WHY JOIN NAPS?

National Association of Postal Supervisors
naps.org/join

WHETHER IT IS FIVE YEARS OR FIVE MINUTES, YOU CAN COUNT ON ONE THING AT THE US POSTAL SERVICE—CHANGE.

However, one thing that has not changed in the past 114+ years is the great representation, information, and networking opportunities the National Association of Postal Supervisors (NAPS) provides its members. NAPS is a professional management association that has advocated for and unified the working lives of all EAS employees since 1908.

Our organization has over 260 local and state branches across the United States. NAPS has three full-time representatives in Washington, DC, as well as regional, area, state, and local elected officers in the field to represent you. Besides consulting with Postal officials on pay, benefits, and workplace environment issues, NAPS lobbies Congress on behalf of our members, where the future of the USPS will ultimately be determined. Furthermore, NAPS provides representation to members who may receive some form of disciplinary, debt collection, or adverse action.

Membership dues are very reasonable per pay period, but are dependent on which branch you will be affiliated with based on your USPS finance number. A portion of your dues is allocated to our Disciplinary Defense Fund (DDF), which provides representation in the unlikely event you should receive adverse disciplinary action at no additional cost to you. In addition, membership dues provide you with legislative efforts, training seminars, national conventions, and local branch activities. You also receive our monthly magazine—The Postal Supervisor.

We look forward to having you join us soon.

Best regards,
NAPS Headquarters

HISTORICAL SKETCH

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

On September 7, 1908, 50 postal supervisors from post offices in 13 states met in Louisville, KY, to establish an association that comprised members dedicated to the welfare of supervisors within the then-United States Post Office Department. More than 100 years later, the National Association of Postal Supervisors (NAPS) continues to work toward this same goal.

With membership of over 26,000 active supervisors, managers, and retirees, including nearly 5,000 postmasters, NAPS promotes the prosperity of its members and the Postal Service. What started out as 50 supervisors in Louisville has now expanded to more than 260 local branches across the continental United States, as well as Alaska, Hawaii, Guam, Puerto Rico, and the U.S. Virgin Islands.

NAPS' representation spans across the postal workforce, ranging from first-line supervisors who work both in facilities where postal employees process and deliver mail, to mid-level and senior managers in every functional area of the Postal Service, as well as postmasters. NAPS members work in the field and also include postal employees from the Marketing, Finance, Human Resources, Sales, Maintenance, and various other postal departments as well as EAS managers who work at USPS Headquarters in Washington, DC, or in various field units around the country.

Headquartered in Alexandria, VA, NAPS is very active in the national political arena. NAPS' political action committee, SPAC, has donated over $600,000 during a single election cycle. NAPS has an effective online legislative advocacy program that has authored several policy papers concerning NAPS issues and issues concerning the Postal Service.

NAPS is governed by 21 area and regional vice presidents who oversee branches across the nation. Three resident officers have offices in Alexandria, VA, and oversee the financial, membership, and legislative departments of the organization. These positions are elected every two years at a national convention.

NAPS is a management association, not a union. NAPS is unique among federal management associations in that its rights are statutory, with a high level of detail concerning its relationship with the USPS. NAPS' rights are listed under Title 39, US Code, Section 1004.

BENEFITS OF MEMBERSHIP

We promote the prosperity of our members and the Postal Service—join our NAPS family and take advantage of these benefits!

ADVOCACY

The longevity of our Association has helped us in creating an advocacy network that is second to none. Through efforts at the local, state, and national level, we communicate regularly with legislators and key decision-makers. In addition, the Supervisors' Political Action Committee (SPAC) was established as the legislative fundraising arm of the organization and has raised hundreds of thousands of dollars to aid political candidates who support the organization's issues.

REPRESENTATION

The success rate of our Disciplinary Defense Fund (DDF) provider in adverse action cases is unmatched. Couple this with the fact that this high level of defense is **free to members** truly raises NAPS above other management associations who require thousands of dollars in advance from their dues-paying members for representation. You cannot afford to NOT be a NAPS member.

TRAINING

Members receive information on legislation, postal policy, and career advancement. Area training seminars are held on a variety of topics throughout the course of the year. Our annual Legislative Training Seminar in Washington, DC, teaches grassroots legislative techniques and provides information on legislation of interest to members. Local branches meet regularly to discuss issues and concerns relevant to you in your postal career.

