In This Issue

FEATURES

18  2022 Legislative Training Seminar: Promoting NAPS’ Legislative Agenda

20  68th NAPS National Convention Committees Online requests to serve on a national convention committee must be received by midnight, March 31.

28  Burnout: Know the Signs and What You Can Do
Burnout negatively impacts workers’ physical and mental health. Learn to recognize burnout, as well as the techniques to create healthy boundaries and improve your overall well-being.

RESIDENT OFFICERS

3  Our NAPS Members Are the Best of the Best  Ivan D. Butts

4  Because You Persevere  Chuck Mulidore

5  You Are the Heroes  Jimmy Warden

COLUMNS

16  Legislative Update  Bob Levi

30  The NAPS Postmaster  Joe Bodary

DEPARTMENTS

4  Thrift Savings Plan  October 2021

7  NAPS DDF Representation Request Form

8  NAPS of Note

9  NAPS Training Calendar

12  Views from the Vice Presidents  Dionis D. Perez

13  Louis M. Atkins Presidential Student Scholarships

14  Perspective from the Immediate Past President  Brian J. Wagner

19  2022 LTS Registration Information

23  2021 SPAC Contributors

24  SPAC Scoreboard

31  Notes from the National Auxiliary  Patricia Jackson-Kelley
As we move from the Thanksgiving holiday season to the Christmas holiday season, I want to pause to wish you, my NAPS family, a joyous and wonderful holiday season.

This time of year always poses challenges to us as managers. We deal with employees who may be struggling with personal issues that are intensified due to the holiday. We may be dealing with our own personal issues. And to top it all off, we still must be the guiding force to ensure this agency continues to move the mail during this important time of year.

This year has been extensively more challenging as we continue to deal with the effects of COVID-19 and its impact on our total operating expenses (TOE) and employee availability with the implementation of the liberal leave policy, Emergency Federal Employee Leave (EFEL) and the delivery of America’s election ballots with reduced processing capabilities that created exorbitant overtime usage.

This has left us with a NPA ranking that fails to bring, at a minimum, the 3% that was advocated for with NAPS’ request to do away with the NPA process for FY21 due to the Postal Service’s failure to properly administer the process from the beginning of FY21.

Still fresh in my mind are the pain and sorrow felt from the senseless murders of two of our fellow NAPS members in Memphis, TN. Also, the less-than-engaging response seen by NAPS members in the lack of presence of USPS Headquarters leadership outside the service team that was dispatched to the city and the WTIL-failure telecon that was deemed necessary for the day of homegoing services for our fallen members.

Yet still you rise to bind a nation together by connecting families across the world. You do this by managing the operations that process all the letters, cards and packages received.

I have seen the results of this firsthand as my son received the care packages I sent him during the holidays he spent in Iraq. It was because of your dedication to provide the highest quality service to the American public that can be given that the lives of not only my son, but also the lives of others in his unit, were blessed.

Your commitment to excellence is further demonstrated during this period of great change and subjective leadership. We are operating in an time when the often empty words of “dignity and respect” are spoken by leaders who appear unable or unwilling to make them more than just two nouns around a conjunction.

These words understandably could harden our hearts as this type of leadership impacts our lives and also could easily impact how we manage the day-to-day operations. However, day in and day out, you prove yourselves to be the best of the best, giving your all to get the job done.

I thank you for all you are doing to keep the United States Postal Service moving in the right direction as you provide the services constitutionally promised by law to bind the people of America together. And I thank you for your pledge to support the effort to live up to the mission statement of our great association.

God bless and best holiday wishes to you and your family.

In solidarity …

naps.ib@naps.org

Our NAPS Members Are the Best of the Best

Ivan D. Butts
President

The Postal Supervisor
2022 Production Schedule

<table>
<thead>
<tr>
<th>Issue</th>
<th>Copy Deadline*</th>
<th>Mails</th>
</tr>
</thead>
<tbody>
<tr>
<td>JAN</td>
<td>NOV 30</td>
<td>DEC 23</td>
</tr>
<tr>
<td>FEB</td>
<td>JAN 4</td>
<td>FEB 1</td>
</tr>
<tr>
<td>MAR</td>
<td>JAN 27</td>
<td>FEB 23</td>
</tr>
<tr>
<td>APR</td>
<td>FEB 22</td>
<td>MAR 17</td>
</tr>
<tr>
<td>MAY</td>
<td>MAR 28</td>
<td>APR 26</td>
</tr>
<tr>
<td>JUNE</td>
<td>APR 18</td>
<td>MAY 12</td>
</tr>
<tr>
<td>JULY</td>
<td>MAY 18</td>
<td>JUNE 14</td>
</tr>
<tr>
<td>AUG</td>
<td>JUNE 21</td>
<td>JULY 19</td>
</tr>
<tr>
<td>SEPT/OCT</td>
<td>AUG 25</td>
<td>OCT 4</td>
</tr>
<tr>
<td>NOV</td>
<td>OCT 4</td>
<td>OCT 28</td>
</tr>
<tr>
<td>DEC</td>
<td>OCT 25</td>
<td>NOV 22</td>
</tr>
<tr>
<td>JAN 23</td>
<td>NOV 28</td>
<td>DEC 22</td>
</tr>
<tr>
<td>FEB</td>
<td>JAN 4</td>
<td>JAN 31</td>
</tr>
</tbody>
</table>

*Copy must be received by this day; see page 2 for submission information.
Please allow me to wish you a wonderful Christmas and holiday season, a joyous and happy New Year and many blessings to you and your family. Fall mailing season has passed into peak. These are two of the most stressful times to be a supervisor, manager, postmaster or really any level of EAS employee in the Postal Service.

You perform heroic, oftentimes thankless work for long hours away from your family during the holiday season. Your sacrifices do not go unnoticed. This year has been even more distressing as the COVID global pandemic continues across our world. Not only have fall mailing and peak been stressful, much of 2021 has been one stressful event after another. Yet, somehow, the proud EAS employees of the U.S. Postal Service weather all the storms and still move the mail.

As the worldwide pandemic exploded across our country last year, the likes of which had not been seen in over 100 years, you persevered. As hurricanes and tropical storms rolled across the Gulf states, you persevered. As fires consumed major areas of the western U.S., Rockies and southwestern areas of our country, you persevered. As floods overran the banks of rivers in the Midwest, you persevered.

As employee shortages made mail processing and delivery even more difficult, you persevered. As staggering parcel volumes continue to descend on the Postal Service, straining our capacity to operate, you persevered. As the American people—once again—trusted the Postal Service to deliver ballots on time in the face of unprecedented mail delays generated by senior postal leaders’ poorly implemented plans, you persevered.

As a nationwide EAS promotion freeze, followed by an EAS RIF, led to shortages in the organization’s ranks, you persevered and kept the nation’s mail flowing.

You are the one thread that runs through all the challenges. You are the one constant that always comes through for America. You persevere. NAPS appreciates you and all you do for the Postal Service and your family. You may not hear that from senior postal leaders. Or, perhaps, you hear politically correct platitudes. As Maya Angelou so eloquently said, “When someone shows you who they are, believe them.”

So, we see who you are; you have shown us time and time again. NAPS understands what you do each day in service to the public. You are the ones who come to work to face the challenges. The ones who run the plants, cover the vacancies, run the delivery units and provide all the many other functions that go into delivering the nation’s mail. And in so doing, keeping the promise of more than 245 years that this essential agency, America’s Postal Service, created by the Founding Fathers in the U.S. Constitution, would persevere.

