

the Postal Supervisor

February 2023

Let's Take Care of NAPS' Legislative Business

Register to Attend the 2023 LTS

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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—Continued

Hello, my NAPS brothers and sisters. I hope you all had a wonderful, blessed Christmas and New Year with your families. I write this column as we approach a new year full of hope and promise as we continue pursuing increases in pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees—including postmasters.

As I pointed out in my January column, the famous opening line from Charles Dickens' novel, "A Tale of Two Cities"—"It was the best of times; it was the worst of times"—highlights a significant conflict between family and love, hatred and oppression, good and evil, light and darkness and wisdom and folly.

For NAPS, this quote is applicable to the current times we are facing, considering the affirmations received in the Feb. 22, 2022, decision by the U.S. Court of Appeals

for the District of Columbia, No. 20-5280, NAPS, Appellant, v. USPS & UPMA, Appellees. You can find all the documents regarding this case at <https://naps.org/Forms-and-Documents>.

In my January 2023 column, I discussed representation in terms of disciplinary and adverse actions as the first of two representative paths facing NAPS within the USPS. This month, I want to focus on the representative path of "pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees, including postmasters."

The foundation of NAPS' claims to represent all EAS employees is found in the following language from page 27 of the Appeals Court's opinion. The court's language clearly establishes that NAPS, as a supervisory organization, may represent all EAS personnel (meaning all supervisors, postmasters and managers). In contrast, a postmaster organization may represent only postmas-

ters—clearly, it may not represent supervisors.

"While postmasters' organizations are expressly prohibited from also representing supervisors, and managerial organizations are prohibited from also representing supervisors or postmasters, no such restriction is placed on supervisory organizations. Supervisory organizations—beyond having to show they represent a majority of supervisors—are not limited in who else they can represent. This precisely crafted statute thus presents a 'nested' structure, in which Congress placed deliberate restrictions on postmasters' organizations (which may not represent supervisors) and on managerial organizations (which may not represent either supervisors or postmasters), but conspicuously left the supervisory organization free to represent either postmasters or managers alongside supervisors."

Just before this language, beginning on page 26 of the opinion, the Appeals Court distinguishes between the various percentage-threshold requirements imposed by section 1004(b) of *Title 39* and why there can be only one supervisory organization (because of the majority requirement), compared to the possibility of as many as five organizations representing postmasters (because of the 20% threshold requirement).

"The carefully worded language of section 1004(b) presents different requirements for supervisory organizations than for postmaster or managerial organizations. In requiring that a supervisory organization represent 'a majority of supervisors,' Congress made clear that there can be only one such organization authorized to consult on behalf of supervisors. 39 U.S.C. § 1004(b). Multiple organizations cannot each represent 'a majority of supervisors,' only one can. However, because any given postmasters' organization must only represent 'at least 20 percent of postmasters,' as many as five postmasters' organizations could qualify under the Act. Likewise, a managerial organization must only represent 'a substantial percentage of managerial employees,' so many managerial organizations could qualify. This distinction sets the supervisory organization

Continued on page 9



Ivan D. Butts
President

Shining a Light on S&DCs

The Postal Service recently announced its plan to spend almost \$10 billion for 66,000 electric vehicles (EVs) and related infrastructure. This is, of course, good news. However, the Postmaster General's linkage of buying more EVs to his plan to relocate letter carriers from post offices to large Sorting & Delivery Centers (S&DCs) may be disingenuous.

The PMG has stated the Postal Service is restructuring its mail processing and delivery network to minimize unnecessary transportation. It will concentrate letter carriers at centralized locations rather than using current post offices that take advantage of existing infrastructure. NAPS' concern is twofold.



Chuck Mulidore
Executive Vice President

First, what will happen to the supervisors, managers and postmasters in the existing facilities whose carriers will be moved to a new facility? The Postal Service has

not been transparent with NAPS leadership on this issue beyond vague pledges of no immediate impacts.

Second, the American public has *not* been told of these changes that will impact post offices in their communities in defiance of public law. Why? As further reported by Steve Hutkins in the "Save the Post Office" blog, there are other problems:

"First, the plan to restructure the delivery network actually adds hundreds of millions of miles to carrier routes. DeJoy has repeatedly said his plan will simplify the network and reduce transportation costs, but he's provided no evidence for this and there's plenty of data showing the opposite.

"An internal USPS presentation from July 29, 2022, shows that the plan adds about 12 or 13 miles to each route, one-way, which, for the 100,000 routes that will be relocated from existing post offices, adds up to something like 700 million more miles annually. The Postal Service has yet to explain how the plan will 'minimize unnecessary transportation' or how, even with all these additional miles, it will reduce costs overall."

According to the USPS presentation, in the Atlanta metro area, seven or eight S&DCs—three in existing facilities, the others in new ones—will absorb over 2,300 routes from about 80 post offices. The routes are nearly all urban and suburban. In any case, once the carriers are gone, a post office—big or small—becomes much

more vulnerable to having its retail hours cut, getting relocated to a smaller space or being closed completely.

DeJoy is not restructuring the delivery network in order to fit facilities for EVs. Any post office can be fitted for EVs. You don't need to centralize the network in order to make that happen. The plan to consolidate routes was developed long before any thought was given to buying tens of thousands of electric vehicles.

The "Delivering for America" plan released in March 2021 already was talking about "improving our delivery unit footprint, optimizing delivery units and streamlining carrier functions." At that point, the Postal Service was committed to electrifying only 10% of the new fleet.

It wasn't until June 2022 that the Postal Service began saying it could buy more EVs thanks to "delivery network and related route refinements," even though by then it had been developing the S&DC plan for over a year. A July 2022 article in the agency's *The Eagle Magazine* rolling out the new delivery network doesn't even mention electric vehicles

It's not simply that the network reconfiguration makes it possible to buy more EVs. Now we're told that purchasing more EVs only will be possible if the delivery network is modernized:

"What is less widely understood is that our network modernization initiative is necessary to enable this vehicle electrification and will also provide meaningful cost and carbon reductions in other ways."

In other words, DeJoy can't buy all these EVs unless he can go forward with his S&DC plan. Thus, DeJoy is using the very popular plan to buy electric vehicles to justify his very unpopular delivery centralization plan.

NAPS will not allow this process to go unchallenged. We have pressed, and will continue to press, members of Congress representing those affected communities to ask questions and seek answers the Postal Service has been unwilling to share with NAPS or the American people. Why? Because we fight for transparency, we fight for our members and we care that the American people are given the necessary information about their community's post offices.

We must shine a light into the dark recesses of this S&DC process. This is who we are—NAPS strong—now and in the future.

naps.cm@naps.org

Reach Out to New EAS Professionals to Join

We all know the saying, “The early bird catches the worm!” Or, as my grandsons tell me, “Grandpa, you snooze, you lose!” Especially when I ask them where they got that cake or ice cream! When I hear these sayings, I think of our members. Or, shall I say, nonmembers.

NAPS Headquarters has received some calls from branches asking if we can get a listing of all USPS training classes and career conferences that will be held in the upcoming year. As you should be aware, I have been sending out an EAS promotion report every two weeks to Executive Board members, who then send these reports to their respective branches.

I also have started receiving the promotion report for postmasters and send it out to the Executive Board for distribution to their respective branches, as well. I will be

receiving and sending out the postmaster report monthly. These are two separate reports that every branch should be receiving. Why two separate reports, you ask? Because they are generated by two different individuals.

When you receive these large reports, you need to drill down to your respective district; it’s easy to do. Follow these steps:

- Open the report.
- Click on the Report tab at the bottom.
- Click on the Enable editing tab at the top.
- On the EAS report, go to the second column on the left marked Cluster Name and click on the drop-down arrow.
 - On the postmaster report, go to column one on the left side marked PFC/District Name.
 - Deselect Select All.
 - Now, click on your respective district.

This will show you all the promotions in your district in Customer Service. If there were promotions within your respective Mail Processing or Logistics area, you also will need to select them. These usually are located near your district. Should your district, Mail Processing or Logistics area not appear in the pay period

report, that means there were no promotions for that respective pay period.

By using these reports, you now have become the early bird or, as my grandsons would say, you are not snoozing! The EAS reports show you who has received a promotion that took effect that very same pay period. Before sending out this report, a member of our staff—Allison or Emily—annotates on the report whether they already are a member.

All branches should be contacting these individuals listed as not being members. These individuals all are in the first week of their new assignments. Some branches send a letter of congratulations to those listed who already are members.

We should not be waiting for a supervisor training class or Postmaster Essentials class to speak to prospective supervisors and postmasters about joining our association. These training classes take place months after new assignments have begun. These two reports give us the upper hand in increasing our membership and should be given priority when received.

Going back to career conferences, supervisor and Postmaster Essentials training classes, we strongly urge local branches to reach out to their district manager of Employee Development. If you have difficulty contacting them, reach out to your respective NAPS area vice president. Ask them for help in making a request to be notified when career conferences and training sessions will be held and, if possible, could you have a few minutes to speak to the attendees.

I know I just said not to wait for training classes to speak to new supervisors. It still would be a good practice, though, to follow up with anyone who may be in the class who had not joined NAPS previously. It also gives you an opportunity to hear from those who already are members should they have a concern or question.

Ask them how are they doing in their new position as it has been a few months now. In regard to career conferences, ask the manager of Employee Development if NAPS can partner by having a table with information at the conference. At the many conferences I attended as New York Area vice president, I was given time to speak to all the attendees and encourage them to better themselves in their careers.



Jimmy Warden
Secretary/Treasurer

We have great talent among the craft and managerial ranks. We need these employees to take the next step and use their knowledge and skills to make the Postal Service a better place in which to work.

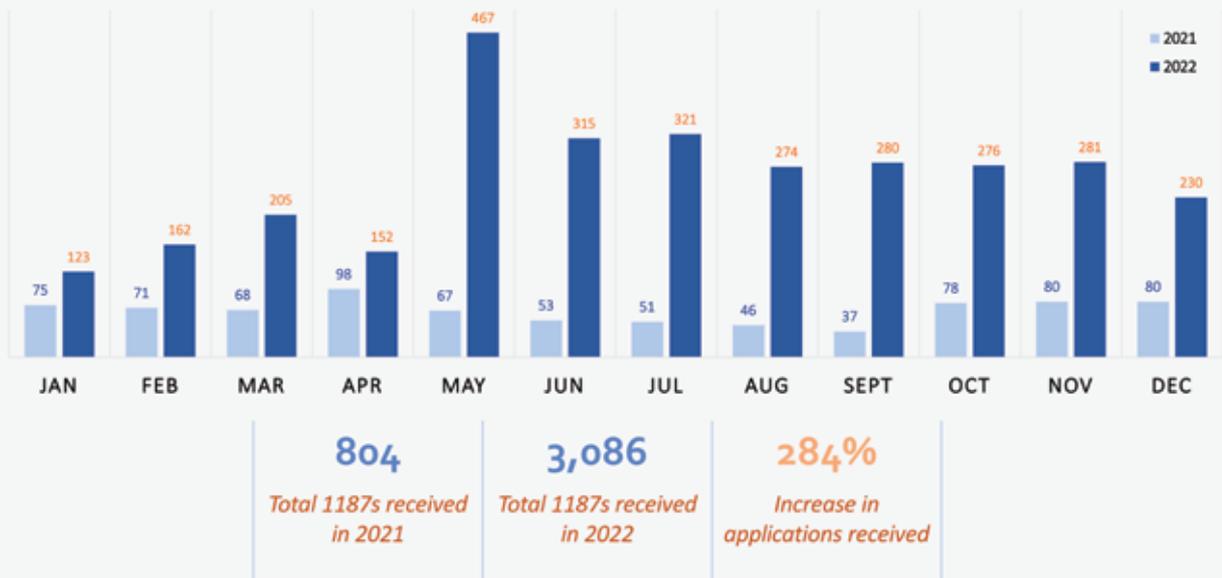
I have included the charts Emily put together to show you membership is increasing and acknowledge

the efforts by the areas and top-10 states. Some members have had concerns, but they were looking only at the percentage of membership. The reason our percentage has not had a major increase based on the number of new members is because the number of nonmembers has increased.

A year ago, there were approxi-

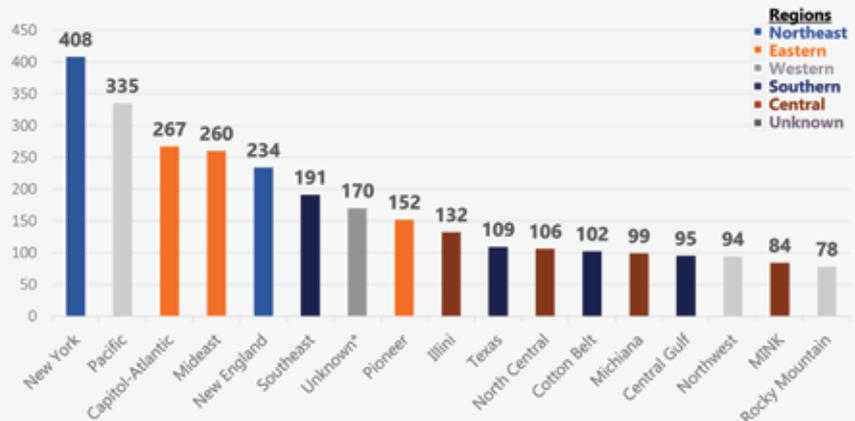
mately 2,800 vacant supervisor positions. In October 2022, the number of vacant supervisor positions dropped to approximately 1,200, with approximately 750 of those positions in eCareer. Vacant positions are being filled. We need to contact these new supervisors and postmasters (using the promotion reports) to

1187s Received: 2021 vs. 2022



Top States for Signing Up New Members in 2022

1. New York
2. California
3. Florida
4. New Jersey
5. Illinois
6. Texas
7. Maryland
8. Ohio
9. Pennsylvania
10. Tennessee



inform them of the benefits of joining NAPS.

The opportunity is there right in front of us! We need you, the local branches, to reach out to these new EAS professionals.

I'm also asking the NAPS Execu-

tive Board to play a part in this initiative. Although many already do, I need regional and area vice presidents to look at the promotion reports and reach out to their respective branches to ensure prospective members are being contacted.

Remember: "The early bird catches the worm!" Or as my grandsons say, "You snooze, you lose!" Increasing membership demonstrates leadership.

naps.jw@naps.org

Sponsor Incentives 2021 vs. 2022

This year, NAPS has awarded **\$50,000 more** in sponsor incentives than awarded last year. This includes nearly **\$5,000 in High Five Club** additional awards.



