trust the Post  
21 Office. If they won't give me a raise that I'm  
22 due, do I trust them to coach and bring forth new

1 leadership? No.

2 [Applause.]

3 MR. BRIAN WAGNER: So, you're for the  
4 Committee's recommendation for nonconcurrence.  
5 Okay. I'm trying to -- okay. Delegate, mic 3.  
6 Oh, I'm sorry. I apologize to Sargent of Arms  
7 back there. Delegate at mic 5.

8 MR. JEFF CRISAFULI: Jeff Crisafuli,  
9 Branch 36, Kansas City, Missouri, home of the  
10 last-place Royals.

11 [Laughter.]

12 Call for the question.

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

16 [Chorus of ayes.]

17 All those opposed, say nay.

18 [Chorus of nays.]

19 MR. BRIAN WAGNER: Ayes have it.

20 Question has been called for.

21 [Speaking off mic.]

22 MR. BRIAN WAGNER: We were following

1 through with the Sargent of Arms, they were  
2 keeping track. We had the question called for.  
3 The debate is over.

4 [Speaking off mic.]

5 MR. BRIAN WAGNER: I understand you were  
6 standing there, but I also had the Sargent of Arms  
7 up here letting me know that they were standing  
8 over there too.

9 UNIDENTIFIED FEMALE SPEAKER: But,  
10 there's no Sargent of Arms here.

11 MR. BRIAN WAGNER: I understand that.  
12 But, I'm following -- people were standing up  
13 there and watching, and I got waved to. I  
14 apologize.

15 And more importantly, it's the pro and  
16 the con. We've had a pro and a con on this  
17 discussion until who gets to the microphone first.  
18 It's a pro and a con. The question -- we will --  
19 as the Chair, I will continue to do my due  
20 diligence to recognize in order as best we can.  
21 Again, Sargent of Arms, I would appreciate maybe  
22 somebody up here too to help so I know when you're

1 waving.

2 So, the question has been called for.

3 Now, we're going to vote on Resolution 27. All  
4 those in favor of the Committee's recommendation  
5 for nonconcurrency, say aye.

6 [Chorus of ayes.]

7 All those opposed, say nay.

8 [Chorus of nays.]

9 The ayes have it. The Committee's  
10 recommendation for nonconcurrency is concurred  
11 with and it fails.

12 MR. CY DUMAS: Mic 3. Point of  
13 information.

14 MR. BRIAN WAGNER: Delegate, mic 3.

15 MR. CY DUMAS: Cy Dumas, Providence,  
16 Rhode Island. In terms of 1188 process, Brian, I  
17 was under the impression that anytime a craft goes  
18 to management, if you fill out the 1188 and you  
19 put in the remarks promoted to management  
20 effective such and such a date, that the year --  
21 the anniversary date didn't have to comply with.

22 [Audience reaction.]

1           MR. BRIAN WAGNER: Okay. The process  
2 that we see, it's a Postal Service HR issue. It's  
3 the responsibility of the employee to complete  
4 their 1188 and submit it to HR. We will get at  
5 NAPS Headquarters 1188s and Jovan Duncan, our  
6 membership manager, as a courtesy will forward it  
7 on within 30 days of a promotion from craft to  
8 EAS, you write at the top, promoted to EAS, 30  
9 days. We send to Shared Services. It is not the  
10 responsibility of NAPS to make that change. It's  
11 Shared Services.

12           MR. CY DUMAS: I agree.

13           MR. BRIAN WAGNER: And then, depending on  
14 what Union you're in, depends on when you can  
15 submit an 1188 and get out of their Union. And  
16 then some, my understanding, and I could be  
17 corrected by a thousand people in here, that some  
18 people need to be in a Union to get their health  
19 benefits so if they get out, they can't get the  
20 health benefits.

21           MR. CY DUMAS: That's true.

22           MR. BRIAN WAGNER: Okay.

1           MR. CY DUMAS:   Okay.   Thank you.

2           MR. BRIAN WAGNER:   All right.

3           [Speaking off mic.]

4           MR. BRIAN WAGNER:   Does everybody have  
5   Resolution 64, and have you had time to read it?  
6   One member, One vote.   Who does not have that?  
7   Okay.   I see one hand.   They're probably on the  
8   table somewhere.   Please look.   We're going to  
9   move to Resolution 64.   The first reading.

10          MS. JUNEMARIE BRANDT:   Resolved.  
11   Therefore, let it be resolved that a Committee be  
12   put together by our Executive Officers to review  
13   our current Constitution and make the appropriate  
14   changes so that beginning in the year 2020, NAPS  
15   will allow each individual member the dignity and  
16   respect to cast individual votes for National  
17   President, National Vice President, and National  
18   Secretary/Treasurer.

19          The Committee's recommendation was for  
20   nonconcurrence.

21          MR. BRIAN WAGNER:   Resolution 64.   The  
22   Committee's recommendation is for nonconcurrence.

1 Do I have any objections? Delegate, mic 2.

2 MS. CLARISSA BOGNOT: Clarissa Bognot,  
3 Branch 244. I object.

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

6 Okay. The Committee is going to start on  
7 Resolution 28, page 86. Resolution 28, page 86.  
8 Does everybody have that one?

9 MR. JASON TAPP: Mic 5.

10 [Speaking off mic.]

11 MR. JASON TAPP: Mic 5.

12 MR. BRIAN WAGNER: Okay. I'm sorry.  
13 Delegate, mic 5.

14 MR. JASON TAPP: Jason Tapp, Branch 65,  
15 Denver, Colorado. Don't you want to go to 65?  
16 Resolution 65?

17 MR. BRIAN WAGNER: Not everyone has that.  
18 We're waiting for that. So, we were going to  
19 continue with these current resolutions we  
20 addressed yesterday, and we'll forward until we  
21 get Resolution 65.

22 MR. JASON TAPP: Okay.



1           MR. BRIAN WAGNER:   Okay.   Thank you very  
2 much.

3           MS. JUNEMARIE BRANDT:   Resolution 28.  
4 The Committee, after meeting with the objector,  
5 made an amendment.   The amendment was -- the  
6 amendment was in line 56 to strike the words  
7 "customer service" and replace them with "all EAS"  
8 and also in line 68, strike the words "customer  
9 service" and replace with "all EAS."

10           So, the resolve will now read:   "That  
11 each time a new program or task is assigned to all  
12 EAS operations, the USPS will provide NAPS with an  
13 outline of how much time is required to  
14 effectively perform each new program or task  
15 added, and be it further resolved that each time a  
16 new program or task is assigned to all EAS  
17 operations, the USPS will provide NAPS with an  
18 outline of how each new program or task is to be  
19 integrated into the existing workload and  
20 prioritized with current duties."

21           The Committee's recommendation is now  
22 concurrence as amended.

1           MR. BRIAN WAGNER: Resolution 28. The  
2 Committee's recommendation is for concurrence as  
3 amended. Any discussion? Any discussion?  
4 Hearing none, the Committee's recommendation is  
5 for concurrence as amended --

6           [Audience reaction.]

7           MR. BRIAN WAGNER: Well, okay. Just --  
8 wait a minute.

9           UNIDENTIFIED FEMALE SPEAKER: Mic 9.

10          MR. BRIAN WAGNER: Wait a minute. Mic 4.

11          MR. GREG MURPHY: Greg Murphy, New  
12 England Area Vice President. I would offer an  
13 amendment that we change the word from "all" to  
14 "any," because my concern here is that if you say  
15 all EAS operations, then basically the USPS could  
16 say, well we didn't change all the operations, we  
17 just changed this one. So, I would suggest the  
18 word to "any EAS operation" so that we can make  
19 sure the Postal Service doesn't come back and say  
20 we didn't change them all, we just changed these  
21 two or this one, so we don't need to take those  
22 actions. I offer that.

1 MR. BRIAN WAGNER: You offer a motion.

2 MR. GREG MURPHY: Yes, I offer a motion  
3 to amend.

4 MR. BRIAN WAGNER: You offer a motion  
5 that changes "all" to "any."

6 MR. GREG MURPHY: That's correct.

7 MR. BRIAN WAGNER: So, I need a second.

8 UNIDENTIFIED SPEAKER: Second.

9 MR. BRIAN WAGNER: Okay. So, do we have  
10 any discussion on changing "all" to "any". It's  
11 still three letters.

12 [Laughter.]

13 MR. BRIAN WAGNER: Okay, just the  
14 amendment changing "all" to "any." Any  
15 discussion? Yell out if you're not -- okay. All  
16 those in favor of changing -- on the motion to  
17 change "all" to "any," signify by saying aye.

18 [Chorus of ayes.]

19 All those opposed, say nay.

20 [No response.]

21 The ayes have it. Changing "all" to  
22 "any" now. And would you now read that section.

1 Thank you.

2 UNIDENTIFIED MALE SPEAKER: Mic 9.

3 MR. BRIAN WAGNER: Delegate, mic 9.

4 UNIDENTIFIED FEMALE SPEAKER: Okay, I'm  
5 for nonconcurrence. I can see where this can be  
6 used against --

7 MR. BRIAN WAGNER: Wait a minute. Right  
8 now -- are you against -- were you against --  
9 we've already voted on the amendment. So, now  
10 we're going to read the amendment -- the second  
11 amendment, and then we'll have further discussion,  
12 okay? Just be patient. We want to read the  
13 amendment we just made so everybody is clear.  
14 Okay.

15 [Speaking off mic.]

