

Daily Newsletter

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A Momentous Accomplishment

At Tuesday morning's business session, Executive Vice President Chuck Mulidore read a letter from House Oversight & Reform Committee Chairwoman Carolyn Maloney:

Dear Mr. Butts:

"I would like to express my sincere appreciation to the members of the National Association of Postal Supervisors for their hard work in helping to get the Postal Service Reform Act signed into law.

"Postal supervisors, managers and postmasters are essential members of the Postal Service who help sustain and enhance the Postal Service. I want to specifically thank NAPS Executive Vice President Chuck Mulidore and Secretary/Treasurer James Warden for their efforts to help pass the bill.

"I wish I could be with you in New Orleans to take part in your national convention, but in recognition of your members' efforts, I want to present the National Association of Postal Supervisors with a 'redline' copy of the Postal Service Reform Act, signed by the President, as it was conveyed to the National Archives for posterity.

"I look forward to continuing to work with the National Association of Postal Supervisors as, together, we strive to provide the American public with the high quality of services from the Postal Service they expect and deserve."

Sincerely,
Carolyn B. Maloney

The redline copy presented to NAPS by Maloney is the final version of the House- and Senate-passed bill, H.R. 3076 that was presented to President Joe Biden

for his signature and bears the signatures of Speaker of the House Nancy Pelosi and President Pro Tempore of the Senate Patrick Leahy. It includes a "red line" bordering the text of the first and last pages of the passed bill.

Once President Biden affixed his signature to the legislation, the document, known as the "redline" of H.R. 3076, was immediately forwarded to the U.S. National Archives and Records Administration, where it was assigned Public Law 117-108.

This token of appreciation from Maloney, thanking NAPS members for their efforts in helping enact postal reform legislation, is framed with a photo of the NAPS resident officers and President Biden at the April 6 signing ceremony.

Be Part of the Solution

UPMA National President Edmund Carley addressed NAPS delegates Monday afternoon. NAPS President Ivan D. Butts will address UPMA members at their national convention later this month. Carley said he was honored to be at the convention and credited Ivan with helping him adjust and providing guidance when he assumed the UPMA presidency.

Carley referenced *Title 39* and the requirements that Postal Service Headquarters consults with the postal management associations and gives "full and fair consideration" to pay and benefits and anything else that may affect EAS employees' jobs, titles, work environments and more. "Can you define 'full and fair consideration' for me?" he asked. "The Postal Service notifies us what it's going to do, regardless whether we agree or like it."

Carley said NAPS and UPMA need to be on the same page, asking the same

questions and, if they're told different things, sharing resources and having discussions. "We have to work together," he stressed. "Other things, we disagree on—of course! We're family. Families fight. Let's make clear to the PMG that we want to partner with him and ensure the USPS is the preferred delivery choice of the 21st century. We want to be part of the solution.

"Despite all the differences and hype, the strength is in the numbers and working together. I stand with you and support you. I'm glad to see a roomful of dedicated postal employees; thanks for the invitation."

SPAC Makes a Difference

Help make this a record-breaking convention for SPAC contributions. As of Tuesday afternoon, contributions at the convention totaled \$29,800. That total includes a contribution of \$10,002 from the Northeast Region in honor of NAPS Secretary/Treasurer Jimmy Warden.

Bob Levi, NAPS director of Legislative & Political Affairs, is in the Celestin Ballroom Foyer to take your contributions. Passage of postal reform legislation was a great accomplishment, but NAPS' legislative work continues. SPAC funds provide access and support lawmakers and candidates who support NAPS and the Postal Service. Do your part!

Bid Whist Was a Blast

Monday evening's Bid Whist Tournament was a rousing success. Host Branch 73 member Kyle Laurendine presented the 1st- and 2nd-place trophies. Peggy Allen and Marcia Kimbrough, Cleveland, OH, Branch 46, were the winners. Vickie

Mosley, Charleston, WV, Branch 212, and her friend Elizabeth Johnson claimed second place.

Tim Ford Honored

Southern Region Vice President and NAPS Executive Board Chair Tim Ford was recognized Tuesday for his service; he is stepping down from the Executive Board. He has served as Southern Region vice president for 28 years and board chair for 10 years.

Executive Vice President Chuck Mulidore called Ford a great NAPS leader and presented him with a plaque with a gavel “in recognition of your tremendous service to the members of NAPS and for your leadership, dedication and commitment to our members.”

