

# the Postal Supervisor

March 2023

## New Supervisor Training Raises the Bar

*But EAS Employees Need  
More from USPS  
Leadership*

*page 3*



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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](mailto:naps.cm@naps.org).

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## In the Right Direction, But Still Far to Go

**H**ello, my NAPS brothers and sisters. I wrote this column as I wrapped up participating in the third of six Chief Retail and Delivery Office (CRDO) supervisor symposiums held in various locations throughout the United States. I applaud the work of Angela Curtis, vice president, Delivery Operations, who planned and arranged these events.

The symposiums marked what USPS leadership

coined “the fulfillment of investment in EAS employees outlined in the PMG’s ‘Delivering for America’ 10-plan.” As is my nature, I would rather have seen this investment be more money in the pockets of EAS employees who deliver America’s mail.

Regardless, I’m thankful for the work of Dr. Joshua Colin and his CRDO team. They brought the resources and experience needed to make these events profitable in re-

setting the learned and developed skills of EAS employees who deliver for America.

I want to share some key takeaways from the symposiums I attended. The points I highlight, unfortunately, are the same points raised after any Postal Service training that focuses on EAS employees maintaining what leadership believes regarding “Operational Standards.” I put that term in quotations not because it’s false, but because it remains unattainable for reasons I will discuss.

At first, though, I was ecstatic when I heard Colin exclaim from his leadership level that he wants front-line EAS employees to act with integrity when reporting curtailed and delayed volume and undelivered packages. These employees must properly record the mail and packages.

This is clear messaging EAS employees need to take back with them and follow. Colin’s acknowledgment that front-line EAS employees are being coerced, bullied and threatened to commit falsification is partly from the argument NAPS has made for years that the

messaging is watered down as it filters down.

When I heard Colin say, “I know they are doing it and I’m going to tell you what to do about it,” I thought to myself, “What?! Game changer!” So, I waited and waited. But the symposium ended without hearing what to do about it other than the same “Don’t do it” spoken to leadership over the years and watered down to “Don’t make me look bad” to front-line EAS employees.

What do you do with this direct message you heard from Colin, chief Retail and Delivery officer and executive vice president? You must implement the directive and document when or if you are called on to act without integrity by those only looking to “not look bad.”

You must clarify what they intend by their statements: “*All scans must be cleared before you go home*” and “*All clock ring errors must be cleared before you go home.*” We know what they are saying is if you falsify data, you can go home to your family.

But we can’t do that. We must follow the clear direction from Colin and affirmed in this article. *Just don’t do it!*

However, suppose local leadership gives you a written directive to act against the clear direction you received from Colin and affirmed in this article. In that case, you must look at USPS policy and procedures according to *ELM 665*:

665.15 Obedience to Orders

“Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor’s order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or *may appeal through official channels* [emphasis added].” (<https://www.uspsog.gov/hotline>)

I’m not saying the symposiums were not the most significant engagement events I ever witnessed in my 30-plus years of NAPS advocacy; they were. However, there still are points of clarification and statements made through which we must work:

- The statement made by a CRDO executive stating

*Continued on page 4*



**Ivan D. Butts**

President

# Honoring Sacrifice to Our Nation

**T**his year, the NAPS Legislative Training Seminar (LTS) will be held at the Crystal Gateway Marriott in Arlington, VA, March 26 through March 28. LTS is our opportunity as NAPS delegates to directly engage with congressional leaders on issues important to NAPS. Each year, we also honor four NAPS members who are veterans or who have family members who were or are veterans by placing a wreath at the

Tomb of the Unknown Soldier at Arlington National Cemetery.

This somber event is a testimonial to the thousands of NAPS members who have served in our nation's armed forces and should be honored for their service. It also is a stark reminder that service to our country involves sacrifice. And many have made the ultimate sacrifice, as is reflected in cemeteries across our country, as well as cemeteries in far-off lands. That sacrifice

is never more evident than at the Tomb of the Unknown Soldier.

You may wonder how this hallowed ground came into being. How did the idea for a memorial honoring unknown, but not forgotten, deceased servicemen come about? As relayed by Arlington National Cemetery Tours, the idea of the tomb itself was initially inspired by the multitudes of unknown dead amassed by the end of World War I.

On Memorial Day in 1921, four unknown soldiers were exhumed from an American cemetery in France. The four were placed in identical caskets and stationed before a highly decorated World War I veteran tasked with selecting just one of the caskets for burial in Arlington National Cemetery. That veteran was U.S. Army Sergeant Edward F. Younger.

After the ceremonial selection was made, the body was to lie in state in the Capitol rotunda until midnight on Nov. 10, 1921. On the following day, Armistice Day, the casket was placed in a caisson and transported to Arlington National Cemetery.

Since that time, servicemen from World War II, Korea and Vietnam have been transported for burial at the Tomb of the Unknowns. The sarcophagus built above the tomb of the soldier who served in World War I sits in front of the three marble slabs that identify the crypts of the soldiers from World War II, Korea and Vietnam.

The sarcophagus was constructed in 1931 out of seven large marble panels collectively weighing 79 tons. On one side is a relief of three Greek figures, each representing Peace, Valor and Victory. On the other side are sculpted six inverted wreaths, each representing a major campaign from World War I.

The U.S. Army regiment entrusted with tending to and guarding not just the Tomb of the Unknown Soldier, but also the coordination and execution of any and all burials that take place in Arlington National Cemetery, is the 3rd Infantry, affectionately known as the "Old Guard." For those select few who answer the sacred call to become a Tomb Sentinel, it is a responsibility that is taken with the utmost grace.

If there is one reason, besides paying their respects and the historical significance of the grounds, that visitors from all over the world visit Arlington National Cemetery, it is to witness the iconic changing of the guard. Since April 6, 1948, the Tomb of the Unknown Soldier has been guarded 24 hours a day, 365 days a year without exception. Every hour during winter and every half hour during the summer and daylight hours, one guard relieves another from their post.

This year, NAPS again will honor members who served our country by placing a wreath at the Tomb of the Unknown Soldier in remembrance of those who gave the ultimate sacrifice, yet whose names are lost to history. On the west panel of the tomb are inscribed the words, "Here rests in honored glory an American soldier known but to God."

I hope you can join us at this year's Legislative Training Seminar and help us honor that sacrifice.

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## In the Right Direction, But Still Far to Go

*Continued from page 3*

the district manager—and only the district manager—can authorize delaying or curtailing mail delivery.

- Front-line EAS employees addressing employee availability.
- Front-line EAS employees receiving the leadership support needed by way of resources and operational assistance.

We need to break these points down further; look to my upcoming columns on these issues.

In solidarity ...

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**Chuck Mulidore**  
*Executive Vice President*

# New Concepts in Supervisor Training

I've always said that, in order for a supervisor, Customer Service, to be able to effectively comprehend and absorb information during training, they need to be away from their work station. Supervisors cannot take or attend training on their computers in the middle of the work floor and expect not to have any interruptions from carriers, clerks, mail handlers, customers or their manager.



**Jimmy Warden**  
Secretary/Treasurer

Well, the Postal Service has done the right thing! If you are not aware, the Postal Service is holding training symposiums for supervisors, Customer Service, in Atlanta, GA; National Harbor, MD; and Nashville, TN.

As I am writing this column, NAPS President Ivan D. Butts and I are attending the symposium in Atlanta. The training has been a breath of fresh air. Supervisors are hearing the mission of the Postal

Service from senior management who are the policy- and decision-makers. The engagement is incredible.

Senior postal leaders have been present throughout the event, making themselves available to meet and speak with supervisors. The event started off with each department having a booth where supervisors could obtain information and ask questions.

Supervisors had an opportunity to engage with Headquarters executives from Retail and Delivery and many other functions, including Human Resources and Labor Relations.

During the second- and third-day sessions, role plays during presentations were put on by postal leadership to help supervisors understand the message. The many supervisors I spoke with said this training symposium made them feel appreciated and realize they are a valuable part of the Postal Service Leadership Team.

I want to thank Postmaster General Louis DeJoy; Dr. Joshua Colin,

chief Retail and Delivery officer; Angela Curtis, vice president, Delivery Operations; and the entire CRDO team for developing this training and allowing NAPS to be part of it. This is the first time the Postal Service has brought supervisors together from across the country to not only attend training, but also network with each other and meet senior leadership.

The overall message of the training was simple: Do the right thing and we will succeed! You never can recover from unethical or immoral actions, but you can recover from poor performance if you do the right thing. Do not cross the ethical or moral line.

When I used to facilitate presentations, I used the analogy of playing golf. I played golf with a friend who, when he hit the ball near the hole, would say it was a “gimme” and pick up his ball. He wouldn’t take the additional stroke. Well, when he started making the putts, his score never reflected his improvement. If he only did the “right thing” from the beginning, he would have seen his success.

The message from the recent training symposium was we can’t get better unless we change. The “Delivering for America” plan is our roadmap to success and will help guide us through the change. We are seeing many changes taking place in the Postal Service.

I and many others have said we need to change the way we do business if we expect to improve and survive

as a company. The journey to success will test one’s character and dedication, but it’s not impossible. It is the will to do the right thing.

My mother always reminded me, “Where there’s a will, there’s a way.” Remember, we don’t want to *look good*; rather, we want to *be good*. There is a big difference—your integrity matters!

Special thanks to Heather Anderson for all her behind-the-scenes work making these events such a success and thanks to the CRDO team.

Don’t forget: Increasing membership demonstrates leadership. Stay safe.

