

the Postal Supervisor

January 2023

2023

This Is the Year to:

Attend LTS

Contribute to SPAC

**Be Legislatively Engaged
Year-Round**



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Objective

The objective of the Association shall be to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve the service, to raise the standard of efficiency, and to widen the field of opportunity for its members who make the Postal Service or the federal government their life work.

Submissions—Articles submitted for publication should promote the welfare of NAPS and its members in accordance with Article II of the NAPS Constitution & Bylaws. The NAPS resident officers reserve the right to edit all articles, as well as decline to publish submitted material. Branch officer articles must be not more than 350 words. Send all articles to NAPS Secretary/Treasurer Chuck Mulidore at naps.cm@naps.org.

Reprint requests and other correspondence may be addressed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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A Tale of Two Representations

Hello, my NAPS brothers and sisters. I hope you all have a wonderful, blessed Christmas and New Year with your family. As I write this column, it's a couple weeks before Christmas, but I am excited about yet another opportunity to bring well wishes to you and yours this New Year.

There is a famous opening line from Charles Dickens' "A Tale of Two Cities—"It was the best of times, it was the worst of times. ..." This phrase highlights a significant conflict between family and love, hatred and oppression, good and evil, light and darkness and wisdom and folly.

I don't know to what degree the issue of representation resonates, but it's a must-have conversation. And not just for me at this moment, but for every NAPS member in order to address a false narrative being spoken across the country and leading EAS employees to make decisions that not only could have

financial consequences, but potentially career-ending consequences, as well.

I am speaking about these two tracks of "representation" for EAS employees. One is "representation in pay and fringe benefits," the other is "representation in disciplinary and adverse actions." I want to focus on the latter.

The U.S. Supreme Court upheld the right of assistance from union representatives during investigatory interviews in 1975 in *NLRB v. J. Weingarten Inc.*, 420 US 251. The Weingarten rule affords an employee the right to representation during any investigatory interview they reasonably believe may lead to discipline. It is important to stress that employees must request union representation because management (or postal inspectors or OIG agents) are not required to notify them of their right to representation.

This right also is affirmed in the USPS *ELM* 651.2:

"Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees

and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24, and/or to represent an employee who has appealed a letter of warning or emergency placement in a nonduty status in accordance with 652.4. Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief that disciplinary action may ensue."

This federal law and postal policy establishes one truth in "*Disciplinary and Adverse Actions*" [emphasis added]: Every employee has a right to representation. Discipline is defined as Letters of Warning and Letters of Warning in Lieu of Time-Off Suspensions. Adverse actions are defined as discharges, suspensions of more than 14 days, furloughs for 30 days or less and/or reductions in grade or pay.

So, why NAPS? I will go on the presumption that, in disciplinary cases, UPMA represents EAS employees as NAPS does—at no cost to members (or at least I hope so). However, when we look at UPMA's Adverse Action Legal Defense Plan (AALDP), we see a stark difference. Let's look at UPMA's AALDP:

EAS with MSPB Appeal Rights:

Adverse Action (removals/demotions/suspensions)—\$3,000 up front. The claimant will be responsible for 25% of the total cost with a \$3,000 maximum cap. UPMA will pay 100% of the additional costs beyond \$3,000 through the end of the MSPB initial decision. Claimant will be responsible for the full cost of appealing beyond MSPB initial decision.

EAS without MSPB Appeal Rights (administrative appeal under *ELM* 652.2):

Removals/Demotions/Suspensions—\$3,000 up front. The claimant will be responsible for 25% of the total cost with a \$3,000 maximum cap. UPMA will pay 100% of the additional costs beyond \$3,000.

Eligibility—*To be eligible for AALDF benefits, you must be an active EAS member of UPMA for at least one year prior to the date of an initial proposed adverse action*



Ivan D. Butts
President

[emphasis added]. Membership effective date is determined by the date the *Form 1187* is processed at the UPMA National Office. If attorney fees are awarded by a percentage (i.e. 50%), the same percentage will be used when refunding the member's used portion of their retainer.

Before we look at the NAPS Disciplinary Defense Fund (DDF), I need to emphasize a few points. We hear UPMA is enticing EAS supervisors and managers to join the organization and receive *free membership for one year*.

Your “free membership” gets you zero representation from any adverse action initiated against you by the USPS—zero, nada, zilch. This “free membership” exposes you and your USPS career to the risk of termination without support.

The second point is it is not assured that you will be represented by UPMA even if you are beyond your year of “free membership.” You will need to survive the UPMA approval process to receive representation. UPMA rules state:

“For any decision regarding ei-

ther the AALDP or Legal Defense attorney representation that may fall outside the scope of these procedures and guidelines or for further interpretation of these guidelines, the UPMA National Executive Board will conduct a review and determine the appropriate UPMA action; 80% approval of the UPMA National Executive Board is required before AALDP may be used.

“In the event that the AALDP Attorney advises the UPMA National Executive Board that a case is not justifiable to pursue, the UPMA National Executive Board (with 80% approval) reserves the right to cease the use of AALDP.”

Now, let’s look at the NAPS DDF per the NAPS *Constitution & Bylaws*, Article IX, Section 2:

“The DDF only is to be used for active and associate members, including individuals who were members in good standing at the time of retirement. To be eligible for representation through the DDF, an active member must meet the following criteria:

“(a) the active member must have

signed an application for NAPS membership *sixty (60) days* [emphasis added] from the effective date of promotion from the craft, or

“(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and

“(c) any additional criteria outlined in the ‘Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents’ in the *NAPS Officer Training Manual*.”

In full transparency, NAPS has a provision that states, “NAPS is not obliged to defend each and every member, regardless of the charges they may face. The integrity of NAPS, both national and local, and the interests of the Postal Service must be considered when receiving a request for DDF advocacy. This provision is needed if an EAS employee’s allegations are so severe and heinous that representation cannot be accomplished.” In my 33 years of NAPS advocacy, I’ve never seen this provision used. NAPS fights for its members.

The cost of the NAPS DDF to members is *zero!* Additionally, NAPS has a provision to provide additional financial resources in DDF cases to cover evidentiary expenses, if needed.

As members receiving and reading this column, I need a favor from you: Talk to your friends and co-workers who may have fallen for the false narrative being touted by some UPMA members and leaders that is leading them astray.

Ask them, “In these tough financial times we are facing, why would you jeopardize your career and family for 12 months of ‘free membership’ that gives you no security?”

Next month, we will look at representation in pay and benefits and see who has the legal right to represent *all EAS employees*.

In solidarity ...

naps.ib@naps.org

Thrift Savings Plan

Fund	G	F	C	S	I
November 2022	0.35%	3.70%	5.58%	3.59%	13.72%
12-month	2.77%	(12.54%)	(9.21%)	(20.63%)	(7.85%)
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.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
November 2022	2.41%	3.62%	5.21%	5.69%	6.15%
12-month	(0.78%)	(3.36%)	(5.55%)	(6.47%)	(7.31%)
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
November 2022	6.55%	6.93%	8.03%	8.03%	8.03%
12-month	(8.12%)	(8.81%)	(10.21%)	(10.22%)	(10.23%)
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					

Taking Care of Business, Legislatively Speaking!

One of my duties as executive vice president is to manage the NAPS legislative portfolio on behalf of our members. This means communicating NAPS' legislative priorities to members of Congress and seeking to pass legislation that benefits not only working postal managers, supervisors and postmasters, but protects all postal and federal retirees, as well.



Chuck Mulidore
Executive Vice President

In order to accomplish that mission, NAPS must have a political action committee to support those candidates and incumbent legislators who support NAPS' legislative agenda. Thus, in 1978, the NAPS Executive Board established the Supervisors' Political Action Committee (SPAC) as the legislative fundraising arm of the organization.

Since then, SPAC has raised millions of dollars to aid political candidates who support NAPS' legislative priorities. NAPS' key legislative priorities during the recently concluded 2022 election season were to not only support NAPS' friendly incumbents, but to meet, learn about and ultimately support the many newcomers to Congress as a result of a large number of congressional retirements.

I am proud to tell you that NAPS directly participated in 122 key races for the House and Senate. As a result of you working with the legislative team at NAPS Headquarters, we were able to elect over 91% of the candidates we supported. I find that to be remarkable!

We intend to use that success rate to impress on new members of Congress, as well as those returning for another term, that NAPS plans to actively seek their support—not only for our legislative priorities, but also to provide necessary oversight to the Postal Service. We must make an increasingly less-transparent Postal Service accountable to its stakeholders, as well as the American public.

The keystone of our legislative agenda each year is the Legislative Training Seminar (LTS) that brings NAPS members from across the country to our nation's capital to personally lobby members of Congress on behalf of postal and NAPS issues. The in-depth, multi-day

training event educates NAPS members on current legislative and political issues confronting them and the Postal Service.

The comprehensive legislative instruction provided at LTS results in effective meetings with lawmakers and their staffs. This will be particularly important for this year's LTS as there are many new members of Congress who know little about the Postal Service. We must be the ones to educate them—an education that starts at LTS early in 2023.

In addition, key senators, representatives and USPS leaders address LTS delegates. This year, LTS will be held March 26 - 29 at the Crystal Gateway Marriott in Arlington, VA.

As you can see, NAPS has a strong, targeted legislative message on behalf of our members. How do we make all this happen? Well, it's you! Your contributions fund SPAC; without those dollars, NAPS' legislative work could not happen. As we move on from the 2022 midterm elections toward important legislative work in 2023 and the 2024 critical election year, funding SPAC becomes even more important.

How can you help? NAPS' active, associate and auxiliary members are eligible to donate to SPAC. You can donate online or by sending a check or money order to NAPS Headquarters. If you are a working EAS NAPS member, we encourage you to sign up for easy payroll deductions through our "Drive for 5" program.

We make it easy! Your dollars are an investment to help improve your working conditions and secure your retirement into the future. For more information, look on the NAPS website, www.naps.org, and click on the Legislative Center for additional valuable information.

Rest assured, NAPS has taken care of business—and will continue to—on behalf of our members.

naps.cm@naps.org

678—4,870

As 2022 ends and 2023 begins, it's full speed ahead! I want to thank everyone for their fantastic display of leadership in recruiting new members for our great association in 2022. But, now, 2023 is here and there is nothing to fear!

Many members are concerned our nonmember total recently increased. This is a good thing as the Postal Service has been filling vacant positions. Approx-

imately one year ago, there were 2,800 EAS vacancies. That number has been drastically reduced as positions have been filled. By filling vacancies, we have more opportunities to sign new members.

Every two weeks, I send a promotion report to the NAPS Executive Board. The intent is for board members to send this report to the branches so they can ascertain who in their geographical area recently has been promoted, effective that

same pay period. It is obvious this report has helped; many branches are using it to increase their membership. Great job—there is nothing to it but to do it!

You may be wondering why I titled this column 678-4,870. Well, I will tell you! I'm sure you've seen the movie "Field of Dreams" starring Kevin Costner as Ray Kinsella. Probably the best-known line from the movie is "If you build it, he will come!" "He" is Ray's father who came and played catch with Ray after he built the field.

Well, I believe "If we represent and support them, they will join!" Based on the decision by the U.S. Court of Appeals, NAPS has the legal right to represent postmasters. And postmasters are coming to NAPS! As of October 2022, 678 Postmasters joined NAPS this past year.

And that number continues to increase. NAPS currently has 4,870 active postmaster members. Yes! If we represent and support them, they will join and they are.

At our fall Executive Board meeting, President Ivan D. Butts assigned New York Area Vice President and Postmaster Dioneis "Dee" Perez as chair of the Executive Board Postmaster Committee. His committee members are Mideast Area Vice President Tony Dallojacono, Michiana Area Vice President Kevin Trayer, MINK Area Vice President Kelly McCartney and Texas Area Vice President Pam Davis.

Dee and his committee have hit the road running; it's full steam ahead in 2023. Dee has joined forces with the National Convention Postmaster Committee chaired by Jimmy Salmon, Phoenix Juan Luna Branch 246. A Zoom meeting was held recently with all the committee members to establish the committee's mission and address concerns specific to postmasters.

In order to continue serving our postmaster community, Dee has broken down the committee into four regions. Members of each region will assist branches when the need arises pertaining to postmaster issues, as well as escalating concerns should they arise. I want to thank Dee, Jimmy and all the committee members for taking on this initiative.