\$13,825
Jan-Oct 2021
Sponsor Incentives

\$63,300
Jan-Oct 2022
Sponsor Incentives

\$50K
Increase from
2021 to 2022

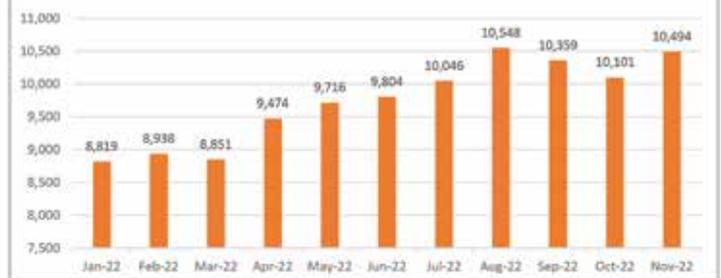
Member/NonMember Fluctuation Month-to-Month



Regular Member Fluctuation



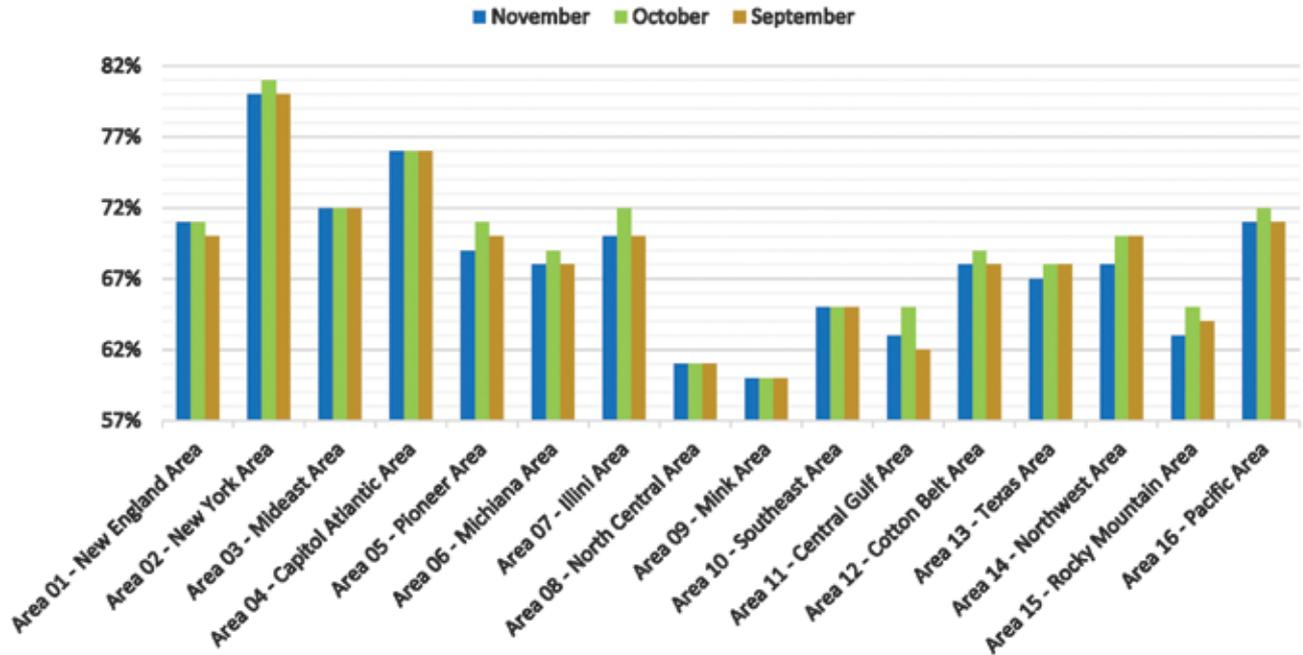
NonMember Fluctuation



National Association of Postal Supervisors Membership Report

November 2022

3 Month Member Percentage by Area



Regular Member Totals By Area	November 2022	October 2022	September 2022
Area 01 - New England Area	71%	71%	70%
Area 02 - New York Area	80%	81%	80%
Area 03 - Mideast Area	72%	72%	72%
Area 04 - Capitol Atlantic Area	76%	76%	76%
Area 05 - Pioneer Area	69%	71%	70%
Area 06 - Michiana Area	68%	69%	68%
Area 07 - Illini Area	70%	72%	70%
Area 08 - North Central Area	61%	61%	61%
Area 09 - Mink Area	60%	60%	60%
Area 10 - Southeast Area	65%	65%	65%
Area 11 - Central Gulf Area	63%	65%	62%
Area 12 - Cotton Belt Area	68%	69%	68%
Area 13 - Texas Area	67%	68%	68%
Area 14 - Northwest Area	68%	70%	70%
Area 15 - Rocky Mountain Area	63%	65%	64%
Area 16 - Pacific Area	71%	72%	71%
Total Regular Member %	69%	70%	70%
Total Regular Members	24,342	24,320	24,184
NonMember Totals	November 2022	October 2022	September 2022
Total NonMembers	10,494	10,101	10,359
Total NonMember %	31%	30%	30%

A Tale of Two Representations—Continued

Continued from page 3

apart from the start.”

As to the representation of USPS Headquarters and Area EAS employees, the Appeals Court stated on page 23:

“The Postal Act plainly obligates the agency to consult with respect to compensation for supervisory and other managerial employees regardless of their designation by the Postal Service as ‘Field,’ ‘Headquarters,’ or ‘Area’ employees.”

The “nesting” structure, referenced in the first text cited from page 27 of the opinion, is illustrated with this drawing from page 28 of the

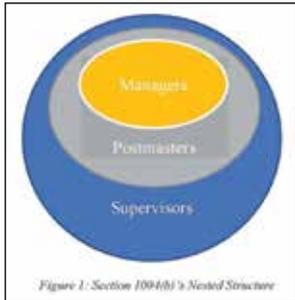


Figure 1: Section 1094(b)'s Nested Structure

opinion. Affirmations from the Appeals Court are clear and unambiguous that NAPS is the *only* management association authorized by

federal law to represent *all* EAS employees in pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees.

In the months since this historic decision was handed down, I have received forwarded emails that show individuals are using the USPS infrastructure to recruit EAS employees to join the other management association, which is being condoned by the USPS while denying NAPS the same access. We are receiving articles from the other management association’s magazine, written by local leaders, detailing their successes in recruitment.

While these actions have made it necessary for me and my fellow resident officers to reevaluate the data we are providing to the Executive Board for dissemination to local

Thrift Savings Plan					
Fund	G	F	C	S	I
December 2022	0.32%	(0.65%)	(5.78%)	(6.55%)	(1.85%)
12-month	2.98%	(12.83%)	(18.13%)	(26.26%)	(13.94%)
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
December 2022	(0.90%)	(1.65%)	(2.64%)	(2.93%)	(3.22%)
12-month	(2.70%)	(6.72%)	(10.32%)	(11.65%)	(12.90%)
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
December 2022	(3.47%)	(3.71%)	(4.48%)	(4.49%)	(4.49%)
12-month	(14.03%)	(15.05%)	(17.60%)	(17.61%)	(17.61%)
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					

NAPS leaders, NAPS Headquarters must speak out.

On Nov. 16, 2022, under sworn testimony before the U.S. House of Representatives’ Subcommittee on Government Operations of the Committee on Oversight and Reform, the UPMA president stated:

“On Nov. 1, 2021, I became the second elected national president of UPMA. Our organization is recognized statutorily under *Title 39* of the U.S. Code. The statute directs that we consult with the United States Postal Service to participate directly in the planning and development of pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees.”

Based on all the facts that encompass the federal law on this issue, this statement is inaccurate. It contributes to the deception being perpetrated by EAS employees against EAS employees using the USPS infrastructure. I have a problem with this misinformation being perpetuated; it should not be part of any effort to

chase membership.

At the end of the day, as stated by federal law, NAPS is the only management association authorized to negotiate pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees (including postmasters). That is fact and the law.

As EAS employees, we should be looking to lift and support each other in facing these daily battles to get America’s mail delivered—despite the efforts of an executive leadership team that seems to work to not provide the necessary resources to make that happen. We are stronger together—NAPS strong!

In solidarity ...

naps.ib@naps.org

'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 March 12, 2023 • Hotel room block expires March 16, 2023

For more information, go to 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.

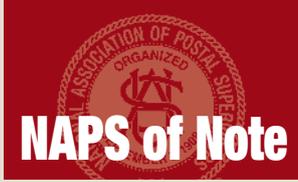
The LTS single/double room rate is \$275, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

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.



Agreement Reached on Exempt EAS Employees Delivering Mail

NAPS Headquarters has been officially notified that all exempt postmasters, Level-22 and below, and all exempt station managers, Customer Service, will be entitled to additional pay should they be required to deliver mail. These additional pay provisions will be in effect Dec. 31, 2022,

through April 7, 2023.

NAPS has been discussing the issue of managers, postmasters and supervisors delivering mail since this past April. NAPS' position is that EAS employees should not be delivering mail. But when all avenues to deliver mail have been exhausted and an exempt manager, postmaster or supervisor is instructed to deliver mail, they now will receive additional compensation.

In September, the resident of- ficers and Northeast Region Vice

President Tommy Roma met with Postal Headquarters to discuss the issue of EAS employees being re- quired to deliver mail. On Dec. 8, NAPS President Ivan D. Butts sent a letter to the agency, requesting that postmasters receive compensation for working additional hours.

NAPS appreciates the Postal Ser- vice working with us in ensuring postmasters, managers and supervi- sors are properly compensated when required to deliver mail.

NAPS Requests Adjustments to the EAS Salary Range

On Dec. 21, NAPS President Ivan D. Butts sent a letter to USPS Headquarters requesting adjustments be made to the EAS salary range in response to inflationary pressures. The Postal Service had proposed to modify the 1.5% increase as di- rected by the August 2021 pay decision and apply a 4.1% in- crease to the salary maximums and increase the salary range minimums by the dollar in- crease of the respective range maximum.

NAPS alternatively pro- posed that the 4.1% calculated dollar-amount increase at the top end of each pay range be applied to all employees across the range. "This is a fairer ap- proach," Butts wrote, "and would assure that all EAS em- ployees receive a pay increase, regardless of their position on the pay scale."

In addition, NAPS requested a higher increase in the maxi- mum where those at the top who just received the 3% in- crease would also be allowed to have their upcoming NPA in- crease be fully added to their salary and not receive anything

in a lump-sum bonus. In order to achieve this, NAPS said, the percentage increase needed to be a minimum of 7%.

NAPS asked that the in- creases take effect Jan. 14, 2023, immediately before ap- plying the FY22 PFP awards.

In response, Bruce Nichol- son, manager, Labor Relations Policy Administration, wrote:

"The Dec. 20 proposal and modifications to the salary ranges are significantly greater than the planned 1.5% increas- es. The Sept. 21 memorandum from the Postmaster General awarded 3% salary increases to our nonbargaining employees to recognize efforts during the fiscal year while facing impacts from the global pandemic and record inflation. This increase resulted in individual salaries of nonbargaining employees get- ting closer to the maximum of each range. This award was in addition to the scheduled fiscal year 2022 Pay-for-Performance award.

"The FY22 PFP award, scheduled to be applied to em- ployee salaries on Jan. 14, 2023, also will contribute to-

ward employee salary increas- es. In addition, increasing the salary range maximums prior to applying the PFP award allows for a greater increase in em- ployee salaries, as well as greater increases in pay with future promotions.

"The Postal Service has de-

ecided, pursuant to *Title 39*, US Code § 1004, to proceed with implementation of the revisions outlined in our Dec. 20 corre- spondence. The salary ranges will be effective Jan. 14, 2023, and are enclosed for your con- venience (*see below*)."

Executive Administrative Schedule (EAS) Annual Salary Effective January 14, 2023 (Day 1, Week 1, PP 03-2023)		
RSC E		
Grade	Minimum	Maximum
15	\$54,720	\$77,920
16	\$57,770	\$87,170
17	\$61,230	\$91,030
18	\$62,910	\$95,010
43 (18B)	\$68,310	\$96,710
19	\$69,210	\$99,510
20	\$80,310	\$104,940
21	\$81,250	\$110,000
22	\$84,380	\$119,230
23	\$89,030	\$125,730
24	\$94,260	\$131,960
25	\$105,920	\$138,520
26	\$113,400	\$145,400

Part-Time Postmasters Hourly and Annual Equivalent Basic Rates Effective January 14, 2023 (Day 1, Week 1, PP 03-2023)					
RSC F (Des-Act 38-0)					
PM - Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056				
RMPO-56	2301-0057	\$21.33	\$44,364	\$32.38	\$67,340
		\$21.3288	\$44,364	\$32.3750	\$67,340

S&DCs Scheduled for February Startup

NAPS Headquarters was briefed on Dec. 29 regarding the Sorting & Delivery Center (S&DC) initiative. These sites were selected for the February startup:

- Utica, NY, Processing & Distribution Facility (P&DF)
- Gainesville, FL, P&DF
- Woburn, MA
- Panama City, FL
- Bryan, TX, P&DC

The startups will be in waves as some facilities have contractual obligations on notification that have yet to be made.

USPS Responds to Questions on Government Credit Cards

NAPS Headquarters recently received concerns from EAS employees who have been requested to apply for government credit cards to be used when making travel reservations. The USPS responded to the following concerns:

Does the travel card hurt my credit? *The account will be reported to the three major credit bureaus after 121 days past due if the delinquent balance is not paid in full.*

I'm purchasing a home and not supposed to open any new credit cards. *The Postal Service does not participate in creditworthiness. Anyone who applies for a travel card will be approved.*

LiteBlue External Link Disabled in Response to Cybercrimes

In December, the USPS received reports of employees continuing to click on fake LiteBlue websites. This allowed cyber criminals to steal their usernames and passwords. A limited number of employees have reported changes to their net-to-bank or allotment changes due to this activity.

The USPS has taken multiple steps to combat this activity through enhanced communication, stand-up

NAPS Training Calendar

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

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.

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

talks and working with internet providers to identify the sites as fraudulent and proactively identifying potential victims.

On the recommendation of the USPS Chief Information Security Office, the agency disabled the *external* link to PostalEASE on Dec. 29. As an additional precaution, the net-to-bank and allotment functions have been disabled online in the PostalEASE application accessed externally through LiteBlue via a personal computer until further notice.

Employees may cancel allotments, establish net-to-bank or make changes to net-to-bank via the PostalEASE Interactive Voice Response

(IVR) System, a telephone-based system that may be accessed by calling the Human Resources Shared Service Center at 877-477-3273, menu option 1. Employees will need their EIN and PIN to use the IVR system.

These services can be conducted online via PostalEASE when accessed using a USPS-owned laptop or desktop computer connected to the USPS network. The LiteBlue and PostalEASE applications have not been compromised. A limited number of employees have reported unusual account activity involving their PostalEASE accounts that has been attributed to their prior interaction with the fake LiteBlue websites.

Next-Generation USPS Vehicles Unveiled

On Dec. 20, the Postal Service unveiled the new electric vehicles that will be replacing the current fleet. The agency anticipates increasing the number of next-generation delivery vehicles to a minimum of 60,000—of which at least 45,000 will be battery electric—by 2028.

Postmaster General Louis DeJoy made this announcement at the Dec. 20 event with representatives from the White House in attendance. The Postal Service electing to change its fleet to electric vehicles has helped the White House move a year ahead of schedule in having the government vehicle fleet become electric.

Postmaster General Louis DeJoy unveiled the next-generation delivery vehicles on Dec. 20. From left: John Podesta, senior adviser to the President for Clean Energy Innovation and Implementation; DeJoy; Peter Pastre, USPS vice president of Government Relations and Public Policy; Brenda Mallory, chair, White House Council on Environmental Quality; and Ali Zaidi, assistant to the President and National Climate adviser.



NAPS Secretary/
Treasurer Jimmy
Warden, Rep.
Carolyn Maloney
and PMG Louis
DeJoy



USPS Vice President
of Retail and Post Of-
fice Operations Elvin
Mercado and NAPS
Secretary/Treasurer
Jimmy Warden



NAPS President Ivan D. Butts, with Texas Area Vice President Pam Davis, swore in officers of Fort Worth Branch 124. From left: Butts, Davis, Vice President of Maintenance Francisco Berlan, Secretary Barbara Trevino, Executive Vice President Elaine Kukulka, Secretary Karen Cooper and President Manuel Trevino.



Southern Region Vice President Jaime Elizondo Jr. presented Annie Mitchell a watch in recognition of her retiring as Branch 124 secretary after almost 20 years.

NAPS Director of Legislative & Political Affairs Bob Levi was on Capitol Hill Jan. 3 to visit congressional offices and attend swearing-in ceremonies.



Sen. John Fetterman (D-PA)



Sen. Sherrod Brown (D-OH)

NAPS President Ivan D. Butts swore in the officers of Southeastern Pennsylvania Branch 355.