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## The Postal Supervisor 2023 Production Schedule

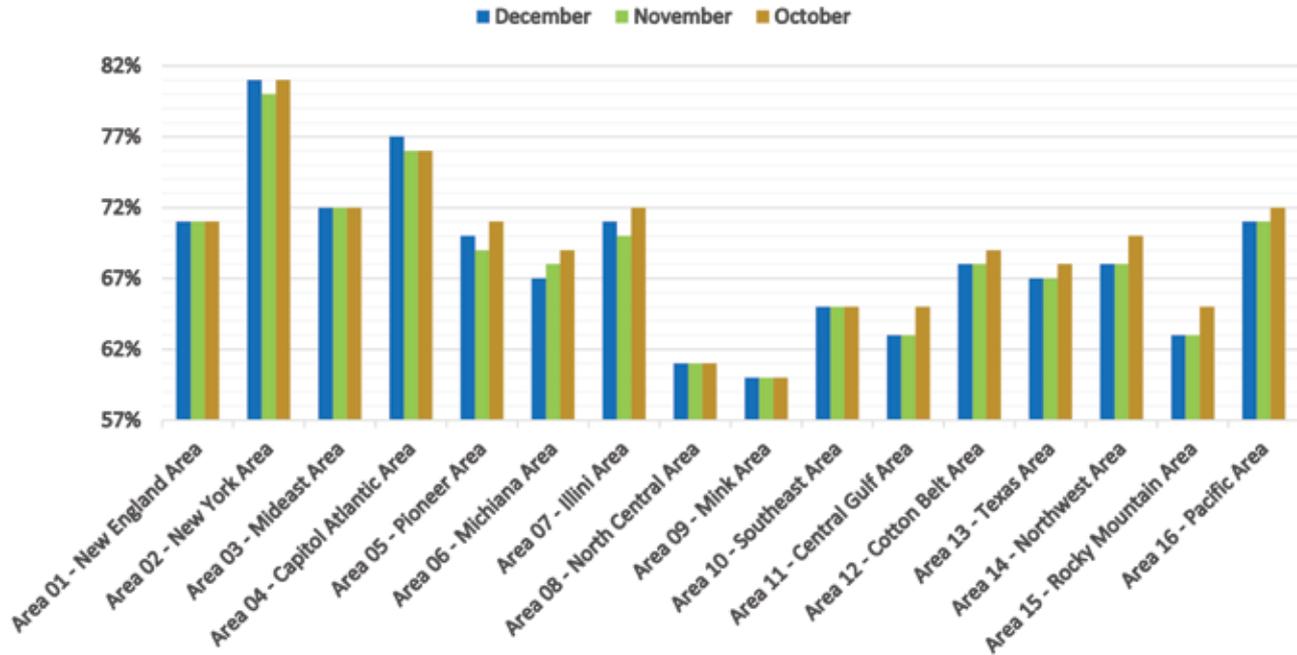
Issue	Copy Deadline*	Mails
APR	2-21	3-21
MAY	3-31	4-25
JUN	4-28	5-23
JUL	5-25	6-20
AUG	6-28	7-25
SEP	8-1	8-29
OCT	9-5	10-3
NOV	10-4	10-31
DEC	11-1	11-30
JAN '24	12-1	1-2
FEB	1-4	1-31

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

# National Association of Postal Supervisors Membership Report

December 2022

## 3 Month Member Percentage by Area



Regular Member Totals By Area	December 2022	November 2022	October 2022
Area 01 - New England Area	71%	71%	71%
Area 02 - New York Area	81%	80%	81%
Area 03 - Mideast Area	72%	72%	72%
Area 04 - Capitol Atlantic Area	77%	76%	76%
Area 05 - Pioneer Area	70%	69%	71%
Area 06 - Michiana Area	67%	68%	69%
Area 07 - Illini Area	71%	70%	72%
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%	63%	65%
Area 12 - Cotton Belt Area	68%	68%	69%
Area 13 - Texas Area	67%	67%	68%
Area 14 - Northwest Area	68%	68%	70%
Area 15 - Rocky Mountain Area	63%	63%	65%
Area 16 - Pacific Area	71%	71%	72%
<b>Total Regular Member %</b>	<b>70%</b>	<b>69%</b>	<b>70%</b>
<b>Total Regular Members</b>	<b>24,500</b>	<b>24,342</b>	<b>24,320</b>
NonMember Totals	December 2022	November 2022	October 2022
<b>Total NonMembers</b>	<b>10,456</b>	<b>10,494</b>	<b>10,101</b>
<b>Total NonMember %</b>	<b>30%</b>	<b>31%</b>	<b>30%</b>

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# *Resident Officers Mem*



Be adaptable and learn contin



Don't be  
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Chief Retail and Delivery Of-  
ficer Dr. Joshua Colin and  
Postmaster General Louis  
DeJoy addressed supervisors.



# Focus on bership

**U**SPS Chief Retail and Delivery Officer Dr. Joshua Colin and his CRDO team have organized six training seminars for Customer Service supervisors. The first three were in Atlanta, GA; National Harbor, MD; and Nashville, TN.

These events are the first time the agency has brought together supervisors from across the country to attend training and network with each other, as well as meet senior postal leaders.

NAPS President Ivan D. Butts and Secretary/Treasurer Jimmy Warden attended the first three to spread the word about membership in NAPS. In his column this month, Butts noted the symposiums were the most significant events for engagement he has seen (*see page 3*). Warden noted the supervisors reported the symposiums made them feel appreciated and realize they are a valuable part of the Postal Service Leadership team (*see page 5*).

CRDO Team members Kay Hunter and Frankie Wright



## *Resident Officers Focus on Membership*

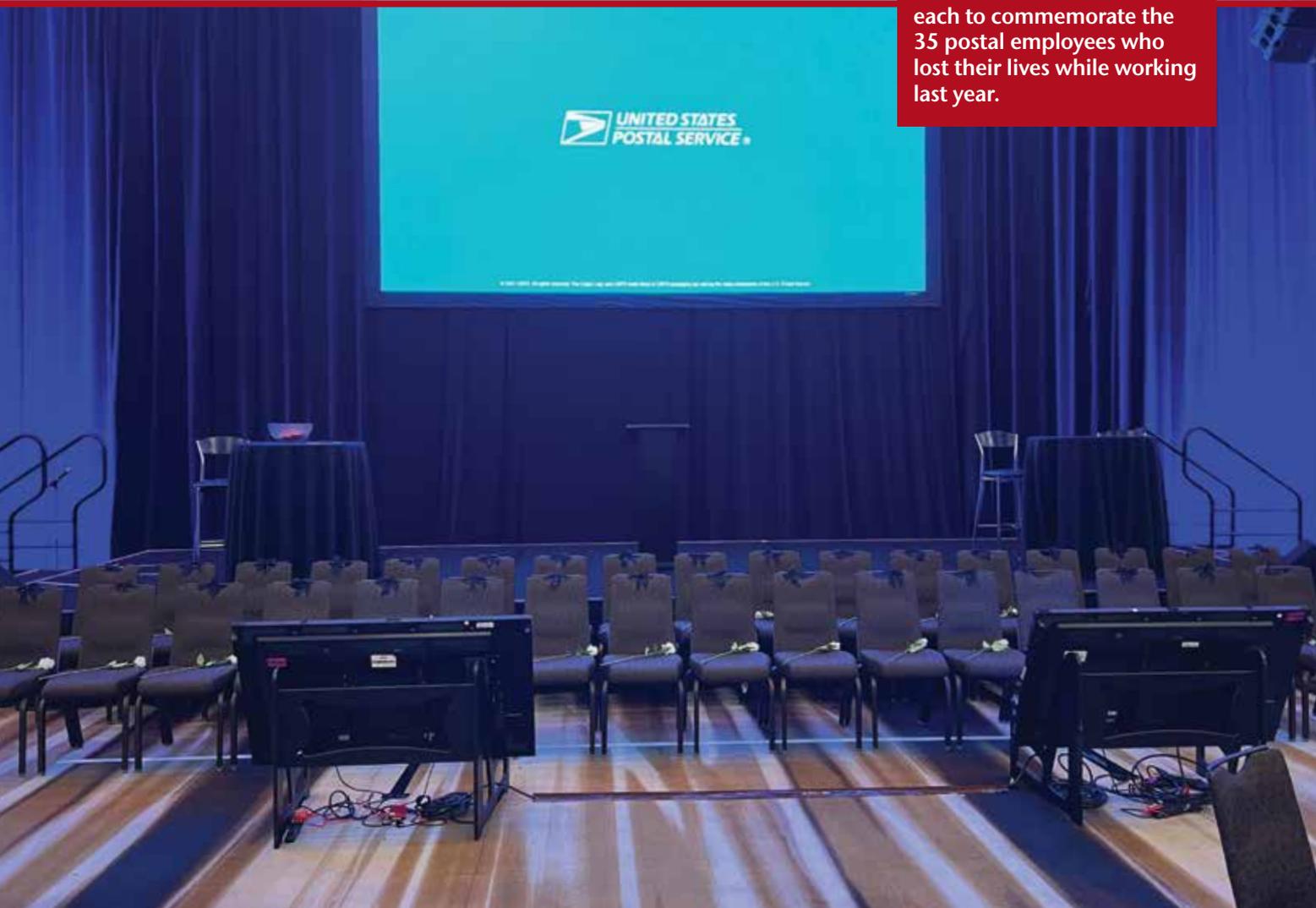


Phong Quang, CRDO Team member, distributed information and talked to supervisors at the Post Office Operations booth.



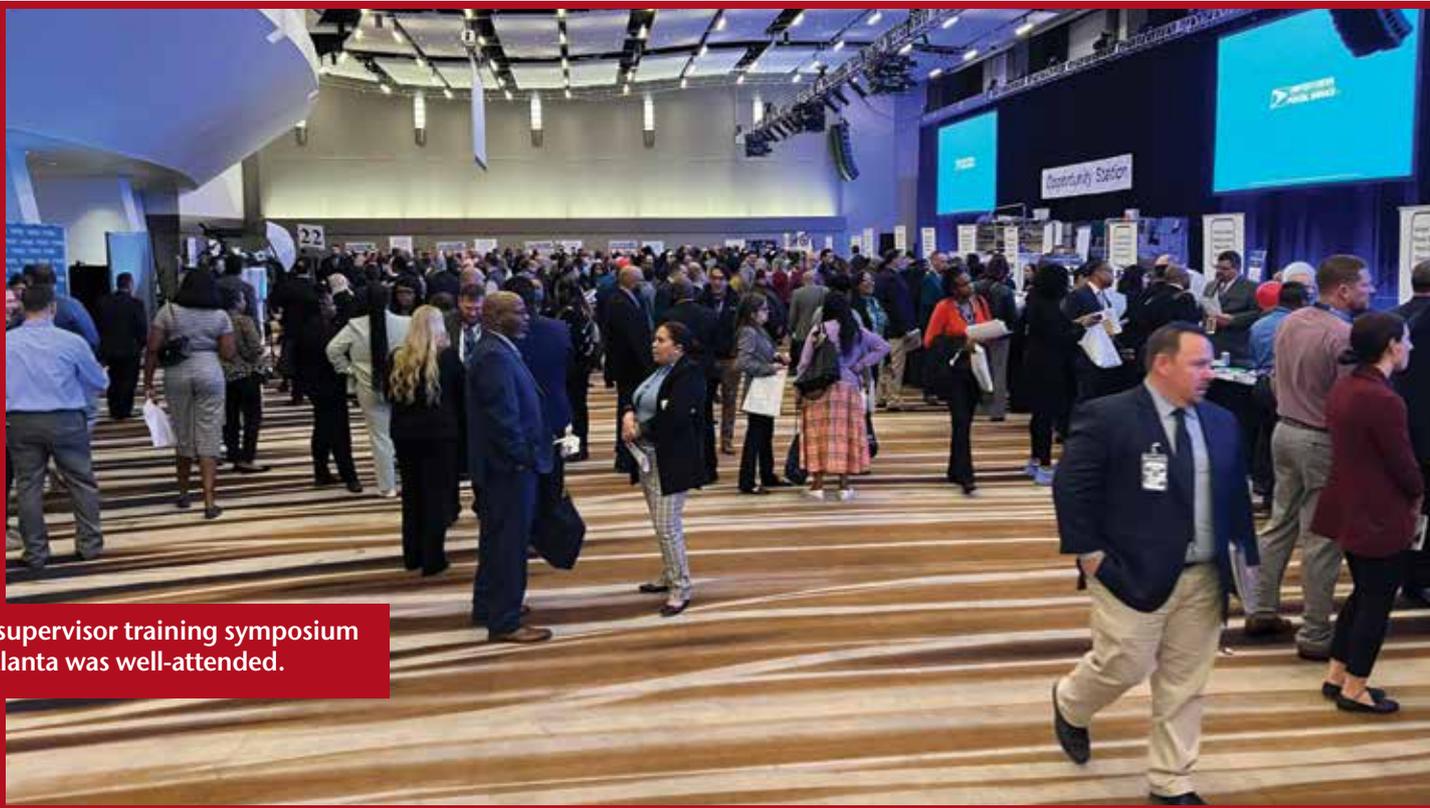
Vice President of Retail and Delivery Operations Elvin Mercado (left) and NAPS Secretary/Treasurer Jimmy Warden (right) with supervisors from New York

