When Your Job Is on the Line,
NAPS’ DDF Is There for You—at No Charge
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DDF: No Deposit Required!

It’s important that NAPS members are educated about the benefits of our Disciplinary Defense Fund (DDF), especially if they hear conflicting information when NAPS’ DDF is compared to similar postal employee defense programs. I do not want members’ heads to spin when false information is being spun about NAPS’ DDF. We want members to have the facts; here’s the scoop!

One of the greatest benefits of NAPS membership is our excellent DDF program, which has been in existence for over 30 years. The DDF is a valued member benefit funded through active members’ dues. Specifically, according to NAPS’ Constitution and Bylaws, Article XIII, Dues and Assessments, Section 7, $13 of each active member’s annual per capita shall be set aside for the DDF, to be administered by the Executive Board. Basically, NAPS’ DDF is fully funded.

Qualifying for the DDF is explained in Article IX, Section 2, of the NAPS Bylaws. In part, Section 2 reads: “(a) the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft,” or “(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued …”

When a member’s postal job is on the line, the last thing they need to worry or stress about is having to prepay monies to receive disciplinary defense representation. NAPS does not require any member to reach into their wallet or pocketbook to make a deposit of one penny, dime, dollar or thousands of dollars to receive the benefit of quality and qualified NAPS DDF representation.

As a dues-paying NAPS member, if you need the DDF more than once in your EAS postal career, there is no requirement for a member to prefund any of their DDF cases. For example, if a member has an adverse action and a debt collection case going on at the same time, the member is not required to make a financial deposit before qualified NAPS DDF representation is provided. Thank goodness NAPS’ DDF is free with membership.

Furthermore, NAPS Headquarters—not the member—pays for all travel expenses related to a member’s DDF case. With prior approval, NAPS also will pay up to $1,000 in evidentiary expenses an experienced DDF advocate may incur. These expenses cover an initial appeal to the Merit Systems Protection Board (MSPB) or a debt collection case.

In the past 25 years and thousands of DDF cases, NAPS members never have had to personally pay additional expenses above NAPS’ established DDF threshold—a threshold only established to manage costs. Fortunately, NAPS advocates are excellent at member representation and keeping DDF costs down.

Because our DDF advocates do not breach NAPS’ established threshold, we can continue our trend of ensuring members do not have to pay any additional funds to receive the professional and quality DDF representation already included in their membership. It deserves repeating: Dues from NAPS membership cover all DDF expenses. No prepayments, advance deposits, additional personal funds before, during or after a DDF case are required for a NAPS member to receive or continue to receive DDF representation to cover an initial MSPB or debt collection case.

Not only is NAPS’ DDF available to qualifying active members, it’s available to associate members, as well. That is what helps make NAPS’ DDF the best postal management adverse action and debt collection representation program available to NAPS retirees and all eligible EAS employees: supervisors, managers, postmasters and other managerial personnel.

November is a month for thankfulness. I am thankful that NAPS has the best postal management disciplinary defense representation program in the country. I am thankful for all the benefits NAPS membership provides. I also am thankful to our military men and women and veterans who have given so much to protect our great country.

Finally, I am thankful to provide you this month’s ice-cream-flavor recommendation: pumpkin spice latte! Happy Thanksgiving to all.

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Brian J. Wagner
President
In preparing for this month’s column, I read an advertisement from the Vx Group whose trademarked motto is “Growth Is Good.” Vx believes that growth is driven by great vision, great programs and great people. The reason I was drawn to this company was a post on its website titled, “Five Reasons Why You Can’t Cut Your Way to Profitability.”

The company asserted that, from a financial perspective, making cuts can be a good thing if they are part of a long-term growth strategy. But, making cuts to achieve short-term profitability is a huge mistake! The five reasons are as follows:

1. Random cuts can hamper long-term objectives.
2. More with less is a lie!
3. Expenses are not always expenses. Often, they are investments.
4. Research and development initiatives come to a halt.
5. There’s a short in short-term for a reason.

Most certainly, not all of these five reasons fit into every Postal Service fiscal cut. However, in general, they suggest that cost-cutting efforts by the USPS could be more misguided than even I thought.

We recently have experienced the DUO process that helped the general deconstruction of mail service to America begin again. NAPS currently is assisting members navigate through the Supervisor, BMEU USPS RIF avoidance process. The Huffington Post has revealed that the Postal Service wants Congress to help it make significant cuts to employee benefits as part of a plan to balance the agency’s books.

This would be accomplished by slashing an estimated $18 billion of employee compensation over a decade by shaving paid leave, raising workers’ share of pension contributions and shifting new employees into less-secure 401(k)-style retirement plans. We have seen enactment of POstPlan and the closing of over 13,000 community post offices, as well as millions of dollars lost in the subsequent award by Arbitrator Goldberg.

Positions that appear in 2019, but not 2015, include:

- ASST SEC BOG & CNSLR
- AST TRSR CUST PYMT
- HONOR PNR
- BSA/AML CMPNLNC OFC
- BUS ANLYST LEAD
- CH PRV REC MGT OFC
- CHF CNSL FED COMPL
- CHF CSL LGL POL LEG
- CHF OF STAFF PMG
- CHF CUST & MKT OFC
- CLIENT SOVS CONSOLT
- COMM APRSL ADMNSTR
- CONTROLLER (AREA)
- DATA ANLYST PRINCL
- DATA ARCHITECT
- DEP CHF INF SEC OFF
- DEPUTY GC (FIELD)
- DGTL SOLUTION SPEC
- DIR ADV ANALYTICS
- DIR BUS CST INTELL
- DIR CIO BUS SERVS
- DIR CIVT DELIV OPER
- DIR CUST ACCT
- DIR DIV & TAL ACO
- DIR ENTRPRISE ACCTS
- DIR FLD STRAT CONT
- DIR FLDTRAN NTWK
- DIR INTNRNL ACCTS
- DIR IT MGD SERVS
- DIR LEARNING & DEV
- DIR NATL BUSI ALLI
- DIR NATL HUMAN RES
- DIR NATL PREPARED
- DIR OF CORP COMM
- DIR OPERATNS INTEGR
- DIR OPS RES & CI
- DIR ORG DESIGN
- DIR PROD MGMT MAIL
- DIR PROD MGMT SHIP
- DIR SALES AREA (3)
- DIR SMALL BUS ENGAG
- DIR STAMP SERVICES
- DIR STRAT ACCTS
- DIR SURF TRNSP
- DIR SYS INTEGRATION
- DIREC CORP RPTING
- DIRECTOR INNOVATION
- ERGONOMIST
- EVP GENERAL COUNSEL
- EX DIR APPLCN
- EXEC DIR EMP ENGNT
- EXEC DIR GOVT REL
- EXEC DIR PROD MGMT
- EXECUTIVE COACH
- FINANCIAL ECONOMIST
- GM BUS DVLPMNT A/P
- IND HYGIENIST
- INFO SEC ARCHT SPEC
- LABOR ECONOMIST
- LEAN VL STREAM MGR
- M EM COM & CON MGMT
- MASTER BLACK BELT
- MATH STATISTICIAN
- MGR ACO INV MGMT
- MGR ALNC INTG SUPT
- MGR BRAND & POLICY
- MGR BUDGET
- MGR BUS ALNC REGNL
- MGR BUS PLNG ANLYS
- MGR BUS/INTLLGNCE
- MGR CAP INV BUS AN
- MGR CLIENT SRVCS
- MGR CNSMR ADVOCATE
- MGR COM AIR NETWORK
- MGR CORP PROD & SVC
- MGR COMP PROD PRIC
- MGR CONT IMPR
- MGR CONT MGMT
- MGR CONTACT CTR TECH
- MGR CONTRACT COMPLY
- MGR CORP FIN REPTG
- MGR CORP OUTSR CV NTE
- MGR CORP SUST INVR
- MGR COST ATTRI
- MGR COST SY/SMS
- MGR CST CTC TOO
- MGR CUST INTG & SUPPT
- MGR CUST RET
- MGR CX DESIGN STRGY
- MGR CX MEAS & ANLYT
- MGR DATA VISU
- MGR DELIV PRG SUPP
- MGR DIGI COMM
- MGR DIR GLOBAL BUS
- MGR DISABILITY PRG
- MGR EEO COMPL/APPLS
- MGR EEO PROGRAMS
- MGR EMPLOYMENT PRG
- MGR ENGAGEMENT PRG
- MGR ENT DATA MGMT
- MGR ENV COM RISK MGT
- MGR EXTRNL REPRTING
- MGR FAC REAL EST
- MGR FCN CT CT MGT CN
- MGR FIELD COMMNCNTS
- MGR FIN PERFORMANCE
- MGR FINANCE (CIO)
- MGR FLD LABOR REL
- MGR FLD POLICY & RPT
- MGR GOVT LIASON
- MGR HR SYSS & TECH SOL
- MGR HUMAN RESOURCES
- MGR IND ENGNT STRAT
- MGR INNOV PROD DEV
- MGR INNOV PROD SOL
As the EAS employees charged with delivering America’s mail, we have had to endure massive closures of processing plants, which has shrunk the USPS infrastructure to a level where it’s unable to react to most routine mail fluctuations. After all these cuts and losses, we had implementation of the Operational Window Change (OWC) in January 2015. This process resulted in service declines from which the Postal Service has yet to recover.