16 MS. JUNEMARIE BRANDT: After the  
17 amendment, the resolved now reads: "Each time a  
18 new program or task is assigned to any EAS  
19 operations, the USPS will provide NAPS with an  
20 outline of how much time is required to  
21 effectively perform each new program or task  
22 added, and be it further resolved that each time a

1 new program or task is assigned to any EAS  
2 operations, the USPS will provide NAPS with an  
3 outline of how each new program or task is to be  
4 integrated into the existing workload and  
5 prioritized with current duties."

6 MR. BRIAN WAGNER: All right.  
7 Committee's recommendation is for concurrence as  
8 amended. Any discussion? Delegate, mic 9.

9 MS. TRUEVA RICHARDSON: I'm for  
10 nonconcurrence. This is Trueva Richardson from --  
11 Trueva Richardson, Branch 26, Mobile. In terms of  
12 nonconcurrence, I can see where this could be used  
13 against us, where the time to pull the report  
14 varies according to the duties, because it's more  
15 than just pulling reports, you have to analyze and  
16 act on it, and I can just see how they would  
17 minimize the time it takes to -- for that  
18 particular duty, when it varies so much. And I  
19 would just be afraid that they would use that  
20 against us, minimizing the task.

21 MR. BRIAN WAGNER: All right. Delegate,  
22 mic 5.

1 MS. BONNIE PARRISH: Bonnie Parrish,  
2 Branch 904, 173, Home of the Hogs.

3 [Laughter.]

4 I disagree too, also, Brian. This is  
5 going to cause some hurt and discontent for the  
6 Post Office. You're saying to give a time limit.  
7 How are you going to give a time limit if you have  
8 an NDC new program and supervisors got to go out  
9 there and rerouting, and you go across the river,  
10 and you're running a \_\_\_\_\_ [not clear] and they  
11 putting in a new Amazon program that's gonna take  
12 an additional 15 minutes for 2 days. So, how you  
13 gonna do all this information? Hello?

14 MR. BRIAN WAGNER: No, I don't answer.  
15 That's your discussion.

16 MS. BONNIE PARRISH: I'm just saying.

17 MR. BRIAN WAGNER: You're against. Is  
18 there anybody for the Committee's recommendation  
19 for concurrence as amended? Anyone for? Delegate  
20 at mic 3.

21 MR. JOE RUGGERIO: Joe Ruggerio, Branch  
22 932. I'm for the resolution as written. I asked

1 for the -- I asked for the original, and thank  
2 you, Greg, for changing it to any. The reason  
3 being, we all have new programs. Everything is on  
4 the computers. It takes time, and anytime it  
5 takes to run a new -- anytime -- the F1 schedule,  
6 we'll use that for an example. It takes me an  
7 additional hour a week, an hour to do the schedule  
8 and an hour to do the F1 schedule. That's two  
9 hours out of my 50, 60 hours a week that I put in.  
10 All right? So, add on any new programs, and now  
11 we're talking 10 to 12 hours a day of new  
12 programs, and that's what we want to do with that.  
13 If we change it -- the resolution -- if we ask for  
14 that resolution, at least we have an idea how much  
15 additional more time we have of work we're going  
16 to have, and it will also close the gap -- we can  
17 actually figure out how much time a day we're  
18 actually spending on new programs.

19 MR. BRIAN WAGNER: Thank you. Any other  
20 discussion? Delegate, mic 10. Thank you, Marty.

21 MR. MARK SCHULTZ: Mark Schultz, Branch  
22 577 in Florida. The District in the Area is going

1 to assign a time whether we ask for a head's up or  
2 not. So, they're going to assign a time. We're  
3 simply it sounds like this resolution asking to be  
4 told what that time is in advance, and the more we  
5 can document how much time we're being asked to  
6 take to do these tasks, the easier it's going to  
7 be in the future to document what time we'll need  
8 in the SWCs, and we'll be able to look ahead and  
9 say look how much time you've said all these  
10 different tasks take, now we're going to look at  
11 the SWCs and see if that makes sense. I mean, I'm  
12 not the writer of this resolution, but it seems to  
13 make sense. They're going to assign a time  
14 whether you ask for it or not.

15 MR. BRIAN WAGNER: Okay. Delegate, mic  
16 5.

17 MR. ROBERT MCMURRAY: Yes, Robert  
18 McMurray, Branch 165, Knoxville, again. I'm  
19 actually for the resolution but would vote against  
20 it, and the reason being that it's too limited.  
21 There are so many things that can be added to a  
22 task such as a new program on a computer. Then,



1 you have to repair or amend the information on the  
2 computer, and then you have to answer to a manager  
3 for the information on the computer, etcetera.  
4 So, you're really -- I agree that you do want that  
5 information, but they're going to minimize as one  
6 person said earlier. Typically, something  
7 monitored as 10 minutes a day ends up being 30 to  
8 an hour. Just information. Thank you.

9 MR. BRIAN WAGNER: Thank you. All right.  
10 Delegate at mic 6. We've had three against and  
11 two for so far on my count.

12 MR. TIM FORD: My name is Tim Ford,  
13 Southern Region Vice President. I'm speaking in  
14 favor of the motion. I've got to give you some  
15 insight about how the Postal Service looks at the  
16 time for a task. Remember when they took away  
17 data technicians, and they said they saved 793  
18 jobs -- they eliminated? As a member of the  
19 Board, I asked the Postal Service -- because that  
20 equates to about 1.6 million work hours -- I asked  
21 them where they assigned those work hours. They  
22 went crazy. They went crazy and said, "We've

1 taken away all kinds of stuff, and it doesn't take  
2 that much time." I said, "Really? Where did you  
3 put it? Did you add 1.6 million hours to EAS?  
4 No? Well, somebody's doing the work."

5 We would like to have at least an idea of  
6 what amount of time that you think it's going to  
7 take to do a task. How many of you have been  
8 given a new task, and it says it will only take 5  
9 minutes? Anybody?

10 [Audience reaction.]

11 How many of those did you get, one? Two?  
12 Three? We at least need a head's up on how much  
13 time it's going to take. We can argue about it  
14 with the Postal Service, but at least give us a  
15 starting point so we can discuss how much time it  
16 takes to do your job. Thank you.

17 MR. BRIAN WAGNER: Thank you. Okay.  
18 Delegate, mic 10.

19 MR. VICTOR LOPEZ: Victor Lopez, Miami,  
20 Branch 146. I call for the question.

21 MR. BRIAN WAGNER: Okay. The question  
22 has been called for. All those in favor of

1 calling for the question, say aye.

2 [Chorus of ayes.]

3 All those opposed, say nay.

4 [Chorus of nays.]

5 The ayes have it. The question has been  
6 called for. We're going to vote on Resolution 28.

7 The Committee's recommendation is for  
8 concurrence as amended. All those in favor of the  
9 Committee's recommendation for concurrence as  
10 amended, say aye.

11 [Chorus of ayes.]

12 All those opposed, say nay.

13 [Chorus of nays.]

14 The ayes have it. The Committee's  
15 recommendation is concurred with and passes.

16 MS. JUNEMARIE BRANDT: Resolution 29.

17 The Committee met with the objector, and we made a  
18 new amendment to it. Resolution 29, we are  
19 striking the entire resolve, which is lines 114 to  
20 124. It's totally gone. We are replacing it with  
21 the following resolve.

22 "Resolved, all EAS positions posted must

1 not have a lunch period that exceeds one hour."  
2 That's it. I'll read it again. "Resolved, all  
3 EAS positions posted not have a lunch period that  
4 exceeds one hour."

5 The Committee's recommendation is  
6 concurrence as amended.

7 MR. BRIAN WAGNER: All right. Resolution  
8 29. The Committee's recommendation is concurrence  
9 as amended. Any discussion? Any discussion?  
10 Okay. Thank you. Delegate at mic 9.

11 MS. CYNTHIA IRVINE: Cynthia Irvine,  
12 Branch 421, Lafayette, Louisiana, home of the  
13 Spice, not for the tender stomachs. I'm in  
14 agreement with the amendment because I was a  
15 victim of a two-lunch spread, and OSHA stepped in  
16 and said that 8 hours is 8 hours.

17 MR. BRIAN WAGNER: Any other discussion?

18 MR. TRENT CLARK: Mic 4.

19 MR. BRIAN WAGNER: Delegate at mic 4.

20 MR. TRENT CLARK: Trent Clark from Branch  
21 33 in Columbus, Ohio. Okay. About the amendment,  
22 it says no more than an hour. What's to stop them

1 from saying, okay a half hour at 11:00 in the  
2 morning and a half hour at 7 in the evening? So,  
3 I think it should be stipulated in there also  
4 about what you really mean. One lunch period.  
5 Because they can do that.

6 MR. BRIAN WAGNER: Okay. It looks like  
7 delegate at mic 7.

8 MR. BOBBY BOCK: Bobby Bock, Branch 406.  
9 I call for the question.

10 MR. BRIAN WAGNER: Okay. The question  
11 has been called for on Resolution 29. All those  
12 in favor of calling for the question, say aye.

13 [Chorus of ayes.]

14 All those opposed, say no.

15 [Chorus of nos.]

16 The ayes have it. The question has been  
17 called for. Now, we're going to vote on  
18 Resolution 29, and the Committee's recommendation  
19 for concurrence as amended. All those in favor of  
20 the Committee's recommendation for concurrence as  
21 amended, say aye.

22 [Chorus of ayes.]

1 All those opposed, say nay.

2 [Chorus of nays.]

