

Daily Newsletter

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SPAC Update

Executive Vice President Ivan D. Butts announced the latest 2021 SPAC total Tuesday morning that includes contributions at the convention and the two virtual SPAC raffles: \$42,877. He said he is further encouraged that NAPS will reach his goal of \$50,000 this year for SPAC.

Butts urged delegates to sign up for “Drive 4 Five,” the way for members to contribute via monthly deductions through payroll or annuity withholdings. “If everyone contributed \$5 or \$10 a month, we could sustain SPAC for years,” he declared.

Monthly contributions also allow the NAPS legislative team to better forecast what it needs to support legislators who support NAPS. “Please help in this grassroots legislative effort and consider supporting SPAC with monthly payroll or annuity deductions,” he stressed.

Butts announced the two winners from the earlier promotion to encourage current members of “Drive 4 Five” to increase their monthly payroll and annuity deductions. Winners of the iPads were Kym Mullins, Tampa, FL, Branch 81, for the highest increase in payroll deductions; and Tom Hughes, New York City Branch 100 president, for the highest increase in annuity deductions.

In Memoriam

Following are NAPS members who were not included in the original “In Memoriam” list:

Patti White, Minneapolis Branch 16
Andreyia Thomas, Cleveland Branch

46

Ken Christianson, Idaho State Branch
915

Delivering to the American People

Postmaster General Louis DeJoy addressed NAPS delegates Tuesday morning, saying he was excited to be with them at the convention. “You are important whether you are working—helping me lead the charge to right the Postal Service—or retired because we need cheerleaders, help and support. We’re involved in a transformation of the organization whose business model has been significantly disrupted over the past few years.”

DeJoy said the agency’s 10-year plan is pretty straightforward: strategically direct the USPS’ processing and delivery assets in a way that increases operational precision and preserves its core, but doing it better and more cost effectively; also, finding strategic ways to grow. He said he wants to energize the entire organization and achieve success by covering costs and investing in the network.

The PMG referenced that, when he joined the Postal Service in June 2020, the agency was forecast to lose billions and run out of cash in September; mail volume was declining and projected to continue to decline over the next 10 years. “The focus was on mail,” he observed, “but the best minds have focused on the mail for over 10 years. We needed to come up with a better plan. Our greatest assets are our network and our people.”

DeJoy talked about reorganizing the agency; he now has 16 direct reports. He pulled people up through the organization. “I’m very proud of the team I have around me,” he declared. “I don’t have far to look from me to you. It’s important for employees to know they will be listened to.

“Organizational structure and align

ment to people and mission are the most important things in a large organization such as ours. We have the structure now and good management. We need to have a vision for where we’re going.”

DeJoy thanked NAPS delegates for their service and commitment during the pandemic and the national election. “I understand our mission: Serve the American people and go to every address six days a week. Everything else revolves around that. It’s pretty clear!”

He said the 10-year plan is employee-friendly and has support from employees. “We have very competent people throughout the organization, which is why I’m confident we can do this. Our employees are very committed and working hard.”

The 10-year plan commits to maintaining six-day delivery. “It’s important because we can’t delete service; it’s our ticket to success,” he stressed. “We go to every house, every day. Our job is to convince the American people to use us more.”

The 10-year plan also focuses on stemming employee turnover, including converting people, which stabilizes the workforce. “Our mission is aligned to stability in the organization, which will bring profitability,” he explained. “We have to be self-sustaining and cover our costs; it’s the law. It’s also an important attribute of a service business. Covering costs forces you to evolve.

“We have to believe we can do this and that we are a growing concern. We have a vision for the Postal Service 10 years from now and how we serve the American public. When you have the mission laid out and a vision, it forces you to take action, make decisions and do the uncomfortable things to get there for the

long-term health of the organization.

“That’s what the plan is about. We are not confused about our mission: Serve the American people and cover our costs. But we need revenue to do that.”

New to the plan is growth. DeJoy talked about USPS Connect Local, calling it a winner. The new program allows retailers to drop packages at a local postal facility during business hours for next-day delivery. Alternatively, merchants can fill orders overnight and drop off packages in the early morning for same-day delivery. “This is the ticket forward,” he stressed, “and where we’re going to get more revenue.”

It’s part of a broader USPS Connect program designed to help businesses of all sizes meet growing consumer demand for affordable, fast, local and regional deliveries and returns, as well as support Main Street-style commerce. “We’re going to create an ecosystem around communities, enable commerce to happen and help us cover our costs,” he declared.