There is some good news in the list of these years of postal struggle. During 2015 to 2019, the data reported by the Postal Service to the Feds Data Center, a service from FedSmith.com, show some job growth. This growth is by way of USPS Headquarters’ Postal Career Executive Service (PCES) and Pay Band employees. The database lists these two categories as increasing over 300 positions.

I must make a disclaimer here that this data supplied by the USPS to FedSmith may not be 100 percent accurate regarding new positions. I presume the information being provided by the USPS is based on current employees on the rolls and does not include vacant positions.

So, taking this point into account, there may have been 11 Pricing Economist positions at USPS Headquarters in 2015; eight of those positions were vacant. The same could be said for the 70 attorneys listed in 2019; 36 of those jobs were vacant when the USPS reported data to FedSmith in 2015. Or the 33 Purchasing and Supply Managerial specialists listed in 2019; 16 of those jobs were vacant when the USPS reported data to FedSmith in 2015. So, the data supplied by the USPS could have given me a skewed view.

This also could be the case for the numbers of positions that appear in 2019, but not 2015 (see below).

Someone mentioned to me a statement made by the late PMG Marvin Runyon that any job that did not touch the mail was a possible target for elimination. I thought former PMG Pat Donahoe made that statement. Either way, it appears that USPS Headquarters Support positions continue to grow, while boots-on-the-ground leadership positions that impact the ability to keep America’s mail moving are continually declining.

As I stated in my disclaimer, the positions listed below may not be new USPS Headquarters positions, such as the new vice president, Processing and Maintenance Operations, which was announced Aug. 22, 2019. However, it appears there is job growth at USPS Headquarters, while cutting the way to sustainability at the field level continues.

While NAPS applauds any subsequent EAS position that may be created in support of these PCES and Pay Band executive positions, looking at this data could lead someone to ask, “What is being sustained?”

In solidarity …

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Your Rights as a NAPS Member: A Refresher

Thomas Jefferson wrote, “... that knowledge is power, that knowledge is safety, and that knowledge is happiness.” So, every now and again, I go back and refresh an article for publication in The Postal Supervisor that continues to be relevant or about which I have received many calls or inquiries.

In April, I discussed a couple issues about which we receive many calls at NAPS Headquarters. As I travel about the country, I continue to get questions regarding when a person can leave the union after promotion to EAS and what rights EAS employees have as NAPS members. They are important topics, so, here we go once more.

First up: How a promoted supervisor leaves the craft union once they become an EAS employee. This matter is governed by the Employee and Labor Relations Manual (ELM), Section 925.122(c), Special Circumstances:

“An employee whose documented position is not within a recognized bargaining unit (such as a supervisor), but who is having dues withheld for a labor organization that is recognized as a bargaining agent (see 923a), may voluntarily cancel the dues withholding authorization, effective the first full pay period after the request for cancellation is received at the HRSSC. The PS Form 1188 should be annotated to reflect the employee’s current job title and effective date.”

In other words, once you have been promoted to a titled supervisory, EAS position, you may leave the union at any time, provided you note your current position title and effective date of your promotion on the PS Form 1188 you would submit to the Shared Services Center (HRSSC) in Greensboro, NC.

Another issue about which members contact us, unfortunately, is regarding members who work at USPS Headquarters or in a field position that reports to USPS Headquarters who are told they cannot be represented by NAPS or even join NAPS. We are not sure why some individuals misrepresent the facts, but the truth of the matter is this: Any EAS employee—whether they work in the field, at Headquarters, a district or area—can join NAPS and be represented by NAPS in any disciplinary matter.

Such participation is governed by ELM Section 912.1, Right to Participation:

“Postal personnel have the right, freely and without fear of penalty or reprisal, to form, join, or assist a supervisory or managerial organization or to refrain from any such activity. Such personnel are protected in the exercise of such rights. Such rights include participation in the management of the organization and acting as organization representative and may include the presentation of the organization’s views to Postal Service officials, officials of the Executive Branch, the Congress,
or other appropriate authority."

Also, ELM Section 912.2, Right to Membership:

“No interference, restraint, coercion, or discrimination to encourage or discourage membership in such an organization shall be effected in the Postal Service.”

The right to have NAPS represent members in matters that may become disciplinary in nature is governed by ELM Section 651.2, Representation:

“Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24, and/or to represent an employee who has appealed a letter of warning or emergency placement in a nonduty status in accordance with 652.4. Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue.”

There you have it! Once you are promoted to an EAS position, you can fill out PS Form 1188 and leave the union. You also have the right to join and actively participate in NAPS, as well as be represented by NAPS in any matters that may be disciplinary in nature—no matter what your EAS role at the Postal Service.

naps.cm@naps.org

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**NAPS Member Percentage Report**

**August 2019**

<table>
<thead>
<tr>
<th>Area</th>
<th>Total Regular Members</th>
<th>Total NonMembers</th>
<th>Change Since Last Month</th>
<th>Membership Percentage</th>
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<td>Area 01 - New England Area</td>
<td>1,483</td>
<td>600</td>
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<td>71%</td>
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<td>Area 02 - New York Area</td>
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<td>75%</td>
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<tr>
<td>Area 03 - Mideast Area</td>
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<td>75%</td>
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<td>75%</td>
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<td>Area 05 - Pioneer Area</td>
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<td></td>
<td>71%</td>
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<td>Area 06 - Michiana Area</td>
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<td>Area 07 - Illini Area</td>
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<td>Area 08 - North Central Area</td>
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<td>Area 09 - Mink Area</td>
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<td>675</td>
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<td>63%</td>
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<td>Area 10 - Southeast Area</td>
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<td></td>
<td>70%</td>
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<td>Area 11 - Central Gulf Area</td>
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<td>Area 16 - Pacific Area</td>
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<td><strong>Report Totals</strong></td>
<td><strong>26,117</strong></td>
<td><strong>10,274</strong></td>
<td></td>
<td><strong>71%</strong></td>
</tr>
</tbody>
</table>
New Address for DDF Provider

Effective Nov. 2, DDF Provider Al Lum’s new address is:
Labor Relations Admin Group LLC
PO Box 25822
Brooklyn, NY 11202
(347) 880-1410 (cell)

Executive Vice President Ivan D. Butts, Auxiliary Executive Vice President Laurie D. Butts and Director of Legislative & Political Affairs Bob Levi attended the swearing-in ceremony for new PRC Commissioners Ashley Poling (left) and Ann Fisher. They were sworn in by PRC Chairman Robert Taub.

