

The following resolutions were referred to the

Resolutions Committee

28-61

28

WHEREAS, The Postal Service and the American Postal Workers Union, AFL-CIO, have ratified in a memorandum of understanding there is a purge of warning letters from personnel folders of all employees represented by the American Postal Workers Union, AFL-CIO, and

WHEREAS, The qualifying factors to purge adverse action must meet the following criteria:

1. An issue date prior to the effective date of the 2024 National Agreement between the parties.

2. The letter of warning has been in effect for six (6) months and has not been cited as an element of prior discipline in any subsequent disciplinary action.

3. The letter of warning was not issued in lieu of a suspension or removal action, and

WHEREAS, NAPS members are employees, as well, and should receive the benefits of this same agreement due to the difficulty of removing adverse action from Office of Personnel files, therefore be it

RESOLVED, That NAPS Headquarters immediately works with the Postal Service to have the same qualifications and remedy that are listed in the MOU apply to EAS employees.

Grand Rapids Branch 130

29

WHEREAS, NAPS membership nationally has dramatically dropped to under 63%, and

WHEREAS, It is imperative that NAPS addresses this issue and takes the necessary actions to attain new members, therefore be it

RESOLVED, That NAPS creates a NAPS Membership Recruitment Team (NMRT) to travel nationwide specifically in the areas of low NAPS members, and be it further

RESOLVED, That this NMRT be provided the resources and funds to be successful in reaching new NAPS members, and be it finally

RESOLVED, That the NMRT reports directly to the NAPS president for oversight and advice.

Handelman-Palladino-Roma Branch 935

30

WHEREAS, NAPS membership nationally has dramatically dropped to under 63%, and

WHEREAS, It is imperative that NAPS addresses this issue and takes the necessary actions to attain new members, therefore be it

RESOLVED, That NAPS creates a NAPS Membership Recruitment Team (NMRT) in every state in the U.S. to increase NAPS membership, and be it further

RESOLVED, That this NMRT be provided the resources and funds from NAPS Headquarters to be successful in attaining new NAPS members, and be it finally

RESOLVED, That this NMRT reports directly to their NAPS area vice president for oversight and advice.

Handelman-Palladino-Roma Branch 935

WHEREAS, The NAPS-owned building at 1727 King St., Arlington, VA, has not generated any substantial positive revenue in many years, and

WHEREAS, This NAPS-owned building has and currently created negative cash flow upward of \$500,000 per year, and

WHEREAS, NAPS must make every attempt to be financially responsible and not continue to raise membership dues, therefore be it

RESOLVED, That the NAPS building at 1727 King St., Arlington, VA, be sold for its estimated current market value, and be it further

RESOLVED, That NAPS invests this money (after taxes and closing costs), which, based on NAPS' current investments, would generate positive cash flow, and be it finally

RESOLVED, That NAPS rents a comparable suite (as it currently has) in the same DC vicinity (based on current rental costs).

Handelman-Palladino-Roma Branch 935

WHEREAS, The SPAC dinner held once per year at the Legislative Training Seminar in Arlington, VA, has cost the NAPS organization over half a million dollars (\$500,000) in the past several years, according to NAPS financial data, and

WHEREAS, NAPS must make every attempt to be financially responsible and not continue to raise membership dues, therefore be it:

RESOLVED, That the NAPS SPAC dinner held once per year at the Legislative Training Seminar in Arlington, VA, be sunset, and be it further

RESOLVED, That NAPS invests this money to further benefit the NAPS association, and be it finally

RESOLVED, That NAPS continues to recognize the President's Ultimate and VP Elite SPAC donors at the Legislative Training Seminar with an appropriate form of appreciation.

Handelman-Palladino-Roma Branch 935

WHEREAS, The National Association of Postal Supervisors has branches throughout the entire United States of America with 50 states and five territories, therefore be it

RESOLVED, That the biennial NAPS national convention be rotated by state/territory with no duplications until every state/territory has been given an opportunity to host a NAPS National Convention, and be it further

RESOLVED, That all state presidents have authority to opt-out of hosting a NAPS national convention.