During the symposium, 35 chairs were placed at the front with a white rose on each to commemorate the 35 postal employees who lost their lives while working last year.





Role plays were conducted at "Opportunity Station" and "Get It Right Post Office."



The supervisor training symposium in Atlanta was well-attended.

## *Resident Officers Focus on Membership*



Newly appointed Vice President of Labor Relations Tom Blum was available to answer questions and distribute information to supervisors on how to handle grievances.



Tiffany Reyes from Florida registered for the symposium.



NAPS President Ivan D. Butts, Customer Service supervisor Javier Saldana and NAPS Secretary/Treasurer Jimmy Warden



NAPS Northwest Area Vice President John Valuet, Kendall Sparks and NAPS President Ivan D. Butts

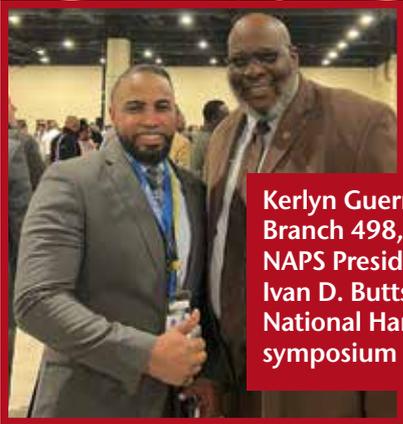


NAPS Northwest Area Vice President John Valuet and NAPS President Ivan D. Butts with a member

Stephanie Dashow, Branch 74, and NAPS President Ivan D. Butts



Jill Jensen, Branch 139, and NAPS President Ivan D. Butts



Kerlyn Guerrero, Branch 498, and NAPS President Ivan D. Butts at National Harbor symposium

Kandy Dossett and NAPS President Ivan D. Butts



NAPS President Ivan D. Butts and Latasha Salter



NAPS President Ivan D. Butts and Marinda Williams, Branch 355



NAPS President Ivan D. Butts and Secretary/Treasurer Jimmy Warden with supervisors at the training symposium in National Harbor

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

**T**he 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](http://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](http://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.

## Transactions Reactivated on LiteBlue with Multifactor Authentication

Jenny Utterback, vice president of Organizational Development, and Heather Dyer, vice president and chief Information Security officer, have been working to successfully implement multifactor authentication (MFA) on LiteBlue. In recent weeks, the Postal Service has taken steps to further educate its employees about the threats cyber criminals pose and what they can do to protect their personal information.

As an additional security measure for LiteBlue, MFA was deployed. As a result, net-to-bank and allotment transactions in PostalEASE have been reactivated for all employees. The ability to make net-to-bank or allotment settings via PostalEASE's interactive voice response (IVR) system has been disabled.

Following are talking points that have been shared with USPS employees:

- With the successful deployment of MFA on LiteBlue, your ability to make changes to your net-to-bank or allotment settings in LiteBlue has

been *reactivated*.

- To make changes to your current net-to-bank or allotment settings, visit [LiteBlue.usps.gov](https://LiteBlue.usps.gov), verify your identify via MFA and navigate to PostalEASE.

- Your ability to update your net-to-bank and allotments via PostalEASE's IVR system has been disabled. You still can use the IVR system for other employee actions, as usual.

- If you have not set up your MFA preferences on LiteBlue, visit the MFA LiteBlue site by navigating to [LiteBlue.usps.gov](https://LiteBlue.usps.gov) and click on "Multifactor Authentication" under the login.

- If you identify any activity with your account that looks suspicious, contact [ISCCU@usps.gov](mailto:ISCCU@usps.gov).

- For more information about MFA and related topics, visit the MFA LiteBlue site by clicking on the MFA banner on the LiteBlue login page.

## USPS Labor Relations Makes Staffing Updates

**Thomas J. Blum** has been appointed vice president of Labor Relations. He will report directly to Deputy Postmaster General and Chief Human Resources Officer Doug Tulino.

Blum will be responsible for implementing Labor Relations policies, programs and standards governing la-

bor-management relations, equal employment opportunity compliance, bargaining and nonbargaining compensation and benefits and workplace environment and employee assistance programs. He also will lead contract negotiations and the pay consultation process with USPS unions and management associations.

Blum began his postal career in 1982 and has held a variety of assignments in Labor Relations and Labor Law. He earned his law degree from Temple University School of Law and served in the U.S. Air Force.

**James Timmons**, Labor Relations Policy Administration, will be out of the office for negotiations with the National Association of Letter Carriers from Feb. 21 to May 29. During his absence, **Tomica Duplessis**, Labor Relations specialist, Southern Region, will be detailed on a temporary assignment with Labor Relations at USPS Headquarters. Duplessis is president of NAPS New Orleans Branch 73.

Her skills and experience as a Labor Relations specialist and EAS employee for over 20 years will benefit her in effectively engaging with USPS management associations. Duplessis will be at USPS Headquarters Feb. 13 to May 26. NAPS congratulates her on this higher-level detail assignment.



Sun Dance, UT, Branch 139 held its holiday party in Salt Lake City. Branch President Jeff Fratto and NAPS Secretary/Treasurer Jimmy Warden updated members on current issues. Warden discussed NAPS' pending lawsuit, SWCs and membership. Also attending was former Rocky Mountain Area Vice President Stevan Gerber.

## Complement/Hiring Issues Leading Reasons Cited for EAS Employees Delivering Mail

NAPS Headquarters continues to request, receive and monitor EAS workhours being reported on the “EAS Carry Survey” in conjunction with the NAPS-negotiated memorandum that all exempt postmasters, Level-22 and below, and all exempt Customer Service station managers be entitled to additional pay should they be required to deliver mail. As a reminder, this data can serve to validate the mandate that EAS employees deliver mail in violation of the collective bargaining agreement, as well as support the request for additional pay for work hours used for the “delivery of mail.”

NAPS is receiving weekly updates on this data. These survey results are from January. The vast majority of these hours are due to complement/hiring issues.

### Atlantic Retail & Delivery

District	Hours
DE-PA2	193.00
MA-RI	162.42
Maryland	11.00
ME-NH-VT	1,563.93
New Jersey	0.00
New York 3	648.50
North Carolina	230.75
Pennsylvania 1	210.32
Virginia	38.25
<b>Total</b>	<b>3,058.17</b>

### Central Retail & Delivery

District	Hours
IA-NE-SD	229.75
Illinois 1	61.75
Illinois 2	213.97
Indiana	62.58
KS-MO	106.67
KY-WV	99.17
Michigan 2	54.92
MN-ND	893.92
Ohio 1	166.25
Wisconsin	387.83
<b>Total</b>	<b>2,276.80</b>

### Southern Retail & Delivery

District	Hours
AL-MS	26.57
AR-OK	68.08
Florida 1	50.17
Florida 3	121.00
Georgia	18.43
Louisiana	16.25
South Carolina	94.00
Tennessee	112.00
Texas 1	56.50
Texas 2	0.00
Texas 3	15.00
<b>Total</b>	<b>578.00</b>

### WestPac Retail & Delivery

District	Hours
AZ-NM	63.67
California 1	87.00
California 2	36.83
California 3	36.25
CO-WY	186.75
ID-MT-OR	1,027.78
NV-UT	10.17
Washington	300.75
<b>Total</b>	<b>1,749.20</b>



On Jan. 15, Heart of Illinois Branch 255 held its annual membership/dinner meeting in Peoria. Over 60 members and guests attended, including Central Region Vice President Craig Johnson (left), Illini Area Vice Luz Moreno (seated, center), and Immediate Past President Brian Wagner (seated, left). Former officers in attendance were Ray Elliott, former NAPS Treasurer (third from left); Susan Warren, former NAPS Field Service vice president (second from left); and Sue Elliott, former National Auxiliary president (eighth from left). Branch 255 officers, including President Michael Winters (seated, right), also attended.

Central Illinois District Branch 369 held a holiday party. NAPS President Ivan D. Butts, with Central Region Vice President Craig Johnson (left) and Illini Area Vice President Luz Moreno (right), swore in the branch officers.



On Dec. 17, Luther B. Manuel Jr. Branch 548 held a Christmas/Presentation party honoring Luther at the Elks Lodge in Harrison, NJ. Luther's wife and daughters were given the plaque presented to Branch 548 at the 2021 NAPS National Convention in Grapevine, TX, renaming the branch in honor of Luther.

According to Branch 548 Financial Secretary Tony Callandrillo, Luther's presence was felt. "This was truly a heartfelt moment for the managers who attended," he said. "Thanks to NAPS for recognizing Luther on a national level. NAPS and the Postal Service meant the world to him. As he would say, 'I love my job.' He was dedicated to NAPS and would do all he could to help someone keep their job.

"New Jersey is proud and honored to have had him as part of our NAPS organization. He left a positive impression every convention he went to, always mentoring the first-timers. He is greatly missed, but his legacy still lives."