Their mission is to represent and support postmasters. As a result, postmasters will continue to join NAPS. Following are the four regions and their members:

Region 1

Tony Dallojacono, NAPS Executive Board
Joe O'Donnell, Pittsburgh Branch 20
Sue Bartko, Pittsburgh Branch 20
Beverly Torain, Raleigh, NC, Branch 177
Joaquin Rodriguez, San Juan, PR, Branch 216
Christopher Capobianco, Worcester, MA, Branch 6

Region 2

Kevin Trayer, NAPS Executive Board
Joe Bodary, Southeastern Michigan Branch 268
Paul Worley, Lexington, KY, Branch 322
Rick Kindsvatter, Montana State Branch 929

Region 3

Kelly McCartney, NAPS Executive Board
Jimmy Salmon, Phoenix Juan Luna Branch 246
Stan Johnson, Spokane, WA, Branch 60
Kanani Alos, Honolulu Branch 214

Region 4

Pam Davis, NAPS Executive Board
Kevin Moore, Atlanta Branch 82
Al Gucmeris, Southwest Florida Branch 420
Peggie Bednar, Palmetto (SC) Branch 631

I wish everyone a very happy and healthy New Year. Stay safe! And remember, increasing membership demonstrates leadership.

naps.jw@naps.org

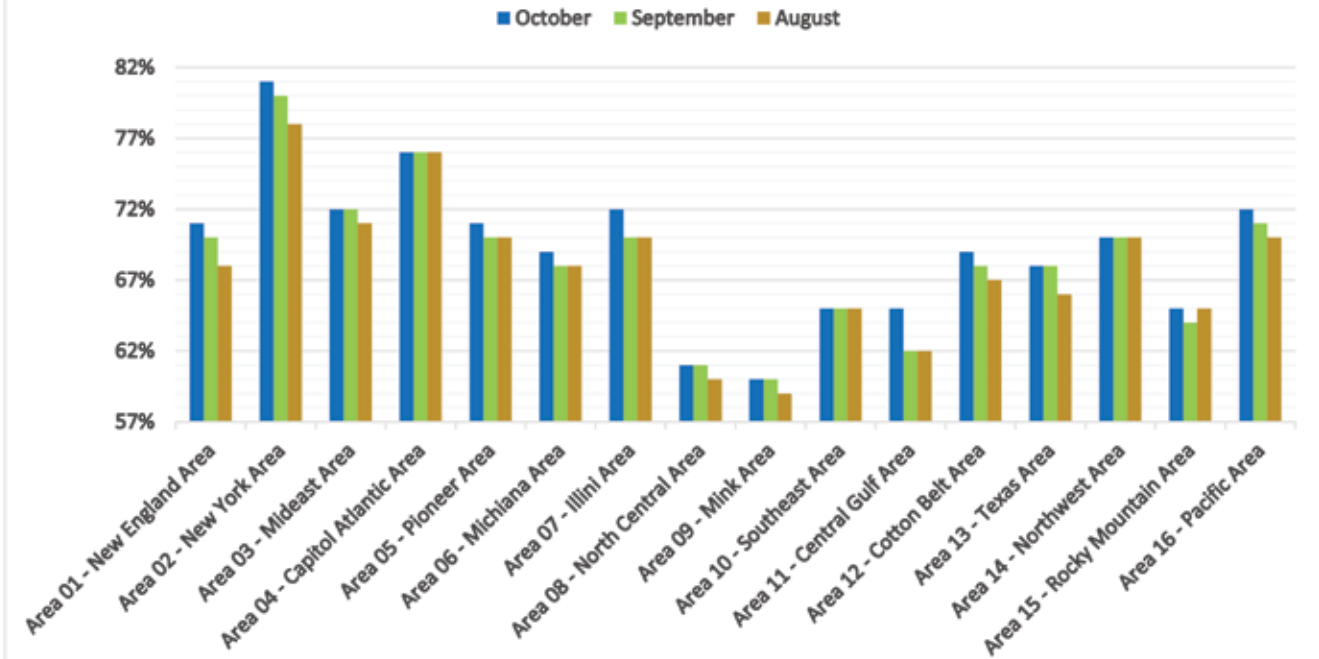


Jimmy Warden
Secretary/Treasurer

National Association of Postal Supervisors Membership Report

October 2022

3 Month Member Percentage by Area



Regular Member Totals By Area	October 2022	September 2022	August 2022
Area			
Area 01 - New England Area	71%	70%	68%
Area 02 - New York Area	81%	80%	78%
Area 03 - Midwest Area	72%	72%	71%
Area 04 - Capitol Atlantic Area	76%	76%	76%
Area 05 - Pioneer Area	71%	70%	70%
Area 06 - Michiana Area	69%	68%	68%
Area 07 - Illini Area	72%	70%	70%
Area 08 - North Central Area	61%	61%	60%
Area 09 - Mink Area	60%	60%	59%
Area 10 - Southeast Area	65%	65%	65%
Area 11 - Central Gulf Area	65%	62%	62%
Area 12 - Cotton Belt Area	69%	68%	67%
Area 13 - Texas Area	68%	68%	66%
Area 14 - Northwest Area	70%	70%	70%
Area 15 - Rocky Mountain Area	65%	64%	65%
Area 16 - Pacific Area	72%	71%	70%
Total Regular Member %	70%	70%	69%
Total Regular Members	24,320	24,184	23,714
NonMember Totals	October 2022	September 2022	August 2022
Total NonMembers	10,101	10,359	10,548
Total NonMember %	30%	30%	31%

'Taking Care of Business' *Advocating for NAPS'* *Legislative Priorities*

The 2023 Legislative Training Seminar will advance NAPS' core legislative priorities: To enact a fair and equitable consultative process over EAS pay and benefits, legislate an adverse action appeal process that covers all EAS-level postal employees, ensure Congress fully exercises its oversight responsibilities regarding USPS operations and finances and protect the earned retirement and health benefits of current and future NAPS retirees.

NAPS legislative advocates will come to the U.S. Capitol at the dawn of a newly sworn-in 118th Congress, with many new legislators who need to be educated about the Postal Service and the issues important to the employees who supervise and manage its operations. LTS offers one of the most effective opportunities for supervisors, managers and postmasters to bring their message directly to the ears of their elected representatives.

NAPS will equip LTS delegates with the effective tools and essential information to be successful citizen lobbyists, conveying crucial information to members of the House and Senate on behalf of the almost 48,000 members of the EAS postal workforce. Whether first-timers or Washington veterans, LTS delegates will benefit from engaging legislative seminars, listening to key legislators and delivering our message to Capitol Hill on legislation that impacts NAPS members and the U.S. Postal Service.

A major component of LTS is to become acclimated to the political tone on Capitol Hill and how to best use the different communication channels on which our federal legislators and their staff members rely. Letters and phone calls are not enough anymore.

The clear-cut message LTS delegates will deliver is that the Postal Service and its employees are integral

components of our nation's essential infrastructure. And, just as importantly, this fact cannot be obscured by whatever is on Congress' radar screen at the time.

NAPS LTS delegates will urge legislators to fortify the Postal Service and ensure the mail, its employees, its facilities and its properties are well-protected. In addition, a universal, affordable, accessible and vital Postal Service benefits all America.

Finally, NAPS LTS delegates will be traveling to Washington at a crucial time—just as the White House and Congress will be taking up the Fiscal Year 2024 federal budget. Therefore, we will be fighting to protect our well-earned benefits and fight budget-vultures who seek to cut the benefits earned by NAPS members.





2023 Legislative Training Seminar Registration Information

LTS registration closes on March 12, 2023 • Hotel room block expires on March 16, 2023

Online registration for LTS will be available on Nov 27. More information will be available on the NAPS website at naps.org.

LTS Registration Fee—\$225

The 2023 LTS online registration fee is \$225 if registration is submitted on or before March 4. After March 4, the fee is \$300. **No LTS registrations or payments will be accepted after March 12.**

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 17. 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 17. No substitutions will be honored after March 17. **On-site LTS substitutions will not be allowed.**



Marriott Crystal Gateway
1700 Richmond Hwy
Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2023 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230 or toll-free at 877-212-5752. Reference the group's name: **National Association of Postal Supervisors**. To reserve a room online, go to www.naps.org.

The LTS single/double room rate is \$275, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on March 16, 2023. Reservations made after that date may be at a higher room rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by major credit card at the time of the reservation.

Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.

Delivering for America

Following is the statement of NAPS Executive Vice President Chuck Mulidore to the hearing before the House Oversight and Reform Subcommittee on Government Operations on Nov. 16:

Chairman Connolly and members of the committee, thank you for providing me the opportunity to share the views of the National Association of Postal Supervisors (NAPS) regarding postal performance and a variety of other postal-related issues as the Postal Service ramps up for the holiday mail season.

My name is Charles Mulidore. I have the honor of serving as executive vice president of NAPS, representing approximately 48,000 supervisors, managers and postmasters employed by the U.S. Postal Service. For over a century,

NAPS has strived to enhance the operations and finances of the Postal Service and improve the compensation and working conditions of supervisory and managerial-level postal employees.

NAPS members manage and supervise mail processing, retail and delivery operations. We also represent men and women engaged in every functional unit in the Postal Service, including customer service, marketing, human resources, training, corporate relations, law enforcement and health and safety. In sum, NAPS members help ensure the high quality of the postal services Americans expect and deserve.

As you may recall, NAPS President Ivan Butts testified at the Sept. 7, 2022, Philadelphia field hearing. His testimony outlined NAPS' views about the challenges confronting front-line postal supervisors, managers and postmasters. In addition, President Butts expressed our concerns about ongoing Postal Service Headquarters' plans to consolidate and



realign sorting and mail delivery facilities across the country, USPS preparation for the 2022 election and the importance of protecting postal personnel and property. Please consider this testimony as a supplement to our

September statement.

Election Performance

I would start off by heralding postal employee performance during the 2022 election season. It was exemplary and NAPS expects that high level of service to continue for the Dec. 6 Senate runoff election in Georgia. NAPS is privileged to serve on the USPS Election Mail Task Force and was pleased to contribute to the election effort and supervise postal operations during the election season.

The Postal Service's role during elections is conveying absentee ballots from election authorities to voters and returning the completed ballots to election authorities. It is important to recognize just how complicated the election process is for the Postal Service. Each state has different election requirements and timelines; each county in a state and the 16 United States territories may have their own rules for absentee ballots.

Moreover, the Postal Service transports ballots cast overseas, including the ballots of military personnel. Indeed, voters have entrusted the Postal Service with the sacred responsibility of delivering democracy for America. Postal employees have not let them down.

As President Butts testified in September, NAPS supports H.R. 1307, the Vote by Mail Tracking Act, which would require each state to use a standard envelope design and distinct barcode that would enable tracking each individual ballot. Uniformity in envelope design would alleviate some of the complicating factors in the carriage of absentee ballots.

The provisions of H.R. 1307 are consistent with the Postal Service Inspector General's recommendation that the USPS leverages its partnerships with state and local election authorities to create a unique, simplified postal product for election mail. NAPS urges Congress to pass this important legislation before the next election.

One issue that was brought to NAPS' attention during the election involved the timeliness of postmarks in rural locations, particularly in Alaska. Many small Alaskan post offices, on receipt of an absentee ballot, do not affix the postmark at the local post office. Rather, the ballot is forwarded to the regional mail processing facility where it is postmarked.

Consequently, if there is a delay in getting the ballot to the processing plant, the ballot could be postmarked after the designated deadline and, therefore, be disallowed by the election authority. It may be prudent to have absentee ballots that are cast in remote locations be hand-postmarked at the local post office so there is less chance the ballot would be disallowed due to weather or other types of delays.

Protecting Postal Property

Another issue I would like to bring to the attention of the committee is the many late-October media reports from postal officials cautioning Americans against using mail collection boxes for depositing outgoing mail, particularly in the afternoon (that is, after the last mail pickup) and during weekends. Such mail would include ballots, particularly during the end of October and beginning of November.

NAPS fears the 2020 Postal Inspection Service policy of restricting postal police to postal-owned or -leased real estate has resulted in exposure of postal property to criminal acts. The Postal Service's capability to protect mail, property and personnel associated with our national postal system is paramount and written in statute.

For many Americans, post offices may be inconveniently located or inaccessible; office hours have been reduced. The mail collection box fills the void. Moreover, mail collection boxes serve as ballot boxes for countless Americans. The abandonment of conveniently located mail collection boxes not only reduces postal accessibility, but can become a target for those who want to undermine high-voting performance.

NAPS is working side by side with the Postal Police Officers Association, an affiliate of the Fraternal Order of Police, to restore the full authority of postal police to protect, enforce and investigate all crimes against mail and postal personnel and property. NAPS supports H.R. 8186, legislation introduced by Rep. Eleanor Holmes Norton (D-DC), and H.R. 5587, legislation introduced by Rep. Andrew Garbarino (R-NY), to clarify that postal police protection of mail, property and personnel is not at the discretion of the Inspection Service's leadership. Rather, it's part of the agency's core mission.

Fair and Equitable Calculation of Postal Pension Liability

NAPS once again thanks Chairwoman Carolyn Maloney and Ranking Member James Comer for their leadership in shepherding the Postal Service Reform Act of 2022 through Congress, as well as members of the committee for working in a bipartisan fashion in perfecting the measure prior to passage. However, as we all can appreciate, the job is not complete.

One of the outstanding fiscal issues that needs to be addressed is correcting the unfair way in which the Office of Personnel Management calculates the Postal Service's federal pension liability. For well over a decade, it has been suggested by both the Office of the Postal Inspector General and the Postal Regulatory Commission (PRC) that OPM adopts accounting standards that treat the Postal Service fairly in its annual valuation of the USPS' pension liability.

The PRC-commissioned report, conducted by the Segal Company in 2010, concluded that the OPM methodology is not "fair and equitable." For example, the OPM postal-pension methodology assumes a lower accrual rate during the beginning of postal employment and fails to account for the increased future compensation that increases the value of pension credit earned during employment by the Post Office Department (before the Postal Service was established).