And so it does—and always will—because of you, because you persevere.

naps.cm@naps.org

Chuck Mulidore
Executive Vice President

Thrift Savings Plan

<table>
<thead>
<tr>
<th>Fund</th>
<th>G</th>
<th>F</th>
<th>C</th>
<th>S</th>
<th>I</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 2021</td>
<td>0.13%</td>
<td>(0.04%)</td>
<td>7.00%</td>
<td>5.43%</td>
<td>2.46%</td>
</tr>
<tr>
<td>12-month</td>
<td>1.26%</td>
<td>(0.33%)</td>
<td>42.88%</td>
<td>49.31%</td>
<td>34.48%</td>
</tr>
</tbody>
</table>

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

<table>
<thead>
<tr>
<th>Fund</th>
<th>L Income</th>
<th>L 2025</th>
<th>L 2030</th>
<th>L 2035</th>
<th>L 2040</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 2021</td>
<td>1.28%</td>
<td>2.33%</td>
<td>3.14%</td>
<td>3.43%</td>
<td>3.72%</td>
</tr>
<tr>
<td>12-month</td>
<td>9.15%</td>
<td>18.66%</td>
<td>23.68%</td>
<td>26.08%</td>
<td>28.52%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fund</th>
<th>L 2045</th>
<th>L 2050</th>
<th>L 2055</th>
<th>L 2060</th>
<th>L 2065</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 2021</td>
<td>3.97%</td>
<td>4.22%</td>
<td>5.12%</td>
<td>5.11%</td>
<td>5.11%</td>
</tr>
<tr>
<td>12-month</td>
<td>30.66%</td>
<td>32.84%</td>
<td>40.68%</td>
<td>40.68%</td>
<td>40.68%</td>
</tr>
</tbody>
</table>

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors’ shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.

Visit the TSP website at www.tsp.gov
The holiday season once again is here—a time of joy and thanks! Unfortunately, it’s peak season in the Postal Service. The time of the year when package volume soars and we are asked to meet monumental demands and challenges. But, year after year, we all endure and meet those demands and customer expectations.

Just as during the COVID-19 pandemic, postal employees keep America open and moving forward by continually delivering to every address in the country every day, every peak season. You are the true heroes! And for that I am thankful. Your actions instill pride in all of us.

I have a great deal to be thankful for this holiday season. Not just the honor of serving as NAPS secretary/treasurer, but also for the great family support I have received in the Warden family and my NAPS family, as well. Many of us have had a tough 2021.

This holiday season will be a time of happiness and sadness, smiles and tears and joys and sorrows. Every one of us has been put to the test of endurance this past year, whether it was grieving the loss of a loved one or rebuilding one’s life after losing a home or relocating due to a wildfire, flood, hurricane or tornado.

Many of us might have been affected in other ways, including shattered plans and dreams as graduations, wedding plans and trips had to be postponed or canceled. Also, the inability to simply gather with friends and family, a loss of security and safety. Friendships have become estranged over issues such as politics.

For many of us, our roles as family members changed as we became tutors to our children and grandchildren with remote school learning. This year has been unprecedented; it has had an effect on everyone in one way or another. And those are just changes in our private lives. Look at all the change you have gone through in 2021 in the Postal Service! But, through it all, we have endured.

We all should give thanks this holiday season. As I always say, never forget the past, but look forward to the future. Help us understand others. Recognize both sides of the equation by showing empathy toward family, friends and co-workers.

When asked who I worked for, I always responded, “My family.” I was employed by the Postal Service, but I worked for my family. This always has been my belief that has helped me get through difficult times. Be thankful our glass is half full; don’t cry believing it is half empty. Remember, many don’t even have a glass. Maya Angelou said, “When we give cheerfully and accept gratefully, everyone is blessed.”

I wish everyone a very happy and healthy holiday. Enjoy and be thankful.

Stay safe!

naps.jw@naps.org

Jimmy Warden
Secretary/Treasurer

NAPS is pleased to announce we have a mailbox for members to submit photos for our social media outlets. We want to hear from you! Members can send photos of NAPS activities directly to NAPS Headquarters at socialmedia@naps.org. We will review the submissions before posting on our social media outlets.

We encourage members to submit photos of branch meetings, social outings, meetings with postal leaders, meetings with congressional leaders in their districts, attendance at career awareness conferences and more.

When submitting a photo, please tell us about the event, the names of the members in the photo and when the event occurred. Also, please send hi-resolution photos; we want everyone to look good.

We look forward to increasing our presence on social media with this initiative. Like, follow, share!
National Association of Postal Supervisors Membership Report

September 2021

3 Month Member Percentage by Area

<table>
<thead>
<tr>
<th>Area</th>
<th>September 2021</th>
<th>August 2021</th>
<th>July 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Area 01 - New England Area</td>
<td>74%</td>
<td>74%</td>
<td>73%</td>
</tr>
<tr>
<td>Area 02 - New York Area</td>
<td>81%</td>
<td>81%</td>
<td>80%</td>
</tr>
<tr>
<td>Area 03 - Midest Area</td>
<td>77%</td>
<td>76%</td>
<td>75%</td>
</tr>
<tr>
<td>Area 04 - Capitol Atlantic Area</td>
<td>79%</td>
<td>77%</td>
<td>75%</td>
</tr>
<tr>
<td>Area 05 - Pioneer Area</td>
<td>75%</td>
<td>74%</td>
<td>72%</td>
</tr>
<tr>
<td>Area 06 - Michiana Area</td>
<td>75%</td>
<td>74%</td>
<td>73%</td>
</tr>
<tr>
<td>Area 07 - Illini Area</td>
<td>73%</td>
<td>73%</td>
<td>72%</td>
</tr>
<tr>
<td>Area 08 - North Central Area</td>
<td>65%</td>
<td>64%</td>
<td>63%</td>
</tr>
<tr>
<td>Area 09 - Mink Area</td>
<td>66%</td>
<td>65%</td>
<td>64%</td>
</tr>
<tr>
<td>Area 10 - Southeast Area</td>
<td>72%</td>
<td>72%</td>
<td>71%</td>
</tr>
<tr>
<td>Area 11 - Central Gulf Area</td>
<td>68%</td>
<td>68%</td>
<td>66%</td>
</tr>
<tr>
<td>Area 12 - Cotton Belt Area</td>
<td>72%</td>
<td>72%</td>
<td>70%</td>
</tr>
<tr>
<td>Area 13 - Texas Area</td>
<td>72%</td>
<td>72%</td>
<td>70%</td>
</tr>
<tr>
<td>Area 14 - Northwest Area</td>
<td>75%</td>
<td>75%</td>
<td>74%</td>
</tr>
<tr>
<td>Area 15 - Rocky Mountain Area</td>
<td>73%</td>
<td>73%</td>
<td>72%</td>
</tr>
<tr>
<td>Area 16 - Pacific Area</td>
<td>77%</td>
<td>76%</td>
<td>74%</td>
</tr>
<tr>
<td>Total Regular Member %</td>
<td>74%</td>
<td>74%</td>
<td>72%</td>
</tr>
<tr>
<td>Total Regular Members</td>
<td>24,651</td>
<td>24,815</td>
<td>24,973</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Area</th>
<th>September 2021</th>
<th>August 2021</th>
<th>July 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>NonMember Totals</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total NonMembers</td>
<td>8,247</td>
<td>8,569</td>
<td>9,335</td>
</tr>
<tr>
<td>Total NonMember %</td>
<td>26%</td>
<td>26%</td>
<td>28%</td>
</tr>
</tbody>
</table>
NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: ____________________________
SS#: ____________________________

Office: ____________________________
Branch: ____________________________

Work Phone: ( ) ____________________________
Home Phone: ( ) ____________________________

Date of Notice of Proposed Action or Notice of Debt Determination: ____________________________

Date of Letter of Decision or Notice of Involuntary Offset: ____________________________

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, LLC. The representative provided may not be an attorney. The DDF covers fees and expenses up to $3,500 and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the $3,500 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Labor Relations Admin Group, LLC to the extent possible under the award.

NOTE: I have been a member of NAPS since: Month ______ Year ______
If you have been a NAPS members less than 90 days from the date of the proposed action, you should supply a statement that you signed a NAPS membership application within 30 days of your promotion from the craft.

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Labor Relations Admin Group, LLC of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member ____________________________
Signature of Branch President ____________________________

Date ____________________________ Date ____________________________

Send this signed form and a copy of the adverse action file by Express Mail to:

Labor Relations Admin Group, LLC
PO Box 25822
Brooklyn, NY 11202

A copy of this completed DDF form MUST be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St., STE 400, Alexandria, VA 22314
At the NAPS fall board meeting, Executive Vice President Chuck Mulidore recognized and congratulated Executive Board members who reached the President’s Ultimate SPAC ($1,000+) level:

From left: New England Area Vice President Bill Austin, Rocky Mountain Area Vice President Myrna Pashinski, Mulidore and Western Region Vice President Marilyn Walton.

In late October, Executive Vice President Chuck Mulidore met with lawmakers to discuss H.R. 3076, the “Postal Service Reform Act of 2021.”