3 The ayes have it. The Committee's  
4 recommendation is concurred with. It passes.

5 MS. JUNEMARIE BRANDT: Resolution 31.

6 The Committee originally --

7 MR. JOHN HARRIS: Mic 7.

8 MR. BRIAN WAGNER: Delegate, mic 7.

9 MR. JOHN HARRIS: John Harris, Branch  
10 567. The gentleman over here, he acted like that  
11 he wanted to amend the previous resolution, but he  
12 did not state so. Ladies and gentlemen, if you  
13 want to amend a resolution, make it plain. Make  
14 it plain. Say that you want to amend the  
15 resolution, so that we can consider it, and go  
16 ahead and amend it, because he sounded like he  
17 wanted to amend it, but he did not state so. He  
18 didn't state so. So, when in the future in order  
19 for us to consider this, in order for us to make  
20 your amendment, please state that. Let us know.

21 MR. BRIAN WAGNER: Okay. Thank you.

22 MS. JUNEMARIE BRANDT: Resolution 31.

1 The Committee had recommended concurrence. We met  
2 with the objector and made an amendment. The  
3 amendment is on line 124 to strike the word  
4 "issued" and replace it with "considered."

5 The resolve now reads: "Resolved, that  
6 the investigation not be punitive in nature and  
7 include assurance that all EAS employees will be  
8 given due process before disciplinary action is  
9 considered."

10 The Committee's recommendation is now  
11 concurrence as amended.

12 MR. BRIAN WAGNER: Okay. The Committee's  
13 recommendation is for concurrence as amended.  
14 Resolution 31. Any discussion? Any discussion?  
15 Hearing none, the Committee's recommendation is  
16 for concurrence as amended. All those in favor in  
17 of the Committee's recommendation, say aye.

18 [Chorus of ayes.]

19 All those opposed, say nay.

20 [No response.]

21 The ayes have it. The Committee's  
22 recommendation for concurrence is concurred with

1 and passes.

2 [Speaking off mic.]

3 MS. JUNEMARIE BRANDT: Resolution 51.

4 The objector withdrew their objection.

5 MR. BRIAN WAGNER: Okay. The Committee's  
6 recommendation on Resolution 51 was for  
7 concurrence. Is there any discussion? Any  
8 discussion? Hearing none, all those in favor of  
9 the Committee's recommendation for concurrence,  
10 say aye.

11 [Chorus of ayes.]

12 All those opposed, say nay.

13 [Chorus of nays.]

14 The Committee's recommendation for  
15 concurrence is concurred with, and it's passed.

16 MR. AL BONENBERGER: Mic 7.

17 MR. BRIAN WAGNER: Delegate, mic 7.

18 MR. AL BONENBERGER: Al Bonenberger,  
19 Branch 103. I know we have a lot of first-timers.  
20 I think there were about 30. Anyway, do they know  
21 what's going to happen to these resolutions we  
22 pass here? Not everybody in this hall, I think,



1 know that the Postal Service will be presented  
2 these resolutions by Headquarters, and if  
3 Headquarters -- Postal Headquarters doesn't want  
4 to accept them, they just say no. So, just  
5 information to the first-timers. What we're  
6 trying to pass here doesn't mean it's going to  
7 happen. Keep that in mind.

8 [Speaking off mic.]

9 MS. JUNEMARIE BRANDT: Resolution 54.  
10 After meeting with the objector, the Committee  
11 reaffirmed its decision of nonconcurrence.

12 MR. BRIAN WAGNER: Resolution 54. The  
13 Committee's recommendation was for nonconcurrence.  
14 Any discussion? Delegate, mic 2.

15 MS. KARYN RAHMING: Karyn Rahming, Branch  
16 77. In regards to that resolution, I did meet  
17 with the objectors, and basically in a Level 18  
18 Postmaster Office, we have several RMPOs that we  
19 do have required -- audits, inventories, we have  
20 observations that we have to do, and we are  
21 required to use our own vehicles, or we're not in  
22 compliance with what it is that we're required to

1 do. So, that's why it was suggested that the  
2 District or Post Office be able to provide us with  
3 vehicles so that we can do our job.

4 MR. BRIAN WAGNER: So, are you for or  
5 against?

6 MS. KARYN RAHMING: I'm against their  
7 nonconcurrence.

8 MR. BRIAN WAGNER: Okay. Thank you. Any  
9 other discussion? Hearing none, the Committee's  
10 recommendation for Resolution 54 is  
11 nonconcurrence. All those in favor of the  
12 Committee's recommendation, say aye.

13 [Chorus of ayes.]

14 All those opposed, say nay.

15 [Chorus of nays.]

16 The nays have it. The Committee's  
17 recommendation is not concurred with and it fails  
18 -- it passes. The resolution passes. The  
19 resolution passes.

20 [Speaking off mic.]

21 MR. BRIAN WAGNER: Yes, the resolution  
22 passes. The resolution -- you voted -- right, you

1 voted for nonconcurrency. You voted no against  
2 the Committee's recommendation for nonconcurrency,  
3 which means you're voting for the resolution.  
4 That's why I said the resolution passes.  
5 Stenographer, NaCorey, am I good?

6 [Speaking off mic.]

7 MS. JUNEMARIE BRANDT: Resolution 55, 55.  
8 We are -- the Committee, after meeting with the  
9 objector struck the entire resolve, which is lines  
10 89 to 95 and substituted the new resolve.

11 Resolved, that the CSAW program in Level  
12 18 offices be changed to not automatically deduct  
13 the 15 hours the Postmaster could work as allotted  
14 by the contract, but only deduct the actual hours  
15 worked by the Postmaster.

16 I'll read it again. The new resolve is:  
17 Resolved, that the CSAW program in Level 18  
18 offices be changed to not automatically deduct the  
19 15 hours the Postmaster could work as allotted by  
20 the contract, but only deduct the actual hours  
21 worked by the Postmaster.

22 The Committee's recommendation is

1 concurrence as amended.

2 MR. BRIAN WAGNER: Resolution 55. The  
3 Committee's recommendation is for concurrence as  
4 amended. Any discussion?

5 MR. RICH CARUSO: Mic 7.

6 MR. BRIAN WAGNER: Delegate, mic 7 and  
7 mic 5. Okay.

8 MR. RICH CARUSO: Point of clarification.  
9 Rich Caruso, Branch 930, Nebraska. Regarding  
10 Number 54, what -- if the body nonconcurs with the  
11 Committee nonconcurs, does that mean that 54 is  
12 passed?

13 [Audience reaction.]

14 I thought Brian or the -- Brian said it  
15 did not pass.

16 DR. BRUCE BISHOP: He said it passed, and  
17 the stenographer and the minutes will reflect that  
18 it passed. That's -- that is one of the issues.  
19 Some of you might remember that I tried to change  
20 that at your last convention so that you actually  
21 voted on the resolution as opposed to the  
22 Committee's recommendation, and you guys weren't

1 comfortable with that little twist either. And  
2 so, as a result of that, we have this double  
3 negative kind of stuff that can be confusing. I  
4 appreciate the clarification, but let's try to  
5 make the points of clarification immediately as  
6 opposed to once we've moved on. Thank you.

7 MR. RICH CARUSO: All right. Thank you.

8 MR. BRIAN WAGNER: Okay. We're on  
9 Resolution 55. The Committee's recommendation for  
10 concurrence as amended. Is there any discussion?  
11 Delegate, mic 10. I see you. Go ahead, delegate.

12 MR. JAVIER FALCON: Good afternoon. This  
13 is Javier Falcon. I'm with Branch 265 out of  
14 Lubbock. This has kind of been one of my pet  
15 peeves. I shouldn't think that the Postal Service  
16 should be using language to manipulate craft hours  
17 and assign them arbitrarily to EAS. You will  
18 eventually wind up losing those hours out of your  
19 budget. So, I think that there should be  
20 something else that should address this issue in  
21 order to get the fix that we actually need and not  
22 hurt ourselves when the next budget comes out.

1           MR. BRIAN WAGNER: All right. Any other  
2 discussion? Hearing none, the Committee's  
3 recommendation is for concurrence as amended. All  
4 those in favor of the Committee's recommendation,  
5 say aye.

6           [Chorus of ayes.]

7           All those opposed, say nay.

8           [Chorus of nays.]

9           The ayes have it. The Committee's  
10 recommendation for concurrence is concurred with  
11 and passes.

12           MS. JUNEMARIE BRANDT: Resolution Number  
13 56. The Committee's initial recommendation was  
14 for concurrence as amended. After meeting with  
15 the objectors, we have reaffirmed our concurrence  
16 as amended. So, the Committee's continued  
17 decision is concurrence as amended.

18           MR. BRIAN WAGNER: Resolution 56. The  
19 Committee's recommendation is concurrence as  
20 amended. Any discussion? Delegate, mic 3.

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

1           MR. BRIAN WAGNER: Okay. You object.

2   You can discuss. It's open for discussion.

3           MR. PRESCOTT BUTLER: Great. The reason  
4   why I am objecting to this particular resolution  
5   is, what we're trying to do is take the points  
6   that are earned by our leaders when they take  
7   trips. Now, all -- all we've been saying, we're  
8   family. I just have to use this as an example.  
9   If I paid for a ticket for my mother to come to  
10   the family reunion, after she earns the points,  
11   I'm not gonna ask her to give the points back to  
12   me. That's what we're doing to our leaders. Now,  
13   we always say how much we respect and we love our  
14   leaders. I always say, you show me. That's how I  
15   understand. We talked about this Sunday.  
16   Unfortunately, the room only held 100 people.  
17   But, we talked about the divisiveness within this  
18   organization. And when the enemy comes to attack,  
19   they always attack our leaders. Do you understand  
20   how many trips you would have to fly in order to  
21   earn a free flight? Why are we nickeling and  
22   diming the leaders? Are we the ones sitting at

1 the airport when flights are being cancelled? Are  
2 we the ones sitting on the plane taking 6-hour  
3 flights? Why are we doing this to our leaders? I  
4 ask that this body will reject that resolution  
5 from this Committee.