Southern Arizona Branch 376 held a “Beginning of the New Year” meeting on Jan. 21 in Tucson. Members were updated on NAPS’ legislative initiatives, LTS, the pending lawsuit, the latest membership initiative and issues regarding T-time and EAS scheduling anomalies. From left: former NAPS Secretary/Treasurer and Rocky Mountain Area Vice President John Aceves, Arizona State Legislative Chair Jimmy Salmon, Branch 376 Vice President Ute Eisinger, Immediate Past NAPS President Brian Wagner and Branch 376 President Dawn Rosenberry.



NAPS President Ivan D. Butts was the keynote speaker at Dillard Financial Solution’s 30th anniversary dinner.



NAPS Executive Vice President Chuck Mulidore (right) and Northwest Area Vice President John Valuet (left) installed Tacoma, WA, Branch 31 President Bjoern Gruetzmacher and Secretary Georgia Taylor.



Charles Caburian, NAPS Headquarters office administrator, traveled to Los Angeles to help Branch 39 officers change their financial software to Quicken. From left: Trustee Shirley Lee, Treasurer Margaret Derden, Caburian, Auxiliary Vice President Chanel Dodson and Vice President Sam Booth Jr.



Denver Branch 65 President Jim Solano (fifth from right) and branch members honored their retirees at a luncheon in the beautiful Rocky Mountain Hills. Joining the celebration were NAPS Secretary/Treasurer Jimmy Warden (right) and Rocky Mountain Area Vice President Myrna Pashinski (second from right).



NAPS President Ivan D. Butts attended Tallahassee, FL, Branch 354's meeting in January. He and Southeast Area Vice President Bobby Bock presented Deborah Johnson with the NAPS Southeast Area Leadership Award.

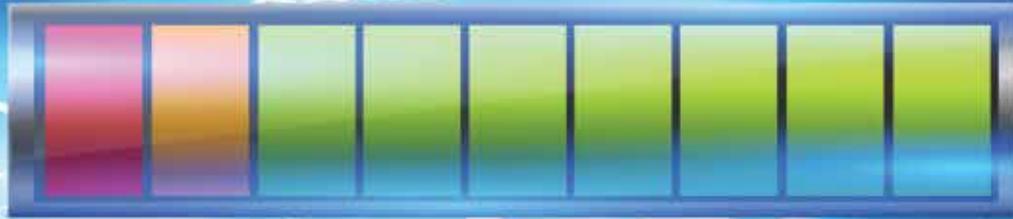


Atlanta Branch 82 held an ugly sweater contest at its holiday party. From left: Vice President Elvina Cox, President Jose Smyly, Secretary Clarissa (Michelle) Daniels and Treasurer Jacquese Thompson.



South Dakota State Branch 946 held its holiday party on Jan 11. Front row, from left: Angela Jones, Sheila Weaver, Tracie Wallenberg and Cathy Clark. Middle row: Jessica Rodriguez. Back row: David Erickson, Chris Lechuga, Carrie Heberlee, Bryan Eastman, Larry Michels, Bart Weaver, North Central Area Vice President Dan Mooney, Mary Anderson, LeAnna Wilson, Craig Weir and David Ramirez.

# *'Powering Up in '23'* SPAC Raffle



**I**t's time to power up and help support the Supervisors' Political Action Committee. The "Powering Up in '23" online raffle began 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.

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## Western Region a Hive of Activity

**Marilyn Walton**

*Western Region Vice President*

**H**onolulu Branch 214 President Laurie Lum and Pacific Area Vice President Chuck Lum invited us to spend a busy NAPS weekend of hosted events. As we arrived in Honolulu, we were joined by NAPS Secretary/Treasurer Jimmy Warden and his wife Ivonne.

On our first day, we took a brief tour of the island to visit popular look-out points so we could take lots of pictures. There were spectacular views and scenery everywhere as we drove along the Waikiki shores.

On our first night, we were invited to the Lum family's luau in honor of Chuck's year-old grandson Legend. In Hawaii, everyone is *ohana* (family); we were welcomed with so much *aloha* spirit. We visited with family and friends and enjoyed a traditional Hawaiian luau feast. There were many food choices. Chuck explained each one and how they were prepared; everything was delicious! There was music and lots of activities for the children.



On Saturday, we started our day by visiting the National Memorial Cemetery of the Pacific, informally known as Punchbowl Cemetery, established at the end of World War II. The cemetery is a beautiful resting place for the armed forces members buried there. Medal of Honor hero Danial Inouye, former Hawaii senator, is buried there.

There is a tribute to all the wars since World War II on the monument's walls. The cemetery lies in an extinct volcano and offers a breathtaking view of Honolulu from Pouwaina Lookout. As we re-

membered the fallen, we looked out at a panoramic view of Honolulu. It reminded me of the saying, "Some gave some; some gave all."

Next, we took the boat tour to the Pearl Harbor National Memorial, site of the *USS Arizona* Memorial. This tour was another opportunity to remember the island's solemn history and reflect on what so many sacrificed on Dec. 7, 1941—a day that FDR said "will live in infamy." The memorial is the resting place of 1,102 of the 1,177 sailors and Marines killed on the *USS Arizona* that terrible day.

The day ended with a Branch 214 board dinner. Laurie shared with us that her local branch team is proac-



From left: NAPS Secretary/Treasurer Jimmy Warden and his wife Ivonne, Western Region Vice President Marilyn Walton, California State President Marilyn Jones, Honolulu Branch 214 President Laurie Lum, Pacific Area Vice President Chuck Lum, Branch 214 Treasurer Kanani Alos, Trustee LaRisa Kamalamalama, Trustee Kalei Lorenzo and Vice President Keli-inani Eberhart.



The *USS Arizona* Memorial



Guests enjoyed the Lum's family luau celebrating Legend's first birthday.

tive when dealing with members. If they are made aware of issues and concerns, they attempt to address the issues before they become corrective or adverse actions. Their goal is to ensure members get the help they need.

On Sunday, Martin Luther King Jr. Day, Branch 214 hosted its post-holiday dinner, the first opportunity in two years for the branch to have an in-person membership event since COVID-19 restrictions were lifted on the island. Over 60 branch members and guests attended the dinner. As specially invited guests, we were presented with beautiful flower leis and warm hugs.

Jimmy brought greetings from his fellow resident officers. He also provided an update on the NAPS lawsuit and discussed the upcoming SWCs changes that will help offices justify increased staffing. Jimmy answered questions from the members. He also discussed the Postal Service's Sorting and Delivery Centers initiative.

I shared with the members the importance of contributing to SPAC and encouraged members to keep in touch with their legislators and thank them for their support on postal legislation. I also shared with members upcoming legislation that will be NAPS' focus this year.

Chuck thanked his local branch for all their support and encouraged each member attending to reach out to a nonmember to join NAPS. Branch 214 currently has fewer than 30 nonmembers. We enjoyed a fabulous dinner, so much warm *aloha* spirit. Our weekend came to an end too soon. *Mahalo* to Honolulu Branch 214.

Fortunately, Branch 214 will be welcoming us back to Oahu for the Western Region Training Seminar, Aug. 9-12. This might be a good time to make plans to attend. Hawaii is a

great place to network, learn, sight-see, relax and not feel guilty about mixing business with pleasure!

### Los Angeles Branch 39 Celebrates Its Retirees

Los Angeles Branch 39, led by President Marilyn Jones, Vice President Sam Booth Jr. and other branch officers, hosted its annual Retirement and Scholarship Awards Brunch at the Doubletree Hotel in Torrance in late January. The event was in the top-floor penthouse suite, which offered a panoramic view of the beautiful LA skyline.

The branch invited local USPS

leaders, including Jeremie Six, A/postmaster, Los Angeles; Daniel Hirai, senior plant manager; and Anna Liza Ocampo, Los Angeles ISC plant manager. NAPS special guests were Chuck Mulidore, NAPS executive vice president; Chuck Lum, Pacific Area vice president; Troy Griffin, Capitol-Atlantic Area vice president; and me. Troy was visiting family in Los Angeles and took time to join us.

The postal managers congratulated the retirees and thanked them for their years of service. NAPS officers encouraged the retirees to continue their membership as associates and share their knowledge as we engage



Los Angeles Branch 39 held its annual retiree and scholarship brunch. NAPS national officers and postal leaders attending were, front row, from left: A/Postmaster Jeremie Six, California 5 Los Angeles District; retirees Lawnet Bates-Braggs, Robieta Smith, Kim Lacy, Kerri Holmes, Arlene Joseph and Doris Broussard; and NAPS Executive Vice President Chuck Mulidore.

Back row: Capitol-Atlantic Area Vice President Troy Griffin, Pacific Area Vice President Chuck Lum, Western Region Vice President Marilyn Walton, Branch 39 Vice President Sam Booth Jr., President Marilyn Jones, LAX ISC Plant Manager Anna Liza Ocampo and LA P&D Plant Manager Daniel Hirai.



Branch 39 Scholarship Chair Trinise Johnson (top left) with the scholarship recipients and their branch sponsors



Branch 39 Executive Board members, from left: Youvet Profit, trustee; Felicia Pennington, legislative rep and trustee; Shirley Lee, trustee; Sam Booth Jr., vice president; Marilyn Jones, president; Alvetia E. Smith, sergeant-at-arms; Velma McClinton, recording secretary; Carol Randle, trustee; and Margaret Derden, treasurer.

with the younger workforce.

Eighteen newly retired NAPS members were honored. Six retirees attended and shared memories of their work experience and the friends they made throughout their careers. Branch 39 presented each retiree with a special recognition award and photo.

Each year, Branch 39 awards scholarships to branch members' children. Four students were awarded \$500 checks.

NAPS branches from around the state also attended: Sacramento Branch 77, San Francisco Branch 88, Margarete A. Grant Branch 127, Central Valley Branch 197, Mary Burkhart Branch 244, South Bay Branch 266, Hayes Cherry Branch 466 and Bridget Evans Branch 159. It was great to see so many NAPS officers and members travel to Los Angeles to support Branch 39.

Booth presented floral bouquets

to President Marilyn Jones and Treasurer/Office Manager Margaret Derden in recognition of their leadership, commitment and longtime service to the branch. We ended the day enjoying a specially prepared meal, lots of networking, great conversations and warm hospitality from NAPS Angeleno members.