Flushing, NY, Branch 164 hosted a holiday party in December. From left: Branch 164 President Jeff Goldman, Long Island Branch 202 President Tom Barone, Branch 202 Recording Secretary Vinny Violante and Branch 164 Executive Vice President Mark Velez.



NAPS President Ivan D. Butts, with Central Region Vice President Craig Johnson (left) and Illini Area Vice President Luz Moreno (right), swore in Central Illinois District Branch 369 Executive Board members.



NAPS Executive Vice President Chuck Mulidore (front row, second from left) and Eastern Region Vice President Richard Green (front row, second from right) joined Pennsylvania State President Sue Bartko (front row, center), Pittsburgh Branch 20 President Marty Muir (back row, fourth from left) and members of the Executive Board for Branch 20's Christmas party in mid-December.

San Juan, PR, Branch 216 held its annual holiday meeting and party at the Embassy Suites in Dorado, PR, with over 150 people in attendance and a nine-piece orchestra. Past Branch 216 President Antonio Cabrera was honored with a plaque in recognition of his years of service. President Josian Pineiro said Cabrera always has put members first and he is fortunate Cabrera remains on the Executive Board as secretary.



From left: Antonio Cortes, Branch 216 treasurer; Eloise Soto, AO assistant coordinator; Joaquin Rodriguez, vice president; Dee Perez, NAPS New York Area vice president; Edili Acosta, AO coordinator; Jimmy Warden, NAPS secretary/treasurer; Ivonne Warden; Brian Wagner, NAPS immediate past president; Carol Wagner, Laurie D. Butts, National Auxiliary president; Ivan D. Butts, NAPS president; Josian Pineiro, Branch 216 president; Rafael Correa, sergeant-at-arms; Kendrick Comulada, Stations and Branches coordinator; and Antonio Cabrera, secretary.



Branch 216 President Josian Pineiro and Executive Board members presented a plaque to Past President Antonio Cabrera in honor of his outstanding service. From left: Vice President Joaquin Rodriguez, AO Coordinator Edili Acosta, Pineiro, Cabrera and Treasurer Antonio Cortes.

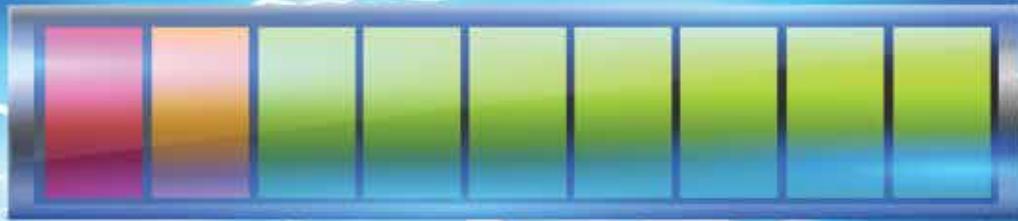


Mary Burkhard Branch 244 hosted an end-of-year celebration, welcoming members from the California State Board and Sacramento Branch 77. From left: Victor Garcia, Branch 77; Branch 244 members Steve Prevulsky, Delmy Alarcon, Michelle Ladosky-Ortiz and Sherri Torres; Stephnia Campbell, California State secretary; Marilyn Jones, California State president; Clarissa Bognot, Branch 244; Marcus Ceaser, California State area vice president; and Branch 244 members Maria Palomar and Rafael Ignacio Carrillo.

NAPS Northeast Region President Tommy Roma, New York Area Vice President Dee Perez and Bronx Postmaster Adella Livingston joined Bronx Branch 459 President John Vincenzi and his members at a holiday meeting in City Island.



'Powering Up in '23' SPAC Raffle



It's time to power up and help support the Supervisors' Political Action Committee. The "Powering Up in '23" online raffle begins Feb. 1 and runs through March 6.

After spending SPAC funds in support of our allies in the 2022 midterm election, it's time to replenish our coffers. SPAC funds help promote NAPS' legislative priorities. It's important to sow the seeds for SPAC engagement in the 2024 general election.

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. The raffle is an exciting opportunity for all NAPS members to participate—not just those attending a branch, state or national meeting.

In order to win, you must enter—online only! We call on all NAPS members to participate and support NAPS' important legislative efforts. Winners will be announced in late March.

EAS—Extra Auxiliary Support— Performing Craft Work

Dan Mooney

North Central Area Vice President

As the famous broadcaster Paul Harvey said, “And now you know the rest of the story.” For months and months and months now, EAS employees have been asked and mandated to perform craft work, be it sorting parcels or casing and delivering rural and city routes or both. NAPS made an official inquiry to USPS Headquarters at the November 2021 consultative meeting, asking what postal policy was as concerns EAS employees performing craft work. The response from USPS Headquarters:

“Nonbargaining employees may only be permitted to perform bargaining unit work in *emergency situations* (the exception is for Level-18 post offices and part-time post offices where 15 hours of bargaining-unit work can be performed). Those emergency situations must be just that—an emergency. The circumstance or circumstances must be unforeseen.

“If a facility, installation or district is planning to schedule a non-bargaining employee to perform bargaining-unit work and because planning is not an unforeseen circumstance and not an emergency, *it should be reported to District Labor Relations or Human Resources immediately and escalated.*”

Let’s define “emergency.” According to the dictionary, an emergency is “an unexpected situation that calls for immediate action.”



Heck, even in the Postal Service’s response/explanation, the agency stipulated that if it’s scheduled, it’s not an emergency. Fast forward to today and many postal executives at the area and district levels are flat out ignoring the policy by forcing and mandating EAS employees to perform craft work, saying they are following the PMG’s 10-year “Delivering for America” plan.

Let’s break down how these executives are following the PMG’s plan. When EAS employees case and deliver routes, the NALC and National Rural Letter Carriers’ Association (NRLCA) follow up and file grievances for EAS employees doing craft work. I spoke to a NALC national business agent who told me the union has filed many, many cases and won every case, receiving thousands on thousands of dollars in grievance settlements, to say the least.

That payout of grievance dollars goes against your TOE and the national controllable income. But remember, this is part of the PMG’s “Delivering for America” plan.

We are continually told to report accurately. If you don’t report accurately, you could be disciplined, possibly downgraded or removed. Yet, when I continue to ask postal executives what direction EAS employees have been given to report and transfer those hours they performed craft work, the answers have consistently been no direction has been given or sent to the field.

So most, if not all, those work-

hours are not properly accounted for in various programs such as DOIS, the variance programs, budgets, SPLY and more. This results in highly skewed, inaccurate DOIS reports, variance reports, budgets and SPLY data.

Postal management says it wants proper data inputs in order to get a true picture of what’s going on *and* take corrective action when it’s not being done. Yet management continues to turn its back when asked how those EAS workhours used to perform craft work should be transferred and handled.

Moreover, management continues to mandate those type of workhours be performed with no direction given on how to report those hours. It seems as if accurate information isn’t a priority after all. I guess that, too, is part of the PMG’s “Delivering for America” plan.

I’ve also been told by postal executives that they don’t want “congressionals” from mail not getting delivered, so they instruct EAS employees to deliver the mail. I guess they prefer “congressionals” for postal executives following the PMG’s plan, which violates postal policy and results in “free money” to the NALC and NRLCA, which cuts into TOE and controllable income for the Postal Service. Does that make sense to you? Again, all part of the PMG’s “Delivering for America” plan.

Recently, Simon Story, Postal Headquarters HR, released an EAS dress-code policy. I don’t recall the policy mandating EAS employees should come to work dressed to perform craft work. Yet the expectation

out there is don't dress to the established EAS dress code; dress to perform craft work. Again, this must be part of the "Delivering for America" plan.

How about safety? How many EAS employees have been trained to drive the postal vehicles in which they are told to go out and deliver? How many have been trained to deliver mail? How many are sent out to deliver mail without the proper clothing or PPE? Again, all part of the plan.

I'm going to have to reread the "Delivering for America" plan. I don't recall it covering all the items I've outlined.

EAS employees have to do their part in this. Address attendance issues so you have as much staffing as you can. Address poor performance so you can maximize your employees. Maximize the overtime list per the contract. Most importantly, *every* time EAS employees in your office do craft work, *report it via the survey* located on the Retail and Delivery Applications & Reports (RADAR) page.

NAPS worked hard to get that survey in place; the Postal Service said EAS employees crossing crafts was not happening much. This is your chance to prove differently. If you are being told not to report using the survey, let your NAPS leaders know.

Also, make sure you are reporting these violations to your district Labor Relations and HR managers. This is very important! The Postal Service is asking—requiring—you to report it per its response in this column. Reporting it documents that violations are occurring.

I find it hard to believe postal executives can't understand the meaning of an emergency as outlined at the beginning of this column. They must be reading a different version of the "Delivering for America" plan than I read.

Stay on the high road! The view is much better.

dan_9999@msn.com

Trust the Data—But What About the People Behind the Data?

Dec Perez

New York Area Vice President

Every EAS employee across this country has experienced the madness of all the data given to us by USPS leadership from each area. I've been emailed and called by many different members about the horror stories concerning a lack of dignity and respect and hypocrisy shown by these area leaders to district leaders. This makes a scary Halloween movie seem tame in comparison.

A question came up in a conversation I had with a USPS leader recently who was concerned about piercing and disrespectful Zoom conversations taking place by analysts who are on a much lower pay scale than those they address. I responded that the Zoom host shoulders the blame regarding any lack of dignity and respect.

It's their "people" who conduct



the pace and tempo and shoulder all the responsibility because they set the tone from the beginning; one example would be by calling everyone "FAM" as in family. In my opinion, by addressing everyone as a family member, the message is clear: This allows

them to call you out in front of your peers because in a real family there often are vocal disagreements among members.

As a result, the questions are asked quickly with little time to respond fully. The interrogator ap-

pears to want to trip you up, then continues to ask additional questions that show your peers watching that you seem unaware of your operations. This embarrasses, intimidates and, in a perverse way, motivates you until the next meeting.

I mentioned hypocrisy in the first paragraph. The triangulation report informs each area of every office's performance; nothing wrong with

that. Every responsible leader, be it a district manager, MPOO, postmaster, manager or supervisor, likes to know the results of their efforts on a daily and weekly basis. I don't think anyone has any qualms about this.

This same triangulation report identifies offices that have routes that do not go out for delivery. We now are finding out (hard to believe these concerns only sprang up in peak season) about non-deliveries and parcels backed up by the thousands in certain areas—to no fault of the EAS employees in these offices.

Where's the HR hiring presence in all this? Moreover, these interrogators pick on areas where the DUT was late when the office's historical data indicates this is not the norm. I guess nobody is allowed to have a bad day or week according to the standards of these interrogators.

More importantly, the stunning part of this hypocrisy is how non-deliveries of routes and parcels affect PFP and NPA. We now know all offic-

es can be identified through the triangulation reports found in RADAR. Or is there a blind eye being turned by the area leaders who can identify these offices, but don't, because of their own personal gain with PFP and NPA? I imagine the "Functional Effectiveness" aspect of the scorecard must be affected in a positive way financially if routes are not being delivered, no?

Whose integrity really should be questioned? We are constantly schooled about integrity in scanning

and reporting delayed mail. Perhaps the continuing education should include PFP and NPA integrity by USPS leaders who benefit from these offices not delivering routes and are instructed to use a scan 76 option. This allows parcels not to be scanned as a failure when, in fact, they all are failures if routes do not go out for delivery.

In fairness, this scan must receive approval from the area vice president and USPS Headquarters so it can be used at the unit level because, without their approval, scan 76 will not

show up on the scanners. However, this scan is only for extraordinary circumstances such as blizzard conditions and parcels backed up for days and weeks when an office doesn't have employees to deliver them.

I need everyone to sign a postmaster, manager and supervisor. Come on, people! Challenge yourself this year and see if you can sign five nonmembers for the health of NAPS!

With dignity and respect, always,
nyavpdee@aol.com

The Superhighway

Robert "Bobby" Bock
Southeast Area Vice President

When I first started in the Postal Service, most communication was done by pen and paper. When you wanted to communicate, it was handwritten on the old-fashioned buck slip (0-13). I recently reviewed my eOPF online and noticed there were some buck slips from me in my file. It made me think how things have changed.

When I began my EAS career, communication to staff in processing facilities was through an order book. That was where all official notices and instructions were printed; we would read and initial each page.

Then came cc-mail or cc-mobile, our first email system in the Postal Service. When I applied for access, there was a debate whether they would let me on the platform. Access was granted; little did I know what was to come! In later years the Postal Service moved to Microsoft Outlook.

You might think using email makes you more productive, but, according to the McKinsey Global In-

stitute, an average of 28% of a workday is spent on emails. It has been found that most people check their email accounts 11 times a day. Not many of us work a normal eight-hour day, but think about 28% of your day probably spent looking at a phone or computer screen.



How many times do you get emails that don't even pertain to you? Recently, I got an email that went to every single subscriber in the Postal Service; every addressee was listed on the email. It

took me several minutes to scroll down to find out what the message was even about.

Then there are some of us who constantly use the "reply all" key to respond to an email. Does everyone need to know what you said? Or should your response have gone only to the sender?

There are rules regarding this type of activity. Management Instruction AS-870-2019-1 advises postal employees not to use the "reply all" function as it can clog the system with unnecessary messages. If you need to notify large numbers of addressees, use the "bcc" function.

If you do not follow the rules outlined in this instruction, you actually can have your access suspended—then the trouble begins. Your manager gets notified and the Postal Service can take corrective action. Worse than that, you get sent to HERO for retraining.

Here are a few tips to remember while on the Postal Service network. Most importantly, remember that everything you do on the network is monitored and saved. You have no privacy whatsoever—even if you delete something.

Never share your password. If you are sending a message out to a large group of recipients, send email via "bccs."

Also, don't click on hyperlinks from someone you don't know. If in doubt, send a message to cyber safe. Be alert for when the information system sends you a test email; don't click on the link.

Always remember: While on the Postal Service network, big brother always is watching!

Until next time, be safe.

bocknapsseavp@aol.com

2023 Goals for SPAC and Membership

Marilyn Walton
Western Region Vice President

I want to thank NAPS Western Region members who contributed to the Supervisors' Political Action Committee (SPAC) in 2022. I want to give special recognition to California State members whose 2022 contributions totaled over \$43,000.

Last year was the 100th anniversary of California State Branch 905. As a tribute to that historic event, we asked members to contribute \$100 to SPAC. There was an outstanding fundraiser at the state convention. Branches, Auxiliary members and individuals donated many in-kind gifts and bid on them in return. There were games, challenges and raffles.

The state convention raised over \$13,000. A special thanks to our state and local legislative representatives who encouraged SPAC fundraisers and stepped up to the challenge at meetings and events.

There were many opportunities throughout 2022 to make contributions to SPAC, including LTS and the virtual SPAC raffles. There also were branch challenges and individual contributions at NAPS events and through online donations. With rising inflation and its impact on everyday living, it's not always easy to give that extra contribution.

SPAC funds help us gain access to legislators who support positive postal legislation. Last year, we met and exceeded our goals. My challenge to all NAPS members is to make 2023 another banner year for SPAC.

We continue to focus on membership. We all need to reach out and personally invite newly promoted EAS employees, as well as those who have been in the EAS ranks for years,

to join. I recently talked to some nonmembers who were asking for representation or general information about NAPS.

No one ever invited them to join. They only became aware of the organization when they needed representation. We need to let nonmembers know we are here to support them with information, training, networking, legislation, fellowship, consultation on pay

and benefits and representation, if needed.

One benefit NAPS offers members

is free representation through the Disciplinary Defense Fund (DDF). I often compare the DDF to having car insurance: You make sure you have it, but hope you never need it!