Handelman-Palladino-Roma Branch 935

34

WHEREAS, NAPS substitution pay was created for all NAPS Executive Board members so to be compensated for the time lost from another paid position, and

WHEREAS, Currently, some NAPS Executive Board members who are not employed with a paid position are being paid substitution pay, therefore be it

RESOLVED, That any NAPS Executive Board member who is not employed with a paid position be exempt from receiving substitution pay, and be it further

RESOLVED, That the NAPS secretary/treasurer review all requests for substitution pay to ensure proper documentation is presented that qualifies for payment of substitution pay.

Handelman-Palladino-Roma Branch 935

35

WHEREAS, Resolution 35 passed at the 2024 National Convention was interpreted differently by the parliamentarian than the writer intended, and

WHEREAS, Resolution 35 was understood by the Resolutions Committee to mean limiting travel reimbursement outside of each vice president's region and decreasing the costs of cross country travel to attend events, and

WHEREAS, Implementation of Resolution 35 has severely limited the ability of NAPS vice presidents to assist with training or conferences that are outside their area, but in close proximity to it, therefore be it

RESOLVED, That Resolution 35 passed at the 2024 National Convention be repealed, and be it further

RESOLVED, That NAPS area vice presidents be permitted to be reimbursed for travel to non-national NAPS events outside the boundaries of their areas.

Handelman-Palladino-Roma Branch 935

36

WHEREAS, It is incumbent on NAPS to mentor and advise those who seek to join the management ranks, and

WHEREAS, Getting to know NAPS members through networking and assistance will help build loyalty to the organization from those working to become EAS employees, and

WHEREAS, Another management organization (UPMA) actively recruits craft employees as associate members and provides training to help them achieve promotion, and

WHEREAS, At the time of their promotion, some employees have developed loyalty as members to another management organization (UPMA) and are not receptive to the message that NAPS is a superior organization, and

WHEREAS, Attendance at NAPS meetings, training and events will help employees see the benefits of NAPS membership, therefore let it be

RESOLVED, That NAPS allows all craft employees to join the NAPS organization as members who can attend meetings, training and events and will pay regular membership dues, and be it further

RESOLVED, That non-EAS members are not eligible for representation through the NAPS Disciplinary Defense Fund, and be it further

RESOLVED, That non-EAS members cannot hold branch officer positions or be voting delegates at conventions, and be it finally

RESOLVED, That NAPS welcomes all craft as members of the NAPS family that will look forward to full participation upon their promotion.

Handelman-Palladino-Roma Branch 935

WHEREAS, Resolution 44 at the 2012 National Convention was approved stating that, during national convention years, NAPS Headquarters assumes the financial responsibility of the Legislative Training Seminar (LTS) registration fee and up to three consecutive room nights at the designated NAPS hotel for days

required to be in attendance for each state president and one state legislative chair or designee, and that one of the three hotel nights may include a Saturday-night stay before attending scheduled LTS events on Sunday or, when arriving on Sunday, may include a Tuesday-night hotel stay, and

WHEREAS, The cost for NAPS Headquarters to provide LTS financial responsibility during a national convention year for two state designees is in excess of \$100,000 and is funded with membership dues through NAPS Headquarters' general budget, and

WHEREAS, NAPS Headquarters must be financially responsible and reasonable with membership funds to provide state legislative support and representation at LTS, and

WHEREAS, The NAPS state legislative representative or respective state designee at LTS is the main legislative representative, responsible for the coordination of activities of their respective LTS delegates, therefore be it

RESOLVED, Effective Sept. 1, 2026, only during national convention years, NAPS Headquarters' financial responsibility of LTS registration fee and up to three consecutive room nights at the designated NAPS hotel for days required to be in attendance during LTS will not include the state president, but only one state legislative chair or respective designee, and be it further

RESOLVED, That one of the three consecutive hotel nights for the one state legislative chair or designee may include a Saturday-night stay before attending scheduled LTS events on Sunday or when arriving on Sunday, may include a Tuesday-night hotel stay.

