

# Daily Newsletter

Aug. 10, 2018 • Number 4

## Elections

Nominations for Executive Board officers:

**President**—Jay Killackey; Brian Wagner.

**Executive Vice President**—Ivan D. Butts.

**Secretary/Treasurer:** Toni Coleman-Scruggs; Chuck Mulidore.

**Northeast Region VP:** Tommy Roma.

**Eastern Region VP:** Richard Green.

**Central Region VP:** Craig Johnson.

**Southern Region VP:** Tim Ford.

**Western Region VP:** Marilyn Walton.

**New England Area VP:** Cy Dumas; Jeff Salamon.

**New York Area VP:** Jimmy Warden.

**Mideast Area VP:** Tony Dallojano; Darryl Williams.

**Capitol-Atlantic Area VP:** Troy Griffin.

**Pioneer Area VP:** Tim Needham.

**Michiana Area VP:** Kevin Trayer.

**Illini Area VP:** Greg Harris; Luz Moreno.

**North Central Area VP:** Dan Mooney.

**MINK Area VP:** Bart Green.

**Southeast Area VP:** Bob Quinlan.

**Central Gulf Area VP:** Cornel Rowel Sr.

**Cotton Belt Area VP:** Shri Green.

**Texas Area VP:** Jaime Elizondo Jr.

**Northwest Area VP:** Joe Lahman; Cindy McCracken.

**Rocky Mountain Area VP:** Myrna Pashinski.

**Pacific Area VP:** Chuck Lum; Charles Patterson.

**2022 convention cites:** Denver; New Orleans.

## Last Convention Day for SPAC Contributions

At the end of the day Thursday, more than \$27,000 had been collected for SPAC. Today is the last convention day to contribute. As NAPS Legislative Counsel Bruce Moyer explained on Thursday, this year's mid-term elections are very important.

The degree to which the agenda comes about in the next Congress controlling what bills are considered and how they will move forward are governed by who gets elected. "It's critically important that every one of us goes to the polls and votes this November," he urged.

Visit the SPAC table and contribute to this very important fund. SPAC Manager Katie Maddocks is available to answer any questions you may have.

## Charlie Scialla Honored

Tuesday morning during DDF provider Al Lum's address to delegates, he dubbed former NAPS DDF provider Charlie Scialla "Mr. DDF." On Thursday, Charlie was presented a certificate of appreciation. "He always will be with us in spirit and knowledge; he now will be known as 'Mr. DDF,'" President Brian Wagner proclaimed.

Brian thanked Scialla for his commitment in representing members in adverse action and debt collection cases. "Your tireless work is greatly appreciated," he said.

Charlie said it was a big surprise to have that title bestowed on him. "These past 28½ years as NAPS' DDF provider was enjoyable," he told delegates. I know we did a good job; we probably were the best in the country in wins, losses and settlements.

"In my 28 ½ years, we never charged any member money for representing them. Support the DDF; it's important."

## Everyone Is an Advocate

NAPS Legislative Counsel Bruce Moyer thanked the state legislative chairs and branch legislative reps for their efforts. "You all should consider yourself legislative advocates for the organization," he told delegates. "In addition, your support through SPAC, our legislative war chest, assures our champions in Washington, DC, remain in office and allows us to elect new champions to continue to represent the best interests of postal supervisors and the Postal Service.

"No one needs to remind us of the challenges we face. In the course of the 20 years I have served you and NAPS, I have witnessed the erosion and dysfunction of our process in DC. The partisanship only has grown deeper—at times, more hostile and more infantile."

Moyer attributed this dysfunction to the reason why postal reform legislation has stalled in Congress. Another contributing factor to the delay has been the establishment of the presidential task force to examine the USPS.

"We have played an active role in contributing our comments and views to the task force," he pointed out. "Ivan, Katie and I met with the task force staff on May 21." According to the charter of the task force, its report to the president is due Aug. 10. "That doesn't mean the report will be released to the public tomorrow," he pointed out.

Moyer predicted the report likely will call for privatization of the Postal Service. He based that on the Office of Management and Budget's report issued two

months ago that called for privatization of the agency, preceded by fixing its finances and bringing it into a state of greater financial stability. “The same kind of stability,” he stressed, “that could be achieved if the House postal reform bill were to pass.”

Privatization is not something the President can accomplish by, for example, an executive order. The existence of the Postal Service and its operations are bound in statute. In fact, over the past two months, there have been hearings in the House and Senate where members of both parties roundly criticized the OMB report for its recommendation to privatize.