Sign a new member and welcome that EAS

co-worker to our NAPS family!

marilynwalton@comcast.net



We All Can Help **Build Membership**



December High-Five Club Members

- Edili Acosta, Branch 216
- Rafael Brathwaite, Branch 45
- Deborah Johnson, Branch 88
- Matara Johnson, Branch 46
- David Joseph, Branch 183
- Jonathan Kofsky, Branch 569 and 933
- Derek Lothridge, Branch 96
- Sandra Noble, Branch 322
- Sherry Patterson, Branch 463
- Katherine Simmons, Branch 205
- Eduardo Villanueva, Branch 562
- Kelly Worthman, Branch 296

Love to File Nonprofit Tax Documents?

Brian J. Wagner

Immediate Past President

One thing February is known for is celebrating Valentine's Day and all that love stuff. When you think love, I doubt the IRS comes to mind. However, I must say there is no love lost in reaching back in my column archives to resuscitate a topic that may have taxed the hearts of many branches.

Yes, I am talking about branches seeking nonprofit/tax-exempt status with the IRS. This column won't drive you bananas or require Pepto-Bismol. Who knows, you just might enjoy this rekindled love story between the IRS and NAPS branches. Here's the scoop:

NAPS Headquarters is a nonprofit/tax-exempt organization. Technically, NAPS is classified as a 501(c) 5 organization. That being said, throughout my NAPS resident officer tenure and now as immediate past president, I have received inquiries from branches wanting to know if they are covered under NAPS Headquarters' nonprofit/tax-exempt umbrella. The heartbreaking answer is "no."

NAPS Headquarters' nonprofit/tax-exempt status does not automatically apply to all local and state NAPS branches. Each local and state branch must apply for their own nonprofit/tax-exempt status under the same IRS code under which NAPS Headquarters is covered. Note: this is not the same as filing an annual nonprofit tax return *Form 990* with the IRS. That will be a separate IRS/NAPS love story.

What I am addressing is filing IRS *Form 1024*, "Application for Recogni-

tion of Exemption," for a local or state NAPS branch to request approval from the IRS to become a nonprofit/tax-exempt organization.

First, it's optional—not a mandate—that a NAPS branch has nonprofit/tax-exempt status with the IRS. For



those NAPS branches seeking nonprofit/tax-exempt status, but have yet to officially file their paperwork with the IRS, please note that the IRS has changed its application process for filing *Form 1024* to online only. The IRS no longer accepts *Form 1024s* via the mail. This includes the online submission of various branch documents required to be submitted along with the *1024* application.

Unfortunately, the comprehensive tax-training material and *Form 1024* template on the NAPS website (www.naps.org) that provides instructions on how to manually file for nonprofit/tax-exempt status no longer corresponds directly with the new IRS online nonprofit/tax-exempt system. NAPS Headquarters will need to update that training material.

However, there is some heartwarming news. Two NAPS branches recently sought my assistance on filing for nonprofit status. This provided an opportunity to experience the new *Form 1024* online filing system. Through our due diligence, we were able to piecemeal and use various sections of NAPS' current website tax-training material and various aspects of the *Form 1024* template to complete and submit the two branches' forms, including supporting branch documentation as required.

I love the fact this new IRS online

process worked and did not drive us bananas or require taking gallons of Pepto-Bismol. What is a true love story is that the IRS already has approved one of the branches for nonprofit/tax-exempt status. The other branch request is pending.

In brief, the new online *Form 1024* system requires a branch to first register an account with www.Pay.gov by creating a username and password. Once created, general branch information is entered as part of the online application process. Such information includes the branch's official name, employer identification number (EIN), also known as the taxpayer identification number (TIN), and the names and addresses of current elected branch officers. Be still my tax-infected heart, there is more.

Next is the completion of an online questionnaire that requires written descriptions or explanations and "yes," "no" or "N/A" answers. Again, we piecemealed sections of NAPS' original tax template training material to write the respective descriptions and explanations required by the IRS. Besides the questionnaire, a branch must upload and submit PDF branch documents that include its current constitution and by-laws that must be dated and signed by two branch officers before submission.

The IRS further requires the branch's current year-to-date financial records and balance sheet, along with complete financial income and expense statements for the past two fiscal years. In addition, the IRS requires a signed and dated declaration by a branch officer on branch letterhead that includes the branch's EIN that reads as follows:

"Under penalties of perjury, I declare

Continued on page 42

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>

Bob Levi

Director of Legislative & Political Affairs



On Jan. 3, 2023, my watch registered 20,054 steps while attending more than a dozen congressional swearing-in events and 28 congressional office visits. However, on

The House Was Not in Order

the day on which the 118th Congress was supposed to convene, chaos reigned. Nevertheless, I can assure you the NAPS flag was firmly planted in House and Senate offices and NAPS' visibility was heightened during this very long and embarrassing day in our country's history.

Now that the new legislative year has commenced, it is important to acknowledge all those NAPS members who have contributed their time, energy and resources to further the mutual interests of EAS-level postal employees throughout the nation. Their enthusiasm demonstrated through legislative engagement, repeated communication with their members of Congress and financial donations to the Supervisors' Political Action Committee (SPAC), both large and small, will be pivotal this year to ensure that NAPS' legislative positions are highlighted on Capitol Hill and throughout Washington, DC.

While the Senate got down to business in early January, the House chaos during the first week of January demonstrated how consequential NAPS' legislative and political efforts will be this year.

The Senate convened with a two-seat Democratic majority and went

about its day-one business with no hitches. However, as we all know, the same could not be said about the House.

The Republican 10-seat majority could not muster the required 218 votes to elect Rep. Kevin McCarthy (R-CA) speaker. Under the rules of the House and historic precedents, before the election of a speaker, the only action the House could take was to elect a speaker or adjourn—which it did numerous times.

Thousands of constituents who traveled to celebrate the swearing-in of their newly elected or reelected representatives left disappointed and frustrated by the failure to convene. It all was about the math. With all House members voting, McCarthy needed 218 votes.

Fourteen times, the House voted for speaker, yet, each time, McCarthy fell short because specific members of the House GOP Freedom Caucus refused to vote for him and held the House hostage to their demands. There were a variety of reasons for their refusal to support McCarthy.

For some, it was personal; for others, it was about leveraging their vote to extract concessions to empower members of the Freedom Caucus. Five days after the voting started, on the 15th round of deciding who would be Speaker of the House, at 12:37 a.m., enough members of the Freedom Caucus finally voted for McCarthy.

In order to get the necessary House majority, six Freedom Caucus members who would not vote for McCarthy simply voted "present." Their "non-vote" lessened the total number of votes needed to elect a speaker to 216, enough to secure the gavel for the California congressman.

The reason NAPS' legislative activities will be critical this year is the re-

sult of the apparent terms of the Freedom Caucus' ransom demands. Postal employee and retiree benefits definitely will be at risk. McCarthy, in exchange for Freedom Caucus votes, made significant concessions.

Although the House Republican Conference and McCarthy have been tight-lipped about the terms of the ransom, it is clear that the House's awaited summertime vote on the U.S. Treasury's creditworthiness will be shackled to cuts to entitlement programs such as federal and postal retirement annuities, Social Security and earned health benefits.

Members of the Freedom Caucus have pledged to jeopardize America's creditworthiness and global economy if their budget-cutting demands are not met. Therefore, NAPS members will have to seek out responsible members of the House and Senate—Republicans and Democrats—to face down the budget blackmail of those in the Freedom Caucus.

Next month, our efforts will be in full gear at the annual Legislative Training Seminar. We will need to maintain that momentum for the rest of 2023.

One of the items NAPS will be keeping a close eye on as we work our way through the year is implementation of the Postal Reform Act of 2022. Many of the provisions in the bill will have a positive and lasting effect on postal employees and the financial health of the Postal Service.

A key section in the bill is the creation of a postal health benefits program within the Federal Employees Health Benefits Program, effective in 2025. In addition, the section legislates the integration between the new postal plans and Medicare for most future retirees. As OPM and the USPS collaborate on implementation, NAPS will be

Continued on page 43

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



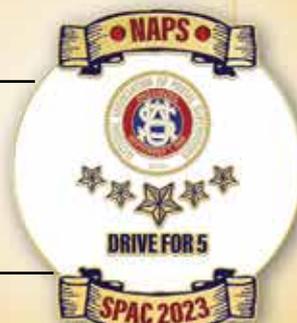
Chairman's Club

\$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+)

Melchert, Pamela	AK	Branch 435
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
Gibson, Lelton	CA	Branch 88
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 5
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

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.

Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
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
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michelle	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Whyte, Tammy	ME	Branch 96
Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Mooney, Dan	MN	Branch 16
Weiland, Heather	ND	Branch 937
Ayers-Cohen, Pamela	NJ	Branch 79
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Scales-Bradley, Constance	NJ	Branch 53
Amash, Joseph	NY	Branch 83
Arroyo, Victor	NY	Branch 85
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
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
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Aglidian, Hans	PA	Branch 35
Bartko, Susan	PA	Branch 20
Butts, Ivan	PA	Branch 55
Pineiro, Josian	PR	Branch 216
Bednar, Margaret	SC	Branch 631
Croswell, Darnel	SC	Branch 225
Dickey, Azilee	SC	Branch 225
Green, Shri	TN	Branch 41

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Dec. 31, 2022)

National Aggregate:

\$286,009.79

National Per Capita:

\$11.22

Region Aggregate:

1. Western \$68,583.04
2. Northeast..... \$63,201.06
3. Southern..... \$56,407.75
4. Eastern..... \$55,916.06
5. Central..... \$41,901.88

Region Per Capita:

1. Northeast Region \$13.91
2. Western Region \$12.99
3. Southern Region \$10.63
4. Central Region \$ 9.76
5. Eastern Region \$ 9.52

Area Aggregate:

1. Pacific..... \$46,795.20
2. Capitol-Atlantic \$33,246.30
3. New York \$30,667.06
4. Southeast \$30,318.75
5. New England \$23,994.00
6. Mideast \$21,624.00
7. Texas \$14,165.50
8. Illini \$13,152.50
9. Michiana..... \$11,802.00
10. North Central \$11,182.38
11. Northwest..... \$10,945.84
12. Rocky Mountain. \$10,842.00
13. Pioneer \$ 9,585.76
14. Cotton Belt..... \$ 7,103.00
15. MINK \$ 5,765.00
16. Central Gulf \$ 4,820.50

Area Per Capita:

1. New England \$16.50
2. Pacific..... \$16.18
3. Southeast \$15.11
4. New York \$13.52
5. North Central \$12.84
6. Illini \$11.68
7. Northwest..... \$10.47
8. Capitol-Atlantic \$10.37
9. Mideast \$10.01
10. Michiana..... \$ 9.67
11. Texas \$ 8.71
12. Rocky Mountain..... \$ 7.88
13. Pioneer..... \$ 7.26
14. Cotton Belt..... \$ 7.20
15. Central Gulf \$ 6.87
16. MINK \$ 5.36

State Aggregate:

1. California \$43,805.20
2. New York \$28,272.06
3. Florida \$27,384.75
4. Texas \$14,165.50
5. Illinois..... \$13,152.50

State Per Capita:

1. Maine \$67.74
2. North Dakota \$35.53
3. Alaska..... \$26.32
4. Idaho \$25.59
5. Hawaii \$20.48

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 \$21,409.84
2. Southern..... \$17,974.14
3. Eastern \$17,953.00
4. Northeast..... \$14,203.22
5. Central..... \$10,109.00

Shoemaker, Justin	TN	Branch 165
Austin, Jessie	TX	Branch 122
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Peters, Diana	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526
Joers, Julie	WI	Branch 72

December Contributors

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

Melchert, Pamela	AK	Branch 435
Gibson, Lelton	CA	Branch 88
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Whyte, Tammy	ME	Branch 96
Mooney, Dan	MN	Branch 16
Scales-Bradley, Constance	NJ	Branch 53
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Laster, Edward	OH	Branch 46
Pineiro, Josian	PR	Branch 216
Bednar, Margaret	SC	Branch 631
Croswell, Darnel	SC	Branch 225
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Peters, Diana	TX	Branch 122
Joers, Julie	WI	Branch 72

VP Elite (\$750)

Brathwaite, Rafael	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Brown, Carl	CA	Branch 94
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Rose Marie	CA	Branch 88
Moore, Edward	CA	Branch 244
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
Wittic, Eileen	FL	Branch 231
Moore, Kevin	GA	Branch 281
McCartney, Kelly	KS	Branch 919
Moreau, Steven	MA	Branch 102
Hafford, Darrell	ME	Branch 96
Orloski, Rose	MI	Branch 508
Kofsky, Jonathan	NJ	Branch 568
Paige, Lillie	OH	Branch 46

Benford, Debra	PA	Branch 50
Gill, Kathy	PA	Branch 50
Timothy, Pat	PA	Branch 941
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	Tx	Branch 124
Brandt, Junemarie	VA	Branch 526
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132
Simmons, Brandi	WI	Branch 213

Secretary's Roundtable (\$500)

Norton, Paul	IN	Branch 8
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Krempa, Keith	NY	Branch 11
Mayes, Sean	OH	Branch 29
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
McComas, Christina	WV	Branch 212

Chairman's Club (\$250)

Gavin, Angela	CA	Branch 159
Lewis, Yolanda	CA	Branch 127
Moore, Olin	CO	Branch 65
Alos, Kanani	HI	Branch 214
Webb, Marcel	IN	Branch 8
Duplessis, Tomica	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Clark, Rudy	ME	Branch 96
Parent, Eric	ME	Branch 96
Hardin, Donald	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
Brown, Latasha	MO	Branch 131
D'Martino, Pasquale	NJ	Branch 548
Pixley, George	NV	Branch 249
Wiggins, Derrick	NY	Branch 85
Lewis, Gillian	OH	Branch 2
Lehman, Jason	PA	Branch 554
Nation, Linda	SD	Branch 946
Mitchell, Denise	TN	Branch 41
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61

Supporter (\$100)

Dsouza, Johnson	FL	Branch 420
James, Wayne	FL	Branch 154
Hartman, Stephanie	IL	Branch 14

Continued on page 47

Did You Get in the Game?

Beverly Torain

I never really considered myself a writer, but more of a storyteller.

Being a member of the NAPS Postmaster Committee has afforded me the opportunity to try my hand at writing. This past February, I asked the question, “Are you in the game or simply on the bench?”

Fast forward 365 days. Besides, “Did you get in the game?” I’ve added, “If so, were you the ‘star’ player, a teammate or just a cheerleader on the sidelines?”

Last year came and went with its own set of challenges for just about every EAS employee. You all met the challenges of getting the job done and, in a lot of instances, by any means necessary. It started and continues with staffing shortages. How many of you are so short-staffed that you felt you had no option or were directed to do the work yourself? Hmm, wrong answer.

The USPS acknowledges this should not be done; there are resources and recourses to report such actions. Did you report any instances to Human Resources and Labor? Did you report it in RADAR? Did you put the workhours in the correct LDC to prevent an impact on your budget for next year or did you simply do it and move on to the next thing?

The star player did everything to empower the team. They reported their action, recorded their action and covered their action, protecting the team in all areas.

Next came the issue of insufficient equipment—not enough physi-

cal equipment, tubs, trays, post cons (APCs), cages, vehicles and more.

You were able to sort and process the mail, but were unable to properly move the mail. Dispatches to the plants were criticized due to “lack of”

proper equipment, not enough vehicles—the list goes on and on.

On the retail side, supplies were limited, as well. ReadyPost products sold out with no timely replenishment. Christmas stamps were nonex-

istent; customers were totally frustrated. But you weathered the storm as you always do and made it work.