Past NAPS President Brian J. Wagner

38

WHEREAS, Resolution 35 at the 2024 NAPS National Convention was passed with the following resolve: That, effective immediately, Executive Board vice presidents no longer will be reimbursed for travel to NAPS (non-national) events outside of the vice president's assigned NAPS region or area, and

WHEREAS, Resolution 35 prohibits NAPS area vice presidents from using their respective NAPS training and Executive Board allowance accounts to jointly host regional training within their respective region, but outside their respective NAPS area, and

WHEREAS, Regional training provides members with NAPS and USPS education, coaching, mentoring, national NAPS information and networking opportunities with NAPS and USPS leadership, therefore, be it

RESOLVED, Effective immediately, Resolution 35, passed at the 2024 NAPS National Convention, be rescinded, and be it further

RESOLVED, Effective immediately, NAPS area vice presidents may use their respective training and Executive Board allowance accounts to host regional training outside their respective area, but only within their respective NAPS region.

Minnesota State Branch 926

39

WHEREAS, Current NAPS non-member distribution lists include individuals who have a pending *Form 1187* on file with NAPS Headquarters, and

WHEREAS, This overlap makes it difficult for local branches to focus recruitment efforts on individuals who have not yet submitted a *Form 1187*, and

WHEREAS, Individuals who have submitted *Form 1187s* to NAPS Headquarters represent a distinct category that should be clearly identified separately from true non-members, therefore be it

RESOLVED, That NAPS non-member distribution lists be revised to clearly distinguish between individuals with no *Form 1187* on file and those who have submitted a *Form 1187* to NAPS Headquarters, and be it further

RESOLVED, That a separate category be created within distribution lists to identify individuals with pending *Form 1187s* awaiting processing by HRSSC, and be it finally

RESOLVED, That this separation will improve recruitment efficiency by allowing local branches to focus on new potential members to increase membership.

Charlotte Branch 183

40

WHEREAS, NAPS Executive Board regions consists of five regions, and

WHEREAS, Each region is divided into areas and those areas within the regions are assigned to area vice presidents, and

WHEREAS, Each area vice president coordinates their assigned states/territories membership by working with state and local NAPS branches, and

WHEREAS, The regional vice presidents have requested the area vice presidents to coordinate together to sponsor a regional training seminar, and

WHEREAS, Regional training seminars can benefit all NAPS members willing to attend within their regions, and

WHEREAS, The area vice presidents have training funds and the regional vice presidents do not have training funds, therefore be it

RESOLVED, That NAPS area vice presidents be allowed to combine their training funds to sponsor a regional or combined area vice president training seminar and travel to the event in any state/city within their region to attend NAPS training effective September 2026.

Southern Arizona Branch 376

41

WHEREAS, Resolution 60 at the 2010 convention was approved, as amended, that NAPS Headquarters fully assumes that financial responsibility, including hotel and registration fees, for all days required to be in attendance for the state legislative chairs in national convention years at NAPS legislative training seminar (LTS), and

WHEREAS, Resolution 60 did not address whether NAPS would fully assume the financial responsibility for state presidents in national convention years at LTS, and

WHEREAS, The statement in resolution 60 references that NAPS assumes the financial responsibility “for all days required to be in attendance” at LTS is not clear as to what days that should include, therefore be it

RESOLVED, That NAPS Headquarters will assume responsibility of the LTS registration fee four consecutive room nights at the designated NAPS hotel for each president or designee and each state legislative chair or designee in national convention years.