6 [Applause.]

7 MR. BRIAN WAGNER: Okay. Delegate, mic  
8 10.

9 MS. JOYCE TOMASKOVIC: Joyce Tomaskovic,  
10 Branch 508. I want to agree with the gentleman  
11 that just spoke, and also, I want to caution  
12 everyone. The Postal Service has been trying to  
13 take your points. Pass this resolution, and you  
14 lose your points too. I'm sure they're going to  
15 use that as an excuse.

16 MR. BRIAN WAGNER: Okay. Anybody for the  
17 Committee's recommendation for concurrence as  
18 amended? Anyone for? Okay. Delegate, mic 6.

19 MS. CYNTHIA SHEFTON: Cynthia Shefton,  
20 Branch 237. While I appreciate what he just said,  
21 but the bottom line is, you know, it says in  
22 business. It has nothing to do with the



1 leadership, but this is membership's money that is  
2 used to purchase whatever they need. There's all  
3 kinds of perks, and I agree that we shouldn't take  
4 it from them, but if they get it, because it was  
5 membership money, this is not personal, this is  
6 business, it's not divisive, it's business, and  
7 that's what's wrong with this organization. When  
8 it comes to accountability and responsibility, we  
9 say it's personal. It's not, it's business. If  
10 they use membership money to do whatever they need  
11 to do with the flights, then there -- I think this  
12 is great. It's simply saying don't take it from  
13 them, but use it for what it was for, business.  
14 Thank you.

15 [Applause.]

16 MR. BRIAN WAGNER: Delegate, mic 7.  
17 Well, okay. I saw here on 7. I didn't -- all  
18 right. I'll go to delegate, mic 9.

19 MR. NEIL BAKER: Neil Baker, Branch 104.  
20 I'm opposed to this resolution. Maybe some of  
21 your branches ought to think about the 30 to 35  
22 weekends that your National Officers spend on the

1 road, not because they find it pleasurable, not  
2 because they think they're racking miles, because  
3 you invite them to come to your Christmas parties,  
4 to your membership meetings, and they do so at  
5 your request, not because they think they're going  
6 to rack up enough miles to get a free trip. And  
7 somebody else said it right. You go to a trip to  
8 Mexico, you pay 75,000 miles for one way. How  
9 many trips do you think they earn in a year?  
10 Maybe two? Maybe you forgot about who's going to  
11 do all the accounting to keep track of all these  
12 miles. Oh, you want to hire another office person  
13 to sit down every weekend at NAPS Headquarters to  
14 sort this out? Come on, folks. Get real.

15 [Applause.]

16 MR. BRIAN WAGNER: All right. Delegate,  
17 mic -- no? Delegate, mic 5. Where am I at? I'm  
18 not -- oh, there's somebody waving. Delegate, mic  
19 5. Thank you.

20 MR. JOHN VALUET: John Valuet, Idaho  
21 State, 915. Hey, just clarification. From what  
22 I'm understanding with the Executive Board

1 members, that they use their own personal credit  
2 cards and such for getting this and then are  
3 reimbursed later on. So, there would be no way of  
4 them being able to differentiate on their accounts  
5 of what is theirs that they used on their own  
6 personal time or things that they used for the  
7 business, and there would be no way to account of  
8 handing that back over to NAPS National. I mean,  
9 if there was a system where it was separated, it  
10 would be a totally different issue. But, when  
11 they're using their own credit cards and getting  
12 reimbursed for their expenses later on, which is  
13 my understanding -- if I'm wrong correct it --  
14 there's no way of differentiating between what  
15 they used for their own personal use and what they  
16 used for NAPS business.

17 So, at this point, it seems like the  
18 resolution wouldn't make any sense.

19 MR. BRIAN WAGNER: Okay. Is there  
20 anybody for this Committee's recommendation? I  
21 know. I've had -- I've had four against. I'm  
22 looking for a pro. Delegate at mic 7.

1                   MS. JUNEBUG WARDELL:   Junebug Wardell  
2   from Detroit, Michigan, Branch 23.   Call for the  
3   question.

4                   MR. BRIAN WAGNER:   Okay.   The question  
5   has been called for.   Can I have a second?

6                   [Chorus of seconds.]

7                   All those in favor of calling for the  
8   question, say aye.

9                   [Chorus of ayes.]

10                  All those opposed, say nay.

11                  [Chorus of nays.]

12                  The ayes have it.   Question has been  
13   called for.   Now, if you vote -- the Committee's  
14   recommendation is for concurrence as amended.   If  
15   you vote for it, then we have the changing of the  
16   airline tickets.   If you vote no, then the  
17   resolution fails.

18                  So, all those in favor of the Committee's  
19   recommendation for concurrence as amended -- if  
20   you vote for the Committee's recommendation as  
21   amended, you are supporting this resolution for  
22   the airline tickets and everything to be tracked

1 and be turned back. If you vote no, then you're  
2 voting to cancel this resolution -- this  
3 resolution fails, and nothing changes. Okay.

4 So, all those in favor of the Committee's  
5 recommendation for concurrence as amended, say  
6 aye.

7 [Chorus of ayes.]

8 All those opposed, say nay.

9 [Chorus of nays.]

10 The nays have it. The Committee's  
11 recommendation is not concurred with. The  
12 resolution fails.

13 We want to take a moment. I know we've  
14 got some resolutions, but we want to get the 50/50  
15 done with the Auxiliary right now, if you will  
16 indulge the Chair as we come up and -- Skip and  
17 Rick, come up. Are we good? We're going to do  
18 the 50/50. Let's take a break real quick, all  
19 right? So, I'm going to turn it over to you, Mr.  
20 Skip.

21 MR. SKIP CORLEY: Okay. Once again, you  
22 did real good today. We raised a total of \$9,310.

1 So, you can give yourself a hand.

2 [Applause.]

3 Okay. That means -- that means that the  
4 -- one winner is going to get \$4,655. And if they  
5 want, they can take me out, you know, for doing  
6 this for them, okay? And, you know, we're doing  
7 this again -- we're doing this again Thursday  
8 morning, starting Thursday morning at about 7:00.  
9 So, come down, you know, the early bird gets the  
10 worm. I'll be there at 7:00, and I'm telling you,  
11 get your tickets now.

12 So, we're gonna -- can I get another  
13 first-timer to pull these? Over here. Come on  
14 up.

15 [Drum roll.]

16 And again, as always, if the winner is  
17 not here, we gonna keep the ticket and post it and  
18 we'll let you know who wins Thursday.

19 [Drum roll.]

20 All right, all right. Everybody's ready.  
21 We got 9-7-2-9-8-9-5. Once again, 9-7-2-9-8-9-5.

22 [Applause.]

1           We got a winner. Do we have a winner?

2           [Music playing.]

3           Come on up. Come on down. Come on down.

4           MR. BRIAN WAGNER: Louis, you can't pick  
5 her pocket yet, she doesn't have the money. You  
6 want to go verify the ticket? Okay.

7           [Applause.]

8           It pays to support the Auxiliary. All  
9 right. Thank you, Auxiliary. Look, we're going  
10 to finish up some resolutions from yesterday's  
11 first reading, and then we've got another one we  
12 have to read, and then the Resolutions Committee  
13 got one they haven't looked at, so they're going  
14 to have to come back on Thursday, because you have  
15 it there, but they have not looked at it for  
16 review.

17           So, we're going to Resolution 59. We're  
18 trying to get everybody out of here.

19           MR. BERNIE MCCARTHY: Okay. Now that  
20 everybody's in a good mood, I'm back.

21           We're on Resolution Number 59. The  
22 Committee met with the objector for Resolution

1 Number 59, and after hearing their concerns, the  
2 Committee has reaffirmed the original  
3 recommendation for concurrence.

4 MR. BRIAN WAGNER: All right. The  
5 Committee's recommendation for Resolution 59 is  
6 for concurrence. Is there any discussion?  
7 Delegate at mic 9.

8 MR. MIKE FIELDS: Good afternoon. Mike  
9 Fields, Branch 936, Carolina Bi-States. I rise to  
10 oppose this resolution selection. First of all,  
11 let me say I want to be straight up. I work for  
12 Dillard Financial Solutions. Not only do I work  
13 for them, I am the National Director of Agent  
14 Services for the NAPS Division. And I -- I make  
15 this clear because when I objected yesterday to  
16 this resolution, I had to meet with the  
17 Resolutions Committee, and if anyone has ever met  
18 with the Resolutions Committee after objecting, it  
19 gets very intimidating. I walk into a closet-like  
20 room, 15 to 20 Committee members, and the  
21 Chairperson says to you, "You have five minutes to  
22 defend your position, start now." I went crazy.



1 I mean, I felt like I just got pulled over by the  
2 cops, and I didn't know where to put my hands, you  
3 know, or I might get locked up or something. But,  
4 I got tongue-tied.

5 But, one of the things that really stuck  
6 out to me in that Committee meeting was that one  
7 of the Committee members asked a question to my  
8 colleague that was with me, and he said, "Do you  
9 have a financial connection to Dillard Financial  
10 Solutions?" And that stunned me because in my  
11 mind, the question should not have been do you  
12 have a financial connection. The question should  
13 be how does NAPS have a financial connection to  
14 Dillard Financial Solutions, because the  
15 resolution says because of this partnership, that  
16 NAPS is losing money.

17 Well, I looked. I did some research and  
18 found that at our last convention for vendors,  
19 NAPS made \$20,000 in vendor fees. This  
20 convention, one vendor is paying half that for  
21 exclusivity. Now, how can you tell me that NAPS  
22 is losing money when they are getting that kind of

1 money from this exclusivity agreement?