Finally, the stress of the holiday season: long hours—supervisors, managers and even postmasters coming in at all hours of the day and night, late carriers returning, taking mail to the plant, arriving with the first clerk, poor eating habits, lack of sleep and no exercise. All this takes a toll—physically, as well as mentally. How well were you able to adapt to the demands of the season? Was it really the most wonderful time of the year?

The star player was somehow able to put and keep it all in perspective. The teammate assisted with most plays and the cheerleader watched and encouraged everyone from the sideline. Each person plays an integral part in the success of the entire team, despite their position. They are valuable, necessary and, most of all, they are appreciated.

Life is stressful enough, so choose to control and do the things over which you have control and let the rest take care of itself. As Debbie



The Postal Supervisor 2023 Production Schedule

Issue	Copy Deadline*	Mails
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.

Allen told Whitley Gilbert on an episode of “A Different World:” Relax, relate and release.

- Relax—you’ll be fine just knowing this is a temporary state and things will get better.

- Relate—you’re not in this alone; there are others in similar situations. There are resources available to help you cope.

- Release—let go of all negativity and anything beyond your control. Do the absolute best you can, then let it go.

Only you can determine which player you want to be. But whichever you choose, always do your absolute best. Know that we always are here for you; we all are in this together. Let’s go, team!

pmbev071302@frontier.com

Beverly Torain, retired postmaster Apex, NC, is president of Raleigh Branch 177.

Executive Board Tackles Issues at Fall Meeting

Submitted by Jimmy Warden

Secretary/Treasurer

The Oct. 16 Executive Board meeting was called to order at 1 p.m. by President Ivan D. Butts. The invocation was led by Cotton Belt Area Vice President Shri Green; Southeast Area Vice President Bobby Bock led the Pledge of Allegiance. Mideast Area Vice President Tony Dallojacono and Rocky Mountain Area Vice President Myrna Pashinski were named sergeants-at-arms.

Secretary/Treasurer Jimmy Warden conducted the roll call; all board members were present.

Butts welcomed everyone and said he was glad they were healthy in light of the COVID-19 outbreak from the convention. He asked that they keep former Board Chair Tim Ford in their prayers as he had been hospitalized, but was improving.

Butts told the board they have a busy agenda planned for the week. The lawsuit is the primary concern, he offered, as well as moving forward and addressing issues important to the members.

Executive Vice President Chuck Mulidore welcomed the board. He said change is good and helps the organization thrive. Despite getting past crossroads with the Postal Service, another crossroad gets in the way, he observed. Mulidore told the new board members he is looking forward to working with them.

Warden welcomed board members and said it was good to see every-

one in person and doing well. He affirmed it's good to have fresh ideas moving forward.

Half of the board—eight of the 16 area vice presidents—have served one year or less. Warden said new ideas from new members will move NAPS forward for the betterment of its members. He thanked members of the PFP Committee for changing their travel plans. Butts asked the committee to arrive two days before the start of the board meeting in order to review 2023 NPA goals and processes.

Northeast Region Vice President Tommy Roma nominated Pacific Area Vice President Chuck Lum for board chair; no other nominations were made. Lum thanked board members for their vote of confidence and said he looks forward to serving the board and NAPS in this position.

Western Region Vice President Marilyn Walton made a motion to accept the minutes of the Aug. 6, 2022, and Aug. 13, 2022, board meetings; the motion was seconded by S. Green. The motion passed unanimously by a voice vote.

Secretary/Treasurer Report

Warden gave his report. As of Sept. 30, 2022, NAPS investments totaled \$8,583,428.90. As of June 1, 2022, NAPS investments totaled \$10,242,654.99—a 2022 fiscal year-to-date decrease of \$1,659,226.09 or 16%.

As of Oct. 11, 2022, the NAPS General Fund Signature FCU Checking ac-

count balance was \$247,461.69; the Signature FCU Money Market account was \$2,237.62, for a total of \$248,699.31.

As of Aug. 31, 2022, NAPS Property, Inc. (NPI) had \$80,158 in cash on the balance sheet. There is \$60,023 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), leaving \$20,135 unencumbered.

LRB vacated its offices on the 1st and 3rd floors as of Jan. 31, 2022, per the terms of its settlement agreement. As of Aug. 31, LRB had not made any monthly payments against its past-due balance as required in the settlement agreement. STOLADI is currently working with legal to file a collections suit in Alexandria courts in response to LRB's nonpayment.

The current cash projections assume continued vacancies on the 1st, 2nd and 3rd floors. An outside broker has been contracted to lease out the space at the market rate of \$29 per square foot. The overall pace of leasing activity remains slow, but it is anticipated to pick up as restrictions from COVID-19 begin to relax and companies increase in-office presence of employees.

The cash forecast for the balance of the fiscal year assumes contributions of \$45,000/month from the landlord to cover the deficit created by LRB's delinquency, current vacancies and building operating expenses. However, to the extent vacancies are leased out and LRB continues payments toward its past-due balance,

these contribution requests may be lowered.

Social Media

As of Oct. 1, 2022, NAPS Headquarters social media results were as follows:

Facebook had 3,649 followers (up from 3,162 in October 2021; or 15.40%). Posts continue to garner an average of about 300 to 1,000-plus views; the most engaging posts get about 1,400 to 4,000-plus views organically.

The post with the highest reach to date in 2022 was from April 13 (about 4.2k+ reach/views)—A Historic Win for NAPS.

The next highest posts/reach:

- April 20 (3.6k+)—NAPS Wins Its Appeal in Challenge Over Pay, Benefits and Representation.
- Aug. 1 (3.3k+)—Always Serving Our Members.
- June 1 (3.2k+)—PDF of the June issue of *The Postal Supervisor*.
- April 5 (3.1k+)—PDF of the April issue of *The Postal Supervisor*.
- March 7 (3.1k+)—NAPS Response to NPA FY22 PFP.

Competition for organic views of posts on Facebook continues to be fierce because other organizations continue to increase budgets for paid ads. Each year, the NAPS page is competing with more organizations/people/pages to show up in people's timelines when they scroll through Facebook.

Boosting posts still can be a cost-effective way to get more reach. It's important to note that Facebook has strict ad policies regarding "issues of national importance" that affect what type of copy/text/images can be promoted.

Most of NAPS' web traffic from so-

cial media continues to come from Facebook (90%+); it's still important, though, to be on other platforms for visibility (Twitter, Instagram and LinkedIn).

Twitter followers as of Oct. 1 were 716 (up from 644 in October 2021; or 11.18%). Typical monthly impressions are about 5,000, depending on the type of news shared.

Instagram followers as of Oct. 1 were 374 (up from 308 in October 2021; or 21.43%).

LinkedIn followers as of Oct. 1 were 155 (up from 47 in October 2021; or 229.79%).

Web traffic for 2022 shows a strong increase compared to the same period from last year for January through September. The number of users is up 25.98%; the number of page views is up 35.40%. The data shows visitors are staying on the site for a longer period and visiting more pages.

Email continues to be a large driver for readership and traffic to NAPS' website. The news pages and magazine articles regularly posted also are some of the most-visited pages. It's important to repost magazine articles on the website to allow members and prospective members another avenue to get information. It also provides consistently regular, fresh content for the website, which is important for Google and search.

In addition to the magazine articles, it's worth considering developing an ongoing content plan to have more original news/blog articles or other types of content written and shared on the website. Articles from *The Postal Supervisor* get a lot of traction and are great, but, if or when it makes sense, it's worth exploring the idea to create more original content

and articles exclusively for the website. This could help NAPS continue to grow web traffic, if that is the goal.

Membership

As of the August 2022 DCO (reflecting DCO membership through PPs 16 and 17), NAPS had 25,174 members (23,739 active and 1,435 associate, 94% and 6%, respectively). Total membership from one year ago, (2021 PPs 16 and 17) was 26,190 (24,838 active and 1,352 associate); an overall total SPLY decrease of 1,016 members or (4%).

As of the August 2022 DCO, the total number of active EAS nonmembers was 10,548. This number is based on the USPS payroll files of nonmember EAS employees coded nonpostmasters. Based on current membership totals, there are approximately 31% nonmembers.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check. NAPS also established the "High-Five Club" where a member could receive an additional \$25 check when signing five new members within a 90-day period. A promotion report is sent to Executive Board members every pay period showing who received a promotion effective that specific pay period, which allows branches to then seek new members.

Local and state branches continue to receive their NAPS Nonmember and Change Summary reports, as well as their DCO and Mail Address reports on a monthly basis.

Expiring Contracts

Per board motion, contracts expiring before the January 2023 Executive Board meeting are Karen Young, Balent-Young Publishing, Inc., for ed-

itorial services for *The Postal Supervisor* and Al Lum, Labor Relations Administration Group, our Disciplinary Defense Fund provider.

Disciplinary Defense Fund

Mulidore and Lum gave an overview of DDF cases:

NAPS FY22 total cases: 91; total closed: 83; pending: 8.

Total MSPB cases: 69; settled: 42, 61%; lost: 8, 12%; won: 9, 13%; withdrawn: 3, 4%; and pending: 7, 10%.

Total Debt Collection cases: 15; settled: 5, 33%; lost: 1, 7%; won: 8, 53%; pending: 1, 7%.

Total *ELM 650* cases: 7; won: 1, 14%; lost: 4, 57%; settled: 2, 29%.

The top-three charges are performance, first; sexual misconduct, second; and finance issues, third. The board was told the number of cases filed in each NAPS area.

NAPS FY23 total cases: 23.

MSPB cases: 18, 78%; debt collection: 5, 22%; no *650* cases.

MSPB cases settled: 2, 11%; pending, 16, 89%.

Total Debt Collection Act cases: 5; settled: 1, 20%; pending: 4, 80%.

In FY23, most charges were falsifications, followed by finance and theft. The board was told the number of cases filed in each NAPS area.

Discussion was held regarding letters of warning being issued to supervisors, but then being held in the issuer's desk; that is, "I'll keep this and not submit it to Labor Relations." If the supervisor does not file a grievance at this time, but, later, does something else wrong and is issued a seven-day letter (progressive action), the issuer states the supervisor already has a letter of warning on file. The supervisor was led to believe the letter of warning was not going on

their record because it was kept in the issuer's desk drawer.

No case is adjudicated until a Letter of Decision is issued. A case still is pending until a Letter of Decision is issued and cannot be used as a past element in such. There was discussion regarding a timeframe to issue disciplinary action to an EAS employee. There is nothing in a postal manual that stipulates a timeframe to issue action.

Committee Reports

PFPP Committee: Chair Dan Mooney, North Central Area vice president. Committee members: Brian Wagner, immediate past president; Dee Perez, New York Area vice president; Troy Griffin, Capitol-Atlantic Area vice president; Richard Green, Eastern Region vice president; and Jimmy Warden, secretary/treasurer.

Mooney reported that the committee met Oct. 13, two days before the board meeting, to review the 2023 PFPP proposal. A list of concerns was put together and addressed with Postal Headquarters on Friday, Oct. 14. The committee shared its concerns and responses with the board and asked them to review and provide any concerns to the committee by Monday morning, Oct. 17. Don Flak from USPS Headquarters was scheduled to address the board concerning PFPP.

Griffin asked board members to give their questions to Mooney, who then would pose the questions to save time. Mooney considered the concerns and prepared a written report that was given to Butts who sent the report to USPS Headquarters for review and consideration.

Mooney thanked his committee members.

SWCs Committee: Chair Tommy Roma, Northeast Region vice president. Committee members: Tony Dallojacono, Mideast Area vice president; Troy Griffin, Capitol-Atlantic Area vice president; John Valuet, Northwest Area vice president; Ed Laster, Pioneer Area vice president; and Jimmy Warden, secretary/treasurer.

Roma said his committee met on Sunday to review the SWCs and the proposal from the Postal Service. The committee agreed that, even though the USPS proposal does not address every concern, it addresses some of the major concerns. The committee wanted to schedule a meeting with Postal Headquarters to discuss.

Warden called Bruce Nicholson, USPS Labor Relations. A meeting was scheduled for Wednesday, Oct. 19, to discuss the USPS SWCs proposal previously sent to NAPS and NAPS' counter proposal.

At the meeting, the Postal Service updated the number of new positions the new SWCs would offer. The committee held a follow-up meeting, then made its presentation to the board Wednesday afternoon after its meeting with the USPS.

Dallojacono made a recommendation, seconded by Roma, to accept the new SWCs proposal. Warden raised a concern about the verbiage the Postal Service said it revised that pertained to CCAs covering vacant positions in the SWCs instructions. Mulidore rewrote the recommendation and submitted it, seconded by Roma.

Recommendation #1

Proposed by Chuck Mulidore, seconded by Tommy Roma, that:

"The NAPS resident officers accept the framework of the SWCs proposal

NAPS Secretary/Treasurer's Financial Report *Jimmy Warden*

provided to the NAPS SWCs Committee by the Postal Service on Oct. 19, 2022.”

The recommendation passed unanimously by a voice vote.

Roma thanked his committee members.

Ethics Committee: Chair Craig Johnson, Central Region vice president. Committee members: Tommy Roma, Northeast Region vice president; Richard Green, Eastern Region vice president; Jaime Elizondo Jr., Southern Region vice president; and Marilyn Walton, Western Region vice president.

Johnson reported that no ethics issues had been presented to the committee.

Update on the 2026 NAPS National Convention

Walton discussed San Francisco, the 2026 National Convention site. She assured everyone that recent rumors and concerns circulating are incorrect. Walton and Butts visited the hotel, the San Francisco Marriott Marquis, and said it and the surrounding area are beautiful.

The hospitality from the hotel staff was great; staff is anxious to host NAPS in 2026. Ivan said some NAPS members at this year’s national convention in New Orleans had reservations about going to San Francisco. The area is mostly business with lots of great shopping and restaurants.

There will be 100 parking spots available during the convention. Office space will be sufficient for NAPS’ needs. There are four banks of elevators—four elevators to each bank. The hotel has 38 floors; elevator banks are assigned to specific floors.

The hotel offers spacious com-

Article XIV of the *NAPS Constitution* requires the secretary/treasurer to “furnish financial reports quarterly and publish same in *The Postal Supervisor*.”

Statement of Financial Position (Balance Sheet)—Nov. 30, 2022

Assets:	
Cash and Investments	\$ 8,650,882.66
Dues Withholding Receivable	218,552.20
Prepaid Expenses and Other Assets	230,759.26
Total Current Assets	9,100,194.12
Building and Equipment, Net of Accumulated Depreciation	2,180,263.62
Total Assets	\$ 11,280,457.74

Liabilities and Fund Balances:

Accounts Payable	\$ 214,998.32
Accrued Expenses	175,697.61
Deferred Revenues	19,867.56
Dues to be Remitted to Branches	515,266.15
Total Liabilities	925,829.64
Unrestricted and Designated Net Assets	10,354,628.10
Total Liabilities and Net Assets	\$ 11,280,457.74

Statement of Activities (Revenues and Expenses)

(For the period Sept. 1, 2022, through Nov. 30, 2022)

Revenues:

Dues and Assessments	\$ 1,762,734.23
Less: Dues Remitted to Branches	1,181,163.47
Net Dues and Assessment Revenue	581,570.76
Training Registrations	38,040.00
Royalties	1,051.92
Other Revenues	3,849.10
Total Revenues	624,511.78

Expenses:

National Headquarters	429,960.68
Executive Board	228,855.94
National Convention Expenses	229.84
<i>The Postal Supervisor</i>	115,525.21
Legal/Fact Finding/Pay Consultation	147,228.45
Legislative Counsel	1,868.75
Legislative Expenses	8,382.17
Membership	26,578.73
Education and Training	13,369.26
Disciplinary Defense	113,810.88
Total Expenses	1,085,809.91
Net Expenses in Excess of Revenues From Operations	(461,298.13)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (146,394.64)
Less Depreciation & Amortization	(33,614.79)
NAPS Property, Inc. (Net Loss)	(180,009.43)
Investment Income	122,431.63
Total Expenses in Excess of Revenues	\$ (518,875.93)

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

mon areas. Hertz is on premises. The hotel will allow the Postal Service to set up an area for NAPS members to use.