Adopting a private-sector standard or standards used by other public-sector employers would significantly reduce, if not eliminate, the Postal Service's pension liability. As a result, the pension amortization payments, which total over \$3 billion per year, could be dramatically reduced, if not erased. NAPS believes that modernizing the methodology for calculating the Postal Service's pension liability does not require leg-

isolation; it could be implemented by administrative action by the White House.

Postal Staffing for Peak Season

The Bureau of Labor Statistics reported an increase of 2,000 postal employees over the past month. The data does not reflect whether these employees are career-based. Despite these numbers, NAPS believes that USPS Headquarters' efforts to onboard new employees are falling short and may impact service.

As NAPS President Butts explained in September, postal supervisors and postmasters, at times, are wrongly being forced to cover the delivery routes of carriers as a result of the staffing shortfall. In addition, a greater effort needs to be made in hiring competent supervisors and ensuring that qualified, experienced and trained postal managers are on the job. Too many facilities lack appropriately trained supervisors or employ "acting capacity" personnel who are in need of appropriate training.

Consolidation and Realignment of Postal Facilities

Finally, I would like to reiterate President Butts' critique of the Postal Service's sorting and delivery center consolidation and realignment plan, unveiled earlier this year. As we now recognize, it was not ready for prime time and the Postal Service has taken its foot off the gas. USPS Headquarters has delayed consolidation and realignment plans for certain communities due to "unforeseen" or "unanticipated" issues.

However, the plan has not been suspended. Congress needs to exercise its oversight responsibility and take a closer look at the initiative. Equally important, the process for implementing the plan must comply with law, which requires public transparency and stakeholder input. NAPS



We All Can Help **Build Membership**



November High-Five Club Members

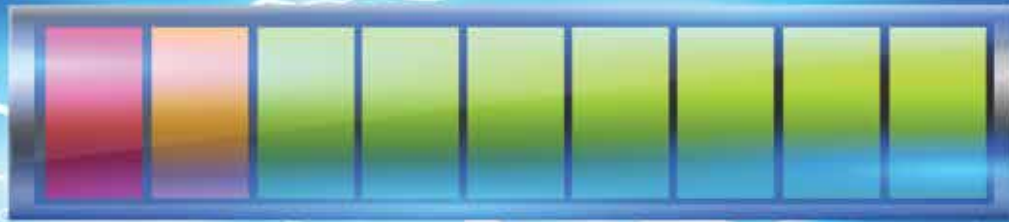
- Delmy Alarcon, Branch 244, CA
- Eddie Archer, Branch 98, VA
- Susan Bartko, Branch 20, PA
- Phillip Butler, Branch 98, VA
- Christopher Capobianco, Branch 6, MA
- Scott Englerth, Branch 11, NY
- Patricia Henry, Branch 459, NY
- Jill Jensen, Branch 139, UT
- Marilyn Jones, Branch 39, CA
- Mariel Murillo, Branch 466, CA
- Donald Murray, Branch 93, FL
- Juan Pastor, Branch 100, NY
- Anne Pedro, Branch 202, NY
- Mary Jo Smith, Branch 44, PA
- Beverly Torain, Branch 177, NC
- Linda Wilson, Branch 255, IL

continues to believe the Postal Service should not proceed with these consolidations and realignments without first performing the necessary feasibility studies and receiving public input as required by Public Law 109-435, the Postal Accountabil-

ity and Enhancement Act (PAEA).

Mr. Chairman, thank you for the opportunity to share NAPS' views with you today. NAPS looks forward to working with the committee to ensure a vital, sustainable and vibrant Postal Service.

'Powering Up in '23' SPAC Raffle



It's time to power up for 2023 and help support the Supervisors' Political Action Committee. The raffle will begin Feb. 1 and run through March 6.

Our SPAC vendor, Q-Giv, will provide the platform for this "in-kind gift raffle," aided by gifts of items contributed by members. The raffle will take place on the SPAC page of the NAPS website. Information relating to in-kind gifts must be received by Jan. 20.

The "Powering Up in '23" SPAC raffle will replenish SPAC funds spent in support of our allies in the 2022 midterm elections and sow the seeds for SPAC engagement in the 2024 general election. This will help promote NAPS' legislative priorities over the next two years.

The heated political environment, potential postal legislation and anticipated attacks on postal employee and retiree benefits will make our SPAC efforts vital to the livelihood of every NAPS member. This online raffle is an exciting opportunity for all NAPS members to participate—not just those attending a branch, state or national meeting.

NAPS members receive full credit for the value of "in-kind contributions" of items (electronics, jewelry, memorabilia and more) to be raffled for the benefit of SPAC. In order to maximize bids for

the in-kind gifts, we ask that the gifts have wide appeal. We will not be raffling gift cards.

So, we call on all NAPS members to contribute in-kind gifts for use in the "Powering Up in '23" SPAC raffle.

Before the Legislative Training Seminar in late March, SPAC will post the names of the winners online, officially notifying all winners at that time. The donor of each item will be responsible for shipping the item to the respective winner in March.

Members who would like to contribute in-kind gifts for the raffle should email Allison Portnoy at naps.ap@naps.org no later than Jan. 20, 2023, and send the following:

1. A completed SPAC donation form that indicates what the item is, its value and the name of the NAPS member(s) donating the item. Unless instructed otherwise, SPAC will allocate the value of an in-kind contribution made by a group of members equally among the members contributing the item.

2. A photo of the items being donated for use in the SPAC raffle.

Thank you for your participation! We look forward to a successful "Powering Up in '23" SPAC raffle.

Evaluation of VMF Positions, OSHA Inspections, Onboarding Process Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the Sept. 20 consultative via Zoom. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

Agenda Item #1

NAPS requested that USPS Headquarters characterize NAPS' right to file "grievances" on issues relative to *ELM* 652.42 through 652.44 and issue guidance to the field as such. NAPS provided documentation concerning the USPS' violation of *ELM* 650 that local NAPS officials dealt with while representing a supervisor of Customer Service whose schedule kept getting changed.

The USPS officials who decided that EAS-17-and-below employees cannot file appeals, regardless of what *ELM* 650, 662 and 666 state, are Central Area Labor Relations Specialist Thomas Hebl, who wrote, "Section 650 of the *ELM* is reserved for issues pertaining to disciplinary matters, not operational matters," and the final decision letter signed by Mindi Doleshal, acting director, Field Human Resources.

ELM 652.41 clearly states, "Employees in EAS-17 and below, 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* [emphasis added].

ELM 666.24 Grievance Procedures

"Employees covered by a collective bargaining agreement may file griev-

ances regarding wages, hours, and working conditions in accordance with the provisions of the applicable agreement. Nonbargaining unit employees at EAS-17 and below may use the procedure in *ELM* 652.4 to appeal matters other than suspensions or adverse actions. Nonbargaining unit employees at EAS-18 and above may use these procedures to appeal letters of warning and emergency placement in a nonduty status."

An area-level Labor Relations specialist and postal lawyers already should know these rules and regulations, NAPS affirmed. Why aren't the rules being followed?

Grievances of individual employees shall not be matters that may be included as agenda items for consultation. The Postal Service, as a courtesy, is open to discussing this matter outside this forum.

Agenda Item #2

NAPS said that, in terms of VMF levels, APWU members received a contractual pay raise. Currently, Level-10 lead auto technicians make nearly \$2,000 more than a VMF manager. VMF managers are responsible for, at times, multiple facilities and overseeing the administrative, contractual, environmental and day-to-day operations of a complex fleet facility.

NAPS has asked for a meeting with the fleet manager at USPS Headquarters on several occasions without success. NAPS requested that the Postal Service undertake a service-wide evaluation of the VMF manager position and upgrade these positions as necessary to reflect the additional

vehicles and responsibilities these facilities have taken on over the past several years.

NAPS submitted an agenda item in May 2022 asking about grades of VMF managers and the criteria for upgrades. NAPS stated that employees were informed the VMF positions would be analyzed to determine whether the existing grades were appropriate.

We responded to NAPS on behalf of Organization Design, Organizational Effectiveness and Fleet Management that the VMF structure would be studied and we would not wait until all vehicles are deployed. As explained to NAPS in prior meetings, the supervisor differential adjustment is based on the most-populated bargaining-unit position, level and step, which is the Level-8 automotive technician.

Although a senior, Level-10 lead automotive technician can have a higher salary than a VMF supervisor or manager at the SDA minimum, it is not higher than all VMF managers and supervisors. The Sept. 24 pay increase for nonbargaining employees and the PFP awards in January 2023 will result in higher salaries for nonbargaining employees to include VMF managers and supervisors.

Following is Agenda Item #4 from the May 30, 2022, consultative:

NAPS requested the policy and procedures for upgrading VMF managers. What is the criteria for level upgrades for VMF managers? As background, VMFs have received, in some cases, hundreds of additional Mercedes vans with more on the way. Headquarters has told VMF managers that no pay-level increases will occur until the final deployments are completed (whenever that is).

At that time, a decision on the appropriate pay levels could be determined. This delay is unacceptable. VMFs manage increased numbers of employees and vehicles while this delay is occurring, without additional compensation.

There is no frequency to change the grade of a VMF manager up or down. We discussed this in the past and agreed we should not establish a frequency that upgrades a manager's level, then downgrades the manager's level within weeks of the upgrade.

We do not intend to wait to study the VMF structure, levels of managers and complement of supervisors until all vehicles are deployed, but will revisit this in the coming months. Once we are ready to make changes to the formula that establishes VMF managers and supervisors, we will include NAPS in the development of any changes.

Agenda Item #3

NAPS has heard from members in the field that the USPS now is requiring OSHA to obtain warrants before entering postal facilities rather than accommodate OSHA inspectors who arrive unannounced at postal facilities. This is a significant change in how the Postal Service has approached these types of OSHA inspections in the past.

NAPS asked for an explanation of this new procedure. What are EAS employees to do when confronted by OSHA inspectors? Who do they contact at the USPS?

The USPS response in turning away OSHA investigators and asking for a warrant appears to be a short-term tactic to buy time and give the Postal Service the chance to better prepare before OSHA investigators start looking around, talking to representatives and employees, etc. Demanding warrants only prolongs the inevitable.

OSHA only needs to prove probable cause to secure a warrant, a low legal standard, and they will return

with a warrant specifying the inspection's scope and likely be even more intrusive than they may have been without the requirement of a warrant.

The statement, "The USPS is now requiring OSHA to obtain warrants," is not true. In April, messaging was sent to the Field Safety staff in response to concerns from the field of what to do when OSHA arrives, which included a new poster making it simpler to understand the process of what the facility needs to do when OSHA arrives for an inspection.

The poster has been uploaded to the Safety & Health Management Tool and is available to anyone who wants to download and print it. It has been pushed out as a news item and posted in the library under Standard Work Instructions.

Additionally, there is guidance published in the ELM. Chapter 825 covers all of our processes and protocols. Following is the most pertinent section:

825.4 Procedures

825.41 Arrival of Inspectors and Verification of Credentials

"OSHA may conduct its inspections without prior notice. Compliance Safety and Health Officers (CSHO) generally conduct inspections during normal working hours but may arrive on any tour. On arrival at a Postal Service facility, the CSHO should ask to meet with the ranking Postal Service official. The senior Postal Service official must meet promptly with the CSHO. The senior Postal Service official, or designee, must review all CSHOs' credentials and may request verification from the OSHA area office. Once the CSHO has presented appropriate credentials, the senior Postal Service official must immediately notify, by telephone or in person, the district manager and area Human Resources manager (or their designees) of OSHA's presence and the scope of the inspection and request that a safety professional come to the facility immediately for the inspection."

825.42 Consent to Entry and Cooperation

"The CSHO must be informed that he or she will be permitted to enter any Postal Service facility for inspection or investigation purposes without delay once a safety representative reaches the site or area, or once the area Human Resources manager or designee agrees that the inspection may proceed without such attendance.

"The CSHO should be informed that a request for a representative has been made, that the Postal Service request is not intended to delay or interfere with the inspection, but to ensure that the Postal Service participates in a professional manner, and that the presence of the representative will expedite completion of the inspection. Postal Service officials must cooperate fully with OSHA CSHOs.

"During an inspection, if the Postal Service official determines that the CSHO believes that a violation exists because the CSHO does not have complete information about a particular condition, the Postal Service official (subject to advice from the safety professional) should attempt to make the CSHO aware of all relevant additional information."

For additional material concerning OSHA inspections refer to:

- *Handbook EL-802*, "Executive's and Manager's Safety and Health Program and Compliance Guide.
- The OSHA publications summarized and referred to therein.

Agenda Item #4

NAPS has expressed grave concerns in the past over arbitration rulings that impact EAS employees based on the Joint Statement on Violence in the Workplace that the NALC typically files against supervisors, managers and postmasters in the performance of their official duties. The USPS has been reluctant to intervene and

Continued on page 24

Update on S&DCs, Employees Required to Report to Work in Hazardous Weather Conditions, Change in Headquarters' Personnel PFP Among Items Discussed

The October consultative meeting was held in conjunction with the fall NAPS Executive Board meeting; all board members were present. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

Agenda Item #1

Regarding a scanning upload issue, currently, carrier scan data is not showing delivered when tracked on usps.com. or on the USPS internal tracking site. The information shows only being delivered in RIMS. This needs to be addressed as it affects scanning clearance rates and NPA.