2 Also, it doesn't stop there. If a person  
3 purchases a product from Dillard Financial  
4 Solutions, the NAPS Officer receives a royalty  
5 from everyone they make.

6 MR. BRIAN WAGNER: The NAPS National  
7 Office, NAPS organization.

8 MR. MIKE FIELDS: NAPS National Office,  
9 right. Not officers, office.

10 [Laughter.]

11 But it doesn't stop there. Oh no. It  
12 doesn't stop there.

13 MR. BRIAN WAGNER: Okay, okay.

14 MR. MIKE FIELDS: If the state offices  
15 agree to the exclusivity for their conventions,  
16 Dillard Financial Solutions will offset some costs  
17 to help them with their convention, and if a  
18 member purchases a product from Dillard Financial  
19 Solutions through that state convention, that  
20 state branch will receive a royalty for each  
21 application that's been approved.

22 But, it doesn't stop there. Dillard

1 Financial Solutions will be meeting with local  
2 branches to do what we call an expo, an  
3 educational seminar where we're educating our  
4 members and their families about their benefits,  
5 and if a member signs a contract with Dillard  
6 Financial Solutions, the local branch will receive  
7 a royalty for each contract signed.

8           So, how can you tell me that we are  
9 losing money with this contract? Yes, I work for  
10 Dillard Financial Solutions, and whether we pass  
11 this resolution or not, I'm still going to make  
12 money because the products are for the best of our  
13 members. The people that are gonna hurt if this  
14 resolution is passed are the members who -- who do  
15 not -- I'm sorry -- the members that do pass this  
16 resolution. That's all I have. Thank you.

17           MR. BRIAN WAGNER: All right. Delegate,  
18 mic 7.

19           MR. BOB TOLMAN: Bob Tolman, South  
20 Dakota, Branch 946. We wrote this resolution, and  
21 the reason why we wrote it was that --

22           [Banging of gavel.]

1           -- we believe it's a conflict of interest  
2 for NAPS members to be paid --

3           [Applause]

4           -- by an exclusive consultant for their  
5 services to influence NAPS members to go to a  
6 financial institution. Earlier today -- and I  
7 have no problems with the Dillard program -- but,  
8 Mrs. Dillard said that they gave out -- if I  
9 remember my numbers correct -- approximately  
10 \$100,000 in the past 13 years. That was all given  
11 before an exclusive contract. There are other  
12 vendors that would be most interested to also come  
13 and vie for our business. But, this exclusivity  
14 that has now come about -- and I would like to  
15 know how that came about -- allowing NAPS members  
16 --

17           [Applause.]

18           -- to, if the right words are "feather  
19 their back pocket" on the backs of other NAPS  
20 members for influencing them to go to a particular  
21 financial or any other -- I don't know what the  
22 organization, it does not have to be financial --

1 but, this has all the writings on the wall, in my  
2 opinion, of ethics, ethics, ethics.

3 [Applause.]

4 Thank you.

5 MR. BRIAN WAGNER: Okay. Delegate, mic  
6 8. 10. I didn't see your thumb. I didn't see it  
7 was 10. Okay.

8 MR. LOUIS ATKINS: Hey, I'm not  
9 wallpaper, now.

10 MR. BRIAN WAGNER: Okay.

11 MR. LOUIS ATKINS: Hey, my name is Louis  
12 Atkins. I'm the immediate past President of NAPS.

13 [Applause.]

14 And first thing I would like to say, I  
15 want to -- I'm in favor of the amendment. But,  
16 what the previous delegate said, I'm in certain  
17 agreement. But, previous to him, the man from  
18 Dillard was all talking about money. I'm going to  
19 talk about membership and my members here. I'm  
20 here to say that we can't be bought. I'm here to  
21 say that we're not going to lose money because we  
22 will have other vendors here. It's our job as

1 NAPS leaders to educate our members, not make  
2 decisions for. Dillard and all the vendors are  
3 great people. I'm not against them, but I am for  
4 our members making their own choices. No vendor  
5 out there has the product for 1,200 people out  
6 here. Let our own members make their choices and  
7 not be determined by the amount of money they  
8 give. Because we are losing money, because other  
9 vendors are out there, particularly at the other  
10 small states that's agreeing to this. There are  
11 at least five other vendors with financial that  
12 have contacted me wishing they could have been  
13 here. Thank you, my delegates. Please vote  
14 against -- well, please vote for the resolution.  
15 And I sat in as South Dakota to help write it.  
16 Thank you.

17 [Applause.]

18 MR. BRIAN WAGNER: Okay. Delegate, mic  
19 3.

20 UNIDENTIFIED MALE SPEAKER: Mic 9.

21 MR. BRIAN WAGNER: Okay, wait a minute.  
22 Okay, 3 and then we'll go to 9. I'm watching, and

1 he's taller than I am. Go ahead, Cy. Delegate,  
2 mic 3. Turn the mic on, please. Mic 3. Mic 3.

3 UNIDENTIFIED MALE SPEAKER: 9 is working.  
4 9 is working.

5 [Speaking off mic.]

6 UNIDENTIFIED MALE SPEAKER: I'll bring  
7 you mic 4. Battery is probably dead.

8 MR. BRIAN WAGNER: Way to go, Tim. Okay,  
9 all right. Delegate at mic 3 using mic 4. It's  
10 the new math.

11 MR. CY DUMAS: Thanks. I just have a  
12 question, Brian. How much money.

13 [Audience reaction.]

14 MR. BRIAN WAGNER: He did say it, but the  
15 mic wasn't on.

16 MR. CY DUMAS: Cy Dumas, Providence,  
17 Rhode Island. I apologize. How much money has  
18 NAPS Headquarters received from Dillard in recent  
19 years? That would help me to consider what I'm  
20 going to do.

21 UNIDENTIFIED MALE SPEAKER: \$10,000.

22 MR. BRIAN WAGNER: Are you saying since

1 the contract was signed?

2 UNIDENTIFIED MALE SPEAKER: \$10,000.

3 MR. BRIAN WAGNER: Chuck, do you have  
4 that information? I'll turn it over to the  
5 Secretary/Treasurer who is handling, of course,  
6 the treasury to answer that question.

7 MR. CHUCK MULIDORE: Just don't shoot the  
8 messenger. The contract with Dillard provides  
9 that they give us -- they've given us \$20,000 so  
10 far. That's broken down into royalty money, as  
11 well as the way they do funding for Regional Vice  
12 President's training, something they never had  
13 before. So, each region now has training money  
14 that they can use to contribute to their local  
15 areas or states or whatever. So, so far, we've  
16 received about \$20,000, and I say about because we  
17 got some checks last week as I was leaving. We  
18 deposited them, but we didn't send the money back  
19 to the branches, about \$1300 in money that I have  
20 to return to branches as part of the contract  
21 through an ACH deposit. So, it's over \$20,000 so  
22 far. That's contractual, and they've met all of



1    their contractual requirements on royalties to  
2    this point.

3               MR. BRIAN WAGNER:   Now, delegate, mic 9.

4               MR.   WILLIAM   HEMPHILL:       Brian, William  
5    Hemphill, Branch 248, Wilmington, North Carolina,  
6    known for whatever.

7               [Laughter.]

8               Yeah, the home of Michael Jordan, the  
9    place we ate yesterday. Anyway, my thing is, I'm  
10   not against Dillard. I'm against the Executive  
11   Board and you three people up there who are in  
12   charge, letting them slide in the back door.

13              [Applause.]

14              That's what I'm against. And what I mean  
15   by against, people from around the country --  
16   branches from around the country had no idea what  
17   was going on. Some of them just found out since  
18   they got here because this was done through the  
19   back door. And what I mean through the back door,  
20   through the back door.

21              [Laughter and audience reaction.]

22              People in California, places like that,

1 they didn't know nothing about Dillard. They  
2 didn't know nothing about the deal, and that's  
3 wrong. Let me tell you when the first time this  
4 deal ever came up. This group right over here,  
5 Capital Atlantic, we heard about it three years  
6 ago, and guess what happened? We turned it down,  
7 because we was not gonna let one group dominate.  
8 We wanted whoever wanted to do this and finance.  
9 Look, what was the problem? If it was 10 people,  
10 let 'em all come. But, what this group right here  
11 did, what I am still p'd off about, is because  
12 y'all let them come in the back door.

13 [Applause.]

14 MR. BRIAN WAGNER: All right. Is there  
15 any delegate that is against the Committee's  
16 recommendation? Delegate at mic 3.

17 MR. LES COHEN: Les Cohen, Branch 287,  
18 Central Jersey. First of all, I disagree entirely  
19 with that concept of the back door. We elected  
20 these people as our officials, as our leaders,  
21 which means we entrusted them to make decisions  
22 for us. So, all they did was their job. If you

1 don't agree with their job, you're entitled to  
2 have an opinion and say I don't agree with the way  
3 you did your job, next time you run for office,  
4 I'm not going to vote for you. That's how you  
5 handle it. That's how civilized people handle it.  
6 You can't make accusations against these people  
7 who work very hard for us.

8           Let me tell you something. I know  
9 nothing about Dillard at all. I don't know  
10 anybody at Dillard. I don't really care about  
11 Dillard, to be perfectly honest with you. But,  
12 the point is, if they decided that pursuing a  
13 contract with Dillard was good for NAPS, okay,  
14 that's your decision to make. I respect it. I  
15 may not agree with it, and, like I said, maybe  
16 I'll vote you out next time, but I'm not going to  
17 criticize you. You did your job, I'll do my job.

18           I think that we should not make any kind  
19 of accusations, ever, against our leaders because  
20 all that does is put cracks in the dike and  
21 weakens our organization. Number one, if you're  
22 family, you don't talk like that about your

1 family.