The New Jersey State Board met Sept. 17. From left: Jose Santiago, Prescott Butler, Les Cohen, George Barrett, Russell Carmody, Roberta Hoag, NAPS Executive Vice President Ivan D. Butts, Gary Rutter, Sal Grasso and Jon Kofsky.

In late August, USPS Northland District held a Career Conference. From left: NAPS North Central Region Vice President Dan Mooney, USPS Western Area Vice President Greg Graves, Northland District Manager Tony Williams, Northland District Senior Plant Manager Roy Reynolds and NAPS St. Paul Branch 104 President Rob Moore.
Long Island Branch 202 President Tom Barone (second from left) held another successful Cigar Night that raised $200 for SPAC.

Ann Konish, Rochester, NY, Branch 11 held its annual golf outing and clam bake at the Pinewood Country Club. NAPS President Brian Wagner updated members on PFP and NAPS’ lawsuit. New York Area Vice President Jimmy Warden discussed SWCs and congratulated everyone on their efforts culminating in everyone in the Western New York District being in PFP box 4 or higher as of July.

From left: Ann Konish Branch 11 President Scott Englerth, NAPS President Brian Wagner, Branch 11 Vice President Tina Boyd-Baur, New York Area Vice President Jimmy Warden and Branch 11 Sergeant-at-Arms Spencer Jessmer.

South Jersey Branch 74 members with Rep. Donald Norcross (D-NJ), from left: Gary Rutter, George Barrett, Norcross and Gregg Walker.
Westchester, NY, Branch 336 held its annual member appreciation meeting on Saturday, Sept. 14, on the *Riptide III* party boat, which docks at City Island, NY. Members enjoyed a 4 1/2-hour cruise down the East River where they viewed the New York skyline and city lights. Branch 336 President Linda Morgan-Glover and New York Area Vice President Jimmy Warden updated members on the NAPS lawsuit, SWCs and recent meetings with successful outcomes with the Westchester District regarding redundant reports, emails and telecons. Members enjoyed dancing on the top deck, rocking to the sounds of DJ ROB.

Tayyibih Rampersaud (standing), one of Branch 336’s legislative chairs, organized a 50/50 raffle to raise money for SPAC.
On Sept. 22, a surprise celebration was held to honor Northeast Region Vice President Tommy Roma. A proclamation was presented by NAPS President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore to Roma and Branch 68 members renaming the branch the Thomas Roma Brooklyn Branch 68. Roma has been a member of Branch 68 since 1974. Special thanks to Bronx Branch 459 President John Vincenzi, Brooklyn Branch 68 President Jamaal Muhammad, New York State Branch 935 Secretary/Treasurer Phyllis Morrissey, NAPS President Brian Wagner, New York Area Vice President Jimmy Warden and Cathy Roma for organizing this historic event.
Matthew Runyon, manager, FEMA Region III, conducted a workshop for the collaboration of federal agencies to deal with emergency situations. Pittsburgh BMC Branch 554 member Darryl Williams said the event was successful in working with other local federal agencies on emergency situations everyone faces day to day. “The world is ever-changing,” he said. “The worst feeling is not being prepared for unknown events that can occur.”

New NAPS Trademark Requirements

As you may know, NAPS went through the process to trademark our two logos: the traditional, historical logo and the sleek, modern logo. Now that the process is finally complete, following are guidance and instructions for use of the trademarked NAPS logos.

Please share the guidelines and instructions with other members in your area. These instructions also are posted on the NAPS website for our members and vendors. Our intent is not to charge members for use of the trademarked logos, but to have control over who is using the logos and for what purpose(s).

For vendors, we will review applications to use the logos. Similarly, NAPS seeks to know who is using the logos and for what commercial purposes. Determinations on whether to charge for use of the logos for business purposes will be made on a case-by-case basis.

For those vendors with whom we regularly have done business and who contribute to our various NAPS functions, we will not necessarily charge to use the NAPS logos. Again, our main purpose for trademarking the logos is to control who is using them and for what purpose(s).

Applications to use the NAPS logos, for members and vendors, must be sent to NAPS Headquarters for review.
NAPS BRANCH APPLICATION TO USE TRADEMARKS OF NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS Branch ___________ requests authorization to use the NAPS trademark, as signified below:

❏ NAPS Historical Trademark – Certification Seal

❏ NAPS Modern Trademark

The branch requests authorization to use the NAPS trademark(s) for the following purpose(s):

____________________________________________________________________________________________

____________________________________________________________________________________________

In applying for authorization, the aforementioned branch promises to use the signified trademark in accordance with all laws, rules and NAPS policies, including the following terms of use:

• The trademark shall be used in a professional manner.

• The trademark, including the NAPS Certification Seal, may not be altered, redrawn or reset typographically. Elements of the trademarks may not be separated, rearranged or altered in any way, and original height-to-width proportions (aspect ratios) must be maintained.

• NAPS reserves the right to license its trademarks for fees and royalties in connection with third-party sale of goods and services bearing the trademark.

• Use of the trademarks may not violate the rights of others or applicable law, and may not state or imply NAPS’ endorsement of any business or organization without NAPS’ specific consent.

• Upon request from NAPS Headquarters, the branch shall forward samples of use of the logos and graphics.

• Permission to use NAPS trademarks is revocable by NAPS.

____________________________________________________________________________________________

NAPS Branch Name/Number

Date

Applicant on Behalf of Branch

Branch Position

Signature

Address

City/State/ZIP

Telephone

Email

The National Association of Postal Supervisors authorizes

__________

Name

Title

Date

to use the requested NAPS trademark(s) in accordance with all laws, rules and NAPS policies governing their use.
THIRD-PARTY APPLICATION TO USE TRADEMARKS
OF NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

requests authorization to use the NAPS trademark, as signified below:

- NAPS Historical Trademark – Certification Seal
- NAPS Modern Trademark

Applicant requests authorization to use the NAPS trademark(s) for the following purpose(s):

In applying for authorization, the applicant promises to use the signified trademark in accordance with all laws, rules and NAPS policies, including the following terms of use:

• The trademark shall be used in a professional manner.
• The trademark, including the NAPS Certification Seal, may not be altered, redrawn or reset typographically. Elements of the trademarks may not be separated, rearranged or altered in any way, and original height-to-width proportions (aspect ratios) must be maintained.
• NAPS reserves the right to license its trademarks for fees and royalties in connection with third-party sale of goods and services bearing the trademark.
• Use of the trademarks may not violate the rights of others or applicable law, and may not state or imply NAPS’ endorsement of any business or organization without NAPS’ specific consent.
• Upon request from NAPS Headquarters, the third party shall forward samples of use of the logos and graphics.
• Permission to use NAPS trademarks is revocable by NAPS.

Name of Individual or Company Date

Representative on Behalf of Company Position

Signature

Address

City/State/ZIP

Telephone Email

The National Association of Postal Supervisors authorizes

to use the requested NAPS trademark(s) in accordance with all laws, rules and NAPS policies governing their use.

Name Title

Date
P resident Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended the September consultative meeting. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, USPS Labor Relations Policy Administration.

NAPS incorrectly noted that the March 2019 consultative report marked the end of the resolutions delegates at the 2018 National Convention passed with the expressed desire for inclusion in the monthly consultative process as defined by 39 U.S. Code § 1004(c)(1). Following are the final two resolutions adopted at the 2018 National Convention:

Resolution 63: EAS detail assignments and/or special projects are to be no longer than 90 days per the calendar year. Detail assignments and/or special projects cannot run from one calendar year into the next year, thereby causing an EAS employee to be out of their PS Form 50 position for up to six consecutive months. No detail assignments and/or special projects are exempt from these guidelines, except an EAS employee holding a NAPS national officer position.

NAPS requested that, for any detail assignments and/or special projects that total more than 90 days in a calendar year, the USPS creates a career, EAS-funded position to accommodate the vacancy. In addition, NAPS requested that the new position be created and posted no more than 60 days from the date the USPS is informed of the violation of the agreement.

NAPS also requested that the new EAS position be at a comparable level as other EAS employees doing the same duties and functions.