Michigan State Branch 925

42

WHEREAS, H.R. 7600, the Postal Supervisors, Managers and Postmasters Fairness Act, would provide for the timely start of pay consultation, and

WHEREAS, H.R. 7600 accelerates the timeline of the consultative process under which compensation for EAS-level postal personnel is determined, and

WHEREAS, H.R. 7600 also provides greater accountability and transparency to the process, and

WHEREAS, The bill provides that not later than 60 days prior to the expiration of the previous pay decision, the Postal Service is required to provide the respective organizations representing supervisors, managers and postmasters with new compensation proposals, and

WHEREAS, Not later than 60 days after the Postal Service and its largest postal union reach a collective-bargaining agreement, the Postal Service is required to provide the supervisor and postmaster organizations with a compensation proposal that includes consideration as to the bargaining agreement that may impact the supervisor pay differential, therefore be it

RESOLVED, That NAPS members contact legislators and ask them to co-sponsor H.R. 7600, the Postal Supervisors, Managers and Postmasters Fairness Act.

California State Branch 905

43

WHEREAS, H.R. 1559 would provide certain postal managers with the same right to appeal personnel decisions to the Merit Systems Protection Board (MSPB) as other EAS-level postal employees, and

WHEREAS, H.R. 1559 is a bill that would affect 5,000 non-supervisory managers locked out of the MSPS, and

WHEREAS, Due to a narrow interpretation by the courts, non-supervisory managers are denied the right of appeal over adverse actions to the MSPS, a right all other supervisory postal managers enjoy, and

WHEREAS, For non-supervisory managers, the only option is an internal USPS process that lacks fairness and due process, therefore be it

RESOLVED, That NAPS members contact legislators and ask them to co-sponsor H.R. 1559, the Postal Employee Appeal Rights Amendments Act.

California State Branch 905

44

WHEREAS, H.R. 491 and S. 624 would provide all FERS and CSRS annuitants with full COLA, and

WHEREAS, H.R. 491 and S. 624, the Equal COLA Act, would create parity between cost-of-living-adjustments with respect to a Federal Employees Retirement System (FERS) annuity and a Civil Service Retirement System (CSRS) annuity, and

WHEREAS, Retirement security is sustained by maintaining the purchasing power of postal annuitants during their retirement years, and

WHEREAS, Inflation chips away at earned benefits and jeopardizes a retiree's income security, and

WHEREAS, Both CSRS and FERS retirement systems fail to provide the same level of inflation protection for postal and federal annuitants; FERS is inferior, therefore be it

RESOLVED, That NAPS members contact legislators and ask them to co-sponsor H.R. 491 and S. 624.

California State Branch 905

45

WHEREAS, H.Res. 70 and S.Res. 147 ensure the U.S. Postal Service remains a governmental, independent federal establishment to serve the American public, and

WHEREAS, H.Res. 70 and S.Res. 147 express support for the Postal Service as an independent establishment of the government and opposition to postal privatization, and

WHEREAS, the United States Postal Service is a constitutionally mandated service per Article I, Section 8, Clause 7, of the Constitution, and

WHEREAS, The United States Postal Service is a self-sustaining, independent establishment that does not receive taxpayer funding and relies solely on revenue derived from postal services and products, therefore be it

RESOLVED, That NAPS members contact their legislators and ask them to co-sponsor H.Res. 70 and S.Res. 147.

California State Branch 905

46

WHEREAS, NAPS Executive Board regions consist of five regions, and

WHEREAS, Each region is divided into areas and those areas within the regions are assigned to area vice presidents, and

WHEREAS, Each area vice president coordinates their assigned states/territories membership by working with state and local NAPS branches, and

WHEREAS, The regional vice presidents have requested the area vice presidents to coordinate together to sponsor a regional training seminar, and

WHEREAS, Regional training seminars can benefit all NAPS members willing to attend within their regions, and

WHEREAS, The area vice presidents have training funds and the regional vice presidents do not have training funds, therefore be it

RESOLVED, That NAPS area vice presidents be allowed to combine their training funds to sponsor a regional training seminar and travel to the event in any state/city within their region to attend NAPS training or cabinet meetings effective September 2026.