Ford told delegates, “This boy from Minnesota has been more places, done more things and made more friends from my membership in NAPS. None of this could have been done without the help of the Southern Region.”

Helping Others

President Ivan D. Butts asked Phoebe Jordan, Carolina Bi-State Branch 936 officer and Wilmington, NC, Branch 248 member, and fellow Eastern Region members Karen Douglas, Patricia Stevens and Beverly Torain to the stage to recognize their charitable efforts. The group assembled and distributed dignity bags to homeless shelters in New Orleans on Saturday.

Phoebe thanked the resident officers for allowing them to take on this project. “So much has happened here in New Orleans from Hurricane Katrina,” she observed. “There are so many homeless.”

She referred to Yulonda Love’s message from Monday morning urging everyone to help someone. “This group of women,” she said, “along with the Eastern Region, have given donations and, with our NAPS president, were able to put together 300 dignity bags we dispersed to three homeless shelters on Saturday.

“This humanitarian effort was envisioned by Karen Douglas and Patricia Stevens. We pray and hope that, at the next convention, someone locally decides to do a similar project.

“We gave the bags to a youth homeless shelter for children under 21 and a men’s and a women’s shelters. Thank you all for your donations and everything you did. Thank you, Ivan, for allowing us to do this.”

Postmaster Committee Report

Postmaster Committee Chair Jimmy Salmon, with Assistant Chair Kevin Moore and fellow committee members, gave the committee’s report on Tuesday. This year’s “asks” include:

- Continuing the push to recruit postmaster members. The USPS has 14,000 postmasters; 4,500 are NAPS members. As a result of the District of Columbia U.S. Court of Appeals’ decision, NAPS can represent postmasters in every aspect of their jobs, including pay.

- The need continues for online training for postmasters, such as *Form 150s*, labor and SWCs.

- Provide COLAs for postmasters and all EAS employees.

- As a result of Amazon and other initiatives, it’s imperative that offices are budgeted properly.

- Find out more information on the move to create mega plants that would be sortation and distribution centers.

- Postmasters are doing too much craft work, as well as other work. Postmasters must be paid for all time they work.

- There needs to be proper staffing that would allow postmasters to reasonably use their leave.

- Postmaster jobs should be posted for EAS employees only.

Salmon said his committee is committed to regular communication within the committee between conventions and with the Executive Board Postmaster Committee when important issues arise. “Let’s deal with those issues as they occur,” he urged. “Let’s communicate those issues to the Executive Board so they can be discussed during consultative meetings with the Postal Service.”

The ‘93% Rule’

NAPS delegates were treated Tuesday morning to motivational speaker Greg Gray, CEO of Renaissance Unlimited,

Inc., who talked about building relationships and what people really listen to.

“I’m excited to hang out with you,” he declared. “Most effective leaders are the ones who build relationships that are lasting. Great relationships are based on how well people listen and how much they care.”

Gray said that, when under pressure, this is what people really listen to:

- 7%—the words we choose
- 38%—our tone of voice
- 55%—body language

In other words, “93% has more to do with the boat on which the words float,” he explained. “If we don’t manage our tone of voice, we can’t manage our relationships. People assess our character by how we say something rather than what we say. Our relationships are built on mutual trust and respect—not on agreeing.”

Gray had delegates list the qualities of an admired mentor and leader—the A list. Then, list qualities of a toxic co-worker or leader—the B list. “As leaders, it’s important to ask yourself, ‘What does my 93% look like?’”

He discussed ways to communicate in a variety of situations—phone calls, email, social media, texting and in-person and virtual meetings. “Look in a mirror,” he advised. “However you look is going to come across—whatever the environment. Remember, the entire world understands a smile.”

Gray quoted Albert Schweitzer, humanitarian and Nobel Peace Prize winner, who said, “Example is not the main method of influence; it’s the only method of influence.”

He told NAPS delegates they get to choose which list they are on, but the people perceiving us get to choose which list we are on. “They determine how good we are at managing this,” he advised.

Delegates got a copy of Gray’s brochure in their convention bags, which has a QR code that provides a free copy of the slides from Gray’s presentation.

NAPS Notes

- In memoriam: Stephen Paul Ochs, Missouri Gateway Branch 131.

- Happy birthday to Edward Simpao (Aug. 10), husband of Sally Simpao, San Francisco Branch 88.