Joseph Bruce, director, National Human Resources (Headquarters), attended to respond to this agenda item: This resolution is not adopted. The guidelines for temporary assignments are established in “Handbook EL-312,” Section 716.12, Temporary Assignments to Nonbargaining Positions. These guidelines include higher-level approval of temporary assignments, next-higher-level approval of assignments in excess of 90 days and VP approval for assignments exceeding one year.

Temporary assignments often are made to occupied positions of an individual who is on an extended absence for an unknown duration that could exceed 90 calendar days. Temporary assignments also are used for employee developmental opportunities.

Resolution 65: The Fleet Management function should be added as an individual unit in NPA. This would provide specific NPA targets directly related to Fleet Management, which represents a one-half billion-dollar budget managed by approximately 300 EAS employees.

NAPS contends the Fleet Management/VMF, having been restructured as a Headquarters function, has no direct control over the corporate goals used for NPA. NAPS requested that Fleet Management/VMF functions be returned to Field EAS NPA.

Prior to establishing Fleet Management at Headquarters, NPA performance for EAS employees at the VMFs was measured based on the Manager, Operations Support (MOPS) scorecard. The MOPS scorecard was made up of corporate- and unit-performance indicators, such as deliveries per hour percent SPLY, percent DPS and other Function 2 and 4 indicators measured at the district. Budgets and per-
formance of Fleet Management are not tied to district performance. This resolution should be developed further.

Agenda Item #1
NAPS asked why it cannot get OIG reports of investigation (ROIs) in conjunction with proposed adverse action cases without using the Freedom of Information Act (FOIA). NAPS contends these reports are part of the documentation relied on as just cause for a USPS action and should be released without a request being made under the FOIA, as is done in cases involving the APWU, Mail Handler and Letter Carrier unions.

Joseph Bruce responded: If the ROI issued by the OIG was relied on in proposing an adverse action, then that information should be provided to the employee or representative on request.

Agenda Item #2
NAPS noted that USPS attorneys are attending ELM 650 mediation hearings with their computers. Also, the USPS attorneys are generating numerous pages of legal language instead of the standard documentation the mediator uses.

NAPS asked why USPS attorneys are being assigned and allowed to take part in the ELM 650 mediation process against EAS employees. Is this USPS attorney participation a new policy? If yes, NAPS contends the USPS did not consult with NAPS and afford it direct participation as outlined in 39 U.S. Code § 1004(b).

The guidelines for mediation are developed and administered by the Federal Mediation and Conciliation Service. Participation by postal attorneys in administrative proceedings is not a new USPS policy.

Agenda Item #3
NAPS raised the issue of the Customer 360 program, saying it presumes this process is designed to replace the eCC process. NAPS asked what steps are being taken by the USPS to address concerns of inadequate training, the lack of understanding of the screen prompts and poor workflow.

NAPS contends implementation of this process impacts the benefits of EAS employees and, therefore, entitles NAPS to “participate directly in the planning and development of pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees.” NAPS noted the USPS did not afford NAPS direct participation in the initial development of the Customer 360 program, as outlined in 39 U.S. Code § 1004(b).

Kelly Scott, Customer Experience Process Improvement analyst, and Rose Torres, program manager, Customer Policy and Engagement, provided a briefing on the Customer 360 initiative in response to this agenda item:

The briefing deck was provided to
Continued on page 22
**Confidential Information**

**Self-Nomination: National Convention Committee Request**

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee. Committees may have up to 25% of selectees who have never before served on a National Convention Committee.

**Deadline for Self-Nomination Request due at NAPS HQ by midnight, March 31, 2020.**

Committee Choices: Select up to three (3) committees. Number your selection(s) in the boxes below with “1” representing your top choice, “2” next priority and “3” as 3rd choice, if so desired. Committee assignments and notifications of selected delegates will be announced on or before April 20, 2020. If requesting advance committee consideration, schedule transportation accordingly.

<table>
<thead>
<tr>
<th>Assistant Secretaries (4 positions)</th>
<th>Postmaster (12 Positions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit (10 positions)</td>
<td>Resolutions (14 positions)</td>
</tr>
<tr>
<td>Balloting and Election (18 positions)</td>
<td>Rules (6 positions)</td>
</tr>
<tr>
<td>Constitution &amp; Bylaws (16 positions)</td>
<td>Sergeant-at-Arms (18 Positions)</td>
</tr>
<tr>
<td>Credentials &amp; Registration* (21 positions)</td>
<td></td>
</tr>
</tbody>
</table>

*NOTE: Except for Credentials and Registration, all committee members must arrive on Saturday, August 15, 2020 at the convention hotel and will meet with their respective committee on Sunday, August 16. Credentials & Registration Committee members must arrive on Friday, August 14, 2020 and will meet on August 15. Selected committee members must schedule their transportation accordingly to ensure arrival for first committee meeting.*

I am self-nominating myself to serve on a NAPS National Convention Committee indicated above.

Member Name ________________________________

Mailing Address ________________________________

City, State, ZIP+4 ____________________________

EIN or last 4 SS # __________ Contact Phone # ________

Member of Branch # ______ Non-postal email: __________________

(Branch # listed on delegate credential)

Are you a **First-Time** National Convention delegate?  
☐ Yes  ☐ No

Have you ever served on any National Convention Committee before?  
☐ Yes*  ☐ No

* If Yes, previous committee(s) served? __________________

Individual’s Credential  ☐ Enclosed  ☐ Previously Submitted

**NOTE:** For National Convention Committee assignment consideration, NAPS Headquarters **must receive** member’s self-nomination request via mail or online on or before **March 31, 2020**. No branch officer approval is required. NAPS HQ will confirm delegate’s request has been received. If confirmation is not received by April 10, contact NAPS President immediately. Final committee selections will be made on or before April 20, 2020 and requesters notified accordingly.

**NAPS HEADQUARTERS USE ONLY**

Date Self-Nomination Received ____________________

Register online at [www.naps.org](http://www.naps.org).  
Do Not FAX or email request.

Mail Request to:  
2020 National Convention Committee Request  
c/o NAPS National President  
1727 King Street, STE 400  
Alexandria, VA 22314

Must be **received** by mid-night March 31, 2020.
Pacific Area Training Seminar

By Marilyn Walton
Western Region Vice President

Pacific Area training was held recently at the Pala Hotel & Casino in Southern California. The event was sponsored by Pacific Area Vice President Chuck Lum and hosted by Al Navarro Branch 373 President Jim Isom and Long Beach Branch 698 President Lori Reed.

Seventeen California branches attended, as well as California State Board officers. Special guests were NAPS President Brian Wagner, former Rocky Mountain Area Vice President John Aceves and me.

USPS San Diego District Manager Jim Olson welcomed attendees to the San Diego District and thanked the EAS employees for the hard work they do. Los Angeles Postmaster Joe Zapata also brought greetings on behalf of the managers from the Los Angeles District.

Chuck and the host branch officers offered an array of informative presentations. Postal Inspector Patricia Mendoza addressed assaults, threats and aggressive incidents in the workplace. There also was training on workplace bullying, injury compensation, SWCs, how to handle employee grievances, nepotism and do’s & don’ts in the workplace.

Information was provided on the Employee Assistance Program, as well as EEO information from a labor attorney.

There was a wealth of knowledge shared, including questions and answers. The Auxiliary conducted a fundraiser that brought in over $400 for SPAC.

We enjoyed two days of NAPS training, great conversations, information-sharing and tasty food. Chuck Lum and Branches 373 and 698 did a great job. Attendees had a lot of information to share back home with their members. marilywalton@comcast.net

The recent Pacific Area Training Seminar offered valuable training for members to share with their home branches.
# Floor Care System

## Mega-Strip
Fast acting, low odor stripper that reliquifies old finishes without heavy scrubbing, and without discoloring.