### Coalition Focuses on Local and National Legislation

The California Postal Legislative Coalition held its 24th annual event at the Laborers Union Hall in Sacramento after a three-year hiatus due to COVID-19. Gaare Davis, California APWU president, and Ron Jones, California NALC vice president, were co-hosts. The postal unions and management associations take turns leading the discussions; this year, the unions led.

Over 80 coalition members—representing the management associa-

tions, four postal unions and NARFE—attended. The theme was “The 118th Congress Is Not in Session.”

The program opened with a video welcome from Rep. Mark DeSaulnier, (D-CA), a longtime supporter of postal legislation. He congratulated the coalition on its commitment to working on behalf of postal employees and the Postal Service.

Speakers and presenters included Judy Beard, APWU national legislative director; John Hatton, NARFE national legislative director; and Paul Swartz, National Rural Letter Carriers' Association legislative director. Also, Bob Levi, NAPS director of legislative & political affairs, and Katie Maddocks, National Postal Mail Handlers Union legislative director.

Sarah Flock, director of the California Labor Federation, AFL-CIO, Sacramento, shared a local focus regarding state legislation, resources and training on how to be an effective lobbyist. Everyone is welcome to join their local county labor federation throughout California.

Lynda La Force, UPMA California Chapter legislative chair, provided information on UPMA's plans for lobbying Congress this year. She offered that one of their efforts is H.R. 82, repeal of the WEP and GPO.

Harold Kelso, NALC California president, stressed that while we focus on Congress, we also need to keep an eye on negative postal legis-



More than 80 postal union and management associations and NARFE representatives attended this year's 24th annual California Postal Legislative Coalition meeting.



**Katie Maddocks, legislative director for the National Postal Mail Handlers Union, and Bob Levi, NAPS director of legislative & political affairs, brought coalition members up to date on pending postal legislation.**

lation coming out of the California State Assembly. Each year, certain California Assembly and Senate members submit a “Reduction of Junk Mail Act” in an effort to “save trees.”

This issue has come up the past three years, but has been defeated with information provided by the postal unions and mailers. The unions will be pushing a postal staffing bill this year; there is concern that carrier staffing is not adequate in high-income areas nationwide. The NALC advises to “stay woke” on negative postal bills at the state and national levels.

The general consensus of the unions and management organizations is to focus on H.R. 82. This issue has been on the legislative agenda for

many years and had over 290 co-sponsors in the 117th Congress. The hope was it would get through in last year’s lame-duck session. Unfortunately, the legislation stalled and is back this year with the same H.R. number.

Levi and Maddocks discussed possible postal legislation in the 118th Congress, including H.R. 594, legislation to amend *Title 39*, and H.R. 595, legislation to provide MSPB appeal rights to all EAS employees. Both bills are on NAPS’ legislative agenda.

Levi and Maddocks reviewed the newly elected California congressional legislatures with whom we need to be sure to meet and share our postal agendas. Many new legislators may not be informed on postal and

federal issues.

Swartz talked about a bill in the Oklahoma state legislature intended to require special medication-temperature packaging for all medicine sent by mail. If adopted, this would result in a 94% drop in medication sent by mail in Oklahoma.

We spent a productive morning and early afternoon sharing information on legislation. We were provided many ideas, tools and techniques to use as we prepare to represent our members when traveling to Washington, DC, as well as tips on monitoring postal-related state legislation.

Levi hosted several longtime coalition members on his weekly “NAPS Chat” podcast, live from Sacramento. We were honored to share our experiences of working together for over 24 years.

Thanks to the national legislative directors from all the postal organizations and NARFE for their continued support. I also want to thank my colleagues from the unions, UPMA and NARFE, including my coalition host partner Ron Jones, NALC, for helping the coalition continue to be successful over the years.

**[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)**

## So Much Data, So Little Time!

### Dee Perez

*New York Area Vice President*

**A**nalytics is the systematic, computational analysis of data or statistics. Welcome to the new Postal Service glass house in which you work. However, to be fair, every industry—such as the USPS, a Fortune 500 company, casinos and the sports world—uses data and analytics to measure performance.

As inquisitive creatures are by nature, technology has made this possi-

ble. Analytics will continue to be a part of our society and work lives. I happen to like data and analytics; they help me understand my strengths and weaknesses.

The problem is the Postal Service wants you to master not only analytics, but also people and time management—all at the same time. With so many different daily tasks and responsibilities, the USPS deems them all a daily



priority. The agency literally has you spinning like a top because everything is a priority and when it

happens, then nothing is a priority.

Let’s be 100% honest: Humans adapt to changes in their environment at home, work and in their relationships. EAS employees’ struggles brought to my attention are common. The USPS wants everything done every day, but it doesn’t account

for all the other variables in your day or life.

The USPS honestly believes you have zero distractions and 100% of your day is focused on the business of the agency. To the credit of every EAS employee, you're trying to comply with these daily expectations. I know this to be true because I read your emails and listen to your phone calls.

Doesn't it feel as if there are 1,000 USPS Headquarters analysts for every 100 jobs? The disconnect is with USPS Headquarters' drill-down Zoom meetings taking place in every area or whoever is writing their tactical scripts. They refuse to accept you can have a bad day or week or forget to do something. They accept zero reasons and don't want to hear any reasonable explanations.

They are the ultimate "yes" people. No service or company can survive with only "yes" people in charge. The truth and facts must be

accepted for what they are.

These USPS Headquarters Zoom meetings have become very unpopular throughout the country. If everyone was provided with needed staffing, you wouldn't need these Zoom meetings; it's that simple. I suggest eliminating Headquarters Zoom meetings and instead have Headquarters email you their questions a day or two in advance. Then, the postmaster, manager or plant manager provides the answer. It would be less stressful with no dignity and respect concerns.

Currently, EAS employees on the front lines are overwhelmed with verifying and interpreting data, reading reports and monitoring SOPs/processes for employees, seven days a week, while trying to answer an overwhelming number of daily emails coming from virtually every department, all while managing human beings. Then, having to spend an hour

or more in Zoom meetings every day while balancing how to deal with customers on the phone or in person at the window.

If these Zoom meetings were eliminated, EAS employees would have more time to decipher what is needed in response to all the emails. After all, EAS employees are not robots; neither are the people they manage seven days a week!

Just a reminder, NAPS members: Boots on the ground. Start to deputize trusted NAPS branch members and train them to be sponsors so they can begin signing postmasters and supervisors to the largest USPS management association. Most branches have many nonmember Level-17s and postmasters. Start to call these folks and bring them into the NAPS family, please.

[nyavpdee@aol.com](mailto:nyavpdee@aol.com)

## Managing Change

**Robert "Bobby" Bock**  
*Southeast Area Vice President*

I was reflecting the other day about my postal career and the opportunities I've been given as I approach my 40th year working for the Postal Service. It doesn't seem possible 40 years have passed since I started as a PS-02 custodian after serving in the U.S. Army. Looking back, I am amazed at the transformations we have experienced and the opportunities I have had to move up in the organization.

In my postal career, there have been many changes—most of them for the better. We have gone from labor-intensive, hand-sorting mail to fully automated equipment. We used



sacks to move all the mail—labor-intensive operations—and deck-loaded the sacks in the back of trailers and freight cars. Now we have machines doing most of the manual labor we used to do.

As a customer, I get a daily email that notifies me, with a picture, of every piece of letter mail I can expect to get in my mailbox. Customers can track shipments from their origin right to their mailbox. We now even are delivering groceries to customers.

I have served under 11 postmasters general. It wasn't that long ago there were rumors about the Postal Service going out of business and being privatized. Amazingly, some of those rumors were promulgated by

PMGs who came up through our ranks.

We haven't heard much about that, though, since the appointment of current Postmaster General Louis DeJoy. Since his appointment in May 2020, his actions, at times, have been controversial. But since his arrival, DeJoy has played a pivotal role in passage of legislation that has relieved the Postal Service of its debt obligations and gotten our financial situation turned around so we can better compete and provide service to our customers with new electric vehicles.

Just as importantly, he has developed a 10-year plan to reenergize the agency. In a sense, DeJoy actually has privatized the Postal Service by implementing business practices that work, while maintaining the mandate for universal service.

We now are embarking on efforts to streamline delivery operations and optimize distribution and transportation of the mail. These major operational changes, if successful, will ensure a strong Postal Service in the future. It also will mean the agency will continue to provide outstanding careers for those who choose to work

in the Postal Service.

Because of DeJoy's belief that having knowledgeable managers is important to be successful, the Postal Service has scheduled off-site training for most supervisors early in 2023. This is a huge investment in time and money to give us better tools to do our jobs.

In my role as NAPS Southeast Area vice president, I plan on being fully engaged in developing changes to ensure our members receive the training and information they need to adapt to the changes we'll be seeing this year. I will be providing updates as they become available.

[bocknapsseavp@aol.com](mailto:bocknapsseavp@aol.com)

## How to Handle EAS Workhours When Working Sunday Amazon Hubs

**Dan Mooney**

*North Central Area Vice President*

**T**here has been much discussion about supervisors being told to change their day off and work Sunday Amazon hub. Let's look at why Sunday Amazon hub operations should be covered using only T-time.

SWCs (Supervisor Workload Credits) is the program used to establish supervisor staffing in a customer service post of office, station or branch. Basically, SWCs are based on a six-day work week, calculated by using the total number of authorized craft employees in a unit, multiplied by a numeric factor assigned to each respective craft position (clerk, carrier, maintenance, custodian, VOMA, HCR, etc.). When the respective factors are multiplied and added together, the total SWCs data determines the number of earned supervisor positions in a unit according to a numeric range.

Because SWCs is craft complement and not workload based, there is no provision to factor in supervisor staffing for Sunday Customer Service workload operations such as an Amazon Sunday delivery operations. Furthermore, SWCs is based and calcu-



lated on a six-day-a-week postal operation. Sunday operations are *not* funded via SWCs.

SWCs-authorized workhours are intended to be used on Saturday, Monday, Tuesday, Wednesday, Thursday and Friday—*not* Sunday. There-

fore, any EAS Customer Service workhours used on a Sunday should be workhours *over and above* those authorized by SWCs. In this case, additional straight-time pay (T-time) for EAS employees.

However, there continues to be an initiative by senior management to circumvent the SWCs system to avoid paying EAS T-time. Many Customer Service supervisors (SCSs) throughout the country are being directed to work on Sunday to supervise an operation for delivering Amazon and other packages, better known as Sunday Amazon hubs.

These Sundays also happen to be one of EAS employees' *Form 50* scheduled days-off. However, many SCSs are being scheduled to work these Sunday hubs while, at the same time, being mandated to take another day off during the same work week in lieu of working Sunday. Therefore, postal leadership is "robbing from Peter to pay Paul" at the expense of other EAS

employees in the delivery unit just to avoid paying EAS T-time.