Michiana Area Vice President Kevin Trayer met with members of Michigan’s congressional delegation in late October:

- Trayer and Rep. Dan Kildee (D-MI)
- Trayer and Rep. Haley Stevens (D-MI)
- Trayer and Rep. Brenda Lawrence (D-MI)

Members of New York Branch 100 and Tommy Roma Branch 68 met with House Oversight and Reform Committee Chairwoman Carolyn Maloney in New York. Maloney, with Ranking Member James Comer (R-KY), introduced H.R. 3076. From left: Frank Smith, Branch 68 Vice President Donna Russell, Branch 100 President Tom Hughes, Maloney, Branch 100 Vice President Jim Puccio and Branch 100 Advocate Lijia Sanchez-Dyer. Taking the photo was Branch 68 Vice President Walter DeBerry.

From left: John Roma, manager, Maintenance Operations; Tommy Roma, NAPS Northeast Region Vice President; Joe Raguso, area manager; and Scott Fararr, Attendance Pilot Program ambassador, met to share their views on zero workhours.

---

**NAPS Training Calendar**

**Eastern Region Cabinet Meeting**

**Jan. 13-16, 2022**

**Conducted by:** Eastern Region VP Richard L. Green Jr., Capitol-Atlantic Area VP Troy Griffin, Pioneer Area VP Tim Needham and Mideast Area VP Tony Dallojacono

**Location:** Hotel Roanoke & Conference Center, 110 Shenandoah Ave., Roanoke, VA 24016; (540) 885-5099. For reservations, ask for “Business of Brewing” room block.

**Hotel Rate:** $139/single, $159/double, plus taxes. Self-parking is $11/day.

**Registration Fee:** $185 before Dec. 1, 2021; $200 after Dec. 1. Make checks payable to NAPS Headquarters and mail to Richard Green, 7734 Leyland Cypress Ln., Quinton, VA 23141. Fees for guests’ meals who are not registered are $25/day, breakfast; $30/day, lunch; and $65 per banquet ticket.

**Training:** To be conducted by NAPS resident officers; will include panel discussions and Q&A with resident officers.

---

**Northeast Region Training Seminar**

**April 22-23, 2022**

**Conducted by:** Northeast Region VP Tommy Roma, New England Area VP Bill Austin, New York Area VP Dee Perez and Mideast Area VP Tony Dallojacono

**Location:** Marriott San Juan Resort & Stellaris Casino. For reservations, call Marriott Reservations at 888-817-2033 or the hotel directly at 787-722-7000, ext 44.

**Hotel Rate:** $296/single and double (includes taxes). Mention “NAPS” for the special rate, which is available April 21-25, based on availability. Registration cut-off is March 21.

**Registration fee:** $150. Make check payable to NAPS and mail to Tommy Roma, 385 Colon Ave., Staten Island, NY 10308. Fee includes giveaways, coffee breaks, Friday luncheon and a SPAC raffle for a free weekend at the Marriott San Juan.

**Training:** To be conducted by Deputy PMG Doug Tulino, USPS Executive Manager Carissa Laino, Vice President of Retail and Post Office Operations Elvin Mercado, Labor Relations Policy Administration Manager Bruce Nicholson, NAPS Mideast Area Vice President Tony Dallojacono and others.

**Special Guests:** NAPS resident officers and USPS officials will conduct a Q&A for attendees.
San Francisco Branch 88 hosted its retirement/installation luncheon at Dominic’s at Oyster Point Yacht Club on the beautiful San Francisco Bay. Special guests included NAPS President Ivan D. Butts and National Auxiliary President Laurie D. Butts, NAPS Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum, California State Branch 905 President Marilyn Jones and Branch 905 Secretary Stephnia Campbell.

Members from Margarete A. Grant Branch 127 (Oakland), Los Angeles Branch 39, Central Valley Branch 197 (Stockton), Sacramento Branch 77 and Branch 88 Auxiliary members attended. Butts installed the new Branch 88 officers; 21 retirees were recognized from FY20-21.

Walton recognized Branch 88 Auxiliary member Yumina Graham. Immediate Past President Carolyn Thomas was honored for having served as president for the past 20 years. Branch 88 Editor Dianne Ayon was recognized for her many years of service.

NAPS members enjoyed the fellowship as this was the first in-person Northern California event in 18 months.
NAPS Executive Board Directory

Resident Officers
The resident officers may be contacted at 1727 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)

Ivan D. Butts
President
naps.ib@naps.org

Chuck Mulidore
Executive Vice President
naps.cm@naps.org

James “Jimmy” Warden
Secretary/Treasurer
naps.jw@naps.org

Regional Vice Presidents

Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)
Thomas Roma
385 Colon Ave., Staten Island, NY 10308-1417; (718) 605-0357 (H)
(917) 685-8282 (C)
troma927@cs.com

Southern Region (Areas 10, 11, 12 and 13)
Tim Ford
6214 Klondike Dr., Port Orange, FL 32127-6783; (386) 679-3774 (C)
seareavp@aol.com

Western Region (Areas 14, 15 and 16)
Marilyn Walton
PO Box 103, Vacaville, CA 95696-0103
(707) 449-8223 (H)
marilynwalton@comcast.net

Area Vice Presidents

1—New England Area (CT, ME, MA, NH, RI, VT)
William “Bill” Austin
33 Crab Apple Pl., Stamford, CT 06903
(203) 595-1714 (C)
nea.vp.naps@gmail.com

2—New York Area (NY/PR/VI)
Dienios "Dee" Perez
262 Mallard Rd., Carle Place, NY 11514-2022
(516) 503-2220 (C)
nyavpdee@aol.com

3—Mideast Area (DE/NJ/PA)
Tony Dallajoccono
PO Box 750, Jackson, NJ 08527-0750
(973) 986-6402 (C); (732) 942-4675 (O)
mideastareavp@gmail.com

4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)
Troy Griffin
1122 Rosanda Ct., Middle River, MD 21220-3025; (443) 506-6999 (C)
(410) 683-3704 (H)
troy1970@live.com
napsvtroyg@outlook.com

5—Pioneer Area (KY/OH/WE/Evansville, IN, Branch 55)
Timothy Needham
104 Corll St., Hubbard, OH 44425
(330) 550-9660 (C)
napsioavp@gmail.com

6—Michiana Area (IN/MI)
Kevin Trayer
8943 E. DE Ave., Richland, MI 49083-9639
(269) 366-9810 (C)
kevintrayer@att.net

7—Illini Area (IL)
Luz Moreno
625 Alhambra Ln., Hoffman Estates, IL 60169-1907; (847) 884-7875 (H)
(773) 726-4357 (C)
romonaps18@yahoo.com

8—North Central Area (MN/ND/SD/WI)
Dan Mooney
10105 47th Ave. N, Minneapolis, MN 55442-2536
(612) 242-3133 (C)
dan_9999@msn.com

9—MINK Area (IA/KS/NE/O)
Richard “Bart” Green
3530 Prescott Dr., Columbus, MO 65201
(913) 205-8912 (C)
(973) 867-7820 (O)
minkareavp@yahoo.com

10—Southeast Area (FL/GA)
Bob Quinlan
568 Caputo Ct., The Villages, FL 32163-5935; (352) 217-7473 (C)
bgqj@aol.com

11—Central Gulf Area (AL/LA/MS)
Roy Beaudoin
3332 Pines Rd., Shreveport, LA 71119-3510;
(318) 208-9421 (C)
(318) 525-0397 (H)
rwbeaudo@aol.com

12—Cotton Belt Area (AR/OK/TN)
Shri L. Green
4072 Royalcrest Dr., Memphis, TN 38115-6438
(901) 362-5436 (H)
(901) 482-1216 (C)
slbg@comcast.net

13—Texas Area (TX)
Jaime Elizondo Jr.
PO Box 1357, Houston, TX 77251-1357
(832) 722-3737 (C)
jaimenaps1tx@aol.com

14—Northwest Area (AK/ID/MT/OR/WA)
Marilyn Walton
104 Corll St., Hubbard, OH 44425
(330) 550-9660 (C)
napsioavp@gmail.com

15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)
Myrna Pashinski
2159 E. Layton Dr., Aurora, CO 80015-6781
(303) 931-1748 (C)
vprma6state@aol.com

16—Pacific Area (CA, HI, Guam, American Samoa, Saipan, Rota)
Chuck Lum
95-1222 Moea St., Mililani, HI 96789-5965
(808) 227-5764 (C)
lump013@hawaii.rr.com

Immediate Past President

Brian J. Wagner
3917 West Cedar Hills Drive, Dunlap, IL 61525-9761
(309) 253-3533 (C)
brian4naps@aol.com

The resident officers may be contacted at 1727 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)
It’s Everyone’s Responsibility To Be a NAPS Member

Dienis D. Perez
New York Area Vice President

I’d like to thank everyone in the New York Area, which includes Puerto Rico and the U.S. Virgin Islands, for voting for me as New York Area vice president. My predecessor, James War- den, still is going to be mentoring me, along with Northeast Region Vice President Tommy Roma. I couldn’t ask for two better mentors.