2 [Applause.]

3 And number two is this, Brian Wagner is a  
4 very decent man. He wouldn't do anything  
5 unethical, either would Ivan Butts or Chuck  
6 Mulidore. They're not that kind of people. They  
7 don't make special deals where you give me money -  
8 - that's not the kind of people they are. If you  
9 don't know that by now, you're kidding yourself.  
10 Pay attention to what's going on, okay? Thanks.

11 [Applause.]

12 MR. BRIAN WAGNER: Okay. Help me out.  
13 Okay. Is that 7? Delegate at mic 7.

14 MR. BOB BRADFORD: Bob Bradford, Heart of  
15 Texas Branch, the home of Chip and Joanne.

16 [Laughter.]

17 MR. BRIAN WAGNER: Magnolia.

18 MR. BOB BRADFORD: Magnolia. Anyway, I  
19 would like to call for the question.

20 MR. BRIAN WAGNER: Okay.

21 [Applause.]

22 MR. BRIAN WAGNER: All right. The

1 question has been called for. Do I have a second?

2 [Chorus of seconds.]

3 All those in favor of calling for the  
4 question, say aye.

5 [Chorus of ayes.]

6 All those opposed, say nay.

7 [Chorus of nays.]

8 The question has been called for.

9 MR. BOB TOLMAN: Point of personal  
10 privilege.

11 MR. BRIAN WAGNER: Delegate at mic 7.

12 MR. BOB TOLMAN: As the writer, if  
13 there's any other notice or whatever, I have the  
14 opportunity, according to the rules, to have the  
15 last word or second word. My name is Bob Tolman.

16 MR. BRIAN WAGNER: Okay.

17 MR. BOB TOLMAN: My name is Bob Tolman,  
18 I'm with Branch 946 of South Dakota. Forgive me,  
19 mea culpa. So, I would like to have a last word  
20 as the -- before the question is called.

21 MR. BRIAN WAGNER: Yep. Bob, you're out  
22 of order. You already had a chance to speak.

1           MR. BOB TOLMAN:       I understand, but  
2 according to the rules, the person has a second  
3 opportunity.

4           MR. BRIAN WAGNER:    Please designate in  
5 the rules -- you're -- what section that you're  
6 claiming that you're requesting this opportunity  
7 to speak as the maker to make a final say? If  
8 it's in Section 1 or 2.

9           MR. BOB TOLMAN:       I think it's in 2.  
10 Number 5. A delegate shall not speak more than  
11 twice on the same question until all who wish to  
12 speak have had an opportunity to do so.

13           MR. BRIAN WAGNER:    Yes, and you had an  
14 opportunity to do so.

15           MR. BOB TOLMAN:       I would like to speak  
16 twice.

17           MR. BRIAN WAGNER:    No. The question's  
18 been called. It would be out of order. Bob, the  
19 question has been called for, it's been voted on.  
20 It's out of order. Okay.

21           MR. BOB TOLMAN:       Thank you to the  
22 Committee for their work. I just want to make one

1 more note.

2 [Banging of gavel.]

3 MR. BRIAN WAGNER: Bob, you're out of  
4 order.

5 MR. BOB TOLMAN: I know I'm out of order.

6 MR. BRIAN WAGNER: You're out of order.

7 MR. BOB TOLMAN: The other group had 4  
8 minutes and 50 seconds, and I had 10.

9 MR. BRIAN WAGNER: Okay, we're going to  
10 vote on Resolution 59. The Committee's  
11 recommendation was for concurrence. All those in  
12 favor of the Committee's recommendation for  
13 concurrence, say aye.

14 [Chorus of ayes.]

15 All those against, say nay.

16 [Chorus of nays.]

17 We're doing a standing vote. Okay.  
18 Everybody stay seated. Those who are in favor of  
19 the Committee's recommendation for concurrence,  
20 please stand. As Dr. Bishop says, you can't stand  
21 louder than you can yell.

22 MR. LUTHER MANUEL: Mr. Chairman.

1               MR. BRIAN WAGNER:     We're doing a vote  
2 right now.

3               MR. LUTHER MANUEL:    Yeah, Mr. Chairman,  
4 point of order.

5               MR. BRIAN WAGNER:    Delegate at mic 3.

6               MR. LUTHER MANUEL:    Luther Manuel.   What  
7 we need -- you're saying that -- but, we need on  
8 this type of vote, you need clarification.  If you  
9 vote this, this is what this means.  If you vote  
10 that, this is what that means.  That way you won't  
11 have the big to-do later on.  So, clarify the  
12 vote.

13              MR. BRIAN WAGNER:    Okay.  Thank you for  
14 that, but Luther, throughout, I -- on some I did,  
15 and some I didn't, and no one questioned on all  
16 the ones I didn't do it on.  I did not do it on  
17 every one.  So, we're voting.  Now, we're just  
18 standing up vote.  So, those who are in favor of  
19 the Committee's recommendation for concurrence,  
20 please stand.

21              MR. JOHN SZPYHULSKY:   Mic 6.     Mic 6.  
22 Point of information.  Mic 6.



1           MR. BRIAN WAGNER:   Who's blocking mic 6?  
2   Yeah, mic 6.

3           MR. JOHN SZPYHULSKY:   John Szpyhulsky,  
4   Branch 327.   Should the doors be closed for this  
5   so the people don't come in and out, so that the  
6   Sargent of Arms can make an actual count?

7           MR. BRIAN WAGNER:   No.   We're not  
8   counting.   We're visualizing right now, okay?  
9   Those again, who are in favor of the Committee's  
10   recommendation for concurrence --

11          MR. JEFF CRISAFULLI:   Point of order.

12          MR. BRIAN WAGNER:   Delegate, mic 5.

13          MR. JEFF CRISAFULLI:   Jeff Crisafulli,  
14   Kansas City, Missouri, Branch 36.   I have to agree  
15   with Luther.   You were the one that decided to,  
16   oh, well I'll talk and tell you how to vote for  
17   this one or vote for that one.   You were -- you  
18   explained it when you thought it was important, so  
19   you should explain this one too, since it's been  
20   asked.

21          MR. BRIAN WAGNER:   Okay.   Okay.   Okay.  
22   As the Chair, I don't care.   One of the things you

1 said was that I heard it, it seemed to be  
2 explained, now I'm gonna -- on some of them it was  
3 -- when you're doing concurrence and  
4 nonconcurrence, if you vote against, you're voting  
5 not for the resolution. This has been  
6 straightforward. Concurrence, you vote for it, or  
7 you don't vote for it. We didn't have a  
8 nonconcurrence and was a double negative. It  
9 didn't seem straightforward. That's why, with all  
10 due respect, I figured you understood what we were  
11 voting for. Dillard or -- the resolution or not  
12 the resolution to continue with Dillard.  
13 Concurrence is for this resolution.

14 MR. LUTHER MANUEL: Mr. Chairman. Point  
15 of order. Listen, I don't care if you all don't  
16 want to hear it. Point of order. Before a vote -  
17 -

18 MR. BRIAN WAGNER: Luther --

19 MR. LUTHER MANUEL: Before a vote --

20 MR. BRIAN WAGNER: Who are you?

21 MR. LUTHER MANUEL: Oh. Luther Manuel,  
22 Branch 548. Before a vote, a delegate --

1           MR. BRIAN WAGNER:   Excuse me, you'll get  
2   your point of order.   Please sit down, everyone.  
3   We're going to make sure we do this so when it  
4   comes time, I don't want anybody just standing and  
5   getting tired.   Okay.   Please sit down.   We'll get  
6   through this point of order and then move forward.

7           MR. LUTHER MANUEL:   A member may ask for  
8   clarification before a vote.   If I'm standing here  
9   and I don't --

10          MR. BRIAN WAGNER:    No one asked for  
11   clarification.

12          MR. LUTHER MANUEL:    You can ask for  
13   clarification.   You cannot deny that.

14          MR. BRIAN WAGNER:    I didn't.

15          MR. LUTHER MANUEL:    Yes, you did.   Yes,  
16   you did.

17          MR. BRIAN WAGNER:    I'm going to defer to  
18   the parliamentarian.

19          MR. LUTHER MANUEL:    You said I'm not  
20   going to do it.   Yes, you did.   Oh no, I get a Ben  
21   & Jerry for that.

22                 [Laughter.]

1           [Banging of gavel.]

2           MR. BRIAN WAGNER: Please.

3           MR. LUTHER MANUEL: All right. No, some  
4 of the resolutions are kind of clear. It's, you  
5 know, and they're moving right along. But, when  
6 you have this much debate over something, there's  
7 a lot of personal opinion came into this. When  
8 the people stand to vote, a delegate does have the  
9 right -- remember Robert's Rules of Order -- to  
10 enforce the will of the majority, yet -- yet  
11 protect the rights of the minority.

12          MR. BRIAN WAGNER: Okay.

13          MR. LUTHER MANUEL: Let us not forget  
14 that.

15          MR. BRIAN WAGNER: I'm not forgetting.

16          MR. LUTHER MANUEL: It's written in the  
17 book.

18          MR. BRIAN WAGNER: I understand.

19          MR. LUTHER MANUEL: He'll tell you.

20          MR. BRIAN WAGNER: I know. He's been  
21 telling me.

22          MR. LUTHER MANUEL: All right.

1           MR. BRIAN WAGNER: We will explain it.

2           MR. LUTHER MANUEL: I am making this  
3 request. I'm using it as a point of order. I  
4 should use it as a new point of personal  
5 privilege, but I'll just keep with the point of  
6 order.