The Postal Service has investigated this and has not found any transmission issues between Regional Intelligent Mail Servers (RIMS) and Product Tracking & Reporting (PTR). The example that NAPS provided did not receive a Stop the Clock (STC) scan in RIMS as stated by NAPS.

Both RIMS and PTR have an Arrival at Unit scan on the correct date. Neither RIMS nor PTR have a STC scan, which indicates the piece was not scanned.

Agenda Item #2

Logistics Job Analysis Surveys were distributed on Jan. 24 to 859 employees. The survey deadline was Friday, Feb. 4. NAPS understands this was part of a “team process” reviewing the accuracy of EAS levels of specific logistic positions. NAPS requested an update on this, survey results and any relevant information on the accuracy of EAS levels discovered in this process.

The focus groups and interviews were used only to establish the new job descriptions for Logistics. The proposal for updating the Logistics staffing model and jobs is under development and will be provided to NAPS. This will include proposed job levels.

Agenda Item #3

NAPS asked for a Network Transformation briefing on the “NDC unwind” on which Jim Herrmann recently briefed Westpac. This “unwind” is underway in Chicago; all NDCs will be following suit.

The NDC unwind initiative is to explore changes in processing at the NDC, such as eliminating originating processing of marketing/periodicals and retail ground processing while continuing to provide excellent service. Every NDC will need an individual plan. The plan is to modify and possibly eliminate the NDC to NDC network. A briefing will be provided on this initiative.

Agenda Item #4

NAPS provided a list of Sorting & Delivery Center (S&DC) spoke offices (downloaded from a group on Facebook) with the offices affected in the near future highlighted. With the S&DC process being implemented, NAPS continues to seek information and regular briefings from the Postal Service.

EAS supervisors, postmasters and managers are concerned about their jobs, while getting few specifics from postal leadership. When does USPS leadership plan to address EAS staffing—not only at the gaining

S&DCs, but also those offices that have carriers and clerks moved to the gaining S&DC? Also, who will be facility heads of these S&DCs?

Briefings have been provided to NAPS on the S&DCs since July 2022. Biweekly touchpoints are provided to the employee organizations, including NAPS, to inform them of developments and to respond to questions and solicit feedback. The Athens installation is staffed by a postmaster who will oversee all operations of the S&DC. This is the only site scheduled to be implemented in 2022. Nonbargaining staffing for any of the sites in calendar year 2023 is undetermined.

Agenda Item #5

Currently, offices are being given flex time to set up their DPS. However, the 10.18 seconds per route is not reflective of the actual time needed to perform this task, especially when the office has many routes. Could this measurement be revisited?

The assumption of the 10.18 seconds/route calculation for DPS setup is inaccurate. Offices were given 10.18 seconds per tray. This is reflective of the time needed to perform the task. The following statement was consistently provided to each office that requested flextime for DPS and the calculation used:

DPS Breakdown—Breakdown of brick stacked DPS on bread racks. Based on FY21 daily average of DPS/average number of trays per route (21-inch tray) multiplied by 10.18 seconds per tray.

Breakdown and spreading of Delivery Point Sequence mail (DPS) was factored into the newly adjusted time allowances for Labor Distribution Code (LDC) 4300

allied during the CSV time study completed in FY22. The study was conducted at randomly selected sites based on the number of routes to align workload to work methods within the variance programs. The offices studied ranged from sites with zero routes up to the sites with the largest number of routes in the nation. The newly implemented CSV time factors for FY23 now include breakdown and spreading of DPS mail.

(Calculation: DPS volume divided by 398 pieces per 21-inch tray multiplied by 10.18 seconds per tray.)

Agenda Item #6

On Wednesday, Sept. 28, 2022, while Hurricane Ian was impacting Florida, including, but not limited to Southwest Florida, the Postal Service informed EAS employees in the Orlando and Tampa areas to report to work the next day, putting lives and property in danger.

Safety concerns were raised as federal and local authorities issued instructions to stay home. Following is a statement from an EAS employee forced to report to work on Sept. 29, even as then-Tropical Storm Ian was spinning directly over Orlando:

“Due to the negligence, lack of care for employees and personal property and wrongdoing by the United States Post Service on my way to work in Orange Blossom Trail, Orlando, FL 32804 (near my workplace), my car got stuck in a flooding area. I was not able to see due to the poor visibility and weather conditions (heavy rain and wind combined with road conditions).

“At approximately 6:50 a.m., Orlando police and the Fire Department had to rescue me and assisted removing my personal car (Fiat 500L) from the danger area. After I was rescued by local authorities, they questioned why I was not in a safe location after all the federal and government officials instructed everyone to stay home.

“Finally, the Postal Service decided to change the instructions after 7:30 a.m. on Thursday, Sept. 29, after it was informed of all the accidents. More than 300 employees called to report they would not go to work due to unsafe conditions. This situation created stress and fear for my life, in addition to the stress caused to my family and friends on top of all the negligence, lack of care and disregard for the life and property of employees.

“The Postal Service did not offer solutions or assistance to help me during the accident created by them. At the time I am writing this statement on Sept. 30, my personal property still is in the area of the accident; no management official or leader contacted me to ask me if I am okay, need anything or to express concern for my safety, wellbeing or personal property affected.”

There are others who have recited similar stories, including a station manager in Tampa ordered to report to work on Sept. 29, but, due to flooded streets and downed power lines, could not get to the office. Another EAS employee in the Orlando area traveling to work in the early hours of Sept. 29 had a tree fall on his car, injuring his eye.

NAPS asked what postal official(s) made this potentially disastrous decision to open operations on the day following a hurricane, despite local, state and federal authorities advising Floridians to stay home. NAPS also asked why this decision was made.

What process will the USPS institute to ensure that, in future catastrophic events, postal employees will not be forced to report for work in the face of overwhelming federal, state and local guidance to the contrary? Will the USPS provide tort claim reimbursement for property and/or bodily loss and damage to employees who were mandated to report to work during a natural disaster by Postal

Service authority?

Employees are not forced against their will to report to work. Mail processing operations were halted before the storm and hurricane preparedness measures were followed.

The Postal Service touches every delivery point nationwide and disasters can affect every part of the country. As with other events, hurricanes can affect communities differently and, at times, these types of events can be unpredictable.

The Postal Service currently is evaluating its preparedness and responsiveness to this hurricane. As with any disaster, we should evaluate our preparedness and responsiveness to determine whether any of our actions can be improved. The policy for employee claims is included; however, traveling to and from work is not part of the employee's workday.

ELM 640 Employee Claims

641 Nonbargaining Unit Employees

641.1 Policy

“It is Postal Service policy to reimburse nonbargaining unit employees for loss or damage to their personal property when suffered in connection with, or incident to, their employment while on duty or while on postal property.”

Agenda Item #7

The USPS is stopping the processing of FSS flats in many parts of the country. NAPS asked how the agency will account for changes/impact on city or rural routes. When and how will routes be adjusted? Until the routes are adjusted, supervisors, managers and postmasters will be expected to hold those routes to their evaluations and be held accountable for those workhours.

Cased volume will continue to be counted to determine the necessary office time. Route adjustments will continue to be made in accordance with Handbooks M-39, M-41 and PO-603. Rural routes, specifically, will be adjusted in accordance with PO-603,541.45.

Handbook PO-603 Rural Carrier Duties and Responsibilities

541.45 Adjustments

“If, for any reason, management removes a route from the DPS flats sort scheme and the route will no longer receive DPS flats, *Form 4003*, Official Rural Route Description, will be prepared to appropriately adjust time allowances and processed to be effective on the first day of the pay period in which the automated processing is discontinued.

“Rural District Support Specialists (DSS) will make the appropriate calculation to determine the amount of time to be added to the base hour of the route. The DSS would notify the unit of the changes to route classification or evaluation. The local manager would adjust the schedules for any routes where evaluations changed.”

Agenda Item #8

NAPS asked if the USPS would allow NAPS to use the postal internet to email employees to join the association, just as UPMA was able to do in the Virginia District on Sept. 23.

This inquiry was sent to Tom Blum, acting vice president, Labor Relations, for response before submission of this agenda item. A response will be provided.

Agenda Item #9

NAPS asked if the USPS would provide a completed Gemba to show overstaffed offices with all regulars above earned hours in F-4 what steps they need to take in order to attain the CSV goal of 92%. Is it possible to reach the F-4 92% goal in CSV with an over-earned complement of all regular employees?

Gembas are not intended to focus on staffing or CSV achievement. Rather, Gembas are to ensure the correct processes are in place for the unit to succeed, adequately service our customers and represent the brand.

Function-4 review is the platform used to analyze staffing and performance. Once a need for change or improvement is identified, it is the responsibility of local management to adjust staffing accordingly, whether that is posting bids where vacancies exist, reverting vacancies or excessing where overstaffing has been identified. If these steps are taken and Gembas are completed to identify process efficiencies, yes, 92% CSV can be achieved.

Agenda Item #10

On Oct. 4, NAPS was informed by various members who work under Postal Headquarters of a change to be made in PFP for Headquarters employees for FY23. This presentation was made in HERO, changing how EAS employees under Postal Headquarters would earn yearly PFP increases.

NAPS asked why it was not consulted about this new pay process. *Title 39 § Section 1004(b)* references “organizations of supervisory and other managerial personnel who are not subject to collective-bargaining agreements.” Congress indicated its intent that all non-executive employees of the Postal Service would be represented either by a craft union under a collective-bargaining agreement or by a supervisors’ or postmasters’ organization.

In its opinion earlier this year, the DC Circuit Court agreed with NAPS on this point, holding that, “[S]ection 1004(b) indicates that employees are either entitled to representation by a union for the purposes of collective bargaining under chapter 12 of the Act, or permitted representation by a ‘program for consultation with recognized organizations of supervisory and other managerial personnel.’” *NAPS v. USPS*, 26 F.4th 960, 976 (D.C. Cir. 2022).

“Executive and Administrative Service” (which is not a term in the

statute) is the term the Postal Service has chosen to refer to middle management, which is what the statute refers to as “supervisory and other managerial personnel.” As the court observed, all Postal Service employees, including all employees classified as “Headquarters” or “Area” employees, are entitled to representation, either by the supervisors’ organization or by a union.

NAPS asked why the USPS has denied NAPS’ right to be consulted on this pay process in accordance with the law.

This complaint was sent to Headquarters by NAPS President Ivan D. Butts; a response will be provided.

Agenda Item #11

NAPS provided a *Form 50* reflective of the 3% increase granted to EAS employees effective Sept. 24, 2022. NAPS asked why line 68 (Special Salary Code) indicates S-Saved Rate. Also, for EAS employees in this category who receive a PFP increase reflecting FY22, on what salary will that PFP increase be based?

For example, after the 3% pay increase, the EAS salary increased to \$108,830, while the top salary in that pay range is \$105,660. On which of those salaries will the FY22 PFP increase be based? Or will this particular EAS employee receive a lump-sum payout with no increase in base salary?

Finally, how does this impact an EAS employee’s high-3 retirement calculations?

The saved rate allows for an individual’s salary to exceed any range maximum. The FY22 PFP award will be based on the individual’s salary of record as of Sept. 30, 2022. As for the example, the PFP award would be based on \$108,830.

The 3% PFP award likely will be maintained following annual increases

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National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2023

The Vince Palladino Memorial Student Scholarships are awarded in memory of the late NAPS president and honor his 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 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (Northeast, Eastern, Central, Southern and Western).



Applications must be received no later than June 30, 2023. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the October 2023 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2023. Scholarships may be used to pay expenses in the student’s current or following semester.

Online applications only: <https://naps.org/Members-Scholarship-2>

Dignity and Respect Will Help Everyone Prosper

Tony Dallojacono

Mideast Area Vice President

The Times They Are a-Changin' and will continue to do so. The Postal Service has changed drastically over the past decade and even longer. Let's look at about 35 years ago when there was no Delivery Point Sequence (DPS) mail.

Every day, carriers started at 6 or 7 a.m. and cased multiple feet of mail. They cased multiple feet of flats in a side, plastic holding bin attached to the case, which some referred to as coffins, and stacked on the floor. These were the days when the carrier supervisor would walk around and say to leave those trays or flats because they were Third Class and could be curtailed with proper date tags.

Carriers had horizontal flat sections according to the shelf; the flats had to then be put in delivery order by address by the carrier. Sometimes the PTF carrier would come in and do this for the routes as office assistance. There were clerk cases—not one, but many—to sort letters and flats.

Offices had many more routes. For example, an office that had 95 routes, but, now, has only 75 routes. There was much more mail to case and deliver with many fewer parcels. Carriers were not in the office for 30 or 60 minutes; they were in the office for hours sorting mail.

Supervisors measured mail and notated the amount on *Form 3921* for carriers and *Form 3922* for the Func-

tion 4 volume. It then was converted to *Form 3930* for the total mail that day. There were Jeeps whose doors you could open with a butter knife; at times, the doors would fly open while a carrier was driving.