I want to wish everyone a safe, wonderful and festive holiday and Christmas this year. We all remember what it was like last year in the throes of COVID-19. Let’s pray this year isn’t a repeat.

The time has come for all of us to roll up our sleeves and get to work by starting a movement to sign anyone as a NAPS member you know or suspect is a nonmember. The reward is a $25 check from NAPS Headquarters per each member signed. I personally have signed members in the past and received this reward. It’s not going to make you rich, but it’s going to help the association to which we all belong become stronger.

I’m certain everyone has heard the phrase, “Strength in numbers.” This is important because when NAPS sits across the table from the USPS to discuss pay, benefits and working conditions for our 26,190 dues-paying members, there’s another 8,569 nonpaying members who reap the benefits of this association—period.

We all know EAS employees who are not NAPS members. The excuse they often use is, “What has NAPS done for me lately?” Here’s what you say: The other management association copies what NAPS receives all the time. NAPS does all the heavy lifting; they get the free ride. There’s no extra benefit you get from them. Craft union dues are almost double compared to what you pay your local NAPS branch and we have a much better pay package.

On Aug. 23, NAPS secured a pay package for every EAS employees’ benefit. When you read the accomplishments of the pay package, both the Postal Service and NAPS should be commended for working together to make this happen. NAPS accomplished many good things; now it’s time to reward them with increased membership!

• SDA—EAS employees will receive 5% higher base pay than the highest craft employee as of Nov. 20, 2021.
• FY22 top increases by 2%
• FY23 top increases by 1%
• No increases in your health benefits contributions
• In FY 22, you can carry over 640 hours.
• In FY22 and 23, you can exchange up to 168 hours’ annual leave.
• Modification to promotional increases are awarded depending where you fall in your pay band to get you closer to the top.
• NPA—2.5 to 3% in FY21; everyone receives a raise.

Each NAPS member needs to make it their personal goal to sign four nonmembers so NAPS can send you a $100 check for your efforts in making this association stronger.

With dignity, integrity and respect always!

nyavpdee@aol.com
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.

Scholarship winners will be announced in January 2022. In addition, the scholarship winners will be listed in the March 2022 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 2022. Scholarships may be used to pay expenses in the student’s current or following semester.

Applications must be received no later than Dec. 31, 2021. 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.

Online applications only: https://naps.org/Members-Scholarship
First things first. Best wishes to all for a safe and happy holiday season. May 2022 bring plenty of health, happiness, prosperity, joy and ice cream to you and your family. Now, it's time to bring this month's column for your holiday reading.

As immediate past president, I had the opportunity to provide training at the Illini Area Training Seminar at the NAPS Illinois State Convention in October. My training topic dealt with EAS rights and appeals under the USPS Employee and Labor Relations Manual (ELM), specifically, “Section 650 Non-bargaining Disciplinary, Grievance and Appeal Procedures.” Basically, known in NAPS as ELM 650. The good thing about being a NAPS member is you never have to go it alone when it comes to your rights as an EAS employee. Here’s the scoop!

ELM 650 establishes procedures related to disciplinary actions against employees not subject to collective bargaining (i.e., EAS employees) and emergency action for conduct. I encourage all NAPS members to take the time to not only read, but also study the entire ELM 650 chapter. Fully understanding your rights as an EAS employee can help you throughout your postal career.

In brief, following are some helpful tips if you happen to be called into a Postal Service investigation. Here is why. Under ELM Section 665.3, “Cooperation in Investigations,” employees must cooperate in any postal investigation, including Office of Inspector General (OIG) investigations.

Therefore, if you are called by your manager or the OIG to answer questions about your operation, mail delays, TACs issues, your performance or conduct or more per ELM 650, refer specifically to ELM 652.4, “Representation.” It reads, in part: “Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue.”

In most cases, an EAS employee may be called into an investigative interview (I&I), OIG investigation or told to report to their manager’s office for a pre-disciplinary interview (PDI). Although PDIs are craft-based and not reflected in the ELM or recognized by NAPS, when called on to attend a PDI, it’s best to follow the instruction, including that of an I&I and OIG investigation.

It’s also best not to go alone. Exercise your right under ELM 652.4 to have a representative present. In this case, I recommend you call your NAPS representative.

Once you are called into an I&I, OIG investigation or PDI, here are some recommended tips to consider:

• Per ELM 652.4, bring your NAPS representative. With NAPS, you are never alone, so don’t go it alone.
• Be professional in your tone and manner at all times.

• Ask the reason for the investigation.
• Ask if there are charges being considered against you.
• When answering questions, keep answers short and factual.
• Tell the truth. Lying during an investigation could lead to additional charges or you being recognized as not cooperating.
• Answer only what is asked. Avoid speculating or elaborating beyond what is asked and what you know as fact.
• If you do not recall something, simply state you do not recall. Ask for information that might help you recall the answer being sought. Again, do not speculate on what you do not know.

Let me repeat, with NAPS, you never are alone. This column of about 700 words is not intended to provide a full understanding of your EAS rights under ELM 650 but to give you a glimpse or taste of what information is out there as EAS/NAPS members to discover and make your lives better.

Besides recommending that you read and fully understand your rights under ELM 650, I highly encourage members to attend NAPS training. Such training doesn’t cover just ELM 650, but explores a wide range of topics related to your postal career and rights as an EAS employee.

Check the NAPS website—naps.org—for upcoming NAPS training near you. I guarantee you won’t be alone or have to go it alone when you attend NAPS training.

You also don’t have to go it alone when tasting my ice-cream-flavor-of-the-month recommendation: white-chocolate peppermint. Take me with you!

brian4naps@aol.com

With NAPS, You Never Are Alone!

Brian J. Wagner
Immediate Past President
Postal Code Blue

One of my favorite television series was “ER,” a 15-seasons-long medical drama that aired on NBC between 1994 and 2009. Over the course of the series, I can’t fathom the number of times I heard the term “code blue” shouted by one of the program’s doctors or nurses.

In medical jargon, the term “code blue” alerts hospital personnel that a patient requires immediate resuscitation because of a medical crisis. Unless Congress acts, those who bleed “Postal Blue” will need to call a code blue.

On Oct. 15, House Oversight and Reform Committee Government Operations Subcommittee Chairman Gerry Connolly (D-VA) convened a postal oversight hearing in Chicago to review postal performance. The hearing focused on the historically poor on-time performance in the Chicago metropolitan area.

Thirteen members of Illinois’ congressional delegation and Senate Majority Whip Richard Durbin participated in the hearing. Also testifying were Chicago’s new acting postmaster, a regional officer of the National Association of Letter Carriers and the deputy assistant Inspector General for the Postal Service.

One of the key legislative takeaways from the hearing was that Oversight and Reform Committee Chairwoman Carolyn Maloney (D-NY) announced she planned to introduce legislation to provide the Postal Regulatory Commission (PRC) with the authority to suspend Postal Service-initiated operational changes that negatively impact performance, absent clear evidence that such changes benefit the agency and the American public.

In addition, Congress will be carefully watching postal performance during the peak holiday mailing season. Rather than looking at what percentage of mail meets the Postal Service’s newly established performance goals, Congress will be looking at how many days it takes from mail acceptance to mail stream delivery and how that duration compares with previous years.

Despite the enduring financial and operational instability presently characterizing the agency, there is considerable doubt that Washington policymakers will call a code blue for the Postal Service. The only viable legislative vehicle for postal relief, H.R. 3076, the “Postal Service Reform Act of 2021,” still was pending in the Ways and Means Committee as this issue went to press in mid-November.