7           MR. BRIAN WAGNER: Okay.

8           MR. LUTHER MANUEL: I'm saying, clarify  
9 what the vote is about.

10          MR. BRIAN WAGNER: Okay.

11          MR. LUTHER MANUEL: That's all, instead  
12 of having people stand up, what was they talking  
13 about. No. I can feel it. That's why I'm  
14 bringing it up, okay? So, your clarification will  
15 save all the argument later.

16          MR. BRIAN WAGNER: I will do that.

17          MR. LUTHER MANUEL: Thank you.

18          MR. BRIAN WAGNER: Okay. For  
19 clarification -- okay.

20          DR. BRUCE BISHOP: It's obviously getting  
21 late.

22          [Audience reaction.]

1           So, typically, the Chair has explained  
2 the motion to make sure everybody understands when  
3 it's a nonconcurrence issue. Because we want to  
4 make sure that everybody understands the double  
5 negative. When it concurrence that you're voting  
6 on, then it appears historically and certainly  
7 over the last day everybody has understood the  
8 concurrence, so the lack of explanation --  
9 therefore, the lack of explanation.

10           I can assure you the Chair -- I can  
11 assure you the parliamentarian has no objection  
12 whatsoever to increasing clarity. Anytime anybody  
13 asks for an explanation, we're going to bend over  
14 backwards to make sure everybody understands what  
15 you're voting on. That's -- that certainly is my  
16 job, certainly the job of the Chair, to make sure  
17 everybody understands what you're voting on.

18           So, it wasn't clear to me and probably  
19 wasn't clear to the Chair that the original point  
20 of order was a request for that explanation, but  
21 rather just a why didn't you.

22           So, I've got no problem explaining, and I

1 know your President has no problem whatsoever  
2 explaining what the intent of the vote is.

3 MR. BRIAN WAGNER: So, let's get -- mic  
4 7.

5 MR. BOBBY BOCK: Bobby Bock, Branch 406.  
6 Point of personal privilege. When we're having  
7 the standing count, are you standing visual?  
8 Should we have our credentials out for that, or  
9 no?

10 MR. BRIAN WAGNER: No. Right now, no.  
11 That's not -- we would be doing a division on that  
12 part.

13 6, can we -- yes, delegate at mic 6.

14 MS. MAE FLETCHER: Mae Fletcher, Branch  
15 9, Austin, Texas. Clarification. When we vote  
16 for this concurrence, we are voting that we no  
17 longer do business with Dillard Financial. Am I  
18 correct?

19 [Audience reaction.]

20 MR. BRIAN WAGNER: No, no. Okay. Let me  
21 -- if you give the Chair an opportunity to explain  
22 what we just had this five-minute discussion on.

1 UNIDENTIFIED MALE SPEAKER: Read it.

2 MR. BRIAN WAGNER: Here's what's going to  
3 happen. The Committee has recommended concurrence  
4 on this resolution that NAPS opposes this  
5 exclusive contract and that NAPS members ask the  
6 contract be terminated as soon as legally  
7 possible. Exclusive. The members oppose this  
8 exclusive contract and that the NAPS members ask  
9 the contract to be terminated as soon as legally  
10 possible. So, that's what the Committee  
11 recommended that NAPS does, that we -- that NAPS  
12 opposed this, with your vote, and that when  
13 reasonably possible, we will terminate the  
14 contract that's legally possible -- with regard to  
15 Dillard that we have. A piece of paper that says  
16 here's what the contract is.

17 If you vote in favor of the Committee's  
18 concurrence recommendation, then NAPS will look at  
19 this and NAPS members ask that we terminate it as  
20 soon as legally possible.

21 If you vote against that, that means that  
22 we continue with the current contract that we have



1 with Dillard.

2           So, you vote yes not to have an exclusive  
3 contract with Dillard. You vote not, we continue  
4 with the Dillard organization as it currently is.

5           MS. MAE FLETCHER: Thank you so much.

6           MR. BRIAN WAGNER: Okay. Thank you, and  
7 I appreciate the dedication and commitment of the  
8 convention floor.

9           So now -- where are we at?

10          UNIDENTIFIED MALE SPEAKER: Mic 10.

11          MR. BRIAN WAGNER: Mic 10.

12          MR. RICKEY FRAZIER: Rickey Frazier,  
13 Branch 399, Huntsville, Alabama, home of the  
14 Alabama Crimson Tide National Champs. This --  
15 this is the problem. We're going through the  
16 process of counting now, so how am I going to  
17 validate what they put these tics on a piece of  
18 paper are accurate? That's one thing. But,  
19 transparency is the issue. This whole insane  
20 thing we keep going over and over things that are  
21 so simple. We need some validation of the counts,  
22 going by all these little tic marks, that's not

1 going to get it. Thank you.

2 MR. BRIAN WAGNER: Okay. Are we ready?

3 UNIDENTIFIED FEMALE SPEAKER: No, mic 1.

4 MR. BRIAN WAGNER: Okay. Okay, wait a  
5 minute. I got -- I'm going with mic 1, and then  
6 we'll go to mic 7.

7 MS. MARILYN JONES: Marilyn Jones, Branch  
8 39 and Branch 905. Point of information, I guess  
9 it would be, I'm really not sure. But, I think  
10 the key words in this resolution is "as soon as  
11 legally possible." Do we know -- can I ask that?  
12 The length of the contract with Dillard. I think  
13 that --

14 MR. BRIAN WAGNER: Legally possible.  
15 There are provisions in the contract to -- Dillard  
16 has until a certain date or somewhere in that  
17 contract a certain time could be notified to the  
18 company -- to Dillard -- that we would terminate  
19 the contract.

20 MS. MARILYN JONES: Okay. What is the  
21 length -- what is the date. That's what we're --  
22 that's what I'm asking. What's the length of the

1 contract or the date of the contract?

2 MR. BRIAN WAGNER: The length of the  
3 contract -- I don't have it front of me -- I'm  
4 going to -- I believe it's three years, and we  
5 have to give them 120 days' notice.

6 UNIDENTIFIED MALE SPEAKER: Hello, didn't  
7 I call for the question?

8 MR. BRIAN WAGNER: This is clarification  
9 of the contract.

10 UNIDENTIFIED MALE SPEAKER: How many  
11 clarifications do you need? Everybody's been  
12 talking. I called for the question.

13 [Banging of the gavel.]

14 [Applause.]

15 DR. BRUCE BISHOP: Wow, you can't have it  
16 goth ways. You can't have it both ways. You  
17 can't -- you can't say we want to make sure  
18 everybody understands everything before we vote  
19 and then say but we don't want any more  
20 discussion.

21 [Applause.]

22 If you want to make sure every single

1 person knows what they're voting on, then we have  
2 to allow for these points of clarification prior  
3 to voting. I know we all want to get out of here,  
4 but you also want to make sure everybody votes  
5 clearly so they make the best decision that they  
6 can make individually.

7           And so, we've already tried a voice vote,  
8 and that didn't work. The Chair couldn't tell if  
9 there were more yeses or nos. So, Robert's tells  
10 us that we have to use a more certain method, and  
11 the next most certain method is a standing look  
12 and see how many people are standing up vote. So,  
13 what you're going to be asked to do, is if you're  
14 in favor of the resolution, stand up. We're not  
15 going to count, we're going to look. And then  
16 you're going to sit down, and we're going to ask  
17 people who are opposed to the motion to stand up,  
18 and we're going to look again. As I said  
19 yesterday, what we have found is that no one can  
20 stand up louder than anybody else, but you can  
21 yell yes or no louder. So, we're going to try a  
22 standing vote now.

1 MS. TAYLORIA MCPHEE-JOHNSON: Mic 7.

2 MR. BRIAN WAGNER: Delegate, mic 7.

3 MS. TAYLORIA MCPHEE-JOHNSON: Tayloria  
4 McPhee-Johnson, Branch 156 -- 146, Miami, Florida.  
5 Question. Do we have a financial fee if we  
6 terminate the contract?

7 MR. BRIAN WAGNER: The question has been  
8 called for, and discussion has already been done.

9 MS. TAYLORIA MCPHEE-JOHNSON: No, I'm  
10 asking the question.

11 MR. BRIAN WAGNER: You can't. The  
12 question has been called for, discussion has  
13 already been done. We're voting. The only  
14 question we can entertain is about the vote.  
15 We've already discussed -- the question has been  
16 called for. There's no more discussion on this --  
17 on this contract.

18 MS. TAYLORIA MCPHEE-JOHNSON: But, I'm  
19 asking for clarification, because what I'm trying  
20 to do is understand if there is something  
21 associated with this.

22 [Audience reaction.]

1           MR. BRIAN WAGNER:   Okay, okay.

2           MR. BRUCE BISHOP:   Again, it's your rule.  
3   You have a rule that says once the question is  
4   called for, there can be no more discussion on the  
5   issue.   If a member wants to continue discussion,  
6   then she can make a motion to suspend the rule.  
7   So, what you would have to say is, "I would  
8   request that by unanimous consent a suspension of  
9   the rule to close debate so that I can ask one  
10  more question."   And then, without objection, you  
11  would be allowed to do that.   But, there is no  
12  other way to allow for further discussion on the  
13  issue.

14           Discussion on the vote is allowed,  
15  because we want to make sure everybody understands  
16  clearly what the vote is and how we're going to do  
17  it.   But, no more discussion on the issue of the  
18  resolution without a suspension of the rules.

19           MS. TAYLORIA MCPHEE-JOHNSON:   Okay.

20           MR. BRIAN WAGNER:   Delegate at mic 6.

21           MS. CAROLYN SIMMS:   Carolyn Simms, Branch  
22  173, Arkansas.   I put a motion in to actually

1 suspend the rule because I feel as a delegation,  
2 we don't understand what we're voting on.