Because Sunday staffing is *not* funded by SWCs, upper management is taking one, eight-hour supervisory shift to cover a Sunday Customer Service operation. Basically, this work-hour move robs the Monday through Saturday delivery unit of eight hours of supervisory staffing. Again, Sunday operations *are not* funded, supported or factored into SWCs.

I find it eye-opening that senior management wants to pull EAS workhours specifically intended to manage a Monday-Saturday operation and put those workhours into a Sunday hub operation that is receiving extra budget workhours from the district to fund this Sunday operation over and above what SWCs has authorized for staffing.

Where is senior management stashing these extra, budgeted Sunday hub hours from the district if it is not using them as intended for Sunday hub operations? Definitely not to pay EAS employees T-time.

Senior management wants to hold EAS employees accountable for running efficient operations, yet they turn around and rob them of eight hours of earned Monday-Saturday workhours to give to a Sunday Amazon hub operation. I scratch my head trying to figure out their logic!

It just doesn't make sense.

As an example, let's say a station earns three supervisors from SWCs. Below are three examples of a work week that show how a supervisor changing their day off and working Sunday affects the unit's operation. No matter how you slice it, the unit will run one supervisor short on one of the other six days of the week.

Again, in this example, SWCs determined the operation should have 120 EAS workhours from Monday through Saturday, *but not* on Sunday. The district gets those Sunday Amazon hub EAS workhours from the area to distribute as needed. So why are EAS employees being asked to change their days off to work Sunday and short the operation of eight hours of supervisor staffing during the rest of the week?

Senior management can't have it both ways. It wants operations managed efficiently, yet wants to rob that same unit of EAS workhours for a Sunday operation already being funded through the district to pay T-time to EAS employees scheduled to work on Sunday.

Any change of schedule also should be supported by *Form 1723*. The higher-level manager making these "bait-and-switch," day-off

2023 NAPS State Conventions		
Dates	State(s)	Location
April 21-22	Tennessee	Marriott Courtyard, Gatlinburg
April 27-30	New York	San Juan Marriott Resort & Stellaris Casino, PR
April 28-29	Illinois	Fairfield Inn & Suites, Schaumburg
May 3-7	California	Sonesta Emeryville
May 5-7	North/South Dakota	The Lodge at Deadwood, SD
May 11-12	Minnesota	The Suites Hotel at Waterfront Plaza, Duluth
May 18-20	Wisconsin	The Chula Vista Resort, Wisconsin Dells
May 18-21	New England Area	Red Jacket Beach Resort, South Yarmouth, MA
May 25-28	Capitol-Atlantic Area	Arundel Mills, MD
June 2-3	FL/GA Bi-State	Lake Lanier Island, Buford, GA
June 9-10	Pennsylvania	TBD
June 9-11	Michigan	The Island Resort Casino, Harris
June 22-24	Texas	Crowne Plaza Shenandoah
June 25-27	New Jersey	Tropicana Hotel and Casino, Atlantic City
July 20-22	Central Gulf Area	TBD
Aug. 10-11	Western Region	Ala Moana Hotel, Honolulu
Oct. 5-7	MINK Area	Kansas City, MO

*Please report state convention dates to NAPS Headquarters.*

changes is responsible for initiating the *Form 1723*. This form is needed for multiple reasons.

*Form 1723* establishes a trail in TACS to support there is no timecard falsification occurring. The form also helps ensure that upper management is requiring supervisors to change

their days off on a regular basis and not as an exception, which allows NAPS to better address this issue.

What if you changed your day off and worked Sunday, but didn't complete a *Form 1723* and had an industrial accident? What if you get in a car accident on Sunday while out on the street checking on carriers? If you are on automatic clock rings in TACS, the USPS could say you were not working on Sunday, correct? Make sure your clock rings are accurate and actually reflect the days you work.

I hope this helps clarify how EAS workhours should be handled when working a Sunday Amazon hub. However, it doesn't address how Sunday workhours should be transferred and budgeted, which is something you all should be asking your manager or your manager's manager in order to ensure your office is not being set up to fail in NPA.

[dan\\_9999@msn.com](mailto:dan_9999@msn.com)

This is what a normal 3 supervisor work week would look like, with no one working Sunday: X = day off								
	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Total Hrs
Supervisor #1		X		X				
Supervisor #2		X			X			
Supervisor #3		X				X		
Total Hours	24	0	24	16	16	16	24	120

This is what a 3 supervisor week would look like if one supervisor would change their day off and work on Sunday								
	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Total Hrs
Supervisor #1		X		X				
Supervisor #2			X		X			
Supervisor #3		X				X		
Total Hours	24	8	16	16	16	16	24	120

This is what a normal 3 supervisor week would look like: X = day off								
	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Total Hrs
Supervisor #1		X		X				
Supervisor #2		T Time			X			
Supervisor #3		X				X		
Total Hours	24	8	24	16	16	16	24	128

## Comp Time Is Rearing Its Ugly Head—Again!

**Brian J. Wagner**

In August 2006 and February 2013, I wrote columns for *The Postal Supervisor* regarding EAS comp time titled, “Comp Time Is Chump Time” and “Don’t Chomp on Comp,” respectively. It’s been 10 years since my last published column on this subject.

Unfortunately, the issue of EAS comp time has again reared its ugly head; consider this a retro article. Here’s the scoop:

I’ve recently received calls from members and branch officers asking where they could find these previous columns. Why? Unfortunately, some in postal leadership are back to promising non-exempt and special-exempt EAS “comp time” in lieu of paying overtime or additional straight time (T-time), respectively.

Nowhere in the USPS’ *Employee and Labor Relations Manual (ELM)*, postal handbooks or manuals is there a reference to comp time. Why? Because it does not exist. What does exist is personal leave for special-exempt and exempt EAS employees as referenced in *ELM* 519.7. Non-exempt EAS employees are not entitled to personal leave because they are paid for all hours worked, including overtime.

Special-exempt EAS employees are compensated T-time pay for all hours worked in excess of 8.5 in a given day. For more details on EAS overtime, premium pay and administrative leave, you can review:

- *ELM* 434.143, Eligible for FLSA-Exempt EAS Additional Pay

- *ELM* 519.7, Nonbargaining Unit Personal Absence

- *Handbook F-401*, August 2000, “Supervisor’s Guide to Scheduling and Premium Pay,” Chapter 8, Nonbargaining Unit Employees.

You will notice there is no reference to comp time.

As I have said in past columns, “comp time is chump-time.” Don’t get

swayed thinking comp time is real USPS compensation. As a non-exempt or special-exempt EAS employee, if you are accepting comp time in lieu of actual paid hours—stop! You are cheating yourself and your family from compensation you are entitled to be paid for time worked.

Be advised: If you are not accurately reporting your workhours and accepting comp time rather than being properly paid per USPS pay guidelines, you are falsifying your clock rings. Furthermore, you are not providing the USPS the actual workload of your position and office.

Besides, how do you record a comp-time absence on *Form 3971* when comp time doesn’t exist? You can’t. How do you explain to the OIG you are using comp time when it’s not an “official” type of USPS leave? You can’t.

Because comp time doesn’t exist and *Form 3971* can’t be used to record your absence, what happens if you have an accident and/or are injured when away from the office while

claiming comp time? The solution is *never take comp time*. Always use an official *Form 3971* to correctly claim your absence, such as leave without pay (LWOP), sick, annual or administrative leave.

As a result of USPS and NAPS pay consultations, effective Oct. 23, 1999, special-exempt EAS employees are to be paid additional straight time for all hours worked over 8.5 in a given day. Nowhere is comp time referenced because, again, it does not exist. Also, on the NAPS website, you can download a copy of the USPS memo related to “Additional Pay for Supervisors” that still is in force.

It’s nothing to snicker about. Ask yourself: Are you willing to compromise your integrity and postal job to save a few budget hours by working off the clock? If you are being coerced or bullied by someone in a leadership position to trade payable EAS workhours for comp time, call your local NAPS representative for help.

Per USPS pay policies, respective EAS employees are entitled to be paid for all non-exempt and special-exempt workhours. Bottomline: Don’t trade non-reported work hours for comp time. Even simpler: Don’t chomp on comp!

The only chomping I hope you will do is with my ice-cream-flavor-of-the-month recommendation: cinnamon snickerdoodle.

**brian4naps@aol.com**



**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 30, 2023**

**T**he 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](http://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



In his classic book, “Oh, the Places You’ll Go!,” Dr. Seuss wrote, “You’re off to great places! Today is your day! Your mountain is

## Ready, Set, Go

waiting. So, get on your way!”

Pursuing a legislative initiative is, at times, like scaling a mountain. You spy the tall peak in the distance, yet refuse to be discouraged by the challenge. NAPS has just embarked on this year’s legislative journey; part of this trek leads up the steps of the U.S. Capitol.

Later this month, more than 500 NAPS members will partake in our annual Legislative Training Seminar. We have planned an intensive, comprehensive and, hopefully, entertaining legislative program.

One of the most consequential legislative activities that will take place later this year is resolving the controversy over the nation’s creditworthiness. It is paramount that the integrity of our national economy hinges on the U.S. Treasury meeting its financial obligations.

I wrote about this controversy last month and what the far-right House Freedom Caucus may attempt to use as leverage to raise the debt limit. Interestingly, one of the early items identified by Republican members of the House Budget Committee was the funding signed into law last year for modernizing the Postal Service’s delivery fleet.

On Feb. 8, House Budget Committee Republicans issued a press release that proposed to “rescind \$3

billion for new USPS electric vehicles.” NAPS will urge Congress to maintain the funding to upgrade the postal fleet, which improves vehicle efficiency, maintenance and safety.

Four legislative priorities remain from last year. NAPS legislative activists intend to redouble their efforts to promote bills to advance these NAPS priorities.

First and foremost, Reps. Gerry Connolly (D-VA) and Mike Bost (R-IL) reintroduced legislation to es-

tablish a more equitable and expeditious process for EAS-level consultations over pay and benefits. The 2023 version of the Postal Supervisors and Managers Fairness Act, H.R. 594, would harmonize the outcome of the unanimous 2022 U.S. Court of Appeals decision in favor of NAPS with *Title 39* of the U.S. Code as it applies to pay talks for postal supervisors, managers and postmasters.