Monday

The PFP Committee took questions and concerns from the board to prepare for the afternoon meeting with Don Flak; Committee Chair Mooney will pose questions to the Postal Service.

The board took a break for photos.

Butts introduced Karen Young, the NAPS editor. He thanked her for all the hard work she has done for the association. Young thanked the board for approving a printing contract with a new printer; costs continued to increase at the previous printer.

Young stressed the importance of board members writing columns to keep members informed and know that NAPS is working for them. A recommendation was made to have a NAPS calendar produced and mailed with the magazine to keep members updated.

Mulidore thanked Young for all she does for LTS and the national convention, coordinating printed materials. Warden also thanked Young for all the behind-the-scenes work she does for the betterment of the association.

The two contracts expiring Dec. 31 were discussed: Balent-Young Publishing, Inc., three-year contract, Jan. 1, 2023, through Dec. 31, 2025, for design and production of *The Postal Supervisor*. A motion was made by the chair to accept Young's contract. All board members voted "yes" by a voice vote.

The second contract considered was for Al Lum, Labor Relations Admin Group, the Disciplinary De-

fense Fund provider. Lum requested no changes from his previous contract, which will be for three years, from Jan. 1, 2023, through Dec. 31, 2025. A motion was made by the chair to accept the contract. All board members voted "yes" by a voice vote.

Committee Reports

Postmaster Committee: Chair Dee Perez, New York Area vice president. Committee members: Tony Dallojacono, Mideast Area vice president; Pam Davis, Texas Area vice president; Kelly McCartney, MINK Area vice president; and Kevin Trayer, Michiana Area vice president.

As chair of the Executive Board Postmaster Committee, I held a Zoom meeting with Kevin Trayer and Pam Davis. Before my committee meeting on Wednesday, I reached out to NAPS Postmaster Committee Chair Jimmy Salmon, Arizona, on Monday, Oct 10. I replied to his written concerns dating back to FY22 and current concerns for FY23.

I asked that he share the names of his committee members and their contact information with me to establish a communication network that will lead to addressing NAPS postmasters' concerns as they develop.

The principal goal of our committee is to stimulate feedback from the NAPS Postmaster Committee and share NAPS-related postmaster information to resolve members' concerns.

The following ideas surfaced during our committee discussions, which we all agreed are necessary building blocks in establishing a communication network with our brothers and sisters who wear the title of postmas-

ter and are a part of the NAPS family:

- Grow postmaster membership in NAPS from the current 4,765 members to over 5,000 members; an increase of 235 new postmaster members is our target goal.
- Have Zoom meetings with Postmaster Committee members quarterly to help resolve their concerns and answer questions with a resident officer present.

I will assign, based on geography, an Executive Board member from my committee to be the direct contact point with the NAPS committee member(s) from their geographical area(s) in order to cover the entire country and create the needed support for these postmasters.

An email distribution list will be established so the committee chair can communicate information with all NAPS committee members, inclusive of Executive Board members.

The committee requested that a resident officer who has postmaster experience be an available adviser to the committee for matters concerning NAPS policy related to USPS directives and new policy initiatives.

The committee recommended that, during state conventions, area training and regional training seminars, there be a segment of the training that addresses postmasters' concerns.

Perez thanked his committee members.

Legislative Committee: Chair Marilyn Walton, Western Region vice president. Committee members: Bobby Bock, Southeast Area vice president; Dee Perez, New York Area vice president; Kevin Trayer, Michiana Area vice president; and Chuck Mulidore, executive vice president.

Marilyn Walton

Walton reported on legislative activities from April through October. She coordinated with the California State Legislative consultant, the California State Auxiliary and numerous volunteers to hold California's most successful SPAC fundraiser in conjunction with celebrating California State Branch 905's 100th birthday.

There were SPAC fundraisers, including 50-50 raffles. A special thanks to all the NAPS branches that donated gas cards and members who donated gift baskets, postal memorabilia and other assorted items. The total raised for SPAC was \$13,000.

As communication director for the California Postal Employees Legislative Coalition, Walton, with her partner Ron Jones of the NALC, organized two quarterly meetings that provided information from NAPS Director of Legislative & Political Affairs Bob Levi on the 2022 midterm elections projections.

Most recently, in October, the meeting focused on explaining H.R. 82, WEP legislation, and resources for researching candidates and propositions for the upcoming midterms.

The group is nonpartisan and focuses on encouraging members to vote for candidates who support labor and individual rights. The coalition is finalizing plans for its 24th legislative event on Feb. 5 in Sacramento. The event is sponsored by all four postal unions, the two postal management associations and NARFE.

Walton coordinated NAPS legislative reps in Northern California to attend Rep. Mike Thompson's (D) Napa Valley fundraiser. She also shared weekly information from Rep. John Garamendi (D), her congressman, on such issues as COVID-19 and updated

legislation.

In her monthly blog, Walton continues her column on Civics 101 and explains how legislation works. She also continues to stress SPAC and the importance of supporting the fund.

Walton currently is working to get out the vote Tuesday, Nov. 8.

Dee Perez

March 1—I began sending out a barrage of emails to my area distribution email list as an additional reminder to all my New York Area branches to use the NAPS Action Center and remind their legislative leaders to schedule H.R. 3076 for a vote as soon as possible.

March 28—At LTS, Tommy Roma and I escorted Rep. Andrew Garbarino (Republican from Long Island) to the stage to speak. He introduced and sponsored H.R. 5587, the Postal Police Reform Act. He also supported NAPS' legislative bills H.R. 3076, 1623 and 1624. Garbarino strongly supports our legislative issues.

March 29—I attended LTS with my New York Area delegation. We met with Senate Majority Leader Chuck Schumer in his office. He was in favor of all the Postal Service- and NAPS-supported bills. Schumer informed us he supports all of NAPS' legislative issues and concerns.

March 29—Our next New York Area delegation meeting was with Sen. Kristin Gillibrand (D), but she was in session and could not meet with us. We met with her aide, Sachin Mathur, who was interested in our issues and said Gillibrand supported H.R. 3076 and other legislative concerns pertinent to NAPS and the USPS.

Moreover, Mathur took an interest in PFP when discussing H.R. 1623

and how it was related to our current PFP setup. I told her about the inequities as seen by NAPS and said I would email her more about how PFP works to enhance her understanding of why it is such a controversial issue with NAPS.

April 6—H.R. 3076, the Postal Service Reform Act, became public law. Rep.Carolynn B. Maloney (D-NY) sponsored and introduced this bill on May 13, 2021. She requested representation from NAPS on Sunday, April 10, to announce passage of the bill at a press conference covered by all New York media at the FDR Building in Manhattan.

I was tasked to gather a group of NAPS members to attend. She congratulated NAPS Secretary/Treasurer Jimmy Warden for his work in helping pass this important legislative bill, as well as the entire NAPS family who supported this bill.

April 17—Schumer also held a news conference at the FDR Building. He asked that Warden attend in order to thank him and the NAPS family for supporting this giant legislative bill. I was tasked to ensure NAPS members also attended.

April 22-23—The Northeastern Region held a highly successful training seminar. I introduced a NAPS SPAC banner I designed with a thermometer indicating the amount contributed toward SPAC as the day proceeded. NAPS Headquarters liked these banners so much they purchased five more to send to each regional vice president. The banner also made its appearance at the National Convention in New Orleans.

The Northeast Region set a record at the seminar by raising \$11,200 for SPAC. Our previous high was \$7,000; we definitely have expectations of

better results for SPAC this year.

Aug. 11—At the 2022 National Convention in New Orleans, Roma and I collected \$10,000 from the Northeast Region in honor of Jimmy Warden—our former New York Area vice president and now NAPS secretary/treasurer—for SPAC. This regional collection was unsurpassed at the national convention.

Sept. 6—I sent another barrage of emails to my list announcing NAPS President Ivan D. Butts was asked to testify at the House Oversight and Reform Subcommittee on Government Operations on Wednesday, Sept. 7, at its postal oversight hearing in Philadelphia. The subcommittee is chaired by Rep. Gerry Connolly (D-VA). The hearing intended to examine Postal Service delivery performance, recent increases in postal-related crime and the agency's preparations for handling absentee ballots for the 2022 midterm elections.

Butts' testimony highlighted these issues, as well as the proposed USPS plan for the sorting and distribution facilities. Postal Police Branch 51 President Butch Maynard joined Butts at the hearing.

Sept. 15—I sent out another barrage of emails to my branch presidents and others on my email distribution list for support and emailed a letter to their respective legislators supporting H.R. 5587.

Sept. 29—I barraged my email distribution list with messaging from NARFE (National Active and Retired Federal Employees Association) on the status of H.R. 82, the Social Security Fairness Act. It appears the legislation could be in peril. I encouraged those who have not contacted their House members on this matter to do so as soon as possible.

Oct. 1—I was contacted by phone by congressional candidate Robert Zimmerman who is running for New York's 3rd Congressional District to replace former Rep. Thomas Suozzi who is running for governor. We discussed NAPS' support in addition to many NAPS-related legislative agendas and other concerns.

Kevin Trayer

On Oct. 7, Branch 142 Vice President Anthony Bradley and I had a face-to-face meeting with Rep. Fred Upton (R-MI), whose district covers most of lower southwest Michigan, to discuss the impact the pending Sorting & Delivery Centers will have in his area. He and his staffer understood the impact to towns both large and small.

They offered to help draft a letter with NAPS that he will sign and send to all the local villages, townships and the mayor of Kalamazoo. He said they would include county commissioners in Kalamazoo and Van Buren, as well as the news Channel 3.

We need to keep the pressure on to replace the current PMG and deputy PMG; their policies have failed the country. Businesses and city and rural citizens need the service for which the United States Postal Service was known.

The climate on the front lines couldn't be worse. The PMG's statements leading to this year's national convention about how important front-line EAS employees are were nothing but lies. His true colors came out in his rude and disrespectful comments about front-line EAS employees.

We continue to make visits to our members of Congress and keep them updated on our concerns.

Bobby Bock

I am pleased to be on the Legislative Committee. I always contribute to SPAC and encourage our members to contribute, as well. Currently, Florida is number two overall in SPAC contributions. I intend to work with Georgia to increase their contributions to SPAC. I also work with my area's legislative chairs. We have a great chair in Florida—Ann Strickland.

I am on Rep. Stephanie Murphy's (D) Labor Advisory Committee. I worked with NAPS Headquarters to put on the first national NAPS SPAC Walkathon.

I look forward to working with the Legislative Committee.

Additional note from Chair Marilyn Walton: The Legislative Committee met on Sunday, Oct. 16, and decided to prepare a legislative instruction booklet for all NAPS legislative reps. The guide will offer suggested tasks, including resources and contacts as they perform their legislative tasks. We have completed the brainstorming and will be finishing this project soon.

Walton thanked her committee members for their support and involvement pursuing NAPS' legislative agenda.

Training & Advocacy: Chair Myrna Pashinski, Rocky Mountain Area vice president. Committee members: Richard Green, Eastern Region vice president; Chuck Lum, Pacific Area vice president; and Brian Wagner, immediate past president.

Pashinski reported that the committee is reviewing the new supervisor training program; there are over 600 slides—some of which are on managing performance and NPA. The committee is closely reviewing these

slides as it involves NPA by managing performance.

Slides pertaining to NPA and SWCs will be shared with the respective Executive Board committees.

Pashinski thanked her committee members.

Plant Staffing Committee: Chair Chuck Lum, Pacific Area vice president. Committee members: Shri Green, Cotton Belt Area vice president; Luz Moreno, Illini Area vice president; and Dwight Studdard, Central Gulf Area vice president.

Lum reported there were no updates or changes.

Duties & Responsibilities: Chair Shri Green, Cotton Belt Area vice president. Committee members: Pam Davis, Texas Area vice president; Luz Moreno, Illini Area vice president; and Ivan Butts, NAPS president.

Green reported the committee has one concern on which they are working. It will be presented at the 2023 spring board meeting.

Constitution & Bylaws: Chair Jaime Elizondo Jr., Southern Region vice president. Committee members: Bill Austin, New England Area vice president; Dan Mooney, North Central Area vice president; Myrna Pashinski, Rocky Mountain Area vice president; and John Valuet, Northwest Area vice president.

No proposed Constitution or Bylaws resolutions were submitted. Elizondo thanked his committee members.

USPS Presentation on NPA

Donald L. Flak, USPS director of Performance and Field Operations Support, said that NPA is a stand-

alone system intended to drive a pervasive safety culture and world-class customer experience. All the numbers come from other systems that feed into NPA.

Flak explained it is a 10-point system; an employee needs to be in cell 3 or above to receive a pay raise. His group is responsible for targeting and scaling; there are 10 indicators in the base scorecard. Indicators may have subindicators—16 Field and 12 Headquarters scorecards, for a total of 28 total scorecards.

Flak said the objectives of NPA are consistent approach, to drive continuous improvement and recognize current process capability; movement between blocks is consistent. He said recognizing current process capability was a concern. Some goals were unreasonable as they never were achieved.

Flak discussed the scaling methodology. For 2023, there will be 32 scorecards instead of 28—adding Regional Fleet, Territory Fleet and Facility Fleet Management; CRDO-Fleet. Functional Effectiveness went from 30% to 40% as it is more controllable.

Board members questioned Flak:

- Why wouldn't 10% be used for box 10? Flak said it is not the typical bell curve as the top 10% scores might only represent 1%. This is why 2% to 3% is used.

- Can there be training for the mediation process? That possibly could be put together; Flak would not want to miss a step in the process.

- Can NPA be posted with the previous year still open? The USPS is trying to achieve this; a response should be available in a few weeks.

- If CSV is new, what historical data was used? FY21 was shaky data, so the USPS went back to look at

2020. As this was a COVID-19 period, they looked at 2018/2019 for scale; it was representative for 2020/2021.

- Can CSV be affected by EAS employees performing craft work? Not sure it would be based on the hours used and what craft work is being performed.

- How did one minute get granted for each additional package in DPH? It went from 1½ to 1 minute. Flak said he would consult with the sponsor; it is quantified by pricing.

- If CSV cannot be achieved because of overstaffing, it should follow the process to right-size the office. Are GEMBA's being done to correct CSV? Flak responded he is not aware.

Headquarters' pay system will have two parts; NPA will be the same 10-block system across the board.

Legal Briefing

NAPS Legal Counsel Bruce Moyer, with attorney Andy Freeman, addressed the board. Chair Chuck Lum informed the board it now was in executive session for this presentation.

The board discussed supervisors delivering mail. Could an injunction be filed or an amendment added to the lawsuit? Could NAPS go to Congress and inform them of the issue and seek their assistance? Joshua Colin, chief Retail and Delivery officer, sent a message stating if employee availability is over 80%, why is there a need to rotate the delivery of mail? If availability is over 80%, as stated by Colin, why are supervisors delivering mail? Butts emailed Colin with this question, but has not received a response.

Executive Board Pins

Butts presented the newly elected board members with their Executive

Board pin. Butts presented Bock his pin; Mulidore presented Laster his pin; Warden presented Studdard his pin; and Wagner presented Davis her pin. The new board members were congratulated for stepping up to their new leadership roles.

Legislative/SPAC

Mulidore gave an update on SPAC. The Executive Board was challenged to demonstrate their leadership by reaching the SPAC President's Ultimate level—a contribution of \$1,000 or more. Mulidore stressed that SPAC is what helps NAPS get things done for its members.

The three resident officers have been attending many events, seeking support for NAPS' issues. There needs to be oversight from congressional committees with issues affecting the Postal Service and NAPS members; SPAC is the avenue.