Supervisors and postmasters were not held to computers to do reports or have meetings all day. Supervisors walked the floor and could tell by the mail volume whether the route needed overtime or auxiliary assistance or just an eight-hour day. On Func-

tion 4, there were IRT machines for the window that ran off disks that had to be uploaded daily.

Employees punched in with paper timecards; clerks would have to send time sheets to the payroll department so employees got paid. There was no tracking packages—the only tracking was Certified, Registered or Express Mail. There were no scanners. Customers would get a 3849 slip for notices or sign it for deliveries. There were not computers at every desk.

Well, times changed and DPS came. Employees said it would never work. It took some time, but, 35 years later, we still have DPS. Then, vertical flat cases arrived. It was decided to go to a one-bundle system that developed over the years. Employees still were reluctant to say it would work. All these years later, it's still here.

We got new vehicles called LLVs (long-life vehicles) that weighed 2 tons and had back-up cameras. They're still running 35 years later. Next were FFVs and now the Metris vans. Newer vehi-

cles are to come as I write this.

Computers arrived and programs started to develop. We got scanners to track packages that now had barcodes. Carriers had MSP points to scan to keep track of them. MSP scans since have gone away; scanners have changed from IMD to MDD to MDD-TR, able to track to the second.

TACS came and time was recorded electronically. IRTs changed to POS (point of sale) and now to RSS (Retail System Service). Next came the Flats Sequencing System (FSS). It's still here, but disappearing as I write this.

Recording mail manually changed to electronically—DOIS and CSAW. There are programs used to keep track of productivity hourly, daily and weekly. We no longer call the office for an unscheduled absence; we have ERMS. New machines, such as DSS and the PASS machines, provide visibility. ADUS and SDUS machines sort parcels faster.

These are just some of the improvements the Postal Service has made over the years; still more are to come. These are things that had to change to survive and compete. We are better than other companies, but we had to evolve in the 21st century.

People are reluctant to change, but, sometimes, it's for the better. If new processes don't work, leadership should acknowledge it and make changes. Not every advancement will work, but we all have to be in it to try and improve the company.

We all make mistakes, but it takes a bigger person to admit their mistakes than to try and cover them up. We have more programs and visibility



than ever before and more reports to view daily. I can go on forever citing changes over the years, but have named just a few.

The one thing that has not changed—and never will—is our dependency on our employees, from upper management down to the lowest level. The Postal Service cannot get anything accomplished without everyone working together. In other words, let's all stop harassing and ridiculing every employee. Let's coach and mentor; stop the mocking and abuse.

We all have personal lives behind closed doors. We all do not feel well

every day. We all age; the older we get, the harder some things become—physically and mentally. Some days, this may interfere with our jobs, despite our efforts. We are humans who make mistakes. We're not robots, although some believe they are.

Machines break down, but it seems that no employee is allowed the same. People watch football games and yell at the quarterback, "What's wrong with you!? Didn't you see that receiver downfield wide open?" Or watch "Jeopardy" and yell out the correct response? It's much easier to criticize and tell someone how to do something

until you walk in their shoes, know how they feel or see what they see.

Praise your employees daily when they perform well; address and correct them respectfully when they do not. Abuse and disrespect go nowhere. Honesty and treating people with dignity and respect will help everyone prosper.

Times change and so do people, but, deep down, we all are human and have feelings. Let's work together to make a better and safer work environment for the present and future United States Postal Service.

mideastareavp@gmail.com

Increasing NAPS Membership Makes for a Happy New Year

Dee Perez

New York Area Vice President

It's that time of year again when we gather and meet for a small bit of cheer, be it with family, friends, loved ones or peers from work. The idea is to be together for a short time and be thankful for what we have—mainly for each other. It's a bonus if we are fortunate to have our health as we all age.

I want to take this opportunity to wish all our NAPS members across the nation a joyous Christmas and holiday season, as well as a happy New Year. May you always have God's good blessings.

To all my New York Area NAPS branches and their members—including the beautiful Island of Puerto Rico and the U.S. Virgin Islands—thank you for the gift on my behalf of 405 newly signed NAPS members who entered the EAS ranks and may become our future NAPS and USPS leaders. Each of you has extended

yourself like never before on a membership drive.

Despite our success, the membership drive must continue every day and year. We continually need to sign members to support NAPS and, perhaps, one day run the organization.



We need to pass the baton on to those who aspire to take NAPS to greater heights.

To all my Postmaster Committee members: You now have an equal voice that is heard at NAPS Headquarters; it's what you

wanted. Every postmaster is an equal partner and a welcome member of the NAPS family. We all are members of team NAPS collectively, as one.

However, you now have a big responsibility on your shoulders: Bring postmasters into NAPS as fast as you can. I have set attainable goals for my committee members, as well as my New York Area branch members. Now show me the results.

I'm asking every NAPS member in the country, regardless of your area,

to reach out to your local NAPS branch or Postmaster Committee members and ask how you can help grow *your* association.

Go to naps.org under "Membership," then scroll down to your local NAPS branch. Here you will learn who is state president, the local branch presidents and regional and area vice presidents. Reach out and make that call or email the officer in that branch and inform them you want to know how you can go about signing new/nonmembers for NAPS.

If we are to grow and become more powerful as the one and only true representative of all EAS employees, including those at USPS Headquarters, we need a collective effort on the part of every NAPS member—regardless of your EAS level—to help. Everyone needs to chip in and sign new members and nonmembers.

I'm looking for many new-member 1187s under my Christmas tree this year. Warm regards to everyone this holiday season.

nyavpdee@aol.com

We've Got Your Back

Bobby Bock

Southeast Area Vice President

Any time you attend a NAPS event in the Southeast Area and hear me speak, I always say, "The VMF is your friend." I have some bias when I make that remark because I work in a vehicle maintenance facility.

Those of us in the VMF system provide outstanding support to Mail Processing and Customer Service operations. I always ask our members to protect the fleet because moving and delivering mail would be impossible without effective vehicle maintenance operations.

The VMF came under the control of Postal Service Headquarters several years ago. Fleet Director Justin Glass is responsible for maintaining the current fleet and coordinating all the new equipment the agency is bringing online to support operations.

The VMF's mission is to enable world-class delivery by equipping postal centers and drivers with vehicles that provide world-class safety, reliability, comfort and ergonomics. We are rapidly evolving from long-life vehicles (LLVs) to Dodge Ram, Promaster, Ford



Transit and Mercedes vans, as well as tractor trailers and box trucks for hauling mail to and in between plants. Coming soon are the Next Generation Delivery Vehicles (NGDV), with an initial purchase of 50,000 vehicles.

Our auto technicians work on all types of vehicles, from light delivery vehicles to diesel trucks to vehicles used by postal inspectors and postal police. Normally, light-duty vehicles come in for preventive maintenance every six months. Starting in 2023, the VMF system will have a new tracking system for maintenance called "Telematics." In the first year of deployment, Telematics will be installed on 120,000 fleet vehicles so we can monitor mileage, fuel usage and other vehicle functions.

We will be able to better protect the fleet through tracking and monitoring our vehicles and better measure their performance and maintenance needs. We will be able to monitor where our vehicles are and, in storms, determine if we need to relocate our assets just as the airlines do when they move planes out of areas with severe storms.

VMF leaders recently returned



Bobby Bock and Justin Glass, director of USPS Fleet Management.

from a national meeting where all these plans were discussed for rollout. We are moving postal transportation into a new age.

With the Postal Service's current plans to consolidate delivery operations, this, too, will result in VMF support changing to adapt to having large amounts of vehicles at the same facility. Instead of technicians driving to service one vehicle at a location, we will have the economy of scale to service larger fleets at the same location.

This will reduce technician travel time and increase their productivity. It also will keep more vehicles on the road and provide great customer service we need for our customers.

The VMF will continue to adapt its mission to support internal and external customers. When you have any issues or questions related to your vehicles, don't hesitate to contact your local VMF manager. The VMF really is your friend.

bocknapsseavp@aol.com

Productive Weekend in California

Marilyn Walton

Western Region Vice President

The first weekend in November, California State Executive Board members and guests traveled to Emeryville, CA, bordered by Berkeley to the north and Oakland to the east and south, to review the Sonesta Hotel, site of the 2023 California State

Convention. The Sonesta is adjacent to the scenic Bay Bridge that separates Oakland from San Francisco.

Members of the California State Board and Margarete A. Grant Host Branch 127 reviewed meeting space and sleeping rooms, includ-



ing suites. The accommodations were approved and the state convention planning committee will finalize plans by January 2023 for the May 3-6 convention.

After the walk-through, NAPS Secretary/Treasurer Jimmy Warden, Pacific Area



San Francisco Branch 88 held its retiree luncheon honoring former and new retirees. Fellow California branch members—as well as NAPS Secretary/Treasurer Jimmy Warden, Pacific Area Vice President Chuck Lum and former NAPS President Louis Atkins and National Auxiliary Secretary/Treasurer Bonita Atkins—joined in the celebration.



Past retirees honored, from left: Branch 88 President Linda Thomas, Vice President Deborah Johnson, Treasurer Sally Simpao and tenured associate members Pat Dangerfield, Martina Graham, Dianne Ayon, Betty Compton, Larry Compton and Juanda Stewart.



Special guests included, from left: Pacific Area Vice President Chuck Lum, California State Area Vice President Vontina Swygert, NAPS Secretary/Treasurer Jimmy Warden and California State President Marilyn Jones.



From left: President Linda Thompson and Treasurer Sally Simpao honored new retirees LaQuita Scales, Carolyn Moore-Tucker and Rose Marie Johnson.

Vice President Chuck Lum and I attended the state board meeting. We offered updates and information from our recent fall NAPS Executive Board meeting.

Many branches joined the meeting via Zoom so more NAPS members could hear the latest state and national NAPS news. After the board meeting, I joined the Auxiliary to host a meet-and-greet reception at the hotel to



President Linda Thomas presented Vice President Deborah Johnson with a plaque in appreciation of her continued service to NAPS and Branch 88.

attend San Francisco Branch 88's annual Retiree Brunch.

Branch 88 President Linda Thom-

wrap up the busy day.

On Saturday morning, the California Board and guests traveled across the Bay Bridge to beautiful Oyster Point Yacht club to

as, Vice President Debra Johnson and Sergeant-at-Arms and emcee Lepton Gibson greeted guests. Jimmy Warden brought greetings from NAPS Headquarters and provided the latest information from Alexandria, VA.

I shared a legislative Update on H.R. 82, the pending WEP/GPO legislation that may get a vote in Congress' lame-duck session. This legislation has been on the NAPS agenda for many years and would benefit



Luncheon attendees wished NAPS Western Region Vice President Marilyn Walton a happy birthday!

Civil Service retirees who currently don't receive a full Social Security benefit, despite having paid into the system.

Chuck Lum talked about the importance of everyone working to sign new members and encourage retirees to continue as associate members. The branch also welcomed former NAPS President Louis Atkins and his wife Bonita, National Auxiliary secretary/treasurer, who traveled from Louisiana to attend this special event.

Among the 29 new retirees acknowledged, three attended to receive special recognition: LaQuita Scales, Rose Maria Johnson and Carolyn Moore-Tucker. Branch 88 also honored longtime retirees and former branch officers; several retirees have been associate members over 30 years. Branch 88 encourages their retirees to keep their membership and boasts 80%-plus total membership!

This event was well attended; members representing Northern and Southern California branches traveled to the City by the Bay for the annual brunch. We enjoyed the beautiful setting overlooking the San Francisco waterfront, as well as good food, recognition, fellowship and fun. This was a great conclusion to a busy weekend in Northern California's famous Bay Area.

marilynwalton@comcast.net

Sept. 20 Consultative

Continued from page 15

appeal these often-negative rulings in defense of their EAS employees in field operations.

NAPS requested that the USPS appeals the decision that prevents an EAS employee from supervising craft employees and further contests the subsequent union position that this EAS employee may not accept an MPOO position based on a JSOV arbitration ruling.

Grievances of individual employees shall not be matters that may be included as agenda items for consultation. The Postal Service, as a courtesy, is open to discussing this matter outside this forum.

Agenda Item #5

NAPS continues to have concerns with the Postal Service's process relative to onboarding new employees. The onboarding process continues

to fail to get qualified and competent candidates in front of the managers, supervisors and postmasters who need these resources to complete their daily tasks of processing and delivering America's mail in a timely manner, without being forced to violate collective-bargaining agreements.

NAPS asked for monthly updates on the onboarding process timelines in getting applicants in front of leadership that will be directing the day-to-day work activities of the employees.

A request for a monthly update on hiring bargaining-unit employees is unrelated to Title 39 § 1004. The Postal Service, as a courtesy, is open to discussing this matter outside this forum. If NAPS has interest in discussing this, then clarification should be provided on the request for monthly updates and suggestions on how NAPS members can contribute to an effective onboarding experience.

Oct. 18 Consultative

Continued from page 18

in salary ranges just prior to implementation of the PFP awards. These salary ranges will be provided to NAPS in advance for review and comment as it is done every year.

Agenda Item #12

NAPS provided an "Integrity Scans" PowerPoint sent to the field by Tyrone Williams from the Chief Retail and Delivery Office at Postal Headquarters. NAPS asked why this document was sent to the field.