In part, the federal court decision called out the Postal Service for its failure to comply with *Title 39* with regard to EAS-level pay comparability

### Senate Committee on Homeland Security and Governmental Affairs

#### Democrats/Independents

Gary C. Peters (MI), chairman  
\*Thomas R. Carper (DE)  
Margaret Wood Hassan (NH)  
Kyrsten Sinema (AZ)  
Jacky Rosen (NV)  
Alex Padilla (CA)  
Jon Ossoff (GA)  
\*Richard Blumenthal (CT)

#### Republicans

Rand Paul (KY), ranking member  
Ron Johnson (WI)  
James Lankford (OK)  
Mitt Romney (UT)  
Rick Scott (FL)  
Josh Hawley (MO)  
\*Roger Marshall (KS)

### House Committee on Oversight and Accountability

#### Republicans

James Comer, chairman  
Jim Jordan (OH)  
Mike Turner (OH)  
Paul Gosar (AZ)  
Virginia Foxx (NC)  
Glenn Grothman (WI)  
Gary Palmer (AL)  
Clay Higgins (LA)  
Pete Sessions (TX)  
Andy Biggs (AZ)  
Nancy Mace (SC)  
Jake LaTurner (KS)  
Pat Fallon (TX)  
Byron Donalds (FL)  
\*Kelly Armstrong (ND)  
\*Scott Perry (PA)  
\*William Timmons (SC)  
\*Tim Burchett (TN)  
\*Marjorie Taylor Greene (GA)  
\*Lisa McClain (MI)  
\*Lauren Boebert (CO)  
#Russell Fry (SC)  
#Anna Paulina Luna (FL)  
#Chuck Edwards (NC)  
#Nick Langworthy (NY)  
#Eric Burlison (MO)

#### Democrats

Jamie Raskin (MD), ranking member  
Eleanor Holmes Norton (DC)  
Stephen Lynch (MA)  
Gerald Connolly (VA)  
Raja Krishnamoorthi (IL)  
Ro Khanna (CA)  
Kweisi Mfume (MD)  
Alexandria Ocasio-Cortez (NY)  
Katie Porter (CA)  
Cori Bush (MO)  
Shontel Brown (OH)  
Jimmy Gomez (CA)  
#Melanie Stansbury (NM)  
#Robert Garcia (CA)  
#Maxwell Frost (FL)  
#Becca Balint (VT)  
#Summer Lee (PA)  
#Greg Casar (TX)  
#Jasmine Crockett (TX)  
#Dan Goldman (NY)  
#Jared Moskowitz (FL)

*\*Incumbent member new to the committee*

*#Freshman member*

and differentials. H.R. 594 would compel the Postal Service to comply with the conclusions and recommendations of an independent panel of experts designated by the Federal Conciliation and Mediation Service in making a final pay determination.

Second, Reps. Connolly and Andrew Garbarino (R-NY) reintroduced legislation to provide virtually all EAS-level postal employees the right to appeal adverse personnel actions to the Merit Systems Protection Board. The 2023 version of the Postal Employee Appeal Rights Amendments Act, H.R. 595, would provide approximately 5,000 USPS Headquarters managers with MSPB appeal rights.

Third, we anticipate that Reps. Garbarino and Eleanor Holmes Norton (D-DC) each will reintroduce bills to clarify that USPS police officers have the authority to protect postal property, personnel and the U.S. mail beyond the parameters of a postal facility. USPS police cannot be treated simply as “security guards.” These law enforcement officers can and should play a vital role in protecting postal personnel and preventing and investigating postal crime.

Fourth, Reps. Garret Graves (R-LA) and Abigail Spanberger (D-VA) reintroduced legislation to repeal the Government Pension Offset and Windfall Elimination Provision. The Social Security Fairness Act, H.R. 82, carries the same bill number as last year’s bill, which earned 305 co-sponsors.

Due to the overwhelming number of co-sponsors, the House Committee on Ways and Means was forced to report the measure to the House floor this past fall. However, there was insufficient time to bring the bill up for a House vote or to send it to the Senate for consideration.

H.R. 82 would eliminate two sections of Social Security law that discriminate against many public-sector

## 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: NAP.

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

**Training:** TBD

### 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.

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

**Hotel Rate:** \$343/single and double (includes taxes and resort fees). Mention “NAPS” for the special rate available April 26-May 1,

### 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

### North Central Area Training

**May 18-20, 2023**

*In conjunction with the Wisconsin State Convention*

**Conducted by:** North Central Area VP Dan Mooney, (612) 242-3133; dan\_9999@msn.com

**Location:** Chula Vista Resort, 1000 Chula Vista Parkway, Wisconsin Dells, WI; call (608) 678-3119 for reservations

**Hotel Rate:** TBD

**Registration Fee:** TBD

**Training Topics:** ELM 650, Branch Tax Filing, Membership DCO Reports

**Guest Speaker:** NAPS Immediate Past President Brian J. Wagner

**SOLD OUT**

annuitants, including those who participate in the Civil Service Retirement System. As of Feb. 8, H.R. 82 had captured 139 co-sponsors.

While these issues are familiar to us, they are new to the 118th Congress’ freshman class. These issues also may be new to returning mem-

bers of Congress who were newly assigned to the Senate Committee on Homeland Security and Governmental Affairs and the House Committee on Oversight and Accountability (formerly the Committee on Oversight and Reform).

based on availability; registration cut-off is March 27. Maid service is \$2/day; portage gratuities are \$6/round trip.

**Registration Fee:** \$290. Make check payable to NAPS and mail to Tommy Roma, 385 Colon Ave., Staten Island, NY 10308. Fee includes giveaways, coffee breaks, Friday luncheon and a SPAC raffle for a free weekend at the Marriott San Juan.

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

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

[naps.rl@naps.org](mailto:naps.rl@naps.org)

# Golden Ticket to an Immediate Upgrade

**Rick Kindsvatter**

**T**he grade level of an office is determined through the automated Postmaster Workload Service Credit (WSC), also known as the *Form 150* process. Normally, WSCs are calculated by a district whenever an office becomes vacant or at least once every three years.

However, a *Form 150* review also can be done by an individual postmaster when they believe the revenue or workload of their office has increased or decreased to such an extent that the level of their office may be affected. As postmasters, you should complete this process on an annual basis.

Administrative post offices (APOs) need to pay particular attention that the *Form 150* is giving proper credit for the revenue and delivery at the remotely managed post offices (RMPOs) assigned to their office. As always, it's in your best interest to validate the data being populated into the automated *Form 150* worksheet. Incorrect or lacking data can have a negative impact on the level of your office.

There are many facets for determining the grade level of an office, but, in this column, I'm just addressing a lesser-known business rule for approving an office for an immediate upgrade involving WSCs and exception credits (ECs). I had the opportunity to review a video presentation given by a USPS Headquarters Staffing & Design consultant on this lesser-known business rule and what qualifies for an immediate upgrade using this process.



ECs are lines 12-14 and lines 18-22 on the left side of the worksheet, which are in the gray section. Granted, some of the exceptions listed on the worksheet relate to workload no longer being performed, such as line 22: "Distribute Food Stamps." Keep in mind this worksheet was based on a model from the mid-1990s when that workload and other functions were being performed.

The worksheet probably will be updated in the future, but until that time, ECs no longer being performed will be populated as a "no." The ECs on the left side of the form directly impact the result of the gray area on the lower,

right-hand side of the worksheet. So, the gray area on the left-hand side of the form goes with the gray area on the right-hand side of the form.

The "Qualify" default setting of the gray section on the right-hand side of the form is set to "no." However, if the minimum WSCs and the ECs are met, then the Qualify response will change to "yes," indicating the office is eligible for an immediate upgrade—pay close attention: immediate upgrade!

You might run into some resistance as there are some individuals in the approval process who believe if the Qualify indicator is "yes," then the office would have to maintain that level for a period of two consecu-

*Continued on page 40*



## *We All Can Help* **Build Membership**



### **January High-Five Club Members**

John Hunt, Branch 562

Annette James, Branch 199

Jonathan Kofsky, Branch 568 and 933

Francisco Villalobos Jr., Branch 216

# 2022 SPAC Contributors



## President's Ultimate (\$1,000-\$5,000)

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, Donalda	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Ruckart, Kenneth	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Coleman-Scrugs, 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
Griffin, Troy	MD	Branch 42

Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Whyte, Tammy	ME	Branch 96
Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Ayers-Cohen, Pamela	NJ	Branch 79
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
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 355
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
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

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Studdard, Dwight	AL	Branch 45
Brown, Carl	CA	Branch 94
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Rose Marie	CA	Branch 88
McClinton, Velma	CA	Branch 39
Moore, Edward	CA	Branch 244
Gilbert, Belinda	FL	Branch 425
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
Wittic, Eileen	FL	Branch 231
Moore, Kevin	GA	Branch 281
Wagner, Brian	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Moreau, Steven	MA	Branch 102
Hafford, Darrell	ME	Branch 96
Krzycki Jr., Kenneth	MI	Branch 508
Orloski, Rose	MI	Branch 508
Geter, John	NC	Branch 183
Kofsky, Jonathan	NJ	Branch 568
Bu, John	NY	Branch 68
Paige, Lillie	OH	Branch 46
Yut, Lynn	OR	Branch 66
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
Aragon, Ramon	WA	Branch 61
Simmons, Brandi	WI	Branch 213

#### Secretary's Roundtable (\$500-\$749.99)

Cruz, Cheryl	CA	Branch 497
Murillo, Mariel	CA	Branch 466
Rahming, Karyn	CA	Branch 77
Salazar, Mauricio	CA	Branch 94
Simpao, Sally	CA	Branch 88
Sutton, Catherine	CA	Branch 373
Bailey, Virgil	CO	Branch 561
Donegan, Margie	CT	Branch 5
Garland, Angela	DE	Branch 909
Billups, Juanita	IL	Branch 17
Crowe, Brian	IL	Branch 14

Pierce, Annette	IL	Branch 255
Norton, Paul	IN	Branch 8
Byrum, Jimmy	MI	Branch 508
Olson, Chad	ND	Branch 937
Paulus, Edgar	NJ	Branch 75
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Barton, Frank	NY	Branch 330
Krempa, Keith	NY	Branch 11
Muhammad, Jamaal	NY	Branch 68
Mayes, Sean	OH	Branch 29
Aldape, Pamela	OR	Branch 66
Sieveking, George	OR	Branch 275
Skjelstad, Aric	OR	Branch 66
Brooks, Lamarcus	TN	Branch 41
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Mitchell, Annie	TX	Branch 124
Allen, Rose	VA	Branch 526
Driscoll, Darcy	VA	Branch 526
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Gruetzmacher, Bjoern	WA	Branch 61
Taylor, Georgia	WA	Branch 31
McComas, Christina	WV	Branch 212