In late October and early November, NAPS’ Massachusetts legislative activists urged Committee Chairman Richard Neal (D-MA) to have his committee either vote on H.R. 3076 or discharge it from committee consideration. NAPS members whose representatives sit on the Ways and Means Committee also conveyed a similar message to their members of Congress.

Finally, rank-and-file NAPS members communicated with their representatives, requesting they urge the Ways and Means Committee to report the bill to the House floor. This initiative follows a letter sent by the NAPS resident officers to House leadership, urging them to bring H.R. 3076 up for a floor vote.

We have pointed out this measure would bring financial stability to the Postal Service and promote key NAPS priorities that include repealing the mandate to prefund retiree health premiums, providing fair integration of FEHBP and Medicare for future postal retirees and protecting universal, sustainable and affordable postal products. NAPS has been advised that the Senate Homeland Security and Governmental Affairs Committee is poised to act on the measure once the House passes it.

NAPS Executive Vice President Chuck Mulidore has engaged with numerous key policymakers, including Homeland Security and Governmental Affairs Committee Chairman Gary Peters, House Oversight and Reform Committee Ranking Member James Comer (R-KY) and staff members of the White House Domestic Policy Council to discuss effective strategies to send postal relief legislation to President Biden’s desk for his signature. These conversations will continue and include a widening universe of key House and Senate legislators.

Tangential to legislation is a looming vacancy on the Postal Board of Governors. As of early November, President Biden had yet to nominate anyone to fill the vacancy created by Chairman Ron Bloom’s expiring term. Also, the likely Senate confirmation of Michael Kubayanda, who was renominated to the PRC, has been delayed. The Nov. 4 Senate Homeland Security and Governmental Affairs Committee confirmation hearing on his renomination was postponed due to Peters attending the funeral of Michigan’s former Rep. Dale Kildee.

Bloom’s term expires on Dec. 8; Kubayanda’s term expired on Nov. 22. It is expected the Senate will confirm Kubayanda in December, but it is
From tornadoes to floods and winter storms, many parts of the nation are experiencing extreme weather. The Postal Service is reminding employees they can turn to the Postal Employees Relief Fund (PERF). The fund helps postal employees and retirees whose homes were significantly damaged by natural disasters or house fires.

PERF is not an emergency relief or immediate needs replacement agency, such as the Federal Emergency Management Agency (FEMA) or the Red Cross or insurance companies that are paid to replace property. Rather, PERF (part of the Combined Federal Campaign) provides relief grants to help qualifying individuals get re-established after a loss, based on an application process.

You may make a contribution via personal check (a receipt for your tax-deductible donation will be mailed to you). Send your check to: PERF, PO Box 41220, Fredericksburg, VA 22404-1220.
The 2021 LTS will focus on promoting three unshakable NAPS priorities: Legislating a fair and equitable consultative and adverse action appeals process for all EAS-level postal employees, creating the statutory framework for a financially and operationally sound Postal Service and protecting the hard-earned retirement benefits of current and future NAPS retirees.

As the entire country and the U.S. Capitol emerge from the almost two-year-long coronavirus pandemic, NAPS is committed to equip LTS delegates with effective tools and essential information to be visible and articulate legislative advocates on behalf of all NAPS members. LTS delegates, whether first-timers or veterans, will benefit from engaging legislative seminars, hearing from key legislators and delivering our message to Capitol Hill on legislation that impacts NAPS members and the U.S. Postal Service.

Fundamental to our Washington mission is to become more comfortable with new ways to communicate with Congress and conduct meetings with our elected officials. Despite the proven importance of the Postal Service in delivering letters, periodicals, packages—and, yes, even democracy—NAPS LTS delegates still need to educate members of Congress about how the Postal Service continues to be an integral part of our nation’s essential infrastructure.

Delegates will be advising legislators of the importance of the Postal Service to the mailing public, mail recipients and American businesses. Legislation to enhance mail service benefits all America.

Finally, LTS delegates will advise legislators to reject any proposals to tamper with the earned benefits of NAPS members.
Online registration for LTS will be available on Nov 30. More information will be available on the NAPS website at naps.org.

LTS Registration Fee—$225
The 2022 LTS online registration fee is $225 if registration is submitted on or before March 6. After March 6, the fee is $300. **No LTS registrations or payments will be accepted after March 13.**

No on-site registrations will be accepted.
Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, contact NAPS Headquarters immediately.

Refund Requests
All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 18. All approved refunds will be paid on approval.

Substitutions
If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 18. No substitutions will be honored after March 18. **On-site LTS substitutions will not be allowed.**
Preparations continue for the 68th NAPS National Convention in New Orleans, Aug. 8-12, at the Hyatt Regency. One of the major requirements for a smooth-running convention is the selection of delegates to serve on various national convention committees. All members should be mindful of several important rules concerning committee assignments:

• NAPS members no longer have to get their branch president’s recommendation for a national convention committee assignment.
• Members may self-nominate for their national convention committee selections. Self-nominations may be made online only through NAPS’ committee registration process at www.naps.org. No mail-in, fax or email requests will be accepted.
• All committee members must be registered for the national convention and be certified delegates prior to the NAPS national president’s committees’ selections.
• All national convention committee members must be registered guests of the Hyatt Regency New Orleans from the date of their first committee assignment until the conclusion of the convention on Friday, Aug. 12.

Committee chairs will verify hotel registrations of their respective committee members.
• Delegates serving on committees will receive lodging and per diem as follows: Credentials & Registration—two nights’ lodging and two days’ per diem; Audit, Constitution & Bylaws, Postmaster, Resolutions and Rules—one night’s lodging and one day per diem; Assistant Secretaries and Sergeants-at-Arms—$100 per day, no lodging.
• A national convention committee may have only one branch member appointed per committee, unless granted an exception by the NAPS national president. Furthermore, committees may have up to 25% of members who never before have served on a national convention committee.

When expressing an interest in serving, members must give careful consideration to the fact that one committee will meet on Saturday, Aug. 6, and the others on Sunday, Aug. 7, in advance of the convention’s opening day. Some committees will meet throughout the national convention.

Moreover, members serving on these “advance” committees must attend all meetings of their respective com-
mittees, which generally begin at 9 a.m., although some could begin earlier. No exceptions will be made to this attendance rule.

Members should make their hotel reservations early enough so they won't have a problem getting a room for an extra day or two in advance of the convention. If members are not selected for advance committee assignments, they simply may cancel their room reservations for the extra days as soon as possible. Do not cancel your entire hotel stay—only the extra days. Otherwise, reserve your hotel room after you have been confirmed to serve on a national convention committee.

If traveling to the national convention via airline and you purchase your ticket before being selected for a committee, NAPS Headquarters will not reimburse you for any airline change fees. It is suggested that you purchase an airline ticket after you receive confirmation that you have been selected for a national convention committee.

For the 68th National Convention, self-nominations may be made only through NAPS’ online committee registration process at www.naps.org. No mail-in, fax or email requests will be accepted. The deadline to request consideration for a committee is midnight, March 31, 2022.

No requests will be accepted after the deadline.

Listed here are the national convention committees, including the tentative dates of their first meetings, the minimum number of members on each committee and a brief description of their responsibilities:

**Assistant Secretaries** (no advance meeting, four members)—Sit at the dais during all business sessions and keep a record of the actions taken on all resolutions, including amendments; help conduct vote counts and assist the national parliamentarian and resident officers, as needed.

**Audit** (Sunday, Aug. 7, 10 members)—Audits four months of NAPS financial records chosen by the chair and assistant chair from the previous two fiscal years. Discrepancies or errors, if any, are noted and a written report (to the secretary/treasurer) and verbal report (to the entire convention) are made.

**Ballot and Election** (no advance meeting; 18 members, includes chair and assistant chair, one member from each of the 16 NAPS areas)—Conducts the balloting and election for national officers and site selection for the national convention that will take place four years hence.

Only the Ballot and Election Committee chair and assistant chair are notified of their selection before the convention. Members of this committee do not know they have been selected until their names are read by the NAPS national president on Tuesday of the convention week.

Ballot and Election Committee members will be sequestered from the time they leave the convention floor with the sealed ballot boxes until the committee chair, alone, later announces the election results before the convention body.

**Constitution & Bylaws** (Sunday, Aug. 7, 16 members)—Reviews all resolutions having to do with the NAPS Constitution & Bylaws, as well as those directing NAPS to take action on other matters.