<table>
<thead>
<tr>
<th>Size</th>
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</tr>
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<tbody>
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<td>64567357</td>
<td>79301600008490</td>
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<td>5 gal cube</td>
<td>64567522</td>
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</tr>
<tr>
<td>1 gal</td>
<td>64568009</td>
<td>79301600008491</td>
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## Magna Gloss 25
25% solids floor finish that does not require buffing to provide a “Wet Look” gloss and has excellent detergent resistance.

<table>
<thead>
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<tr>
<td>1 gal</td>
<td>64567282</td>
<td>80301600008470</td>
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## Undercoat
Clear Sealer that protects floors with a sealing layer, eliminating floor absorption of the finish.

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<tbody>
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<td>80301600008475</td>
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<tr>
<td>1 gal</td>
<td>64568728</td>
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## Kwik Mop
Concentrated, neutral floor cleaner that dries quickly and does not have to be rinsed.

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<tr>
<td>1 gal</td>
<td>81632499</td>
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## Black Beauty II
Black Sealer that protects floors with a sealing layer, eliminating floor absorption of the finish.

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<tr>
<td>1 gal</td>
<td>81632065</td>
<td>80301600008469</td>
</tr>
</tbody>
</table>

## ShurFloor
Concentrated, neutral floor cleaner with the added power of enzymes. Eliminates slickness due to grease or oil, and keeps drains flowing freely in food service areas.

<table>
<thead>
<tr>
<th>Size</th>
<th>MSC #</th>
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<tr>
<td>1 gal</td>
<td>64568421</td>
<td>79301600008437</td>
</tr>
</tbody>
</table>

## Crete Seal 25
25% solids concrete sealer that provides an alkaline resistant and waterproof coating. For use on inside or outside concrete.

<table>
<thead>
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</thead>
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<tr>
<td>1 gal</td>
<td>43884261</td>
<td>8030170005807</td>
</tr>
</tbody>
</table>

---

For more information on Detco products or to place an order please contact your MSC sales representative or visit www.mscdirect.com

Phil Morrison  
Floor Care Specialist  
800-282-2133  
email: philm@detco.com  
Cell: 501-697-5357
Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 27, 2019

The Louis M. Atkins Presidential Student Scholarships are awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.

Applicants for this scholarship must be the children or grandchildren of a living NAPS member, active or associate, at the time of drawing. Furthermore, the children or grandchildren must be attending or have been accepted by an accredited two- or four-year college or university.

NAPS will award five $1,000 Louis M. Atkins Presidential Student Scholarships. One winner will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

Applications must be received no later than Dec. 27, 2019. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the Louis M. Atkins Presidential Student Scholarships, or go to https://naps.org/Members-Scholarship.

Scholarship winners will be announced in January 2020. In addition, the scholarship winners will be listed in the March 2020 issue of The Postal Supervisor.

Members whose child or grandchild have been awarded a Louis M. Atkins Presidential Student Scholarship will receive a check, payable to the college or university listed in the application, in January 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

Online applications only: https://naps.org/Members-Scholarship
Bob Levi
Director of Legislative & Political Affairs

Time flies when you’re busy. It seems like only yesterday, but, last month, I passed my one-year anniversary serving NAPS members. I can’t adequately express the appreciation I have for the resident officers, Executive Board, branch officers, general membership and the Auxiliary for their guidance and enthusiasm for the association’s legislative and political program.

Of course, support includes their generous contributions to the Supervisors’ Political Action Committee (SPAC). However, an anniversary celebration is not necessarily in order. There is simply too much unfinished business.

Implementation of the bulk of this year’s legislative priorities has been stonewalled by hyperpartisanship in the halls of the Capitol. Meaningful postal legislation has been stymied and the Postal Service still is short four members of its Board of Governors. Nevertheless, it is comforting that the board finally has a working quorum, which includes five presidentially nominated members. The Postal Regulatory Commission (PRC) has its full complement of five presidentially nominated commissioners.

Last year, the PRC approved the Postal Service’s request for an increase of 5 cents on First-Class letters. This 55-cent rate was effective on Jan. 27. The rate increase was intended to bolster the agency’s finances and provide a bit of fiscal stability. However, on Sept. 13, the U.S. Court of Appeals for the District of Columbia rejected the rationale for the increase by a 3-0 vote.

In part, the court found that the PRC failed to follow established rules of procedure and approved the rate increase with undue haste. One of the argued reasons for the 5-cent stamp increase was that the USPS needed to make stamp prices divisible by 5. The court did not find this reason persuasive. In addition, the court wrote in its decision: “The commission failed to provide an adequate explanation of the increase and, relatedly, failed to respond to public comments challenging the increase.”

The PRC may appeal the ruling or it may revisit the rate approval to better explain its reasoning for the 5-cent increase. It’s also possible that the PRC may reduce the rate increase or, just as likely, the Postal Service may integrate the rejected increase into its 2020 rate proposal to the PRC. The Postal Service usually submits its rate needs to the PRC in October.

Notwithstanding the Postal Service’s rate request or if the commission decides to appeal the court ruling, the PRC likely will be more deliberate in its future regulatory actions and probably will provide an exhaustive explanation for its decisions. The immediate impact of the court’s rejection is unclear because the Postal Service has yet to revert to a 50-cent First-Class stamp. In any case, the decision could mean a loss of much-needed revenue for the Postal Service.

Also in September, the Universal Postal Union (UPU) approved a compromise proposal addressing the primary complaint by the United States regarding the current treaty that establishes postage for international inbound parcels. The UPU is a 145-year-old, 190-country postal association that sets policies for the carriage of international mail.

As a result of the compromise, the United States’ representative to the UPU, U.S. State Department Director of the Office of Trade and Manufacturing Policy Peter Navarro, announced the U.S. would not leave the postal association. Such a departure would have disrupted international commerce and complicated the carriage of international mail.

Last year, President Trump warned that the U.S. would quit the UPU if the organization did not revise its process for setting “terminal dues.” That is, the portion of postage a destination country may charge for processing and delivering mail. The current international agreement limited the destination country’s ability to set that charge. The result of this limitation was that it was cheaper for a Chinese merchant to send a small parcel to the U.S. than it was for a U.S. merchant to send an item in our country.

In addition, the existing postal

Rep. Michael Bost (R-IL) joined Bob Levi for the Sept. 26 NAPS Chat podcast. Among topics discussed were developing congressional relationships and the recently concluded Universal Postal Union Congress. Go to www.naps.org to listen.
treaty forced the USPS to subsidize the postage of such countries as China. According to the Postal Service, the present international postage regime costs the USPS $300 million to $500 million a year.

The United States’ preferred remedy was to immediately implement a UPU policy to permit the destination country to “self-declare” postage for certain inbound international mail from large-volume exporting countries. This proposal was defeated. However, the compromise would defer the ability of the U.S. to set its own terminal dues rates until July 2020. Other countries seeking to set their own rates could phase them in beginning in 2021.

PMG Megan Brennan thanked the president and Navarro for negotiating the modification of the UPU policy. The bottom line is that the UPU agreement will provide more revenue to the Postal Service by increasing postage for inbound parcels. Interestingly, the major proponent of the new UPU agreement is UPS. Higher postage rates mean UPS fees for transporting international parcels become more competitive.

The course consisted of six modules to introduce consumer and industry contact (C&IC) and local post office personnel to the new application.

The course educated learners on how to use C360 to collect customer data and manage customer inquiries from receipt all the way to resolution. In addition to the web-based training modules, there were classroom training sessions and daily/weekly webinars hosted by district ambassadors and power users. Headquarters hosted two Q&A sessions in the first three weeks of national deployment.

Each area selected one power user to be trained as a subject matter expert (SME) by the Headquarters C360 Program Office. Each area power users conducted four-hour (in-person/hands-on) training with the district ambassadors in Norman, OK, in June 2019. District ambassadors and C&IC users were advised to contact their area power users for support. Area power users also conducted daily/weekly webinars for additional support.

Each district selected one to three ambassadors to be trained as district SMEs. District ambassadors conducted two-hour (in-person) quality service request resolution training for Level-22 and-above local post offices. Some districts chose to train Level-18-and-above local post offices.