The document could be considered threatening and harassing, as it seems to alter the process outlined in ELM 651 and replace it with a table of penalties, specifically citing a 14-day suspension as punishment for a first offense and removal for the second offense.

NAPS pointed out that the issue

of incorporating a "table of penalties" for the USPS has come up in the past, but been rejected by the USPS. However, this attachment is embracing the "table of penalties" process. If the USPS is considering implementing a table of penalties for EAS employees, NAPS must be consulted on this process under the law.

If the USPS is not considering a table of penalties process, NAPS asked that this message be withdrawn by Tyrone Williams in a message to the field.

This was provided to Tom Blum, acting vice president, Labor Relations, by NAPS President Ivan D. Butts prior to submission of this agenda item. A response will be provided.

USPS Evaluates Nonbargaining Positions Assigned to S&DCs

NAPS received a letter dated Nov. 30 from Bruce Nicholson, manager, USPS Labor Relations Policy Administration, regarding the agency's evaluation of nonbargaining positions assigned to facilities scheduled to transition to Sorting and Delivery Centers (S&DCs), specifically the hub and spoke offices scheduled for implementation in February 2023.

The letter states the evaluation determined there will be no reduction in the number of supervisor positions in the sites scheduled for implementation in February. "As you know, supervisor positions are earned based on bargaining-unit complement," Nicholson wrote. "Although some bargaining-unit employees remain assigned to the spoke post offices, the significant shift in bargaining-unit complement to the hub facilities will result in the same number of supervisor positions at those hub facilities."

The letter also stated, "For the February implementation, incumbent postmasters in the spoke offices and their corresponding grades will remain unchanged. If that office becomes vacant or is currently vacant, then the level of the office may change.

"Postmaster positions in offices that will be designated as a S&DC will see an increase in work service credits in the Postmaster Workload Credit System and may result in an immediate increase in the office and postmaster level as the changes are implemented."

Nicholson invited NAPS to discuss any issues relative to management staffing for these offices. "In the interim, we intend to place an immediate freeze on EAS vacancies in offices scheduled for the February 2023 implementation until we have an opportunity to discuss nonbargaining staffing with you," Nicholson wrote.

In communication with the NAPS Executive Board, President Ivan D. Butts reiterated that NAPS' position continues to be there should be no impact on EAS employees in the S&DC initiative. Also, no EAS employee should be moved in the first year until the workload has been established in the S&DCs.

On Friday, Nov. 4, Heart of Illinois NAPS Branch 255 held a special membership recruitment and training meeting at the Bloom Café in Benton, IL. Dave DeNosky, Branch 255 Southern vice president, introduced the speakers. President Michael Winters welcomed the attendees and gave a brief overview of Branch 255's annual activities and the need to increase membership.

NAPS Immediate Past President Brian Wagner gave a Power-Point presentation on the benefits of NAPS membership. Branch 255 Legislative rep Dan Rendleman spoke about NAPS' legislative agenda, the benefits of SPAC and the need to be involved legislatively at the local and national levels.

National Auxiliary Illini Area Vice President Linda Rendleman gave a comprehensive perspective of the Auxiliary and all it does for NAPS and its members. Membership packets were handed out to help recruit new members; one new member was signed as a result of this special meeting.



Northeast Region Vice President Tommy Roma (second from left) with retired Brooklyn EAS employees Marco Frassetto, Frank Barone and Pat Bellantoni.



NAPS President Ivan D. Butts, with Southeast Area Vice President Bobby Bock, swore in Jame Toney as Fort Lauderdale Branch 296 sergeant-at-arms.



NAPS President Ivan D. Butts, Jame Toney, Southeast Area Vice President Bobby Bock and Florida State President Roe Herzog.



Southeast Area Vice President Bobby Bock (right) swore in the Jacksonville, FL, Branch 93 Executive Board, from left: President Donald Murray, Vice President Kim Wingfield, Secretary Kay Woods and Treasurer Martin Brown.



Northeast Region Vice President Tommy Roma made his annual Christmas visit to the gravesite of former NAPS President Vince Palladino.



Illini Area Vice President Luz Moreno and Rep. Raja Krishnamoorthi (D-IL) at his campaign headquarters.



Phoenix Juan Luna Branch 246 held its annual holiday meeting/party at the Casino Arizona in Scottsdale: NAPS Secretary/Treasurer Jimmy Warden with Branch 246 Treasurer Sharon Kisczak, President Wendell March, Secretary Dawn Burton and Vice President Jimmy Salmon.

Boston Branch 43 held its annual Scholarship and Retiree brunch at the Lombardi Catering Hall.



Front row, from left: Nancy Finn, mother of recipient Derek; Marybeth Williams, mother of recipient Molly Williams; and recipient Ava Plant and her father, Neal Plant.

Back row: Northeast Region Vice President Tommy Roma, Branch 43 President Vinnie Ignoto, NAPS Secretary/Treasurer Jimmy Warden, New England Area Vice President Bill Austin, former NAPS Executive Vice President Jay Killackey, Andrew Williams (recipient Molly Williams' father) and Branch 43 At-Large rep John Russell. Also awarded a scholarship was Roman Fabrizio, son of Branch 43 member Anthony Fabrizio.



John Russell congratulated former Branch 43 President Dennis McGahan on his 18 years of retirement.



Branch 43 and NAPS Executive Board members attended Branch 43's annual Scholarship and Retiree Brunch.



NAPS Secretary/Treasurer Jimmy Warden, Northeast Region Vice President Tommy Roma, Branch 43 President Vinny Ignoto, former NAPS Executive Vice President Jay Killackey and New England Area Vice President Bill Austin



Alabama NAPS members met with Rep. Gary Palmer (R-AL). From left: John Carson, Rafael Brathwaite, Carol Dangerfield, Palmer and Central Gulf Area Vice President Dwight Studdard.

The Postal Supervisor 2023 Production Schedule

Issue	Copy Deadline*	Mails
FEB	1-4	1-31
MAR	1-30	2-23
APR	2-21	3-21
MAY	3-31	4-25
JUN	4-28	5-23
JUL	5-25	6-20
AUG	6-28	7-25
SEP	8-1	8-29
OCT	9-5	10-3
NOV	10-4	10-31
DEC	11-1	11-30
JAN '24	12-1	1-2
FEB	1-4	1-31

*Copy must be received by this day; see page 2 for submission information.



New England Area Vice President Bill Austin swore in Northeastern Massachusetts District Branch 498 officers, from left: Austin, President Rick Moreno, Secretary Laura Ambrefe, Executive Board member Karen Wu, Vice President Peter Psehoyas and Executive Board members Jim Duggan and Paul Chastney.

On Nov. 19, Los Angeles Branch 39 held Octoberfest and an open house—its first in-person meeting since COVID-19—supported by fellow San Diego and San Clarita branch officers and members.



Las Vegas Branch 463 held a '70s-themed Christmas and installation party in early December, led by Branch President Jackie Clayton. Members sported Afros, bellbottom pants, miniskirts, platform shoes and go-go boots.

Also attending were NAPS Immediate Past President Brian Wagner, Western Region Vice President Marilyn Walton and Rocky Mountain Area Vice President Myrna Pashinski. Wagner was the installing officer.

Attendees enjoyed a buffet dinner and dancing. The evening ended with NAPS officers wishing everyone a merry Christmas and happy New Year.



From left: Rocky Mountain Area Vice President Myrna Pashinski, Western Region Vice President Marilyn Walton, Branch 463 Legislative rep Cecilia (CC) Pelletier, President Jackie Clayton, 1st Vice President Sherry Patterson, 2nd Vice President Pat Darouth and NAPS Immediate Past President Brian Wagner.

West Palm Beach Branch 154 held its holiday party Dec. 3. Front row, from left: Richie Guevara, Gail Van Horn, Branch 154 President Edith Roundtree and Florida State President Roe Herzog. Back row: Bob Lowrey, Wayne James, NAPS Executive Vice President Chuck Mulidore, Southeast Area Vice President Bobby Bock, Jay Van Horn and Suzette James.



NAPS Michigan State President Tony Viers (left) and Michiana Area Vice President Kevin Trayer (fourth from left) with Rep. Fred Upton (R-MI) and local political leaders and officials at a news conference on the USPS Sorting & Delivery Centers initiative and its potential impact on local communities.

Pants on Fire

Brian J. Wagner

Immediate Past President

While visiting my two youngest grandchildren in Washington this past November, I heard my 9-year-old grandson say to his 6-year-old sister, my granddaughter, “Liar, liar, pants on fire!” Children, even adults, know to say this popular rhyme when they catch someone in a lie.

I wasn’t sure if my granddaughter was claiming “My Little Pony” had more magical powers than her brother’s “Pokémon’s Pikachu.” Regardless, for kids, their truth usually is based on feelings and emotion—not evidence or facts. Children sometimes will seek a higher authority—such as mom, dad or grandma—for a ruling of the truth.

However, a child’s immaturity sometimes will show through by denying the facts or truth when the answer doesn’t go their way when received from a higher authority. For the record, I am not about to take sides between my grandkids or even claim to be a higher authority than grandma.

I am taking sides, however, when overwhelming evidence and facts, including a decision from a court of law, is presented before adults, an association or a government agency, but is vehemently denied. What do you call a person or organization that won’t accept facts and the truth, but wants to spew their untruth as truth with the intent of spreading misinformation to anyone who will listen? A “denier.”

Now, you probably are thinking this article is about the 2020 general

or 2022 midterm elections; not true. Here’s the scoop:

This column is about the truth related to NAPS’ lawsuit against the United States Postal Service and the landmark decision issued on Feb. 22, 2022, by the United States Court of Appeals



for the District of Columbia recognizing NAPS with the right to represent all USPS supervisors, managerial personnel and *postmasters* in consultation with the Postal Service regarding compensation and pay policies. You can find this truth in the appeal court’s decision via case number

1:19-cv-02236.

In brief, the appeals court held that NAPS’ representation extends to virtually all supervisory and managerial personnel, regardless whether the Postal Service classifies them as Field, Area or Headquarters employees. Furthermore, the Appeals Court held that *postmasters* are a subset of “supervisory and other managerial personnel” and are entitled to be represented by NAPS.

After extensive legal analysis of the statute, the court held, “It follows that section 1004(b) requires the Postal Service to consult with the Association [NAPS] regarding compensation for these employees [postmasters].” The court provided a diagram of section 1004(b)’s nested structure of employee representation, emphasizing that *postmasters* are inside the circle of employees that NAPS is entitled to represent. Again, this nesting is referenced in the Feb. 22, 2022 decision.

However, when perusing LinkedIn, I found a Nov. 4, 2022, message from the United Postmasters and Managers of America (UPMA) national president

to members referencing NAPS’ current lawsuit against the USPS. The president’s message stated, in part: “... NAPS is looking to be recognized as a postmaster organization by the USPS.

UPMA believes this is contrary to the original intent of *Title 39*, which delineates supervisory, postmaster and manager associations. UPMA continues asserting that a supervisor association cannot also be a postmaster association.

“The confusion comes in what the definition of ‘representation’ is. ... However, when it comes to pay talks ... planning and developing programs ... UPMA only is recognized as speaking for postmasters. It is a complex issue and it is unclear where this will end up. ...”

There is no confusion; the issue is not complex or unclear. As previously stated, the United States Court of Appeals for the District of Columbia has confirmed that NAPS is entitled to represent all U.S. Postal Service supervisors, managerial personnel and *postmasters* in consultation with the Postal Service regarding compensation and pay policies.

In its Nov. 4 message, UPMA truthfully stated it is recognized to speak for postmasters. Let me note: *postmasters* only. No matter how many supervisors, managers or other managerial personnel UPMA claims to have as members, according to the court, NAPS is the only postal management association recognized by law to represent supervisors, managers and other managerial personnel in consultation, compensation and pay policies—not UPMA.

However, per the law and the appeal court’s Feb. 22 decision, NAPS is legally recognized to represent *postmas-*

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Bob Levi

Director of Legislative & Political Affairs



Milton Berle, one of the greatest comedians of television's "Golden Age," once joked, "You can lead a man to Congress, but you can't make him think." Our job—as advo-

on issues crucial to the Postal Service and NAPS members. Our job is to help fill in the page for these new members, as well as for many returning members of Congress.

As this issue of *The Postal Supervisor* went to press, returning members were in the midst of organizing their legislative bodies for the 118th Congress,

which starts on Jan. 3, 2023, and will end the first week of January

2025. The Senate Democrats continue to hold a slim majority, meaning Sen. Gary Peters (D-MI) will continue to chair the Senate Committee on Homeland Security.

However, the Ranking Republican slot now will be occupied by Sen. Rand Paul (R-KY), as a result of the retirement of Sen. Rob Portman (R-OH). It was first thought Paul would claim the top Republican slot on the Committee on Health, Education, Labor and Pensions, but he did not. He chose Homeland Security instead.

Most of the shuffling is being done on the House side of the Capitol, where the Republicans, after a four-year break, have reclaimed the House majority by a slender (222-213) majority. As predicted, Rep. James Comer (R-KY) has secured the chairman's gavel for the Committee on Oversight and Reform.

As of our printing deadline, the House Democratic Caucus had yet to elect a ranking Democratic member for the committee. The contenders were Reps. Gerry Connolly (D-VA), Jamie Raskin (D-MD) and Stephen Lynch (D-MA).