**Credentials & Registration** (very early Saturday, Aug. 6, 21 members)—Processes the registrations of all NAPS and Auxiliary delegates and guests. Committee members verify credentials and hand out name badges, One Books, delegate cards, souvenirs bags and more.

**Postmaster** (Sunday, Aug. 7, 12 members)—Reviews matters of particular interest to postmaster members. Will meet with members of the NAPS Executive Board Postmaster Committee.

**Resolutions** (Sunday, Aug. 7, 14 members)—Reviews all resolutions (except those related to the NAPS Constitution & Bylaws) having to do with pay, working conditions and postal policy.

**Rules** (Sunday, Aug. 7, six members)—Reviews and edits the convention rules and ultimately provides each delegate with a copy of the rules.

**Sergeants-at-Arms** (meeting day and time TBD, 18 members)—Maintain order during the convention, escort guests to the dais, assist in the vote count and distribute materials, including the convention Daily Newsletter and amended resolutions, to delegates. Members of this committee must attend all business sessions.

Again, the Self-Nomination National Convention Committee Request is available online at www.naps.org. Delegate credential information will be mailed to branches before Dec. 31, 2021. Final committee assignments will be made by the NAPS national president.

When nominating yourself for a national convention committee, indicate your first, second and third choice (if applicable) committee assignment. All committee requests must be received by midnight, March 31, 2022.

Please note: No committee recommendation will be considered unless the delegate has registered and submitted their credential prior to the national president’s selection of committees on April 20. All those requesting national convention committee consideration will be subsequently notified whether or not they have been selected for a committee assignment.
To authorize your allotment online, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

1. Go to https://liteblue.usps.gov to access PostalEASE.
2. Under Employee App-Quick Links, choose PostalEASE.
3. Click on “I agree.”
4. Enter your employee ID number and password.
5. Click on “Allotments/Payroll NTB.”
6. Click on “Continue.”
7. Click on “Allotments.”
8. Enter Bank Routing Number (from worksheet below), enter account number (see worksheet), enter account from drop-down menu as “checking” and enter the amount of your contribution.
9. Click “Validate,” then “Submit.” Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at 1-877-477-3273 (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

1. When prompted, select one for PostalEASE.
2. When prompted, enter your employee ID number.
3. When prompted, please enter your USPS PIN.
5. When prompted, press “1” for allotments.
6. When prompted, press “2” to continue.
7. Follow prompts to add a new allotment.
8. Use the worksheet to give the appropriate information to set up an allotment for SPAC.

---

**PostalEASE Allotments/Net to Bank Worksheet**

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with “772255555” and ends with your eight-digit employee ID number):
  
  7 7 2 2 5 5 5 5 5 5 5 5 5 5 5 5 5
  
  (Example: 77225555512345678).
- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the “$” is already included): __________.
# 2021 SPAC Contributors

## President’s Ultimate SPAC ($1,000+)

<table>
<thead>
<tr>
<th>Name</th>
<th>State</th>
<th>Branch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salmon, James</td>
<td>AZ</td>
<td>246</td>
</tr>
<tr>
<td>Boisvert, Michael</td>
<td>CA</td>
<td>159</td>
</tr>
<tr>
<td>Campbell, Stephnia</td>
<td>CA</td>
<td>159</td>
</tr>
<tr>
<td>Derden, Margaret</td>
<td>CA</td>
<td>39</td>
</tr>
<tr>
<td>Meana, Frances</td>
<td>CA</td>
<td>159</td>
</tr>
<tr>
<td>Walton, Marilyn</td>
<td>CA</td>
<td>77</td>
</tr>
<tr>
<td>Wong, John</td>
<td>CA</td>
<td>497</td>
</tr>
<tr>
<td>Bailey, Virgil</td>
<td>CO</td>
<td>561</td>
</tr>
<tr>
<td>Kerns, John</td>
<td>CO</td>
<td>141</td>
</tr>
<tr>
<td>Pashinski, Myrna</td>
<td>CO</td>
<td>65</td>
</tr>
<tr>
<td>Austin, William</td>
<td>CT</td>
<td>47</td>
</tr>
<tr>
<td>Douglas, Lisa</td>
<td>CT</td>
<td>5</td>
</tr>
<tr>
<td>Moss, Donalda</td>
<td>DC</td>
<td>135</td>
</tr>
<tr>
<td>Bock Jr., Robert</td>
<td>FL</td>
<td>406</td>
</tr>
<tr>
<td>Gilbert, Belinda</td>
<td>FL</td>
<td>425</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name</th>
<th>State</th>
<th>Branch</th>
</tr>
</thead>
<tbody>
<tr>
<td>McHugh, James</td>
<td>FL</td>
<td>386</td>
</tr>
<tr>
<td>Mullins, Kym</td>
<td>FL</td>
<td>81</td>
</tr>
<tr>
<td>Quinlan, Robert</td>
<td>FL</td>
<td>154</td>
</tr>
<tr>
<td>Sebastian, Gerald</td>
<td>FL</td>
<td>386</td>
</tr>
<tr>
<td>Strickland, Ann</td>
<td>FL</td>
<td>146</td>
</tr>
<tr>
<td>Van Horn, Gail</td>
<td>FL</td>
<td>154</td>
</tr>
<tr>
<td>Williams, Carolyn</td>
<td>FL</td>
<td>146</td>
</tr>
<tr>
<td>Lum, Chuck</td>
<td>HI</td>
<td>214</td>
</tr>
<tr>
<td>Lum, Laurie</td>
<td>HI</td>
<td>214</td>
</tr>
<tr>
<td>Maxwell, Sherry</td>
<td>IL</td>
<td>255</td>
</tr>
<tr>
<td>Moreno, Luz</td>
<td>IL</td>
<td>489</td>
</tr>
<tr>
<td>Wagner, Brian</td>
<td>IL</td>
<td>255</td>
</tr>
<tr>
<td>Foley, Paul</td>
<td>MA</td>
<td>120</td>
</tr>
<tr>
<td>Rosario Jr., Arnold</td>
<td>ME</td>
<td>96</td>
</tr>
<tr>
<td>Trayer, Kevin</td>
<td>MI</td>
<td>142</td>
</tr>
<tr>
<td>Randall, C. Michele</td>
<td>MD</td>
<td>531</td>
</tr>
</tbody>
</table>

---

### 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

<table>
<thead>
<tr>
<th>Contribution Amount $</th>
<th>Branch #</th>
</tr>
</thead>
</table>

Name

Home Address/PO Box

City __________________________ State ___________

ZIP+4 __________________________ Date ___________

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.
October Contributors

President's Ultimate SPAC ($1,000+)

<table>
<thead>
<tr>
<th>Name</th>
<th>State</th>
<th>Branch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kerns, John</td>
<td>CO</td>
<td>141</td>
</tr>
<tr>
<td>Pashinski, Myrna</td>
<td>CO</td>
<td>65</td>
</tr>
<tr>
<td>Austin, William</td>
<td>CT</td>
<td>47</td>
</tr>
<tr>
<td>Bock Jr., Robert</td>
<td>FL</td>
<td>406</td>
</tr>
<tr>
<td>Strickland, Ann</td>
<td>FL</td>
<td>146</td>
</tr>
<tr>
<td>Van Horn, Gail</td>
<td>FL</td>
<td>154</td>
</tr>
<tr>
<td>Williams, Carolyn</td>
<td>FL</td>
<td>146</td>
</tr>
<tr>
<td>Lum, Chuck</td>
<td>HI</td>
<td>214</td>
</tr>
<tr>
<td>Lum, Laurie</td>
<td>HI</td>
<td>214</td>
</tr>
<tr>
<td>Maxwell, Sherry</td>
<td>IL</td>
<td>255</td>
</tr>
<tr>
<td>Rosario Jr., Arnold</td>
<td>ME</td>
<td>96</td>
</tr>
<tr>
<td>Needham, Timothy</td>
<td>OH</td>
<td>186</td>
</tr>
<tr>
<td>Green, Shri</td>
<td>TN</td>
<td>41</td>
</tr>
<tr>
<td>Green Jr., Richard</td>
<td>VA</td>
<td>98</td>
</tr>
<tr>
<td>Krogh, Charlie</td>
<td>WA</td>
<td>31</td>
</tr>
<tr>
<td>McCracken, Cindy</td>
<td>WA</td>
<td>61</td>
</tr>
</tbody>
</table>