Local post office users were advised to contact their district ambassadors for support. District ambassadors also conducted daily/weekly webinars for additional support. The following C360 website was established for additional support for all users: https://blue.usps.gov/caweb/c360.htm

The C360 is not a program, but a web-based application. There is no change to the complaint-handling process. Multiple correspondence has been sent to NAPS since the first notification of C360 in June 2018. The Postal Service welcomes recommendations for enhancements.
Visit us at the
VIRTUAL BENEFITS FAIR

FEDERAL BENEFITS OPEN SEASON
NOVEMBER 11 TO DECEMBER 9, 2019

VISIT THE VIRTUAL BENEFITS FAIR ANYTIME DURING OPEN SEASON.
REGISTER AT LTCFEDS.COM
## 2019 SPAC Contributors

### President’s Ultimate SPAC ($1,000+)
- **Salmon, James**  
  AZ  
  Branch 246
- **Boisvert, Michael**  
  CA  
  Branch 159
- **Walton, Marilyn**  
  CA  
  Branch 77
- **Wong, John**  
  CA  
  Branch 497
- **Franz, Kenneth**  
  FL  
  Branch 146
- **Gilbert, Belinda**  
  FL  
  Branch 425
- **Mullins, Kym**  
  FL  
  Branch 81
- **Quinlan, Robert**  
  FL  
  Branch 154
- **Sebastian, Gerald**  
  FL  
  Branch 386
- **Strickland, Ann**  
  FL  
  Branch 146
- **Van Horn, Gail**  
  FL  
  Branch 154
- **Wagner, Brian**  
  IL  
  Branch 255
- **Winters, Michael**  
  IL  
  Branch 255
- **Foley, Paul**  
  MA  
  Branch 120
- **Griffin, Troy**  
  MD  
  Branch 42
- **Randall, C. Michele**  
  MD  
  Branch 531
- **Shawn, Steve**  
  MD  
  Branch 403
- **Wileman, Dotty**  
  MD  
  Branch 923
- **Geter, John**  
  NC  
  Branch 183
- **Amash, Joseph**  
  NY  
  Branch 83
- **Barone, Thomas**  
  NY  
  Branch 202
- **Gawron, Steven**  
  NY  
  Branch 27
- **Gawron, Dennis**  
  NY  
  Branch 27
- **Roma, Thomas**  
  NY  
  Branch 68
- **Warden, James**  
  NY  
  Branch 100
- **Butts, Ivan**  
  PA  
  Branch 355
- **Aaron, Donna**  
  TN  
  Branch 947
- **Austin, Jessie**  
  TX  
  Branch 122
- **Green Jr., Richard**  
  VA  
  Branch 98

### September Contributors

#### President’s Ultimate SPAC ($1,000+)
- **Bruffett, Shawn**  
  AZ  
  Branch 376
- **Meana, Frances**  
  CA  
  Branch 159
- **Franz, Kenneth**  
  FL  
  Branch 146
- **Mullins, Kym**  
  FL  
  Branch 81
- **Wileman, Dotty**  
  MD  
  Branch 923
- **Barone, Thomas**  
  NY  
  Branch 202
- **Elizondo Jr., Jaime**  
  TX  
  Branch 122

#### VP Elite ($750)
- **Campbell, Stephnia**  
  CA  
  Branch 159
- **Douglas, Lisa**  
  CT  
  Branch 5
- **Adams, Jeanine**  
  PA  
  Branch 20
- **Croswell, Darnel**  
  SC  
  Branch 225
- **Foster, Debra**  
  TX  
  Branch 9
- **Mitchell, Annie**  
  TX  
  Branch 124
- **Cox, Lloyd**  
  VA  
  Branch 526
- **Mott III, George**  
  VA  
  Branch 132

#### Secretary’s Roundtable ($500)
- **Jones, Marilyn**  
  CA  
  Branch 39
- **Trevena, April**  
  CA  
  Branch 94
- **Lum, Laurie**  
  HI  
  Branch 214
- **Harmon, Rosemary**  
  KY  
  Branch 920
- **Kryck Jr., Kenneth**  
  MI  
  Branch 508
- **Trayer, Kevin**  
  MI  
  Branch 142
- **Timothy, Pat**  
  NJ  
  Branch 548

#### Chairman’s Club ($250)
- **Hernandez, George**  
  AZ  
  Branch 246
- **Luna, Juan**  
  AZ  
  Branch 246
- **Booth, Samuel**  
  CA  
  Branch 39
- **Jackson-Kelley, Patricia**  
  CA  
  Branch 39
- **Prevulsky, Stephen**  
  CA  
  Branch 244
- **Sims, Reginald**  
  GA  
  Branch 82
- **Alos, Kanani**  
  HI  
  Branch 214
- **Cook, Carol**  
  IL  
  Branch 14
- **Dittmann, David**  
  IL  
  Branch 489
- **Harris, Gregory**  
  IL  
  Branch 369
- **Webb, Marcel**  
  IN  
  Branch 8
- **Burcar, Robert**  
  MI  
  Branch 508
- **Hurless-Byrum, Ruth**  
  MI  
  Branch 508
- **Kuiper, Bruce**  
  MN  
  Branch 16
- **Moore, Robert**  
  MN  
  Branch 104
- **Edwards, Marilyn**  
  MO  
  Branch 928
- **McLaughlin, Deborah**  
  NC  
  Branch 183
- **Winters, Joseph**  
  NC  
  Branch 177
- **Blakney, Robert**  
  NY  
  Branch 336
- **Kopcash, Timothy**  
  OH  
  Branch 133
- **Laster, Edward**  
  OH  
  Branch 46
- **Smith, Ronald**  
  OH  
  Branch 46
- **Garcia, Mario**  
  TX  
  Branch 288

#### Supporter ($100)
- **Bognot, Clarissa**  
  CA  
  Branch 244
- **Ingalls, Dianne**  
  CA  
  Branch 77
- **Moore, Edward**  
  CA  
  Branch 244
Derby, Karen  IN  Branch 169
Clarke, Shirley  LA  Branch 73
Lastrapes, Ebony  LA  Branch 209
Minor, Saundra  LA  Branch 209
Russell, John  MA  Branch 43
James, David  MN  Branch 16
Washington, Robert  MO  Branch 131
Solomon, David  NY  Branch 100
Saunders, Leslie  OH  Branch 33
Helleckson, Randy  WI  Branch 213

June Contributors

**President's Ultimate SPAC ($1,000+)**
- Franz, Kenneth  FL  Branch 146
- Quinlan, Robert  FL  Branch 154
- Randall, C. Michele  MD  Branch 531
- Shawn, Steve  MD  Branch 403

**VP Elite ($750)**
- Salmon, James  AZ  Branch 246
- Strickland, Ann  FL  Branch 146
- Jacobs, Charles  VA  Branch 132

**Secretary's Roundtable ($500)**
- Campbell, Stephnia  CA  Branch 159
- Douglas, Lisa  CT  Branch 5
- McHugh, James  FL  Branch 386
- Moreno, Luz  IL  Branch 489
- Winters, Michael  IL  Branch 255
- Rosario Jr., Arnold  ME  Branch 96
- Hommerson Jr., David  MI  Branch 130
- Mooney, Dan  MN  Branch 16
- Dallojacono, Anthony  NJ  Branch 568
- Yut, Rachelle  OR  Branch 66
- Croswell, Darnel  SC  Branch 225
- Erickson, David  SD  Branch 946
- Foster, Debra  TX  Branch 9
- Butler, Phillip  VA  Branch 98
- Edwards, Calvin  WA  Branch 31

**Chairman's Club ($250)**
- Sutton, Catherine  CA  Branch 373
- Donegan, Margie  CT  Branch 5
- Moss, Donald  DC  Branch 135
- Garland, Angela  DE  Branch 909
- Greene, Lisa  FL  Branch 406
- Lopez, Ellen  FL  Branch 146
- Hilliard, Ricky  IL  Branch 489
- Pierce, Annette  IL  Branch 255
- Mason Jr., Garland  MD  Branch 592