Board members were asked to contribute \$100 each toward the Executive Board Gift Card Raffle for the 2023 LTS. Walton asked if it is possible to use Venmo and other cash apps so members can contribute more easily to SPAC.

New Business

Richard Green revisited membership and discussed new strategies to build membership. Even with a 31% nonmember rate, NAPS remains financially stable.

Walton recommended presenting retirees with an *1187-A* when branches hold retiree acknowledgement meetings. Also recommended was each branch needs to find someone with enthusiasm and drive to speak to new supervisors. And make members aware of the \$25 check they receive as sponsors for each new

member signed.

Roma reported his Brooklyn Branch 68 holds a weekly Zoom meeting with their Executive Board and reviews the nonmember list. Each nonmember is assigned to Executive Board members so they reach out to the nonmembers.

Wagner said his branch will offer small training sessions throughout the geographical area; members and nonmembers will be invited. This will show nonmembers what NAPS is all about. If a session is near the border of another branch, that branch will be invited to participate. The meetings will be held in restaurants in small groups.

Perez said he has developed a sheet with talking points. He speaks regularly with his branch presidents and holds Zoom meetings, even on Sundays. Membership cannot be the flavor of the day, but needs to be a continual function of the association. It's important to challenge members to sign other members, he said.

Bock said NAPS needs to be allotted time during USPS training session; they now are held on Zoom for two weeks. Butts told the board this request had been made, but the Postal Service replied there is not time during training to accommodate management associations. This request needs to be at the local level.

Richard Green stated UPMA is aggressively seeking new members, even sending emails on postal computers seeking new members. This, obviously, is not allowed. Green made the point NAPS needs to be aggressive in getting nonmembers to understand they need to be NAPS members. UPMA appears to have a sustainability issue and is signing anyone, not just postmasters. It is believed UPMA

has financial challenges.

Butts stated NAPS needs to continue on its own course and tell the story straight. UPMA is spreading misinformation about who they represent and the association. He stressed NAPS needs to take the high road, tell the truth and take care of its own. "We can't get distracted by the noise coming from UPMA," he said. "The members and EAS employees will see this."

Valuet recommended NAPS goes to Oklahoma when training classes are held and speak to the new supervisors—not during the actual training, but possibly attend and speak to them after the class.

Shri Green said she spoke to one of the trainers in Oklahoma and was informed they would give them space, but, unfortunately, the training is on Zoom. Dallojacono said it appears each district is doing training differently. NAPS needs to stay engaged locally with Employee Development (ED) to see where the first two weeks of training are being held and request to attend.

Roma invited board members to attend his weekly branch Zoom meeting to see how they conduct their membership meetings. Wagner suggested getting the nonmember list of postmasters and Headquarters employees and do a mailing discussing NAPS' lawsuit and other issues.

Pashinski said she used to get a listing from her district regarding when and where training classes would be held. It appears the USPS no longer wants to give out this helpful listing. Walton said UPMA is concerned only with signing members, but they won't represent all of them. It was heard the UPMA California Chapter president was asked a ques-

tion about supervisors, but they did not respond, saying they need to talk to a NAPS member.

Johnson said Mooney was allowed to attend a Zoom training class and send an electronic *1187* to all the attendees. Trayer affirmed it is beneficial to establish connections at the local level. NAPS members have told him that, when asked, the best advantage of being a NAPS member is the Disciplinary Defense Fund. Trayer said he has an ED contact.

Mooney said NAPS also needs to attend Postmaster Essentials training; NAPS represents postmasters. He also said a district held a kick-off meeting, at which he was allowed to speak for 10 minutes. Mooney recommended using the promotion report and contacting one of the new supervisors. After signing them as a member, ask them when their training class will begin. Then, a request can be made to attend the class.

Mulidore suggested NAPS needs to be better about its messaging. The other management association sends misleading messaging. NAPS needs to contact its social media group to establish better messaging.

The other management association also has extremely minimal legislative representation. It brags when something gets passed, but was not really part of the process to achieve results. The organization takes credit for the work of others. NAPS needs to do a better job of taking credit.

Valuet said new UPMA members get one year of free membership, but all they get in the first year is a magazine; they don't get representation. Should a newly signed member receive any corrective or adverse action, UPMA does not defend them.

Wagner said that, in the past, an

incentive was offered giving a new member a check for \$25, as well as the sponsor. NAPS possibly could do this for six months, from January through June.

There was discussion about a membership drive with a mailing, but that has not been effective in the past. Austin said that, as far as UPMA goes, NAPS needs to take the high road and stick to the facts. Mailings in the past haven't generated much interest.

Bock suggested putting a hyperlink in our social media outlets to retrieve an *1187*. Laster recommended we state the truth when UPMA offers misleading information. Butts said it's not that we shouldn't respond, but state the facts in our defense.

Mulidore said traffic is up on our social media outlets; it may be best to set something up on Facebook for membership. All wars are won with boots on the ground, he stressed, not from the air. Meeting face to face is key to bringing in new members.

Pashinski said the new promotion list is a great tool to determine who nonmembers are, then reach out to them. Wagner observed NAPS' methodology of calculating nonmembers is different; our list comes from the Postal Service. Mooney asked why city carriers are listed as nonmembers. Rural carriers have a *Form 50* processed.

Elizondo cautioned that NAPS needs to be careful with social media; there has been great deal of hacking occurring. A question was raised regarding *1188s* and when a person comes off the rolls. The *ELM* stipulates March and September as the months when nonmembers come off the DCO.

Dallojacono gave the board a

copy of the overall exit interview questions and answers as of Oct. 7, 2022. He said it was interesting how these responses contradict what NAPS has been told in the past. Dallojacono said the retention issue does not appear to be working too many hours. For question #13, 61.2% responded, "I was offered fewer hours than I expected." For question #14, 60.5% responded, "I was not offered as many hours as I would have liked."

Roma announced the 2023 Northeast Region Training seminar is April 28-29 in Puerto Rico. Richard Green announced the 2023 Eastern Region Cabinet Meeting is Jan. 12-25 in Atlantic City, NJ. Walton announced the 2023 Western Region training seminar is Aug. 10-11 in Honolulu.

Regarding SPAC, Mulidore said each region has a banner that can be used to show the goal and progress toward reaching that goal. The banner can be used at local conventions and training seminars as a visual aid for raising money for SPAC.

The October consultative meeting was held with the Postal Service; minutes were published in the January 2023 issue. The board was given a presentation on the HERO pilot program.

Deputy PMG Doug Tulino

Tulino said he struggled with what his message would be today; he is disappointed with the USPS' relationship with NAPS—his wish is for a better relationship.

The USPS is in a unique position with new leadership to move in a new direction and do things differently, he offered. He and the PMG want to make things better with NAPS. "We need to go forward and forge a new

path,” he urged. “We need to make change and do it together.”

Tulino affirmed that stakeholders are the most important part of the company; positive changes have been made with all stakeholders except NAPS. “The Postal Service is not the enemy of postal supervisors,” he offered. Tulino said he is tired of being depicted as such; the us vs. them needs to stop. He is willing to do what needs to be done to change the relationship, but NAPS needs to join in the effort.

“We now have a PMG who has a vision based on growth,” he told the board. “The Postal Service is moving forward with changes and moving slowly in order to make the correct decisions, but NAPS continues to be negative about the changes, poking holes at every opportunity.”

Tulino asked when supervisors ever had received a 3% raise in the middle of a year; NAPS seemed unappreciative of the raise. “We need to be upfront with each other so we can move forward,” he stressed. “Commentary implying the Postal Service is out to hurt supervisors is offensive.”

Instituting change doesn’t mean it will be perfect, he said. “I’m asking for a different path forward, working together to institute change. We have a once-in-a-lifetime opportunity to get things right. The relationship is not good and needs to change. It is time to lay our cards on the table; we have nothing to hide. This is all about a vision to capture the market in packages and generate enough revenue to survive. Why would that be perceived as negative?”

Butts responded that the past is the roadway to the future. “We look at the past when we were marginalized,” he said. “Those issues just don’t

go away. Our members are struggling in the field. I would love to march forward and see a new day, but we need to see a leadership change. The people underneath are bad actors and tarnish what the PMG and DPMG want to do.”

Tulino said changes have been made in upper leadership. In the past, the only strategy was to focus on managing the downside. “We are trying to change the culture,” he reiterated. “For example, more reasonable goals in NPA. The past was bad for many different reasons as it was a chaotic place to manage. I want to change this; NAPS needs to work with me—not against me—to make this change.”

Mulidore referred to their June meeting with Tulino when they discussed the lawsuit. “It was disingenuous,” he said, “that 3% was to settle the lawsuit, but was given to everyone.” Tulino responded the only way he could give the 3% was everyone would get 3% and he told the resident officers that at the meeting in June.

Mulidore said NAPS never was given the job titles for positions NAPS could not represent. Tulino responded there were certain, confidential jobs that he would not allow NAPS to represent.

Tulino still is willing to talk about settling the lawsuit and willing to allow NAPS to represent Headquarters employees and employees in other entities, but not in confidential positions. Mulidore said if the Postal Service tells NAPS the group to which it is referring, NAPS can discuss and move forward.

Moreno said the Illini Area is not getting information, even through RFI. Tulino said he will look into the situation. He again said he is trying to

make a culture change and knows people are reacting differently. “It’s a big ship, big place,” he offered. “Some people do not want to get on board. Not all individual problems will be fixed, but culture change takes time.”

Johnson said it is hard to embrace change based on the past—for example, EAS employees delivering mail and being forced to use private vehicles. Threats are being made when supervisors don’t want to deliver mail. Johnson said a date needs to be set to sit down with Tulino and talk.

There used to be a candidate list for hiring with 75 to 100 people. Today, the list has four to five candidates. Background checks usually cancel those out, leaving no candidates. Tulino responded that the hiring process is a struggle. Minneapolis, for example, has only a 1.6% unemployment rate. Hiring in certain geographical areas is a major struggle; Tulino asked for NAPS’ patience. PTFs have been hired to try and fill vacancies in many areas.

Roma reminded Tulino that he has said, “Work with me.” Despite Tulino offering the olive branch, Roma said that too often the message gets lost in the communication when filtered down. Roma mentioned having biweekly meetings to discuss issues with supervisors delivering mail. Tulino said that could be done. A tracking system has been instituted to see where supervisors are delivering mail. PTFs are being hired in 46 locations.

The board went into executive session to discuss the lawsuit pertaining to the meeting with Tulino; Moyer participated.

Legislative & Political Affairs

Mulidore and Levi discussed legislative issues. A lawsuit has been filed

in four separate courts by states to stop the S&DC initiatives. All four courts gave four different decisions.

NAPS' postal priorities include EAS consultative rights, USPS manager appeal rights and postal police authority.

Congressional oversight is needed for implementation of the Postal Service Reform Act, postage rates, delivery speed and S&DCs. The GPO/WEP bill was discussed.

Regarding presidential nominations for the USPS Board of Governors, the terms for William Zollar and Donald Moak, both appointed by former President Trump, expired Dec. 8. The terms could be held for one year. Those who have expressed interest in serving on the board include Carolyn Maloney, Brenda Lawrence and Moak.

PRC commissioners Mark Acton and Robert Taub were renominated.

If Republicans take control of the House, James Comer (KY) would become chair of the House Committee on Oversight and Reform. Comer might establish a subcommittee on the Postal Service with Pete Sessions (TX) or Nancy Mace (SC) as chair.

Should Democrats keep the House, Gerry Connolly (VA), Jamie Raskin (MD) and Steve Lynch (MA) all have expressed a desire to chair the committee.

Regarding the Senate Committee on Homeland Security and Governmental Affairs, the chair most likely would be either Gary Peters (D-MI) or James Lankford (R-OK).

SPAC contributions for 2022 currently are \$245,494; NAPS continues to exceed the SPAC totals of previous years. As of Sept. 30, the Western Region was #1 in contributions; California was the #1 state.

NAPS Property, Inc.

Jim Stokes, with Stephanie and Jilian of STOLADI, discussed the NAPS building. NAPS became a tenant in 1994 and purchased the building for \$3.1 million; it was assessed for \$9.3 million. The AC units have been replaced by in-house engineers. In the next fiscal year, two more units will be replaced to complete the cycle, which will begin again in 2029. All lights in the common areas have been updated to LEDs. No capital expenses are projected for this year.

In Alexandria, of the 11 million feet of office space, 2.3 million is vacant; never before has it been this high. Subleased space is not doing well. There is 12 million feet of subleased space is the DC area. With this amount of subleased space, it is difficult renting at a certain square footage.

The building assessment was reduced from \$11 million to just over \$6 million, which reduced the taxes. The building actually is worth \$14 million. If NAPS did not own the building, it would be paying approximately \$24,000 in rent a month.

PNC Bank

Amy Bartosh introduced herself; she has taken over NAPS' portfolio this year. The chart of returns, year to date, in every class is negative. Bartosh reported that the Russian war on Ukraine has caused supply issues. Inflation is very high, reflecting negatively in the portfolio. The economy is growing, but slowly.

Employment markets are positive. Projections are the inflation rate will increase, but looking at February for the rate to start to decline. Supply chain problems still are an issue. There is a potential for an upswing for

quarter 4, Bartosh said. There is a 50% chance for a recession in 2023.

If the railroads don't have an agreement with their unions, it will affect supply chain issues, which will affect the stock market. With a divided Congress, not a lot gets accomplished, which may help the market. Analysts anticipate a rebound in the market; how long a possible recession would last is a concern. There potentially could be a rebound about 12 to 18 months after a recession.

Market volatility will continue for a while. NAPS' portfolio is pretty defensive, which gives more protection in a downfall. There will be decelerating growth; we won't see 12% growth like last year, Bartosh observed. The NAPS portfolio's mutual fund exposure to Russia is .1%, or \$12,000. NAPS' exposure is very low, as it has a conservative portfolio, but it still needs to be prepared for volatility.

PFPP Committee Update Report

Mooney discussed the concerns that will be given to the Postal Service regarding specific indicators. The committee asked for access to the Blue Page and was denied, but the Postal Service said it would give data to NAPS. Flak also said he is open to quarterly meetings with the committee to address updates and any concerns.

One concern was regarding why use only the bottom 10% for block 1 and 1% to 2% to determine block 10. Flak was asked to help put together a PowerPoint presentation describing the mitigation process and how to file for mitigation.

The main concern is what can be mitigated. At times, installation heads do not want to file for mitiga-

Continued on page 46

Membership Opportunities at USPS Symposiums Discussed

Submitted by Jimmy Warden

Secretary/Treasurer

The Dec. 20 Executive Board Zoom meeting was called to order by President Ivan D. Butts. Not attending were New York Area Vice President Dee Perez, Mid-east Area Vice President Tony Dallojacono, Capitol-Atlantic Area Vice President Troy Griffin, MINK Area Vice President Kelly McCartney, Central Gulf Area Vice President Dwight Studdard and Texas Area Vice President Pam Davis.

The Postal Service has scheduled training symposiums to be held in Atlanta; National Harbor, MD; and Nashville for Customer Service supervisors, Level-22 and above. Attendance is estimated to be 8,000 among the three venues.

The board discussed holding NAPS meet-and-greet events on the symposiums' free nights to introduce nonmembers to NAPS, providing information on the organization and explaining why they should join. The events also would afford current members an opportunity to meet the resident officers and local branch members.

There was discussion about having local branch support and participation, as well as the type of venue and associated costs. A motion was made by Eastern Region Vice President Richard Green, seconded by Northeast Region Vice President Tommy Roma, that NAPS arrange meet-and-greet events at the upcoming USPS training symposiums.