NETWORKING

Our association has over 26,000 members and we are the largest postal management association. Our membership crosses every operational and administrative function in the Postal Service. This means that your affiliation with NAPS comes with built-in networking opportunities at the local branch level that no other association can offer. Being part of this large network will give you the greatest access to the largest variety of Postal professionals you can have as an EAS employee of the Postal Service.

Simply complete the enclosed NAPS Form 1187 and return it to NAPS Headquarters to become a part of our dynamic and trusted organization.

"As a supervisor, I thought I was all alone and that nobody had the same issues I did. I discovered NAPS and found I was not alone and that there were many others out there with the same problems. That's when I decided to really get involved. Joining together with my NAPS family I found that one person can voice an opinion and, **with the support of the organization, we can make a positive difference for our members and the USPS.**"

NAPS Member

Branch 61 - Seattle

NAPS' DDF: A BENEFIT OF MEMBERSHIP

By Tony Dallojacono
NAPS Disciplinary Defense Fund Provider

With NAPS' Disciplinary Defense Fund (DDF) plan, all costs are covered through the initial Merit Systems Protection Board (MSPB) decision process with no additional expense to the member. While some may assert that quality representation only can be achieved by an attorney, NAPS strongly disagrees. NAPS' DDF has been representing members for more than 30 years at MSPB hearings, in debt-collection cases under the Debt Collection Act and in hearings under Section 652.24 of the Employee and Labor Relations Manual (ELM).

NAPS' DDF employs attorneys, former Labor Relations managers and retired MSPB judges as advocates. Who better to understand the unique Postal Service policies and procedures than that group of individuals?

Our advocates are extremely competent in the appeals process, including discovery procedures, rules of evidence, witness preparation and advocating before administrative law judges and hearing officers. The advocate assigned through NAPS' DDF plan will have an in-depth understanding of postal policies, procedures and federal laws applicable to MSPB proceedings to provide quality representation to NAPS members.

The beauty of the NAPS DDF process is there is no upfront, out-of-pocket expense to NAPS members when it involves the use of the DDF. As far as the costs up to $4,000, NAPS advocates have agreed that costs will not exceed that figure in nearly all circumstances. In the thousands of cases NAPS' DDF has handled over the past 30 years, less than a handful of members, due to extenuating circumstances, were required to personally pay any additional DDF costs out of pocket. Therefore, except in very rare circumstances, if you are a NAPS member in need of DDF services, there is no additional out-of-pocket cost to you—period. Bottom line: DDF representation is available to all qualifying NAPS members as a benefit of membership.

EAS EMPLOYEES WITH MSPB APPEAL RIGHTS:

Removals - No cost to member

The claimant will be responsible for the full cost of appealing beyond the MSPB initial decision.

EAS EMPLOYEES WITHOUT MSPB APPEAL RIGHTS:

(ADMINISTRATIVE APPEAL UNDER ELM 652.2):

Removals/Demotions/Suspensions - No cost to member

ELIGIBILITY:

The DDF only is to be used for active and associate members, including individuals who were members in good standing at the time of retirement.

To be eligible for representation through the DDF, an active member must meet the following criteria:

- the active member must have signed an application for NAPS membership 60 days from the effective date of promotion from the craft, or
- the active member must have been a NAPS member no fewer than 90 days before the charge being issued, and
- any additional criteria outlined in the "Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents" in the NAPS *Officer Training Manual.*

NAPS NATIONAL CONVENTION

The NAPS National Convention is held every two years at different locations throughout the United States.

Agenda items include discussions, presentations and committee meetings to discuss NAPS business, voting on proposed changes and elections of Executive Board members. Attendance at the National Convention is also an opportunity to hear about current legislative issues and strategies that NAPS has implemented to effect change and support its members. Finally, the convention is an important networking event. It is a wonderful opportunity to connect with your peers who come in from every corner of the country.

NAPS LEGISLATIVE TRAINING SEMINAR

The NAPS Legislative Training Seminar (LTS) is held during the spring of each year in close proximity to our nation's capital, Washington, DC.