Sacramento Branch 77

47

WHEREAS, Fair and Equitable EAS pay policies are necessary to recruit and retain the most qualified candidates, and

WHEREAS, The current EAS pay policies are neither fair nor equitable, and

WHEREAS, When pay adjustments are made to correct and maintain the Supervisor Pay Differential, only the lower EAS pay bands are affected, and

WHEREAS, This effect squeezes the middle pay bands, therefore be it

RESOLVED, That NAPS consults with the USPS to correct this issue, and
be it further

RESOLVED, That when pay adjustments are made to the lowest EAS pay, all EAS pay bands be adjusted by the same amount.

Oregon State Branch 940

48

WHEREAS, With the current Postal Service higher-level rules, many EAS employees are required to perform higher-level duties, in addition to their normal duties, on a routine and recurring basis without appropriate compensation or recognition, and

WHEREAS, These EAS employees still are held accountable for the decisions they make performing higher-level duties, and

WHEREAS, The Postal Service could not effectively operate without EAS employees being placed into important decision-making positions on a daily basis, and

WHEREAS, It is not ethical or financially responsible to expect EAS employees to be placed into higher-level, decision-making positions on a daily basis, therefore be it

RESOLVED, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

RESOLVED, That a new higher-level compensation procedure be created that will serve to acknowledge and compensate EAS employees immediately when they are required to perform higher-level duties in shift durations.

Oregon State Branch 940

49

WHEREAS, The USPS is constantly changing, and

WHEREAS, The USPS is constantly adding new programs that require staffing by postal employees, and

WHEREAS, The Postal Service is not always equitable and fair when staffing for new programs before full-time positions are approved, and

WHEREAS, Current EAS employees are often overlooked when staffing NTE details and these opportunities are given to less qualified craft employees, and

WHEREAS, NAPS acknowledges that to remain relevant and respond to a variety of economic, societal and financial conditions, the USPS will continually change, therefore be it

RESOLVED, That NAPS consults with the Postal Service to implement a policy where no NTE details will be granted to craft employees before EAS employees are made aware of the opportunity and are given the first opportunity for the detail.

Oregon State Branch 940

50

WHEREAS, Pay equity between managers and postmasters and their subordinate EAS employees they supervise has deteriorated, and

WHEREAS, This inequity was caused by an extended EAS pay freeze and the lack of an equitable EAS pay package, and

WHEREAS, When an EAS employee competes and is awarded a manager or postmaster promotion, added responsibilities are expected of the successful EAS applicant and the USPS, and

WHEREAS, With additional responsibilities comes respect, and

WHEREAS, Respect for an employee is equitable compensation from their employer commensurate with their responsibilities, therefore be it

RESOLVED, That no EAS supervisor shall earn less than 5% more than the top of the pay scale of any craft employee they supervise, and be it further

RESOLVED, That no manager or postmaster shall earn less than 5% more than the top of the pay scale of any employee they supervise, including subordinate EAS employees.

Oregon State Branch 940

51

WHEREAS, In cases where a postal employee is married to a spouse who also is a postal employee, two health benefits are earned, and

WHEREAS, Under current regulations, if one spouse has selected a family coverage option, the remaining spouse is required to be covered under the family plan and does not receive their earned health benefit, and

WHEREAS, The Postal Service, through postal reform legislation, now manages the health benefits of all postal employees, both currently employed and retired, therefore be it

RESOLVED, That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

Oregon State Branch 940

52

WHEREAS, Many exempt employees are routinely required to work a 6th day, and

WHEREAS, *ELM 519.733* states: “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor *may grant* [emphasis added] a full day of personal absence without charging it to official leave,” and

WHEREAS, The supervisor rarely approves a full day of personal absence, and

WHEREAS, The exempt employee is not compensated for working a 6th day, therefore be it

RESOLVED, That NAPS consults with the Postal Service to change the language in *ELM 519.733* to reflect: “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor *shall grant* a full day of personal absence without charging it to official leave, *of the employee’s choosing.*”

Oregon State Branch 940

53

WHEREAS, The compensation for EAS employees has not kept pace with the cost of living, and

WHEREAS, An equitable salary is necessary to recruit and retain the most qualified employees in EAS positions, therefore be it

RESOLVED, That NAPS consults with the USPS to implement a COLA adjustment process to the EAS pay package.