DeJoy said he is encouraged by the progress with postal reform legislation. He, as well as the agency’s Government Relations team, continue to meet with Congress. Current legislation that has been approved by the House Committee on Oversight and Reform would give the Postal Service the ability to move forward. “We have support because we have made known we have a problem and that we’re going to fix it ourselves,” he offered.

The PMG said peak season pricing will continue. He intends to invest in facilities and is modernizing the IT department. New vehicles have rolled out. “It’s very exciting,” he exclaimed. “We have high expectations of everything; it’s all on a schedule. We look at service. I’m in service meetings with our executives looking at everything.

“You all know that anything bad that happens usually rolls downhill. We’re not that kind of organization anymore. We’re going to be leader-responsible and accountable. It’s an example to take as you go forward. Help your employees every day; that’s what we’re all about in the USPS.

“I need you to believe in the plan. I love my team and the people I meet when I

go out in the field. I love the mission. I need you to believe and talk it up. When you have the vision, we will work smarter and more collaboratively, talk smarter and be used a lot more and bring in revenue.

“Have expectations of yourself and your team. Engage in the new employees; welcome them and speak to them. There is something really special in the Postal Service and it starts with its people. Let’s make new people feel good; we want them to make it.

“I’m very humbled to lead this organization and all of you.”

Fore!

Host Branch Committee Chair Bob Bradford announced the results of Sunday’s golf tournament held at the Cowboys Golf Club. There were 52 golfers.

Members of the first-place team were Tony Viers, Chad Viers, Bill Spurling and Jimmy Archibald.

Second-place team members were Jay Van Horn, John Felicioni, Bruce Moffett and Cash Moffett.

Ballot Committee Named

NAPS President Brian Wagner announced members of the Ballot Committee:

Roe Herzog, 154, chair; assistant chairs, Bruce Kuiper, MN, 16; and Robert Tolman, SD, 946.

New England Area: James Miserville, NH, 498.

New York Area: Phyllis Morrissey, NY, 935.

Mideast Area: Sue Bartko, PA, 20.

Capitol-Atlantic Area: Larry Martin, MD, 42.

Pioneer Area: Debra Jackson, OH, 46.

Michiana Area: Laurie A. Cogar, MI, 268.

Illini Area: Annetta Joseph, IL, 14.

North Central Area: Theresa Newcomb-Evans, MN, 16.

MINK Area: Virginia Price-Booker, MO, 131.

Southeast Area: Syl Johnson, GA, 595.

Cotton Belt Area: Robert Wakefield, TN, 947.

Central Gulf Area: Trueva Richardson, AL, 26.

Texas Area: Robin Young-Williams, TX, 589.

Northwest Area: Pamela Simpson, WA, 66.

Rocky Mountain Area: Jackie Clayton, NV, 463.

Pacific Area: Karyn Rahming, CA, 77.

Assistants: Carol Randle, CA, 39; and Catherine Brady, FL, 420.

Postmaster Committee

Committee Chair James Salmon, Branch 246, AZ, reported on the Postmaster Committee meeting. The NAPS Executive Board Postmaster Committee met with the convention committee. Recommendations included:

Online training for postmasters that would entail five- to seven-minute videos available on the NAPS website on topics such as job skills, legislation, membership and representation.

In-depth training on representation to strengthen NAPS’ cadre of representatives so they are more available and better prepared to represent members.

Aggressively recruit more postmaster members. Let them know NAPS is the best organization for them.

Promote NAPS’ DDF, available to new members after 90 days at no cost.

Address work conditions and staffing. Postmasters at all levels are being forced to perform craft work just to get the job done. Offices that have supervisors need these positions filled. Craft positions need to be filled; Fast Track Hiring needs to be fixed.

If postmasters are working more than 40 hours, they need to be compensated for that time. With the restructuring, postmasters need to know whom to contact for support.

The entire Postmaster Committee report will be printed in the September/October issue of *The Postal Supervisor*.

Milestones:

Happy birthday to Auxiliary Executive Vice President Laurie D. Butts (Aug. 31) and Deborah Johnson, San Francisco Branch 88 (Sept. 2)!

Bertha Conway, San Antonio Branch 103, and her husband Steve will celebrate their 40th anniversary on Sept. 5.