This seminar was established to advance the NAPS agenda, which is designed to strengthen EAS employee rights and the Postal Service, enhance our national presence and cultivate loyal legislative champions. As NAPS members and as LTS delegates, it is critical that we advance our issues to elected policymakers with intensity and passion. It is up to us, as advocates for a strong, vibrant Universal Delivery System, to accurately paint this picture for the Congress.

1,500+
MEMBERS

Number of people NAPS National Convention brings together to make decisions related to the policies and activities of the association.

OVER 500
NAPS MEMBERS

Attend LTS each year and engage with their members of Congress to advocate on behalf of EAS-level postal employees.

THE PURPOSE OF THE SEMINAR IS
TWOFOLD

1) To educate our members on the political process and the legislative issues facing the United States Postal Service.

2) To translate this curriculum into successful meetings with lawmakers and their staff on Capitol Hill.

JOIN NAPS TODAY!

NAPS is the **only** postal management association recognized under the law, affirmed by the U.S. Court of Appeals in its landmark decision in NAPS v. USPS (Feb. 22, 2022), that can represent **all** EAS professionals in pay and benefits consultations with the Postal Service, including Postmasters!

WHY JOIN ANY OTHER ORGANIZATION?

napshq@naps.org
703-836-9660
naps.org/join

National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753
naps.org/join-us

UNITED STATES POSTAL SERVICE AUTHORIZATION FOR DEDUCTION OF DUES

Converting from Direct Pay to Dues Withholding ☐

EMPLOYEE INFORMATION

EMPLOYEE'S NAME (Last, First, Initial) _____, _____, _____

STREET _____
(Home Address Only – DO NOT USE WORK ADDRESS)

CITY _____ **STATE** _____ **ZIP+4** _____-_____

			–			–				

SOCIAL SECURITY NUMBER (Required)

				–				

USPS EMPLOYEE ID NUMBER (Required)

		–				

FINANCE NUMBER AS LISTED ON PAY STUB (Required)

NON-GOVERNMENT EMAIL (Optional)

			–				–				

HOME PHONE (Optional)

I hereby authorize the United States Postal Service (USPS) to deduct from my pay each pay period the amount certified below as the regular dues of the National Association of Postal Supervisors (NAPS), which includes a yearly subscription for The Postal Supervisor magazine as part of the membership dues, and to remit such amounts to that organization in accordance with its arrangements with USPS. I further authorize any change in the amount to be deducted which is certified by NAPS as a uniform change in its dues structure.

I understand that this authorization will become effective the pay period received by the HR Shared Service Center (HRSSC), PO Box 970400, Greensboro, NC 27497-0400 or following pay period. I further understand that my dues may only be canceled either by separation from the USPS or by using USPS PS Form 1188, Cancellation of Organization Dues from Payroll Withholdings, and that I may revoke this authorization at any time by filing the original of such a revocation form with the USPS HRSSC, PO Box 970400, Greensboro, NC 27497-0400. PS Form 1188 is available on the USPS Intranet on the Forms page. Such revocation will not be effective however until the first full pay period following March 1st or September 1st of any calendar year, whichever date first occurs after the PS Form 1188 is received in the HRSSC. (See ELM Section 925 for full explanation of Cancellation of Dues Withholding guidelines.) Additional information may be obtained by calling HRSSC at 1-877-477-3273 option 5.

Dues to the National Association of Postal Supervisors are not deductible as charitable contributions. However, they may be tax deductible as ordinary and necessary business expenses.

_____ _____
SIGNATURE OF EMPLOYEE, POST OFFICE TITLE AND LEVEL DATE

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS **BRANCH NUMBER** _____

I hereby certify that the regular dues of this organization
for the above named member are currently established at $_____ ._____ per pay period.

_____ _____ _____
SIGNATURE OF BRANCH OFFICER (Optional) TITLE DATE

NAPS SPONSOR (If applicable – all information required) PLEASE PRINT LEGIBLY

SPONSOR'S NAME _____ BRANCH # _____

ADDRESS _____

CITY _____ STATE _____ ZIP + 4 _____-_____

ORIGINAL – SEND TO NAPS HEADQUARTERS, 1727 King St, STE 400, Alexandria, VA 22314-2753