The motion passed unanimously. Immediate Past President Brian Wagner and Pioneer Area Vice President Ed Laster left the meeting early due to prior commitments and were not present to vote.

Perspective from the Immediate Past President

Continued from page 22

that I have examined this information, including accompanying documents, and, to the best of my knowledge and belief, the information contains all the relevant facts relating to the request for information, and such facts are true, correct, and complete.”

Once all the required branch information has been entered and PDFs attached, the branch officer completing the application will click a box confirming all information is accurate. The final step before IRS submission is to enter the branch's bank routing and account numbers (savings or checking) or debit card number to pay the \$600 IRS nonprofit/tax-exempt application fee. In the past, the filing fee could be paid by check or money order. Today, however, the new IRS online system requires electronic payment through www.Pay.gov.

According to the IRS, the new *Form 1024* process could take up to 180 days before a branch receives final approval. This timeline may include the IRS contacting the branch for additional information or requiring further clarification of information submitted.

It is important to note the IRS will send notices in the mail. Therefore, check your branch's mailbox often to avoid delays to the IRS. In addition, the IRS will correspond with the branch via phone or U.S. Mail—not email. If the IRS requires additional information from the branch, it must be sent via U.S. Mail or by fax—not email.

It also is important to note that if your branch was previously approved for nonprofit/tax-exempt status, but failed to file its respective annual IRS *Form 990* tax return for the past three consecutive years, there is a high probability your branch's nonprofit/tax-exempt status has been revoked.

If that is the case, your branch must reapply and will be required to pay the respective \$600 application fee. Otherwise, continue to file your annual *990* tax returns to keep your nonprofit/tax-exempt status.

Please note, this information is intended for instructional and information purposes only. Stay tuned for next month's issue as I revisit the process and requirements for nonprofit/tax-exempt NAPS branches to file their respective annual IRS *990-N*, *990-EZ* or regular *990* tax returns.

There is one thing that won't be exempt from this article and I hope receives your approval sooner than 180 days—my ice-cream-flavor-of-the-month recommendation: banana cream pie.

brian4naps@aol.com

Executive Board Focuses on Membership

Submitted by Jimmy Warden

Secretary/Treasurer

The Jan. 10 Executive Board Zoom meeting was called to order at 4:06 p.m. by President Ivan D. Butts; Board Chair Chuck Lum oversaw the meeting. Secretary/Treasurer Jimmy Warden took the roll call. All board members were present except for New England Area Vice President Bill Austin, Capitol-Atlantic Area Vice President Troy Griffin and Pioneer Area Vice President Ed Laster. Rocky Mountain Area Vice President Myrna Pashinski had been excused.

Butts, Executive Vice President Chuck Mulidore and Warden greeted the board. Butts asked the board to participate in a prayer for Pashinski's son, John, who was hospitalized and is in critical condition.

Butts informed the board that exempt postmasters, Level-22 and below, and managers, Customer Service, will be allowed to be paid when delivering mail from Dec. 31, 2022, through April 7, 2023. NAPS does not condone EAS employees delivering mail, but, should the need arise, they are to be compen-

sated for any time outside their tour or on their rest days.

Butts informed the board that, after further review and discussion with Mulidore and Warden, it was decided it would not be cost effective to hold meet-and-greet events at the upcoming Postal Symposiums for supervisors, Customer Service. The costs, although reasonable for such events, would be high and the return on investment would take a few years.

Data would be presented later in the meeting showing the progress made in increasing membership. Butts and Warden are scheduled to attend all six supervisor symposiums.

Butts talked about membership. Warden gave a slide presentation that showed the increase in membership and the number of 1187s received and processed over the past three years. The number of 1187s received in 2022, compared to 2021, increased by 284%.

Slides were shown to illustrate the areas with the largest number of 1187s submitted, as well as the top-10 states. Board members from those areas shared their best practices.

It was determined that the area

vice presidents should hold Zoom meetings with their respective branches to review the nonmember and promotion reports on a biweekly basis. Warden displayed the reports and explained how to use the data provided.

The board next went into executive session. NAPS Legal Counsel Bruce Moyer gave an update on pending litigation.

The meeting then was opened for discussion. There still were concerns about EAS employees having to deliver mail. Butts reiterated that NAPS does not condone EAS employees delivering mail. But, because the need may arise after all avenues have been exhausted, managers, postmasters and supervisors should be compensated for time worked delivering mail outside their tour and on their rest days.

There was further discussion on membership. Butts said a follow-up board Zoom meeting will be held in February to see what progress has been made in membership.

Richard Green closed the meeting with a prayer, asking everyone to pray for John Pashinski's recovery. The meeting was adjourned at 6:26 p.m.

Legislative Update

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in the forefront to ensure the results of their work is consistent with the letter and intent of the law.

Before commencement of the 118th Congress, the House Democratic Caucus elected Rep. Jamie Raskin of Maryland to assume the ranking position on

the House Committee on Oversight and Accountability, formerly the Committee on Oversight and Reform. The House Republican Conference already has designated Rep. James Comer of Kentucky to chair the committee.

One of the arenas in which NAPS members and the Postal Service excelled was in continuing to deliver de-

mocracy for America. The Postal Service carried more than 54 million ballots for the 2022 midterm elections, with almost 99% delivered to election authorities within three days of entering the mailstream; most were delivered within two days.

naps.rl@naps.org



Men's Mental Health: *Reaching Out Is a Sign of Strength*

Submitted by the USPS Employee Assistance Program

Throughout history, men have been expected to be strong, stoic and assertive. Young men grow up hearing “shake it off” or “toughen up” when they are hurt, physically or emotionally. Issues arise when, down the road, tragedy or unexpected pain hits.

In response to adversity, men usually follow the advice they've been given. They remain cut off from feelings they don't view as manly. Shutting down and burying their feelings seem like the right move.

Internally, they have a conflict, are sad or worried, but can't express it. When repeated, this pattern can lead to a denial of their feelings. It becomes easier to cut off negative feelings and adopt anger.

To alleviate challenges with which they are struggling internally, men may turn to alcohol, drugs or other type of addiction for relief. This downward spiral of closing off, feeling the internal stress, then using poor coping mechanisms can lead to other mental health issues. They then rely on themselves to fix the problem instead of finding it appropriate to ask for help.

How do men get past these struggles? Getting mental health advice from a counselor is a start.

Men often are skeptical about how counseling can help them. When they display poor coping skills on a regular basis, they are told they need counseling. Men sometimes hesitate to reach out for help because they

feel as if asking for support is a sign of weakness. They also may feel strange talking about their feelings.

Some fear they will be judged for asking for help. Once again, they've been led to believe that emotions such as sadness or fear shouldn't be acknowledged.

Traditionally, society has demanded that men display fearlessness, independence and strength that sometimes—although mistakenly—may be viewed as incompatible with therapy. The truth is, reaching out for help is a sign of strength.

Why don't men seek help?

The stigma associated with men seeking mental health care is destructive. Men experience the same challenges and negative emotions any person does. They also deserve, like anyone else, to experience the benefits that counseling can provide. Men can and do get better when they view seeking help as a strength.

The stigma attached to receiving help can result in various problems. Men may seek relief from suffering by using alcohol or other substances or both. Not only is this approach not effective in the long run, but it also is harmful. Seeking relief in chemical form can lead to many problematic consequences, including relationship, financial, physical and legal difficulties.

Substance use may make a person more impulsive and raises the risk of contemplating suicide. Other addictions have similar outcomes when used to

alleviate suffering. Over-eating, sexual addiction and gambling all are poor coping strategies.

At first it feels good to engage in an addiction, but, over time, the residual feeling of self-hatred and disgust can lead to depression, anxiety and isolation. Discussing more effective solutions with a counselor or seeking appropriate medications from a prescribing physician or both will prove to be much more effective and healthier.

Another issue men may face, other than stigma, is they may be so out of touch with their emotions they don't realize when they are struggling. Because of society's expectations, many boys from a young age are not encouraged to express vulnerability. They learn to suppress emotional responses so, by the time they are adults, they may be genuinely unaware of their emotions and how to appropriately express them.

Sometimes when men recognize negative emotions, they continue to deny there is a problem. Whether they are concerned about how others will view them for seeking counseling or some other reason, they'll often find excuses to avoid seeking counseling. It is important to resist letting excuses get in the way of receiving needed help.

What can be done?

A key challenge men face is they may not seek social support regarding their concerns. Many men avoid sharing feelings with friends and family, even though it might be the very thing they need to help face life challenges. In fact, social support can and *does* result in better outcomes for people struggling with a problem. If social support is something that might help, men may need to reach out to groups dedicated to being open about feelings.

A spiritual organization, commu-

nity center or place of worship may be able to help. If substance abuse or other addiction is involved, trying a 12-step program or other form of social support also could help. Unfortunately, the same stigma associated with mental health support can be present in those settings, as well.

As health professionals work to reduce the stigma in society for people receiving mental health care, it is important for men to feel more comfortable reaching out for help when they notice strong, negative emotions. Everyone should do what they can to normalize counseling and help remove the stigma from seeking services to improve mental health.

Leading by example can be effective in showing others the benefit of receiving mental health services. Teaching children the importance of investing in their mental health could go a long way in helping make a change.

The USPS Employee Assistance Program (EAP)

EAP professionals understand that barriers to seeking counseling are real. They are here to help remove some of the obstacles by offering:

1. The understanding that services are entirely confidential* (unless there is an immediate safety concern, which would be discussed in session). The EAP keeps all information completely private. No one will know about participation in the EAP unless an individual chooses to share that information.

A person has the right to receive care without anyone knowing about it. However, if one did wish to tell others, they would be doing their part to lessen the stigma other men face when seeking help. Sometimes sharing the fact they reached out for help may inspire others to do the same.

2. Counseling, consultation and coaching services are offered in a variety of ways to suit the needs and comfort levels of those seeking assistance. In addition to in-person care, USPS employees and their families can access professional services anytime, anywhere, through a computer, tablet or smartphone. By removing location and scheduling barriers, you have greater flexibility and more options when it comes to receiving care.

3. Counseling and EAP services are completely free. There is no harm in trying it from a financial standpoint.

With the confidential nature of EAP and counseling in general, men do not need to worry about what others may say or think. It is normal to feel a little uncomfortable when talking about problems and issues, but it may be helpful to remember that making the call is a sign of strength—not weakness.

Please give us a call today with any questions about the information discussed in this article or any other questions about health and wellness. The EAP is available at 1-800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341, or visit EAP4You.com.

**EAP counselors have master's degrees and are licensed professionals. Your privacy is protected by strict federal and state confidentiality laws and regulations and professional ethical standards for counselors. Information you share with the EAP may not be released to anyone without your prior written consent, except as required by law (e.g., when a person's emotional condition is a threat to themselves or others or there is suspected child or elder abuse) or the issuance of a court order on a show of good cause.*

Executive Board Tackles Issues at Fall Meeting

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tion; therefore, an individual should be allowed to file.

Mooney thanked the committee.

Conference Direct

Sheri Davies provided an overview of 2022 events. She recommended NAPS continue to increase sponsorships; \$100,000 was earned in 2022 from sponsorships. She discussed the 2023 LTS. The wreath-laying ceremony will be at 12:15 p.m. on Sunday, March 26.

The San Francisco Marriott Marquis will be the site of the 70th National Convention in 2026. The board heard an update based on the site visit.

New Business

The 2023 LTS is March 26-29. The spring Executive Board meeting is March 29-April 1.

For the Good of the Association

Bock discussed the impact of Hurricane Ian.

Motion #1—Submitted by Bock, seconded by Mulidore, that:

“NAPS donates \$25,000 to PERF.”

Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Elizondo Jr., Walton, Austin, Perez,

Dallojacono, Laster, Moreno, Moon-ey, McCartney, Bock, Studdard, S. Green, Davis, Pashinski and Valuet. Voting “no” were Griffin, Trayer and Wagner. The motion passed 21-3.

Wagner told the new board members they could call on him for any assistance. He also thanked the SWCs team, as well as Lum as new board chair.

Trayer informed the board the Michigan State Convention will be held in the Upper Peninsula. He thanked everyone for putting the Upper Peninsula back with Michigan.

Mulidore thanked everyone for their prayers and concerns when he was out with hip surgery.

Lum thanked everyone and said he is NAPS proud. He remembers sitting at his first board meeting; witnessing how proud the group was motivated him to continue serving NAPS members. Lum said he is glad to be part of the Executive Board.

Elizondo thanked his Southern Region team as he has three new members. He said they have been doing fantastic out in the field as a team.

Perez thanked the Postmaster Committee as he moves forward in building membership among postmasters. He challenged his team to make the Postmaster Committee vital.

Closing Remarks

Butts thanked everyone for their great work during the board meeting. He said he looks forward to the work ahead by the committees and the collaboration on the board. Quoting the Bible, Butts said, “Love is slow to anger.”

He said it was great seeing everyone and an honor serving as president. He prays everyone has safe travels home.

Moreno led the closing prayer. S. Green made a motion, seconded by Trayer, to adjourn. All were in favor.

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Region vacant: Northeast

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



On the Move?

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

Keeping your mailing address current at NAPS Headquarters helps us keep *The Postal Supervisor* coming to you without interruption and avoid unnecessary “Address Service Requested” charges.

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

Resolve to Give Back in 2023

Beverly Austin
Executive Vice President

The holidays are associated with giving. We focus on giving thanks in November, gift-giving in December and giving up unhealthy habits for New Year's. But have you ever considered giving your time and talents?

These days, with everyone facing greater financial challenges at the gas pump, grocery store and with utilities, there is another way you can make a positive difference beyond simply writing a check. Consider volunteering.

So many worthwhile causes need volunteers to support the work they are doing. Volunteers offer crucial help to people in need. Without volunteers, many services and events in communities would not happen.

The benefits of volunteering can be huge for people in need, but the greater benefit can be bigger for you. These benefits can include:

- Staying physically and mentally healthy
- Combating depression and reducing stress
- Bringing fun into your life

Here are several ways to give back:

- Serve at a homeless shelter or soup kitchen



- Visit an assisted-living community for the elderly
- Stock a food pantry at your church
- Collect Christmas gifts for the less fortunate or children
- Donate household items and clothes

It's easy to come up with ideas or complain about what does not get done. But where are all the volunteers needed to accomplish projects? Instead of making a list of projects, pick one and

start volunteering. Just roll up your sleeves and get busy to make a difference in someone's life.

Some people volunteer because they have an interest and want to

share it. Others volunteer because they feel passionate about a cause or the people they are helping. It does not matter how you find the passion; what matters are the lives you can touch by being open to giving of your time.

I challenge you to give something to yourself and something to your community. You can make it a better place with a small sacrifice of your time or sharing of your talents. Unlike that shiny, new gift that was waiting for you under the Christmas tree, giving of yourself by volunteering will not fade with time.

Collectively, let us be intentional and resolve to give our time and talents to volunteer for worthy causes in 2023.

braustin50@gmail.com

Former National Auxiliary President Helen Reganti, 1978-80, celebrated her 100th birthday on Nov. 6. Helen's niece had asked that cards be sent in honor of her centennial birthday. From Auxiliary members, friends and family, Helen received nearly 100 cards; she was ecstatic!

Helen and Harry Reganti were married 54 years; he died in 2007. Harry's last position on the NAPS Executive Board was vice president of Field Services. Before that, he served as Great Lakes Area vice president



2022 SPAC Contributors

Continued from page 28

O'Brien, John	ME	Branch 96
Piteau, Arthur	ME	Branch 96
Sequeira, Jean	ME	Branch 96

Andersen, Karen	NV	Branch 463
Blakney, Robert	NY	Branch 336
Nielson, Tracey	SD	Branch 946
Barnes, Marilyn	TX	Branch 86
Hartsel Jr., Robert	VA	Branch 22



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
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