VP Elite ($750)

<table>
<thead>
<tr>
<th>Name</th>
<th>State</th>
<th>Branch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valuet, John</td>
<td>ID</td>
<td>915</td>
</tr>
<tr>
<td>Harmon, Rosemary</td>
<td>KY</td>
<td>920</td>
</tr>
<tr>
<td>Amerigian, Raymond</td>
<td>ME</td>
<td>96</td>
</tr>
<tr>
<td>Evans, Darius</td>
<td>NY</td>
<td>85</td>
</tr>
<tr>
<td>Forde, Nicholas</td>
<td>NY</td>
<td>202</td>
</tr>
<tr>
<td>Skjelstad, Aric</td>
<td>OR</td>
<td>66</td>
</tr>
<tr>
<td>Yut, Rachelle</td>
<td>OR</td>
<td>66</td>
</tr>
</tbody>
</table>

Secretary's Roundtable ($500)

<table>
<thead>
<tr>
<th>Name</th>
<th>State</th>
<th>Branch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Melchert, Pamela</td>
<td>AK</td>
<td>435</td>
</tr>
<tr>
<td>Hilliard, Ricky</td>
<td>IL</td>
<td>489</td>
</tr>
</tbody>
</table>

(Statistics Reflect Monies Collected Jan. 1 to Oct. 31, 2021)
Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

Below are step-by-step instructions for making an allotment to SPAC through your OPM retirement allotment, using either OPM’s telephone-based account management system or the online “Services Online” portal.

Please note: The amount you key in will be your monthly allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

By internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, then:

- Enter your CSA number and PIN, and log in.
- Click on “Allotments to Organizations,” and then select “Start” to begin a new allotment.
- Click on “Choose an Organization.”
- Select “National Association of Postal Supervisors (SPAC).”
- Enter the amount of your monthly contribution and then click “Save.”

By telephone:

- Dial 1-888-767-6738, the toll-free number for the Office of Personnel Management (OPM)’s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.
2021 SPAC Contributors
Continued from page 24

Robinson, Theresa NC Branch 299
Timothy, Pat NJ Branch 548
Englerth, Scott NY Branch 11
Jessmer, Spencer NY Branch 11
Paige, Lillie OH Branch 46
Weber, Camron SD Branch 946
Brooks, Lamarcus TN Branch 41
Cooper, Karen TX Branch 124
Hubbard, Jim VA Branch 22
Taylor, Georgia WA Branch 31
Simmons, Brandi WI Branch 213

Chairman's Club ($250)

Carson, John AL Branch 901
Collen, Helen CT Branch 3
Wright, Marcellus DC Branch 135
Hoerner, Thomas FL Branch 420
Alos, Kanani HI Branch 214
Crowe, Brian IL Branch 14
Wesley, Nancy IL Branch 493
Coleman-Scrugs, Toni IN Branch 171
Moreau, Steven MA Branch 102
Gramblin, Reginald MD Branch 531
Bradley, Anthony MI Branch 142
Felicioni, Dora MT Branch 929
Perman, Kally MT Branch 929
Stephenson, Tabitha MT Branch 929
Barrett, George NJ Branch 74
Bell, Andrew TN Branch 32
Blakely, Kathy TN Branch 41

Supporter ($100)

Nash, Leon AL Branch 45
Summerfield, John CO Branch 65
Ross, Randy FL Branch 81
Lacey, Lynn IL Branch 489
Webb, Marcel IN Branch 8
Waddell, Corey KS Branch 52
Smiley, David KY Branch 390
Clarke, Shirley LA Branch 73
Hampton, Annette LA Branch 73
Lastrapes, Ebony LA Branch 209
Rowell, Cornel LA Branch 73
Lewin, Kim MA Branch 118
Saccoccio, Michaela MA Branch 6
McCarty, Bernard MI Branch 23
Roundtree, Wanda MI Branch 140
Nelson, Matthew MN Branch 104
Marley, Carol MO Branch 131

Holland, Dana ND Branch 937
Leingang, Michael ND Branch 937
Fuller, Tamyra NE Branch 64
Henkel, Tammy NJ Branch 287
Walker, Veronica NJ Branch 237
Schneppe, Kathleen NM Branch 295
Andersen, Karen NV Branch 463
Yuen, John NY Branch 100
Bennett, Kelley OH Branch 33
Kolecki, Michele PA Branch 941
Robinson, Andrea PA Branch 35
Rodriguez, Jose PR Branch 216
Branch, Shaun RI Branch 105
Giorgio, Victor RI Branch 105
Moore, Delisa SC Branch 228
Blanck Lovelace, Deborah SD Branch 946
Magnuson, Sonny SD Branch 946
Young, Laura SD Branch 946
Shoemaker, Justin TN Branch 165
Hensley, Sheila TX Branch 124
Irving, Mary TX Branch 122
Slaughter, Donna TX Branch 229
Zamudio, Juan VA Branch 526
Haslett, James WA Branch 31
Reedy, James WA Branch 61
Abrams, Darlene WI Branch 72
Burdick, James WI Branch 213
Canada, Pamela WI Branch 72

2021 SPAC Contributors
Continued from page 24

26 December 2021 / The Postal Supervisor

unclear what will happen on the Board of Governors.

Finally, NAPS members should prepare for an exciting, instructive and effective 2022 Legislative Training Seminar, March 27-29. We will be rolling out more information about LTS in the coming weeks.

Successfully engaging legislators is our goal. As much as practicable and consistent with accepted health standards, we will seek in-person meetings and presentations. And we will strive to demonstrate how congressional action—or inaction, as we have seen most recently—impacts the American public and, most importantly, NAPS members.

In this election year, we must ensure that elected policymakers seeking our votes and support are clear about NAPS’ legislative priorities. One of the most valuable tactics is to be present and counted among the NAPS delegates attending LTS. We need to ensure that Congress responds to the “Postal Code Blue.”

naps.rl@naps.org

Legislative Update
Continued from page 16
Here Are the 2021 SPAC Pins

Support SPAC to support the lawmakers who fight for what matters most to NAPS members.

President’s Ultimate SPAC
$1,000 level includes LTS SPAC reception for donor plus one guest

VP Elite
$750 level includes LTS SPAC reception for donor plus one guest

Secretary’s Roundtable
$500 level includes LTS SPAC reception for donor plus one guest

Chairman’s Club
$250 level

Supporter
$100 level

Drive for 5
Contribute to SPAC by payroll deduction or direct payment.
Burnout is a real concern for working individuals. It impacts our physical and mental health. Feeling overwhelmed and overworked can result in high levels of stress. And high levels of stress for prolonged periods can result in physical and mental exhaustion, which causes burnout.

Burnout can negatively impact your work performance, keep you from enjoying time with your family and inhibit your ability to relax outside of work and can cause health concerns, such as depression and high blood pressure. Burnout also can increase your risk for cardiovascular disease and diabetes. It is important to pay attention to the signs of burnout and know what to do.

Following are signs you might be headed toward burnout:

• Forgetfulness and difficulty concentrating or focusing
• Loss of pride in your work
• Losing sight of yourself and your goals
• Problems maintaining relationships and being present with your family and friends
• Frustration and irritability with co-workers and employees
• Unexplained muscle tension, stomach
or bowel problems, headaches and fatigue
• Using food, drugs or alcohol to feel better or help you relax
• Problems sleeping
• Lack of energy to be productive
• Feeling depressed or even angry
• Starting to feel resentful toward your work environment

The first step is recognizing burn-out and acknowledging you are experiencing it. Next, it is time to evaluate the possible causes. Burnout could be due to unclear job expectations, dysfunctional workplace dynamics, an inability to find your right work/life balance or feeling you have no control in your job, such as in your schedule or workload. Identifying the source is important to finding a solution to help improve your overall well-being.

If you are spending more and more time at work, perhaps you have taken on too many commitments or responsibilities. It is easy to become bitter toward your work environment if you say “yes” to every extra assignment that comes your way. Some people find it difficult to say “no” because they fear appearing incompetent or unprofessional.

It is important to have healthy boundaries inside and outside of work when it comes to committing to tasks. Say “no” in a professional manner by emphasizing you would be glad to help, but, right now, you don’t believe your schedule would allow you to complete the request in a timely manner. Overcommitting can result in a poor work/life balance. If work takes up so much of your time that you don’t have the energy to enjoy time with family and friends, you already may be experiencing burnout.