Oregon State Branch 940

54

WHEREAS, The USPS currently is issuing corrective actions against EAS employees without conducting an *investigative interview* with the impacted EAS employee, and

WHEREAS, *ELM 650* does not specifically require an *investigative interview* with an EAS employee in a situation where discipline may result, and

WHEREAS, This practice does not allow an EAS employee the full due process to hear, consider, clarify and respond to the adverse issues alleged (aka “their day in court”), which may bring to light or clarify issues that may help change the outcome of a dispute, therefore be it

RESOLVED, That NAPS consults with the USPS to stop this practice immediately, and be it further

RESOLVED, That NAPS consults with the USPS to revise *ELM 650* to require a thorough investigation, including an *investigative interview*, prior to any corrective action being issued to an EAS employee.

Oregon State Branch 940

55

WHEREAS, Resolution 35 that was ratified at the 2024 NAPS National Convention prohibits any area vice president from expending any of their allotted NAPS expense account funds to attend NAPS functions outside of their area of responsibility, and

WHEREAS, Resolution 35 has caused unintended consequences that have significantly impacted the available funding for regional training seminars, and

WHEREAS, All area vice presidents are given two separate spending accounts: 1. General Executive Board Member Expenses and 2. Training Expenses, and

WHEREAS, NAPS Executive Board regions consist of five regions, and

WHEREAS, Each region is divided into areas and those areas within the regions are assigned to area vice presidents, and

WHEREAS, Each area vice president coordinates their assigned states/territories membership by working with state and local NAPS branches, and

WHEREAS, The regional vice presidents have requested the area vice presidents to coordinate together to sponsor a regional training seminar, and

WHEREAS, Regional training seminars can benefit all NAPS members willing to attend within their regions, and

WHEREAS, The area vice presidents have training funds and the regional vice presidents do not have training funds, and

WHEREAS, Attendance of area vice presidents at limited NAPS regional training seminars using money from their board accounts, independent of geographical location, can also benefit all NAPS area vice presidents (and the members they represent), therefore, be it.

RESOLVED, That the ratification of this resolution will supersede Resolution 35 that was ratified at the 2024 NAPS National Convention, and be it further

RESOLVED, That NAPS area vice presidents be allowed to combine their training expense funds to sponsor a regional training seminar and fund the travel to the event in any state/city within their regional affiliation, and be it further

RESOLVED, That all NAPS area vice presidents be allowed to use their Executive Board Member funds to attend one NAPS training seminar per year outside of their area of responsibility or regional affiliation, effective September 2026.

Oregon State Branch 940

56

WHEREAS, Prior to the implementation of POStPlan, postmasters of Level-15 offices and below had the ability to appeal other matters not covered by Subsection 652.2 of the *Employee and Labor Relations Manual*, and

WHEREAS, With the implementation of POStPlan, Level-15 offices and below were evaluated and, if qualified, were reclassified as Level-18 post offices, and

WHEREAS, With the reclassification of former Level-15-and-below post offices, postmasters of those offices lost their ability to appeal other matters in accordance with Subsection 652.41 of the *Employee and Labor Relations Manual*, therefore be it

RESOLVED, That Subsection 652.41 of the *Employee and Labor Relations Manual* be amended to read as follows:

Employees in EAS-18-and-below offices, regardless of length of service, may appeal letters of warning, emergency placement in a nonduty status and other matters not covered by 652.2 by using the procedures in 652.42 through 652.44.

PCES Level 1 and EAS-19-and-above employees have access to these procedures only to appeal discipline in the nature of a letter of warning and emergency placement in a nonduty status.