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$.40,437.60 | 2. Western ..........$6.96 |
| 3. Eastern.........$38,144.35 | 3. Eastern...........
$.6.42 |
$.6.12 |
| 5. Northeast.......$27,263.50 | 5. Northeast.......$5.49 |

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<td>1. Southeast.....$16.29</td>
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| 2. Pacific .......
$.23,685.00 | 2. Rocky Mountain..$12.74 |
| 3. Capitol-Atlantic...$22,595.05 | 3. Pacific.......$12.00 |
| 5. Mideast.........$13,440.50 | 5. Michiana .......
$.10.37 |
| 8. Illini ..........$8,623.00 | 8. Pioneer .......
$.8.18 |
| 9. Michiana .......
$.8,583.50 | 9. Texas ..........$7.31 |
| 10. Northwest ....$8,574.00 | 10. Mideast .......
$.4.86 |
| 11. Rocky Mountain $8,178.60 | 11. New England ...$4.65 |
| 12. North Central $6,766.00 | 12. Northwest .....$4.30 |
| 14. Cotton Belt ..$4,863.00 | 14. Cotton Belt .....
$.3.54 |
| 15. MINK ...........$4,570.00 | 15. Central Gulf ....$3.29 |
| 16. Central Gulf ..$3,711.50 | 16. MINK ...........
$.3.02 |

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| 1. Florida .....$34,653.50 | 1. Florida .......
$.20.15 |
| 2. California...$21,635.00 | 2. Maine ..........$18.15 |
| 3. New York ...$13,673.50 | 3. Hawaii .......
$.13.23 |
| 4. Texas .......$10,769.50 | 4. Maryland .......
$.12.14 |
| 5. Illinois ...$8,623.00 | 5. South Dakota ..$11.77 |

Aggregate by Region:

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<tr>
<th>Members by Region:</th>
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| 1. Central ...........65 | 1. Southern ...........
$.16,537.00 |
| 2. Southern .......55 | 2. Central ...........
$.15,744.50 |
| 3. Eastern ...........54 | 3. Western ...........
$.15,744.00 |
| 4. Western ...........50 | 4. Eastern ...........
$.14,894.85 |
| 5. Northeast .......38 | 5. Northeast ......$9,519.00 |

The winner of the 3rd Quarter “Drive for 5” raffle is Donna Aaron, Branch 947, Tennessee.

---

Drive for 5

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<table>
<thead>
<tr>
<th>Name</th>
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<th>Branch</th>
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<td>Hill, Otis</td>
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<td>Scriven, Bernice</td>
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<tr>
<td>Springer, Theresa</td>
<td>FL</td>
<td>146</td>
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</tbody>
</table>

Continued on page 31

**SPAC Contribution Form**

Aggregate contributions made in a calendar year correspond with these donor levels:

- $1,000—President’s Ultimate SPAC
- $750—VP Elite
- $500—Secretary’s Roundtable
- $250—Chairman’s Club
- $100—Supporter

Current as of February 2019

Federal regulations prohibit SPAC contributions by branch check or branch credit card.

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

**Contribution Amount $___________ Branch #___________**

- **Name**
- **Home Address/PO Box**
- **City___________ State__________ Date _________________**
- **ZIP+4___________**
- **Employee ID Number (EIN) or Civil Service Annuitant (CSA) Number ______________________________**

Enclosed is my voluntary contribution to SPAC by one of the following methods:

- Check or money order made payable to SPAC; do not send cash
- Credit card (circle one): Visa American Express MasterCard Discover

- **Card number _______ _______ _______ _______ _______ _______ _______**
- **Security code (three- or four- digit number on back of card)_______________**
- **Card expiration date: _______/______**
- **Signature (required for credit card charges)____________________________________________**

- In-Kind Donation (e.g., gift card, baseball tickets):
  - **Describe gift _________________________________________ Value ______________**

All contributions to the Supervisors’ Political Action Committee (SPAC) are voluntary, have no bearing on NAPS membership status and are unrelated to NAPS membership dues. There is no obligation to contribute to SPAC and no penalty for choosing not to contribute. Only NAPS members and family members living in their households may contribute to SPAC. Contributions to SPAC are limited to $5,000 per individual in a calendar year. Contributions to SPAC are not tax-deductible.
Please make a donation to the Postal Employees’ Relief Fund (PERF) during the Combined Federal Campaign’s open solicitation period, Sept. 10-Jan. 11. And help fellow postal employees—active or retired—whose homes were destroyed or left uninhabitable by natural disasters.

Designate **CFC#10268** on the Combined Federal Campaign’s contribution form to make a *tax-deductible* contribution to PERF. You also may send a check directly to PERF, PO Box 7630, Woodbridge, VA 22195-7630. Do your part to support postal employees throughout the country.

*For more information, go to www.postalrelief.com.*
Managing Stress Through Times of Change

Submitted by the USPS Employee Assistance Program

How many times have we heard, “The only constant in life is change?” Yet, many of us are caught off guard when a change event occurs. Human beings are creatures of habit; change brings about the need to grow, leave our previous comfort zones and do things differently.

We must learn new information, master new skills and navigate new processes and ways to adapt to change. Few of us welcome change because change usually is accompanied by stress. Many believe that un-planned changes or changes not in our control create stress. That’s not always the case, though.

It’s important to note that even positive, planned and welcomed changes can be stressful, such as the birth of a child, the purchase of a new home or car or even getting that promotion toward which you have been working. Why is it even important to manage stress? Because stress can have negative impact on our bodies.

According to Mental Health America, stress can cause emotional and physical reactions in the body:

<table>
<thead>
<tr>
<th>Emotional Reactions</th>
<th>Mental Health Reactions</th>
<th>Physical Reactions</th>
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</thead>
<tbody>
<tr>
<td>Headaches</td>
<td>Panic attacks</td>
<td>Rise in blood pressure</td>
</tr>
<tr>
<td>Feelings of despair</td>
<td>Anxiety</td>
<td>High cholesterol</td>
</tr>
<tr>
<td>Lack of energy</td>
<td>Depression</td>
<td>Heart attack</td>
</tr>
<tr>
<td>Nervousness</td>
<td>Post traumatic stress</td>
<td>Weight gain</td>
</tr>
<tr>
<td>Anger</td>
<td>Impulse control issues</td>
<td>Digestive issues</td>
</tr>
<tr>
<td>Irritability</td>
<td>Insomnia</td>
<td>Heartburn</td>
</tr>
</tbody>
</table>

Therefore, managing stress, whether by reducing overall stress or its impact on your life, can help protect not only your physical and mental health, but also your happiness and your family’s happiness.

The first step toward stress management is acceptance. Accept that the process may be cumbersome and you may need help along the way. This is the time to take stock of your support system(s). A support system is defined as “a network of people who provide an individual with practical or emotional support.”

What does your support network look like? Who do you go to first for support? And, if that person or system is not available, where do you go next? Is there additional support you can add to your portfolio?

Some of the best ways to be prepared for changes, especially unwelcome ones, are to get back to the basics of self-care. Self-care involves being proactive about taking care of yourself; for example, making sure you get enough restful sleep. Some tips for restful sleep are to have a set sleeping schedule, make sure your bed is comfortable and limit television watching to end two hours before sleeping. Research indicates the blue light from screens disturbs sleep cycles, also known as circadian rhythms.

Another idea for self-care is to eat a well-balanced diet—one that typically includes fruits, vegetables, lean meats and protein and is tailored to your specific dietary needs and restrictions. Incorporating exercise also is a part of self-care. Physical activity helps release the effects of stress hormones that help balance your mood. According to the Mayo Clinic, “physical activity helps...”
bump up the production of your brain’s feel-good neurotransmitters, called endorphins.”

Choose an activity that you enjoy doing and make time for it a few times a week. Biking, walking, running, hiking, yoga, Pilates, Zumba, dancing, weight-lifting, swimming and more are great physical activities. Having a group activity in which to participate also may give you an additional support system of workout buddies. Self-care does not have to be complicated; simply taking breaks from your daily routine can work wonders.