The key to overcoming burnout lies in you. You can do this by prioritizing your work, delegating tasks to others, having a conversation with someone you trust about your workload and productivity and, most importantly, leaving work at work.

Once you have left work for the day, find a little time to relax before you get home. For some, the drive home and listening to upbeat music is enough to help focus and disconnect from the office. Others may need to stop at the park and take a brief walk or stop at the gym and get in a workout before going home for the day.

When we are feeling overwhelmed and stressed, we need to have compassion for ourselves and include some extra self-care into our daily routine. If we allow ourselves to reach the point of burnout, we might start feeling like a failure or questioning our purpose in life. You might feel powerless to achieve your goals.

Extend yourself the same support and love you would to a friend who is struggling with the same issue. Ensure you are taking care of yourself by:
• Getting enough restful sleep
• Spending time with family/friends; alone-time is important, too
• Getting some exercise each day
• Taking time out of your day to read a chapter in that book you’ve never had time to read
• Eating nutritious meals (avoid processed foods) and staying hydrated
• Giving yoga, meditation or other mindfulness techniques a try to help with relaxation

Mindfulness techniques are used to help us stay fully present and in the moment. It is a way to be aware of where we are and what we are doing as opposed to being overly reactive or overwhelmed by what is going on around us. If you find your attention slipping away to future tasks or thinking about past problems, meditation might be helpful in reigning those thoughts in and bringing you back to the here and now.

Meditation is one technique you can use to bring some peace and calm into the middle of your hectic day. Even a short, 10-to-15-minute meditation is enough to regroup and can lead to an increase in productivity and a decrease in stress.

There are many free, guided meditations available on YouTube. It may sound strange or exotic at first, but don’t be shy, give it a try! As you listen to the presenter and follow their instruction, notice the areas in your body that feel tense or tight. You might be surprised at just how calm and collected you feel after a short meditation session.

A short, 10-to-15-minute meditation can be easily included in your workday. Put it on your calendar and make a commitment to include it in your daily routine. Take notice of your body during the day. If your shoulders and neck are feeling tight, it might be a good time to take that meditation break. Meditation also is great to include in your nighttime routine to promote relaxation and restful sleep.

Burnout often leads to negative thinking, which, in turn, leaves us feeling unhappy and can lead to depression. When everything appears to be going wrong or feels out of control, it can be difficult to develop the habit of positive thinking. With some practice, though, it can be done.

You might find it helpful to start each day being thankful for what is going well in your life. Nothing is all bad all the time, but our thoughts sometimes may have us believing otherwise.

What are you grateful for? Your spouse, significant other, family, being employed, having a comfortable home, having transportation? Start small and take a moment to count your blessings. If you can focus on what is going well, it makes what is going wrong a little less impactful in the overall scheme of things.

Continued on page 30
The holiday rush is here, excitement is in the air! Co-workers are bringing in treats. Christmas carols are playing. Holiday help has arrived, penalty overtime goes away, package volume increases and the workforce is happy and content. At least this is what we expect.

Then, reality sets in. The ideal scenario just mentioned may not happen. How you react to the missing pieces will be crucial to your own holiday enjoyment.

I remember many Christmas seasons that were hectic with volume overload, package overload, not enough people, getting dark too early. I didn’t enjoy the season. You work hard all year and should enjoy the season like everyone else does. So, take a deep breath and let’s go!

Keep calm. If you appear frantic, it shows loss of control to craft employees. They look to you as the leader; deep breaths will help you remain calm. Plus, you think better when you are calm.

The goal is to get everything delivered every day. With that in mind, you have to prepare for obstacles along the way; have a plan. We always went over the schedule and plan the night before. For example, if you are short-staffed, know who your overtime people are and use them. Keep one or more as a backup in case an obstacle pops up during the day.

Remember, as package volume increases, standard mail decreases. Although First-Class Mail may increase with holiday greeting cards, it’s not significant. Know your volumes! A lot of carriers and clerks think they are swamped because it’s the holidays, but you should be able to show it’s not as much as they think. Calm them down and you got it.

Take time for yourself. Make sure you go out for lunch every day. If you brought your lunch from home, eat it in your car. Getting out of the office helps calm you down and refreshes your energy. Maybe you can check on a few carriers on your way back.

You always should check on your new carriers or holiday CCAs. They are not experienced enough to judge how far they are. If you don’t check on how they are doing earlier in the day, you could get a surprise at the end of the day.

Thank your employees. Acknowledge the hard work they do and thank them for doing it, either on their return from the field or the next morning. Keep in mind when they leave the building, they are dealing with traffic, dogs and other animals, snow, ice, cold temperatures, bad sidewalks, porches, steps and darkness. Thanking them will help make them feel better about the job and appreciated.

Take time with you family. The reason you are working is to provide for yourself and your family. You may be exhausted when you get home and may need to rest a bit, but save some time to enjoy your family. Play games, decorate the house, go shopping, go out to eat, visit holiday displays, read stories—there’s so much you can do with them.

With these simple items, you will be able to say, “It’s the most wonderful time of the year.” Happy holidays!

jbod@aol.com

Joe Bodary, retired postmaster, is Michigan State Branch 95 corresponding secretary.
As I write this column, my heart is filled with pride for having served five years as National Auxiliary president. I can declare with absolute certainty that every effort was made to perform the duties of the office as outlined in our National Auxiliary Bylaws with the support of the officers and members of our organization. Stepping aside allows me the privilege of sharing final thoughts of appreciation as I transition into the new role of immediate past president.

Many of you have heard my declaration of intent to support my husband George Kelley with his NAPS obligations. As I climbed the stairway to success leading to national president, it became clear my husband’s goal was not mine. I often asked myself, “What have I gotten myself into?” Through the grace of God, faith and hard work, things have worked out. I owe my husband a debt of gratitude for his continued love and support. Thank you for standing by my side and giving me the strength to carry the truth for this great organization.

Although my branch, Los Angeles Branch 39, may not be the largest in membership numbers, the support they have provided speaks volumes. A challenge most branches face has been the ability to recruit new members. As membership increases, let’s work to increase Auxiliary numbers by encouraging our spouses, children over the age of 16 or designated representatives to join.

As I close, I must recognize NAPS Immediate Past President Brian Wagner and his executive team. Each gave a high level of commitment to their role. Your competence as officers and leaders shows your vote of confidence in this phenomenal organization.

As I pass the baton, I look forward to working with the newly elected team of NAPS President Ivan and National Auxiliary President Laurie Butts. It is with a grateful heart I know NAPS is in capable hands.

geekell@aol.com

On the Move?

Have you moved or are planning a move? Let NAPS know, too!

Keeping your mailing address current at NAPS Headquarters helps us avoid unnecessary “Address Service Requested” charges.

Please let us know your new address and its effective date as soon as you know it. Address changes may be mailed to NAPS at 1727 King St., Suite 400, Alexandria, VA 22314-2753, or faxed to (703) 836-9665.

The Postal Supervisor / December 2021
Say yes to paying less with our Balance Transfer Promotion.

Transfer your high-rate credit card balances to your SFCU Visa® and receive an introductory 0% APR* for 12 months on all new balance transfers! After the 12-month introductory period, your rate will be 7.99% - 17.90% APR.

Our Balance Transfer Promotion Features:

- 3% Balance Transfer Fee
- No annual fee
- No foreign transaction fees
- No cash advance fees

Don't have a SFCU Visa credit card? Apply for one today at SignatureFCU.org/Visa

*APR = Annual Percentage Rate. This promotion is valid from 11/31/2021 - 04/30/2022. Introductory rate of 0% is for 12 months and will apply to balance transfer(s) amount only. After the introductory period, your regular Annual Percentage Rate (APR) of 7.99%-17.90% will be applied to the remaining balance, new purchases, and new balance transfers. Interest will begin charging on the remaining balance at 12 months from the transaction date. Balance transfer(s) do not earn points nor cash rebate. A 3% balance transfer fee applies to all transfers during the promotional period.

Are you ready to get started?

Complete your balance transfer request online at SignatureFCU.org/BalanceTransfer by April 30, 2022 or contact our Member Services Department at (800) 336.0284 ext. 684 to get started today.

Not a member of SFCU?

Open your account today at https://bit.ly/SignatureFCU-apply-now