3 MR. BRIAN WAGNER: What rule are you  
4 suspending?

5 MS. CAROLYN SIMMS: The rule to call for  
6 the question and not have further clarification.

7 MR. BRIAN WAGNER: Okay.

8 UNIDENTIFIED MALE SPEAKER: He brought it  
9 up.

10 MR. BRIAN WAGNER: Okay.

11 MR. BRUCE BISHOP: So, let me try this  
12 again. She had a specific question she wanted to  
13 ask, and the only way she could ask that question,  
14 given that the question has already been called  
15 for, would be to ask for suspension so that she,  
16 individually, could ask a question. Now, you've  
17 made it a little bit more complicated, I'm sorry  
18 to say, because what I think you're asking for is  
19 a reconsideration of the motion to close debate.

20 MS. CAROLYN SIMMS: Yes.

21 DR. BRUCE BISHOP: You're asking the  
22 group to reconsider that motion, and to vote not

1 to close debate. So, why don't you make the  
2 motion to reconsider the vote to close debate.  
3 Somebody can second that, and we can vote on that,  
4 and it requires a majority vote to pass.

5 MS. CAROLYN SIMMS: I make the motion to  
6 reconsider the vote.

7 UNIDENTIFIED FEMALE SPEAKER: I second  
8 it.

9 MR. BRIAN WAGNER: Okay. All right. So,  
10 all those in favor of opening up discussion again  
11 on this resolution, signify by saying aye.

12 UNIDENTIFIED MALE SPEAKER: Mic 7. Mic  
13 7.

14 MR. BRIAN WAGNER: I'm in a vote right  
15 now.

16 UNIDENTIFIED MALE SPEAKER: Yeah, point  
17 of -- well, question.

18 MR. BRIAN WAGNER: No, I'm in a vote  
19 right now. All those in favor of extending  
20 discussion on this resolution, say aye.

21 [Chorus of ayes.]

22 All those opposed, say nay.



1           [Chorus of nays.]

2           We're not discussing any more.     Now,  
3 we're on the vote.

4           [Applause.]

5           Now, I'm going to still do the standing  
6 vote, and Louis counts as one, not a half.

7           [Laughter.]

8           All those in favor -- remember, if you're  
9 voting for the Committee's recommendation for  
10 concurrence, you're voting for that NAPS oppose  
11 the exclusive contract and that it be further  
12 resolved that the contract be terminated as soon  
13 as legally possible.     Those in favor of that  
14 resolution -- the Committee's concurrence with  
15 that -- please stand.     You're voting for the  
16 resolution of concurrence of the Committee.

17          All right.     I've got some eyes.     Ivan,  
18 you stand up too.     Are you good?     All right, sit  
19 down, please.     Now, everybody sit down.     This is  
20 the only exercise we're getting today.

21          Now,     those who are against the  
22 Committee's recommendation for concurrence, who's

1 in favor of continuing with the contract with  
2 Dillard, please stand.

3 The Committee's recommendation for  
4 concurrence is concurred with. The resolution  
5 passes.

6 [Applause.]

7 Okay. The motion passes. Please indulge  
8 us, we're close. Right, Bernie? We're close.

9 [Speaking off mic.]

10 We have two more resolutions from  
11 yesterday.

12 [Audience reaction.]

13 UNIDENTIFIED MALE SPEAKER: Mic number 6,  
14 please.

15 MR. BRIAN WAGNER: Mic 6.

16 UNIDENTIFIED MALE SPEAKER: I'd like to  
17 make a motion to adjourn.

18 UNIDENTIFIED MALE SPEAKER: Second.

19 [Audience reaction.]

20 MR. BRIAN WAGNER: Okay. The motion -- I  
21 think I heard a few seconds. Okay. Before we --  
22 we want to make sure before we take that

1 recommendation, the Committee needs to at least  
2 get clarification on what they're going to do with  
3 the objectors before we -- everybody heads out of  
4 this room, okay? So, give me the privilege of  
5 getting Bernie and June up here to make  
6 clarification.

7 [Speaking off mic.]

8 [Banging of the gavel.]

9 MR. BERNIE MCCARTHY: Before I say  
10 another word, I want to clarify something. I  
11 don't want anybody in this room to think that when  
12 you come before the Resolutions Committee to  
13 object that you're before a Tribunal, because that  
14 is not the case. We are going to do everything  
15 possible to make you comfortable and give you  
16 enough time to have your voice heard, just as we  
17 did with all of the objectors yesterday. I just  
18 wanted to clarify that.

19 Will the Resolutions Committee please  
20 report to the Schaghticoke Room 1, and the  
21 objectors, if you'll wait five or ten minutes and  
22 come to the Schaghticoke 1, we'll deal with your

1 objections. Thank you.

2 UNIDENTIFIED FEMALE SPEAKER: Mic 1.

3 MR. BRIAN WAGNER: Before we adjourn, we  
4 do have announcements.

5 MR. TOM O'CONNOR: Mr. Chairman, I need  
6 to clarify my motion. It's Tom O'Connor, Branch  
7 97. I move it's a motion to recess only until  
8 Thursday, not to adjourn.

9 MR. BRIAN WAGNER: All right. Thank you.  
10 That was understood. So -- well, we're not going  
11 to get out of here. Mic 4.

12 MS. DOLORES MAHONEY: We have --

13 MR. BRIAN WAGNER: Who are you?

14 MS. DOLORES MAHONEY: Oh, Dolores Mahoney  
15 from Lehigh Valley, President.

16 MR. BRIAN WAGNER: Okay.

17 MS. DOLORES MAHONEY: We have one  
18 resolution that we didn't even go over. We should  
19 go over that one.

20 MR. BRIAN WAGNER: That's why --

21 MS. JUNEMARIE BRANDT: We actually --  
22 there's one resolution that we had that we have

1 not dealt with yet, and I believe there is one  
2 that was passed out, but the Committee has not met  
3 on it yet. The one that the Committee has not met  
4 and made a decision on is the one from the  
5 Carolinas Bi-State Branch 936. So, we can't read  
6 that for the first time because of the fact that  
7 the Committee has not reviewed it and made a  
8 decision.

9           Yeah, and please, all the resolutions  
10 that were passed out today, take the copies with  
11 you, please, so we don't have to re-pass them out.

12           MR. BRIAN WAGNER: All right. Okay.  
13 Now, before we recess, I will bring up National  
14 Secretary/Treasurer Chuck Mulidore for some final  
15 announcements, and then I'll have whatever. Okay.  
16 Chuck, are you ready?

17           MR. CHUCK MULIDORE: Indeed. Okay. Good  
18 afternoon. All right. A couple announcements.  
19 From this morning, anybody still looking for this  
20 ring? I have it. It's going to go to Lost and  
21 Found at the NAPS office. The ring will go to the  
22 NAPS office Lost and Found. An earring was found

1 today. You can see it. It's a silver earring,  
2 it's not mine. I don't wear silver. So, it's --  
3 it'll be in the NAPS office Lost and Found.

4 The New England caucus will be  
5 immediately after the afternoon session,  
6 Penobscot. New England caucus, Penobscot, as soon  
7 as we're done here today.

8 New York Area caucus at the close of  
9 today's session, they will meet here in front of  
10 the convention floor. New York caucus.

11 And you're invited to the reception  
12 tonight from -- hosted by -- what have you got?  
13 Okay. Hosted by the Dillard Financial Solutions.

14 [Laughter and audience reaction.]

15 [Banging of the gavel.]

16 MR. BRIAN WAGNER: We're professional.  
17 Come on.

18 It is hosted by Dillard Financial  
19 Solutions, food and fellowship, tonight from 7 to  
20 9 in the Earth Ballroom, other side of the Mohegan  
21 Sun Earth Ballroom.

22 Reminder that Detroit Branch 23 --

1 [Banging of gavel.]

2 MR. BRIAN WAGNER: Come on, delegates.

3 MR. CHUCK MULIDORE: Detroit Branch 23 is  
4 having a Tuesday night party tonight at the VFW  
5 Hall. Here's the address: 91 Raymond Hill Road.  
6 It's in Uncasville. It's 3-1/2 miles from here.  
7 91 Raymond Hill Road. 9 p.m. until 12:30 tonight.

8 And finally, oh, two more. Immediately  
9 upon adjournment, pictures in Brothertown  
10 Passamaquoddy, Michiani, Illini, North Center, and  
11 MINK. Pictures right now, Brothertown  
12 Passamaquoddy.

13 And finally, if you are running for  
14 office and you have music, DVD, CD, 8-track,  
15 marching band -- whatever you're going to have, it  
16 needs to be with the AV people as soon as  
17 possible, like right now. So, if you have music  
18 or something like a video to give them, give it to  
19 them now. That's it. Thank you very much.

20 MR. BRIAN WAGNER: Wait a minute. Wait a  
21 minute. Wait a minute. Now, just a reminder  
22 about Thursday morning. The walkers for the SPAC

1 Walkathon are to meet at, I believe, it's 6:15  
2 a.m. at the entrance of the Mohegan Sun. Is that  
3 correct, SPAC Walkathon? Don't forget to wear  
4 your SPAC Walkathon shirts.

5           Okay. I guess we'll end the day here,  
6 right? Thank you for your hard work, really,  
7 attention and efficiency. Remember, enjoy  
8 Wednesday, sleep late, have fun, enjoy the night.  
9 We stand in recess until 8:30 a.m. on Thursday --  
10 in recess until 8:30 a.m. Thursday. Enjoy your  
11 day off.

12           [Whereupon, the meeting was adjourned in  
13 recess.]

14           [Off the record.]

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