“NAPS—at its very core—is opposed to privatization for obvious reasons,” he declared. “We will continue to remain opposed.” Right now in the House, there is a resolution, H. Res. 993, that would put the House on record as being opposed to privatization of the USPS; 80 members have signed on to this resolution.

Moyer credited NAPS members for their efforts in calling their House members to vote for this resolution. “If you have not yet made a call to your House member, please do so,” he urged. “Call the Capitol Hill switchboard and ask your representative to support H. Res 993 and stop any efforts by this administration or Congress to privatize the Postal Service.”

Moyer pointed out that, despite not having achieved postal reform, NAPS has been successful in stopping proposals by this administration and members of Congress to trim and reduce NAPS members’ retirement and health benefits. “Not a single penny of your benefits in the past two years has been eroded or cut by Congress, despite the budget proposal that would have cut over \$3 billion of your well-deserved health and retirement benefits,” he said. “That’s due to your support and work and active engagement at LTS and beyond. The system works in that regard.” Next year’s LTS will be March 10-13.

Moyer talked next about the NAPS pay talks and fact-finding. The process for this is laid out in law; *Title 39*, Section 1104, provides for consultation between the Postal Service and the management organizations to come about following completion of negotiations with the agency’s largest collective-bargaining unit, which currently is the NALC.

Those talks were concluded this past summer. In September, the USPS provided NAPS and UPMA its proposal for pay covering 2016 to 2019. “Here we are in 2018,” he said, “with one more year governing the pay period. There is a problem in how the process works. We are way behind and the USPS has vigorously opposed any type of treatment and retroactive treatments of those prior years. We are handicapped by the statute and the slow speed of collective-bargaining talks and negotiations with the USPS.”

Since September, there have been considerable delays, largely brought about by the USPS’ failure to move the process along. NAPS finally received the pay decision on July 6. It was unacceptable due to the denial of pay increases and problems associated with NPA itself and the lack of a sufficient supervisor differential and comparability with private-sector jobs.

“Those elements are not merely items on NAPS’ wish list,” Moyer said. “These are elements grounded in *Title 39* and requirements the Postal Service is obliged to honor and address to provide compensation comparable to the private sector, fair supervisor differential and to attract and retain qualified EAS personnel. All three of these elements are grounded in statute; it’s our contention that the USPS has dishonored each one of those. This failure to honor federal law has led to the erosion of supervisor morale as documented by the Postal Pulse survey.”

The NAPS Executive Board made the decision to go to fact-finding. In July, a panel was commissioned by the Federal Mediation and Conciliation Service (FMCS). NAPS chose its first member of the panel; the USPS identified the second member of the panel. Those two members identified a chairman of the panel.

Those three represent the fact-finding panel to which NAPS and the USPS will appear, probably in October or November, for a series of hearings where each will present its case. Following that, the panel will make its findings and a recommendation to the USPS with regard to any changes to supervisor pay and benefits.

“Within a very brief time,” Moyer explained, “the panel is required by law to provide its recommendations to the USPS. Up to that point, it’s very similar to arbitra-

tion, but our process might be referred to as arbitration-light because the decision only is a recommendation—not a binding decision on the USPS.

“When the unions go to arbitration, that recommendation is binding. The panel’s findings are recommended to the USPS. The agency has a brief time to consider them, then declare which it will adopt and which it will refrain from adopting and why. That is the process under law we are required to follow.”

He said there are two additional steps that may unfold. The first involves any kind of further legal action NAPS may choose to pursue. The other is changing the law itself and the unfair platform that exists for pay talks: the tendency of the law to fall behind the pace and the failure to provide for retroactivity in catch-up raises.

Also, regarding any recommendations not being binding on the Postal Service, NAPS could go back to the FMCS and ask for another panel to be formed to examine the process itself and make recommendations to Congress to make changes.

“We have to follow the law regarding whatever administration steps there are,” he pointed out. “This is a process in which your resident officers, your board and the pay talks team have been incredibly diligent, savvy and tactical in working with the USPS to arrive at an outcome most favorable to your interests, hard work and the passion you devote to your jobs. They will continue to demonstrate that kind of dedication and energy to achieve an outcome that serves your interests and the greater interests of the American public regarding what the USPS stands for.”

## In Memoriam

Following are more names of members who have died since the 2016 National Convention:

Brenda Taylor, 493  
Rick Montgomery, 72  
Anthony Bangust, 72  
Steve Wenzel, 72  
Thomas Barnes, 94  
Enid Walters, 16  
Bill Nolan, 146  
Myla J. Hostetler, 33  
Olivia Helms, 88