Practicing mindfulness can help center your central nervous system. Sara Lazar and her team at Harvard found that mindfulness meditation can actually change the structure of the brain. Eight weeks of mindfulness-based stress reduction (MBSR) was found to increase cortical thickness in the hippocampus, which governs learning and memory and, in certain areas of the brain, plays roles in emotion regulation and self-referential processing. There was a decrease in brain cell volume in the amygdala, which is responsible for fear, anxiety and stress. These changes matched participants’ self-reports of their decreased stress levels, indicating that meditation not only changes the brain, but it changes our subjective perception and feelings, as well.

Revisiting old extracurricular activities or developing new hobbies also can help reduce stress. Knitting, word finds, coloring, playing solo/group or digital games or binge watching a TV series or drama are some ideas for varied activities. Sometimes just trying something new can help keep your mind off the mundane.

Planning an event, taking a vacation or doing activities with friends and family also can help provide self-care by reconnecting you with activities that are meaningful and engaging. Even a simple social media break can give you some time off to just relax. All these strategies help provide a “safety net” to catch you at times when you might become overwhelmed.

Spiritual activity has been known to help with grounding. According to the Mayo Clinic, “cultivating your spirituality may help uncover what’s most meaningful in your life.” By clarifying what’s most important, you can focus less on the unimportant things and eliminate stress. For many, believing there is a greater power that is in control helps ease their burdens. That connection to a grander purpose can make you feel more connected to the world at large and help you build relationships and traditions that can provide support themselves.

In addition to self-care, taking a practical look at the issues related to change also can reduce stress. You always are in control of your reaction(s) toward change events. Identifying over what you have power and control can help guide your vision for the blueprint with which you can break down and tackle different aspects of the change process.

There’s an old saying, “How do you eat an elephant? One bite at a time.” Breaking down the process and brainstorming the different stages or impact on your daily life can help determine what resources you will need to effectively adapt to the changes. Once you’ve determined the stages involved, create a rough timeline for implementation. Add room for future events or circumstances that cannot be predicted with certainty, then determine what actions would help ease each stage.

Also, think of how to delegate or even streamline some of the work in these different stages. Remember that, although perfection may be a desired ideal, keeping it simple and basic may, in the end, help you adjust to the changes. Know that it is okay to ask for help, assistance and guidance.

Remind yourself that change is constant. Although you may be dealing with changes and the related stress for a while, those circumstances, too, eventually will change. But, the routines, activities and support you develop and invest in to help you navigate through these changes will only strengthen your ability to adapt successfully.

Following are ideas to consider when talking with an employee assistance clinician:

• List things that cause stress and tension in your life.

Continued on page 31
Hello, fellow postmasters. It’s my turn to write this month’s column; here we go!

I decided to use this space and opportunity to encourage all postmasters to get involved with NAPS—whether that involvement is at the local, regional or national level.

If you aren’t already involved in your local branch, get involved. Attend a branch meeting or help the executive committee for your branch by running for a position. You also can help your branch by joining/creating a committee that deals with something specific, such as membership or representation.

Once you’ve done that, become active with your branch on a regional level. If there is regional training you can attend or help with, do that. And, after you’ve become actively involved at the local and regional levels, consider helping on the national level, such as with the Legislative Training Seminar or the national convention. Our 2020 national convention will be Aug. 17-21 in Grapevine, TX.

Networking

Some of the best opportunities I’ve been afforded have been to meet so many other USPS employees from all over the country. The ability to network with other NAPS members is one of the best things about membership. It gives you that network/friend to whom you can turn when you have a question about something with which you need help.

You might be a new Level-18 postmaster who never has dealt with contract routes. Maybe you haven’t done a lot with clerk operations in the past. Whatever the case, there is always someone to whom you can turn to ask a question or ask for help.

Information

NAPS Headquarters puts an emphasis on keeping us informed. They have done that by being active on social media and communicating often with members. I received my most recent email from NAPS Headquarters the other day and was pleasantly surprised by the amount of information provided.

One of the new offerings I’ve enjoyed is the NAPS Chat podcast, which is posted almost every week. It’s hosted by NAPS Director of Legislative & Political Affairs Bob Levi.

Guests often are one or more of NAPS’ resident officers or a member of the Executive Board, as well as members of Congress. If you haven’t taken the time to read these emails or listen to the podcasts, do so. I think you will enjoy them and appreciate the information.

Membership

If you are a new postmaster, first, congratulations! But, secondly, I would ask that you stay a member of NAPS and, importantly, become an active, involved member. NAPS is here for us postmasters, as well as supervisors and other EAS employees.

Lawsuit

If you didn’t know it, NAPS has filed a lawsuit against the USPS. The suit deals mostly with getting our pay on a fairer level, commensurate with the work we do. But another aspect of the lawsuit is to allow NAPS the ability to represent postmasters in pay talks. It’s a provision of Title 39 that a postmaster organization—NAPS—can represent us in pay talks.

But the USPS doesn’t recognize NAPS as an association that can consult on postmaster pay and benefit issues. NAPS is working to get that corrected and to represent postmasters in every way.

I hope you all have a wonderful and safe fall and holiday season. I also hope you all consider becoming an active—or more active—NAPS member.

jimmyinrichmond@gmail.com

Jimmy Salmon is Arizona Jerome V. Blanton Branch 246 vice president and postmaster of Clarkdale.
Close your eyes, then look around. What do you see? Nothing! Where would we be without healthy eyes? Life surely would be much more difficult for the things we do daily, such as reading, watching television, maneuvering from place to place, and, most importantly, looking into the eyes of our loved ones. The joy and excitement of watching our children and grandchildren grow are priceless.

Okay, you get the point. So let’s do something about it: Take care of your eyes! Get an annual eye exam. If an abnormality is found, take care of it before it progresses to something major.

I remember my mother telling me to eat those carrots to keep my eyes strong! I think that worked well. As we age, our eyes, just like the rest of our bodies, require more attention.

Adults over 50 have an increased risk for age-related macular degeneration (AMD)—a progressive eye condition that damages the macula, the central area of the retina. Some of the symptoms of AMD include blurriness, distortion of images and loss of central vision. Don’t ignore these signs.

The National Eye Institute estimates that one in five adults 65 and older will have AMD, which is the leading cause of blindness. AMD is more common than Alzheimer’s. The warning signs often are hidden; many people don’t realize they are at risk for losing their eyesight until it is too late.

The exact cause of AMD is unknown, but there are steps you can take to reduce the risk. These include not smoking, maintaining a healthy diet, exercising regularly and wearing UV-protection sunglasses. Although there is no cure for AMD, early diagnosis is key to preserving your vision.

Take care of your vision and get a yearly eye exam.

wcwolf65@yahoo.com
Everyone in your post office is eligible to apply!

**Club Accounts - Saving with a goal in mind.**

Start saving for your next convention, vacation, or holiday with a club account, and earn 0.10% APY* higher than a standard savings account to help your money grow faster.

**Types of Club Accounts:**

<table>
<thead>
<tr>
<th>Club Type</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Holiday Club</td>
<td>Save all year long, so when the busy holiday season rolls around, you’re not wondering how you’re going to pay for everything.</td>
</tr>
<tr>
<td>Vacation Club</td>
<td>Save for your upcoming vacation to ease your worries of overspending while you’re traveling.</td>
</tr>
<tr>
<td>Convention Club</td>
<td>Stay within budget when you save for your upcoming state or national convention.</td>
</tr>
<tr>
<td>Name Your Own Club</td>
<td>Need to save for home renovations? A wedding? A new car? Give this account any nickname you want to remind yourself what you’re saving for.</td>
</tr>
</tbody>
</table>

**Make it automated:**

Set up weekly, bi-weekly, semi-monthly or monthly automatic direct deposits to make your dreams a reality.

*APY=Annual Percentage Yield. Rates are set by the board of directors and may change without notice.

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