Obviously, elevation of House Republicans to majority status yielded a changing of the House guards: A new speaker, likely Rep. Kevin McCarthy (CA); a new majority leader, Rep. Steve Scalise (LA); and a majority whip, Rep.

Tom Emmer (MN). In addition, Rep. Elise Stefanik (NY) will continue to serve as chair of the Republican Conference.

The Democrats decided a generational change was in order, which resulted in Rep. Hakeem Jeffries (NY) being elected Democratic leader, Rep. Katherine Clark (MA) as Democratic whip and Rep. Pete Aguilar (CA) as chair of the Democratic Caucus. The Democrats decided to keep Rep. James Clyburn (SC) in the leadership structure as assistant Democratic leader.

Probably the most consequential leadership departure for the postal and federal community was the decision by Rep. Steny Hoyer (D-MD), the immediate past House majority leader, to step down from his party role. Ever since Hoyer was first elected to Congress in a 1981 special election, he has been a fearless, passionate and successful advocate for the postal and federal community.

It is noteworthy that he always was at the final legislative negotiating table, no matter who occupied the White House or wielded the speaker's gavel, to ensure there would be a comprehensive and affordable Federal Employees Health Benefits Program (FEHBP) and secure the vitality of the Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS).

In recent years, Hoyer led the successful effort to oppose efforts to slash postal and federal employee benefits by \$182 billion through, among other things, cost-of-living-adjustment freezes and changes to retirement benefits. He also has been a steadfast advocate for postal reform legislation and has fought for postal employees, including NAPS members.

His type of leadership and NAPS' aggressive legislative agenda will be essential for the immediate future. The House Budget Committee Republicans

Changing of the Guard

cates for postal supervisors, managers and postmasters—is to compel the men and women elected to Congress not only to "think" about issues of concern to NAPS members, but also to "legislate" for their benefit and the benefit of the U.S. Postal Service.

NAPS members should be proud that 91% of the incumbents and candidates supported by the Supervisors' Political Action Committee (SPAC) won their midterm elections. Thank you to all our NAPS members who contributed to SPAC during this election cycle.

Many of those we supported were in highly competitive races, so your contributions really made a difference. Please see our new 2023 SPAC pins on page 33, which will recognize your contributions for the new year.

Talking about the new year, on Jan. 3, the U.S. Capitol will welcome seven new members of the Senate and 74 members of the House. Of the new members, 25 have no prior political experience. So, besides the 2022 NAPS-supported congressional candidates who already have expressed support for pro-NAPS positions, the other first-time members of Congress are a blank page on postal issues.

During their respective campaigns, they may have staked out positions on broad policy or ideological issues, but they have yet to state a position or view

NAPS Training Calendar

already have signaled that federal and postal employee benefits are on the table. Higher FERS contributions toward retirement and basing future annuities on the highest-five consecutive years of salary, rather than the highest three, are under serious consideration for the soon-to-be introduced fiscal year 2024 House Budget Resolution.

Other proposals being discussed are reducing retirement COLAs, eliminating the FERS annuity supplement for retirees under the age of 62, reducing the earned interest of the Thrift Savings Plan G Fund and shifting more FEHBP costs onto enrollees.

It seems like old times! Your attendance at the NAPS Legislative Training Seminar, March 26-29, and your year-round legislative engagement are essential.

naps.rl@naps.org

Perspective from the Immediate Past President

Continued from page 20

ters in the same capacity as UPMA. At this time, the USPS, just as UPMA, is in denial of the court's legal decision that NAPS has the right to represent postmasters. As of this writing, NAPS' DCO has approximately 24,000 active EAS NAPS members, of which approximately 4,870 are titled postmasters.

The truth: UPMA requested the appeals court to deny NAPS' right to represent postmasters in consultation with the USPS on compensation and pay policies. Their request was denied. Therefore, the truth is NAPS represents postmasters in USPS consultation over pay and benefits.

UPMA can write and say all the untruths it wants about NAPS not having the right to represent postmasters. However, the organization's continued denial does not overrule the decision of the U.S. Court of Appeals for the District of Columbia—

Eastern Region Cabinet Meeting

Jan. 12-15, 2023

Conducted by: Eastern Region VP Richard Green, Mideast Area VP Tony Dallojacono, Capitol-Atlantic Area VP Troy Griffin and Pioneer Area VP Ed Laster.

Location: Tropicana Atlantic City, 2831 Boardwalk, Atlantic City, NJ 08401. To make reservations, call 1-888-516-2215; group name: National Association of Postal Supervisors; group code: ST01PS3. For online reservations: <https://book.passkey.com/go/ST01PS3>.

Hotel Rate: Wednesday (Jan. 11) and Thursday, \$91; Friday, \$152; Saturday and Sunday, \$209.

Registration Fee: \$249, postmarked no later than Nov. 15; \$299 after Nov. 15. Make checks payable to NAPS Headquarters and mail to Richard Green, 7734 Leyland Cypress Ln., Quinton, VA 23142.

Training: Provided by NAPS resident officers and USPS officials.

Cotton Belt Area Training

April 21-22, 2023

In conjunction with the Tennessee State Convention

Conducted by: Cotton Belt Area VP Shri Green

Location: Courtyard by Marriott Gatlinburg Downtown, 315 Historic Nature Trail, Gatlinburg, 37738; 865-426-2008

Hotel Rate: \$169/\$179, plus taxes; code: NAPS.

Registration Fee: \$75, if received by March 31; \$95 after March 31

Illini Area Training

April 27, 2023

In conjunction with the Illinois State Convention

Conducted by: Illini Area VP Luz Moreno

Location: Fairfield by Marriott Chicago Schaumburg, 700 National Parkway, Schaumburg, IL 60173.

Hotel Rate: \$119/king or double

Registration Fee: TBD

the second-most powerful court in the land. The truth doesn't stop existing no matter how many times UPMA or anyone else tries to deny the truth that NAPS represents postmasters.

There also is no denying that NAPS is pursuing its lawsuit against the USPS as it relates to the FY16-19 pay decision. And, furthermore, there is no denying that NAPS, under *Title 39* and confirmed by the appeals court, has the right to represent all EAS employees, including postmasters.

Therefore, as you start 2023, I wish you and your family a very

Northeast Region Training Seminar

April 28-29, 2023

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: \$343/single and double (includes taxes and resort fees). Mention "NAPS" for the special rate available April 26-May 1, based on availability; registration cut-off is March 27. Maid service is \$2/day; portage gratuities are \$6/round trip.

Registration Fee: \$290. 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.

Trainers: Doug Tulino, Dane Coleman, Elvin Mercado, Bruce Nicholson, Marina Nicholson, Tracy Powers, Tony Dallojacono, Dee Perez and Bill Austin.

Western Region Training Seminar

Aug. 10-11, 2023

Conducted by: Western Region VP Marilyn Walton, Northwest Area VP John Valuet, Rocky Mountain Area VP Myrna Pashinski and Pacific Area VP Chuck Lum

Location: Ala Moana Honolulu by Mantra, 410 Atkinson Dr., Honolulu, HI 96814

Hotel Rate: \$177; more information to follow

happy and healthy New Year. I encourage all NAPS members to get fired up in 2023 to sign new members and speak the truth with as many as possible that NAPS has a legal right per the Feb. 22, 2022, appeals court's decision to represent all EAS employees, including postmasters. If anyone tells you differently, remember this rhyme: "Denier, denier, pants on fire!"

I will not deny that my ice-cream-flavor-of-the-month recommendation is a sure-fire winner: maple bourbon blondie.

brian4naps@aol.com

Here Are the 2023 SPAC Pins

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



President's Ultimate

\$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



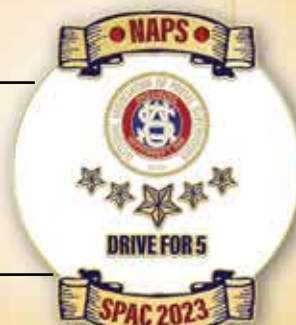
Chairman's Club

\$250 level



Supporter

\$100 level



Drive for 5

Contribute to SPAC by payroll deduction or direct payment.

2022 SPAC Contributors



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

Sisco, Bret	AK	Branch 435
Burton, Dawn	AZ	Branch 246
Salmon, James	AZ	Branch 246
Ayon, Celia	CA	Branch 88
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Gishi, Sharon	CA	Branch 94
Jones, Marilyn	CA	Branch 39
Loera, Valerie	CA	Branch 127
Meana, Frances	CA	Branch 159
Nguyen, Nicole	CA	Branch 373
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39

Trevena, April	CA	Branch 94
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Cuadrado, Hector	CT	Branch 5
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Ruckart, Kenneth	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

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.

Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Randall, C. Michelle	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Ayers-Cohen, Pamela	NJ	Branch 79
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Amash, Joseph	NY	Branch 83
Arroyo, Victor	NY	Branch 85
Gawron, Dennis	NY	Branch 27
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Aglidian, Hans	PA	Branch 35
Bartko, Susan	PA	Branch 20
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225
Green, Shri	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Austin, Jessie	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526

November Contributors

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

Loera, Valerie	CA	Branch 127
Moreno, Richard	MA	Branch 498
Elyea, Chad	MI	Branch 142
Green, Shri	TN	Branch 41

Continued on page 38

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Nov. 30, 2022)

National Aggregate:

\$269,732.23

National Per Capita:

\$10.58

Region Aggregate:

1. Western	\$65,656.62
2. Northeast	\$58,970.12
3. Eastern	\$52,958.94
4. Southern	\$52,774.67
5. Central	\$38,302.88

Region per Capita:

1. Northeast	\$12.98
2. Western	\$12.43
3. Southern	\$ 9.95
4. Central	\$ 9.17
4. Eastern	\$ 9.02

Area Aggregate:

1. Pacific	\$45,642.70
2. Capitol-Atlantic	\$31,780.20
3. Southeast	\$29,443.67
4. New York	\$28,747.12
5. New England	\$22,036.00
6. Mideast	\$20,760.00
7. Illini	\$12,930.50
8. Texas	\$12,485.50
9. Michiana	\$11,375.00
10. Northwest	\$10,117.92
11. Rocky Mountain	\$ 9,896.00
12. North Central	\$ 9,756.38
13. Pioneer	\$ 8,605.74
14. Cotton Belt	\$ 6,763.00
15. MINK	\$ 5,310.00
16. Central Gulf	\$ 4,092.50

Area Per Capita:

1. Pacific	\$15.96
2. New England	\$15.17
3. Southeast	\$14.67
4. New York	\$12.68
5. Illini	\$11.48
6. North Central	\$11.20
7. Capitol-Atlantic	\$ 9.88
8. Northwest	\$ 9.68
9. Mideast	\$ 9.58
10. Michiana	\$ 9.32
11. Texas	\$ 7.68
12. Rocky Mountain	\$ 7.19
13. Cotton Belt	\$ 6.98
14. Pioneer	\$ 6.52
15. Central Gulf	\$ 5.83
16. MINK	\$ 4.94

State Aggregate:

1. California	\$42,732.70
2. New York	\$27,312.12
3. Florida	\$26,587.67
4. Illinois	\$12,930.50
5. Texas	\$12,485.50

State Per Capita:

1. Maine	\$56.02
2. North Dakota	\$35.05
3. Idaho	\$24.02
4. Alaska	421.38
5. Hawaii	\$19.93

Drive for 5

Members by Region:

1. Southern	50
2. Eastern	44
3. Western	40
4. Central	38
5. Northeast	37

Aggregate by Region:

1. Western	\$19,688.42
2. Southern	\$16,520.06
3. Eastern	\$16,448.00
4. Northeast	\$13,003.28
5. Central	\$ 9,245.00

Managing Your Thrift Savings Plan Investments

Three Things to Remember When Markets Keep Shifting

Typical advice about saving for retirement seems simple enough: Start saving early, contribute at least enough to get employer matching, diversify your investments, make a long-term plan and increase contributions when you can. Follow these steps and, when you get to your last day of work, you'll have a healthy nest egg to generate the retirement income you need.

Do you know what isn't so simple? The strong ties between money and emotions. And when you're aware your investments are up one day and down the next (then up, then down again), that market volatility can lead to worry.

Here are three things to remember when the markets keep shifting:

1. Long-term plans beat short-term worries.

People who try to time the markets with frequent buying and selling rarely come out ahead at the finish line. The amount you contribute and your investment allocation are the most important factors affecting the growth of your TSP savings.

The biggest advantage of the TSP is your exclusive access to low-cost index funds with opportunity for broad market diversification. Index funds are designed for passive investing—that is, a buy-and-hold approach to maximize your returns over a long period. Diversification minimizes your risk as markets shift. To take advantage, you can choose to build your own TSP portfolio with individual TSP funds or let the L Funds do the work for you.

2. Stocks are “on sale” when the markets are down. When the markets are down, each share costs less. If you're making regular payroll contributions to your TSP account, you're buying more shares for the same amount of money. When markets are up, share prices are higher. Keep contributing and, over time, your overall cost of each share averages out in the middle.

This is the benefit of “dollar-cost averaging,” which is much more reliable and profitable than trying to predict the perfect moments to buy or sell. In fact, the more volatile the share price, the larger the advantage of dollar-cost averaging.