Montana State Branch 929

WHEREAS, Events held by the National Association of Postal Supervisors (NAPS) enhance the advocacy, training and governance of the organization, and

WHEREAS, Part of the costs of events such as the Legislative Training Seminar, state and national conventions and regional training are offset by sponsorship from various businesses, and

WHEREAS, The sponsorship arrangements are negotiated by members of the NAPS Executive Board, and

WHEREAS, Sponsors often have free drawings to award gift cards or merchandise to event attendees, and

WHEREAS, It is essential that these prize drawings be free of any appearance of impropriety or favoritism, therefore be it

RESOLVED, That NAPS Executive Board members, their spouses or domestic partners be ineligible to participate in free drawings conducted by any event sponsors, and be it further

RESOLVED, That this prohibition does not include any paid drawings or raffles conducted by NAPS or the NAPS Auxiliary for fundraising purposes such as 50/50s, LTS or convention raffles, but is limited only to free drawings open to all attendees with prizes provided by event sponsors.

Lorraine Harry-Dr. Nancy Wesley Branch 493

58

WHEREAS, Current NAPS Executive Board members have the ability to invite one guest to the Legislative Training Seminar (LTS) and/or national conventions, and

WHEREAS, NAPS Headquarters provides a special registration form that is required to guarantee complimentary registration, therefore be it

RESOLVED, NAPS Headquarters will advise the branches if a delegate is an invited guest to either LTS and/or national conventions, and be it further

RESOLVED, That any guest delegate who receives funds from their branch for registration at LTS or national convention return those funds to the branch that paid such registration fee.

Texas State Branch 948

59

WHEREAS, The NAPS Executive Board regions consist of five regions, and

WHEREAS, Each region is divided into areas and those areas within the regions are assigned to area vice presidents, and

WHEREAS, Each area vice president coordinates their assigned states/territories membership by working with state and local NAPS branches, and

WHEREAS, The regional vice presidents have requested the area vice presidents to coordinate together to sponsor a regional training seminar, and

WHEREAS, Regional training seminars can benefit all NAPS members willing to attend within their regions, and

WHEREAS, The area vice presidents have training funds and the regional vice presidents do not have training funds, therefore be it

RESOLVED, That NAPS area vice presidents be allowed to combine their training funds and allowance funds to sponsor a regional training seminar and travel to the event in any state/city within their region to attend NAPS trainings or cabinet meetings effective September 2026.

New Jersey State Branch 933

WHEREAS, Locality pay is recognized and has a long history with all government agencies with the exception of the USPS, and

WHEREAS, Locality pay currently is being used by the Postal Service in Alaska, Hawaii, Guam, Puerto Rico and some employee segments as an effective means of attracting and retaining employees to work in high-cost areas, and

WHEREAS, All other federal government employees currently enjoy both locality pay and COLA, no matter where they work, and

WHEREAS, The cost of living in the San Francisco Bay area is higher than most cities, and

WHEREAS, EAS employees do not have COLA as does the craft, therefore be it

RESOLVED, That NAPS Headquarters seeks legislative action to implement locality pay for EAS employees in the Postal Service, and be it further

RESOLVED, That the San Francisco Bay area be added as an approved area for locality pay.

San Francisco Branch 88

WHEREAS, The goal of a voice vote from the convention floor is to ascertain the position of the majority of branches, not a majority of those in attendance, and

WHEREAS, The number of attendees varies from branch to branch, and

WHEREAS, The variance of attendees from branch to branch creates inequity during voice votes, therefore be it

RESOLVED, That each branch will have one voice representing the position of each branch, and be it further

RESOLVED, That future registration forms will contain a checkbox indicating whether the registering individual will be the person representing their branch in the event of a voice vote, and be it further

RESOLVED, That the person representing the branch will indicate on the registration form whether they will be the person carrying the position of the branch in the event of a voice vote by marking the checkbox on the registration form, and be it further

RESOLVED, That a paddle with each branch number will be created, and be it further

RESOLVED, That the individual carrying the vote for the branch will be issued a paddle along with their convention credentials, and be it further

RESOLVED, That this individual will raise their paddle at the time of each voice vote, and be it finally

RESOLVED, That only votes cast by those holding paddles will be counted.

New Hampshire State Branch 932

(add numbers 62-75 for late resolutions)