3. Markets always have recovered. Riding out market volatility is a natural part of long-term investing. Historically, stock and bond markets always have recovered and continued to grow. If you

Managing TSP Communications

You can manage how you choose to receive updates and notifications from the TSP in your My Account profile on tsp.gov. Log in to customize your communication preferences and start receiving TSP information by email, text messaging, postal mail or a combination of these options:

- Log in to **My Account** on tsp.gov and select the profile icon in the upper-right corner.
- Select **Manage Communications** from the menu.
- Add or update your **preferred contact information**: one or more phone number(s), email addresses and postal addresses. (You cannot change your permanent address here.)
- Select your **contact preference(s)**.
- **Save** your changes.
- Select your **delivery preference(s)**: email, postal mail or text.
- **Save** your changes.

You can update your preferences at any time. You may receive some information by postal mail regardless of your chosen preferences. From the profile icon menu, you also can manage your contact and bank information and keep them up to date to avoid payment delays.

For your protection, the destination to which you wish to send a withdrawal, distribution or loan from your TSP account must be on file for at least seven days before it can receive funds. This includes any postal address for mailing payments and any financial institution information for direct deposit.

You now can add an alternate mailing address to your profile and choose which address should receive mail from the TSP. Make sure this information is on file for at least seven days before you start a request for money to be taken from your TSP account.

move your money out of stocks and bonds when share prices fall, you lock in your losses.

You'd also be more likely to miss the best moment to move your money back into stocks and bonds when the markets do recover. After all, in order to time short-term volatility to your advantage, you have to be able to accurately predict the future twice.

One last thing to keep in mind: Sticking to your plan doesn't mean you should do nothing. It's a good idea to check in with your TSP portfolio periodically to make sure it's still on track to meet your retirement goals. If you're not invested in an L Fund, which rebalances for you automatically, you may want to update your allocation after gains and losses in the markets have changed your investment mix.

Or, depending on where you are in your career, you may want to adjust your investment mix to take on more or less risk. With your TSP, you have all the tools you need to manage your financial future.

How to change your TSP investments

With the recent update to My Account on tsp.gov, you'll notice a new look with new features and tools you can use to manage your TSP savings. As part of these new

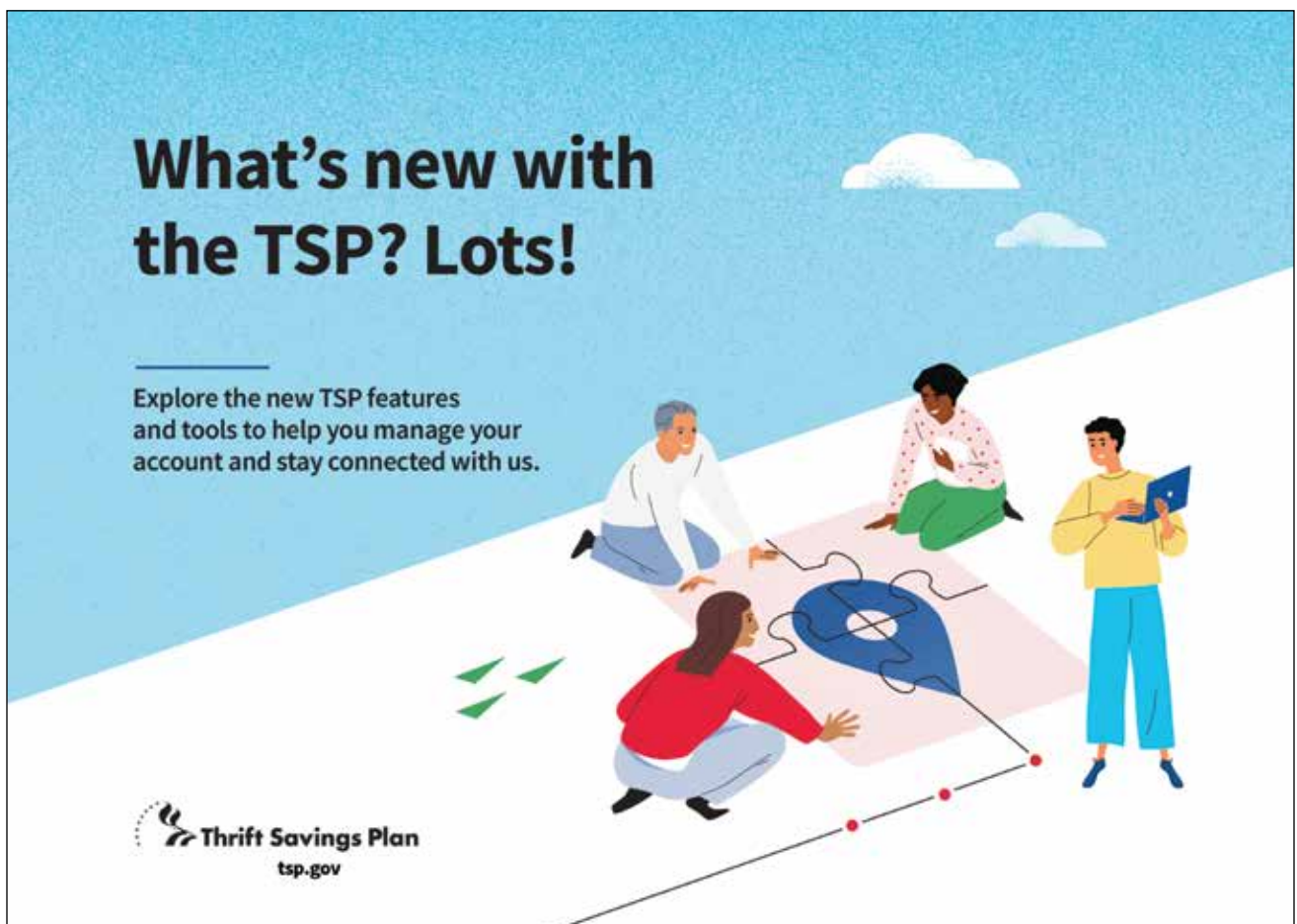
features, you now have a new way to move money in your TSP account.

Previously, you had two transaction types to determine your TSP investment mix. As of June 1, 2022, you have three options to give you even more flexibility: investment election, reallocation and fund transfer.

Change your investment mix

Investment election (previously "contribution allocation")—To specify how you want to invest new money (future contributions) going into your TSP account, including rollovers and loan payments, you'll make an investment election. Your investment election applies to all future deposits in your account and does not affect money already in your account. When you make an investment election, you choose the percentage to go into each TSP fund. Your investment election remains in effect until you submit a new one.

Reallocation (previously "interfund transfer")—A reallocation allows you to redistribute money already in your account among TSP funds. When you make a reallocation, you choose the new percentage you want to invest in each TSP fund. A reallocation only affects your current account balance. When you make a reallocation in My Ac-



count, you'll see a prompt that asks if you also want to apply the reallocation percentages to your investment election.

Move money among funds

Fund transfer (new option)—The new fund transfer option allows you to move money from one or more specific funds to another specific fund or funds without affecting the rest of your account. Fund transfers also are how you can move money to and from the new mutual fund window if you choose to use that option. When you request a fund transfer, you can specify a percentage or dollar amount to move.

Remember: Reallocations and fund transfers are limited. Each calendar month, your first two reallocations or fund transfers may be used to redistribute money in your TSP account. After the first two of either type of transaction in a calendar month, you only can move money into the TSP G Fund. If you have both a civilian and a uniformed services account, these rules apply to each account separately.

Find out more information about TSP investments and investment options at tsp.gov.

The NAPS Postmaster

Thanks for What You Do

Stan Johnson

I hope everyone has made it through peak season without any injuries and your sanity intact. As we move into 2023, there is a lot on which to reflect. Was it a good year to be a Postal Service employee?

For some, the answer might be “no.” The number of days worked and the long hours can weigh on you. How is morale? Talking to people, it seems as if morale can't get any lower, then a new day arrives and it's even more challenging.

Were there any good things about which to brag? No one in my area could give me anything about which to write. As a 40-year employee, not a day goes by that I don't think about the managers who still show up to work every day and deal with all the issues.



Remember, your employees also are under a lot of stress. Praise them when you can, especially the ones who show up and, perhaps, help lift you up.

The Postal Service is a lifeline to many. There still are people who pay bills, write letters and depend on us for their everyday living. Your dedication and love for this organization amazes me. Hopefully, your manager shows some appreciation for a

job well done.

Keep in mind there are people and services available if life becomes too challenging and you are having trouble coping. Reach out to your local NAPS president and voice your concerns. We are all good listeners!

stan240@msn.com

Stan Johnson is a member of Spokane, WA, Branch 60 and the retired Postmaster of Airway Heights.

2022 SPAC Contributors

Continued from page 35

VP Elite (\$750)

Whyte, Tammy	ME	Branch 96
Laster, Edward	OH	Branch 46
Aragon, Ramon	WA	Branch 61

Secretary's Roundtable (\$500)

Johnson, Rose Marie	CA	Branch 88
Simpao, Sally	CA	Branch 88
Garland, Angela	DE	Branch 909

Chairman's Club (\$250)

Carson, John	AL	Branch 901
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Studdard, Dwight	AL	Branch 45
Aceves, John	AZ	Branch 376
Harmon, Susan	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Mills, Felicia	TN	Branch 165
Baldwin, Craig	WV	Branch 212

Supporter (\$100)

Beckhum, Regina	DC	Branch 135
Hearn, Tammy	FL	Branch 354
James, Suzette	FL	Branch 154
Brown, Betty	IL	Branch 14
Dematteo, Michael	MA	Branch 43
Servideo, James	MA	Branch 43

Notes

from the National Auxiliary

The Road Is Long

Felecia Hill

Southern Region Vice President

In our everyday lives, there are so many things that come our way.

We find our assistance is needed at home, work, church or with friends. We find ourselves reaching out to this person or that one, doing a project, but we often forget about ourselves.

The road of life is a long one. It has been described as a marathon—not a sprint. We need to remind ourselves to take a deep breath and not forget to exhale, realizing we are here for the long run. No one can do a job well when they're mentally and physically exhausted.

We work hard, but sometimes we need to learn how to play hard and rest hard. Of all the tasks we have in life, we cannot do any of them well without rest. We must learn to take care of ourselves first before we work hard on tasks and for others. As a result, our hard work will pay off.

When life presents difficult challenges, we should pause and decide if we are going to let it take us down or we will make it through the difficult ups and downs. It has been said, "It's not what happens to you in life, but what you make of what happens to you in life."

Our work makes up a large portion of our adult lives. If we don't enjoy what we do, we should decide whether to transfer to a different department or find something different that we enjoy. We can be happy and relaxed; our work will be enjoyed each day.



Learn to live, love and laugh. Enjoy the simple things along life's journey. Do you ever get up early to watch the sun rise or make a special effort to stop and watch the sun set?

What beauty we miss if we don't take time to enjoy the simple things in life.

Our Creator has given us so much to enhance our daily lives. Often-times, though, in our hurried-up, fast-paced

lives, we miss out. He gives us beautiful days of sunshine and blue skies behind puffy white clouds. He paints the land with gorgeous and colorful flowers, lovely trees and mountains that touch the sky. There are lakes, streams, oceans and pretty birds that sing to us. How sad that sometimes we don't even notice.

We must promise ourselves that we will take time to slow down and enjoy the beauty of life and laughter of the children. As we do this, we will realize we must first care for the most important person in our lives—ourselves. Once we take care of ourselves, we can reach out to others and happily do our work with pride.

Remember, the race isn't given to the swift or the strong, but to those who endure to the end. Take time to relax and slow down; the road is long.

fah91@sbcglobal.net

National Auxiliary Executive Board

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(484) 988-0933; laurie.d.butts@comcast.net

Beverly Austin

Executive Vice President
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Bonita R. Atkins

Secretary/Treasurer
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Elly Soukey

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Felecia Hill

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Melva Seals

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Jerry Eckert

Pacific Area
(714) 656-6139; jerrylee48@outlook.com

Region vacant: Northeast

Areas vacant: New England, New York, Pioneer, Cotton Belt, Northwest, Rocky Mountain.



PERF

Support the Postal Employees' Relief Fund

On Sept. 28, Hurricane Ian came ashore on Florida's Gulf Coast as a monstrous Category 4 storm, one of the strongest ever to hit the U.S. The storm flooded homes on both Florida coasts. Property damage is estimated to be in the billions.

As Floridians pick up the pieces, they face the expense of building back stronger in order to withstand the next storm. Building costs in Florida are higher than the U.S. average as a result of conforming to tougher building codes.

The Postal Employees' Relief Fund provides tax-free relief grants to active and retired postal employees to help reestablish their homes. PERF stands ready to provide assistance to those impacted by Ian. Please make a donation to help members of our postal family in Florida.

DONATIONS CAN BE MADE:

- Online at postalrelief.com
- By sending a check made payable to "Postal Employees' Relief Fund" to:
Postal Employees' Relief Fund
PO Box 41220
Fredericksburg, VA 22404-1220
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.

For more information, go to
www.postalrelief.com
202-408-1869
perf10268@aol.com