#### Chairman's Club (\$250-\$499.99)

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Mannings, Judy	AL	Branch 45
Aceves, John	AZ	Branch 376
Alarcon, Delmy	CA	Branch 244
Anderson, Frances	CA	Branch 466
Blythe, Stephanie	CA	Branch 127
Bognot, Clarissa	CA	Branch 244
Booth, Samuel	CA	Branch 39
Bradley, Roxanne	CA	Branch 77
Ceaser, Margues	CA	Branch 159
Chaudhry, Rizwan	CA	Branch 244
Dangerfield, Patricia	CA	Branch 88
Danzy, Marsha	CA	Branch 197
Donnelly, Linda	CA	Branch 497
Florentin, Diana	CA	Branch 244
Gavin, Angela	CA	Branch 159
Graham, Mardina	CA	Branch 88
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Hodges, Leticia	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Johnson, Patrick	CA	Branch 266
Lewis, Yolanda	CA	Branch 127
Perez, Marco	CA	Branch 77

Smith, Karesha	CA	Branch 244
Swygert, Vontina	CA	Branch 127
Torres, Sherrie	CA	Branch 244
Walker, Robin	CA	Branch 39
Moore, Olin	CO	Branch 65
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Wright, Marcellus	DC	Branch 135
Brady, Catherine	FL	Branch 420
Brock, Tammy	FL	Branch 81
Brown, Martin	FL	Branch 93
Gucmeris, Algimantas	FL	Branch 420
LeCounte, Michael	FL	Branch 146
Malcolm, Kirk	FL	Branch 321
Murray, Donald	FL	Branch 93
Quinlan, Robert	FL	Branch 154
Roundtree, Edith	FL	Branch 154
Suarez, Eduardo	FL	Branch 146
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Parker, Laroma	HI	Branch 214
Burks, Anthony	IL	Branch 14
Cook, Carol	IL	Branch 14
Dittmann, David	IL	Branch 17
Hilliard, Ricky	IL	Branch 489
Lacey, Lynn	IL	Branch 489
Rendleman, Daniel	IL	Branch 255
Wesley, Nancy	IL	Branch 493
Webb, Marcel	IN	Branch 8
Carter, Tonious	LA	Branch 421
Duplessis, Tomica	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Cicccone, Alexander	MA	Branch 43
Ignoto, Vincent	MA	Branch 43
Berger, Ricky	MD	Branch 531
Brownfield, Patricia	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Jones, Marcia	MD	Branch 42
Clark, Rudy	ME	Branch 96
Handy, Truman	ME	Branch 96
Harmon, Susan	ME	Branch 96
Parent, Eric	ME	Branch 96
Archibald, James	MI	Branch 268
Balch, Karen	MI	Branch 142
Bradley, Anthony	MI	Branch 142
Cogar, Laurie	MI	Branch 268
Hardin, Donald	MI	Branch 130
Hughes, Carmen	MI	Branch 925
Hurless-Byrum, Ruth	MI	Branch 508
Schneider, Irene	MI	Branch 508
Spurlin, William	MI	Branch 268

Baker, Neil	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Moore, Robert	MN	Branch 104
O'Donnell, Curt	MN	Branch 16
Soukey, Louis	MN	Branch 104
Brown, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Washington, Robert	MO	Branch 131
Hill, Mildred	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Boggan, Kim	NC	Branch 183
Douglas, Karen	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Caruso, Richard	NE	Branch 10
Schunemann, Diane	NH	Branch 932
Barrett, George	NJ	Branch 74
Demartino, Pasquale	NJ	Branch 548
Clayton, Jackie	NV	Branch 463
Pixley, George	NV	Branch 249
Barone, Thomas	NY	Branch 202
Cusyk, Kathleen	NY	Branch 7
Hutt, Jeff	NY	Branch 336
Jessmer, Spencer	NY	Branch 11
Morrissey, Phyllis	NY	Branch 164
Vincenzi, John	NY	Branch 459
Violante, Vincent	NY	Branch 202
Wiggins, Derrick	NY	Branch 85
Allen, Peggy	OH	Branch 46
Bennett, Kelley	OH	Branch 33
Burgasser, Ted	OH	Branch 29
Lewis, Gillian	OH	Branch 2
Needham, Timothy	OH	Branch 186
Smith, Ronald	OH	Branch 46
Lehman, Jason	PA	Branch 554
Rodriguez, Joaquin	PR	Branch 216
Giorgio, Victor	RI	Branch 105
Nation, Linda	SD	Branch 946
Aaron, Donna	TN	Branch 947
Blakely, Kathy	TN	Branch 41
Grissett, Frances	TN	Branch 165
Hibbler, Marilyn Hinton	TN	Branch 41
Iles, Michelle	TN	Branch 41
London, Geneva	TN	Branch 32
McMurry, Robert	TN	Branch 165
Mills, Felicia	TN	Branch 165
Mitchell, Denise	TN	Branch 41
Carmona, Richard	TX	Branch 122
Foster, Debra	TX	Branch 9
Garcia, Mario	TX	Branch 288
Irving, Mary	TX	Branch 122
Lyons, Lisa	TX	Branch 428

# Here Are the 2023 SPAC Pins

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



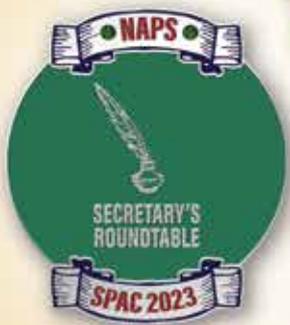
## President's Ultimate

*\$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*



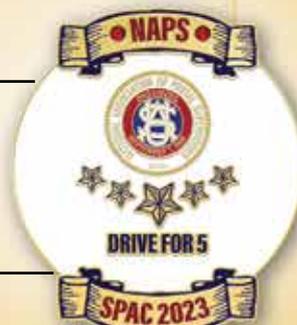
## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*



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## Drive for 5

*Contribute to SPAC  
by payroll deduction  
or direct payment.*

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Miller, Ovetta	TX	Branch 9
Nettles, Mark	TX	Branch 9
Brown, Lorraine	VA	Branch 98
Fordham, Francine	VA	Branch 98
Holley, Deborah	VA	Branch 526
White Jr., William	VA	Branch 526
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72
Baldwin, Craig	WV	Branch 212

### Supporter (\$100-\$249.99)

Nash, Leon	AL	Branch 45
Kiszcak, Sharon	AZ	Branch 246
March, Wendell	AZ	Branch 246
Baker, Debra	CA	Branch 197
Barajas, Ramon	CA	Branch 244
Bradley, Dorothea	CA	Branch 127
Chavez, Danilo	CA	Branch 77
Dunn, Sandy	CA	Branch 373
Esquer, Drew	CA	Branch 905
Francisco, Daryel	CA	Branch 159
Garcia, Victor	CA	Branch 77
Grisby, Patricia	CA	Branch 77
Hawkins, Willie	CA	Branch 266
Kelly, Barbrara	CA	Branch 77
Maginnis, Gary	CA	Branch 466
Odell, Heather	CA	Branch 159
Oregel, Esther	CA	Branch 373
Ortiz, Michelle	CA	Branch 244
Palomar, Maria	CA	Branch 244
Patricio, Glen	CA	Branch 159
Patterson, Charles	CA	Branch 497
Pironti, Steven	CA	Branch 497
Prevulsky, Stephen	CA	Branch 244
Profit, Youvet	CA	Branch 39
Salazar, Oscar	CA	Branch 244
Santoli, Giuseppe	CA	Branch 244
Smith, Alvetia	CA	Branch 39
Thomas, Linda	CA	Branch 88
Villalobos, Francisco	CA	Branch 373
Warren, Cherie	CA	Branch 466
Summerfield, John	CO	Branch 65
Morrisroe, Erin	CT	Branch 47
Perkins, Marcia	CT	Branch 3
Viola, Joseph	CT	Branch 3
Wright, Denis	CT	Branch 3
Beckhum, Regina	DC	Branch 135
Walton, Carl	DC	Branch 135
McCloud, Regina	DE	Branch 909

Olliviere, Blanche	DE	Branch 909
Bivins, Rosena	FL	Branch 296
Brown, Wendy	FL	Branch 146
Calhoun, Clothelia	FL	Branch 354
Delucia, Keith	FL	Branch 386
Donaldson, Gene	FL	Branch 577
D'Souza, Johnson	FL	Branch 420
Ford, Timothy	FL	Branch 353
Foster, Shalonda	FL	Branch 354
Fulcher, Sandra	FL	Branch 146
Goldstein, Diane	FL	Branch 156
Gonzalez, Ernesto	FL	Branch 406
Gonzalez-Marino, Ilia	FL	Branch 146
Guyton, Patricia	FL	Branch 146
Hearn, Tammy	FL	Branch 354
Hill, Otis	FL	Branch 146
James, Suzette	FL	Branch 154
James, Wayne	FL	Branch 154
Johnson, Debra	FL	Branch 354
Long, Pamela	FL	Branch 577
Lozano, Armando	FL	Branch 321
Maytin, Raymond	FL	Branch 146
McCoy, Dustin	FL	Branch 577
McPhee-Johnson, Tayloria	FL	Branch 146
Metcalfe, Thomas	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Piteira, Peter	FL	Branch 478
Ross, Randy	FL	Branch 81
Scriven, Bernice	FL	Branch 146
Sebastian, Gerald	FL	Branch 386
Seda, Michael	FL	Branch 154
Terry-Mccloud, Lancia	FL	Branch 386
Toney, James	FL	Branch 296
Vorreyer, Leslie	FL	Branch 353
Woods, Diana	FL	Branch 93
Finley, Roger	GA	Branch 595
Jackson, Trevilyn	GA	Branch 82
Kindle, Delloria	GA	Branch 82
Smyly, Jose	GA	Branch 82
Wooley, Josephine	GA	Branch 82
Lorenzo, Kalei	HI	Branch 214
Watabu, Iris	HI	Branch 214
Coy, Daniel	IA	Branch 172
Reese, John	IA	Branch 564
Ward, Amy	IA	Branch 172
Brown, Betty	IL	Branch 14
Davis-Haymer, La Shunda	IL	Branch 14
Edwards-Bender, Cynthia	IL	Branch 14
Halim, Rashid	IL	Branch 493
Hartman, Stephanie	IL	Branch 14
Howard, Katie	IL	Branch 541

Lech, Stephen	IL	Branch 255
Levernier, Catherine	IL	Branch 270
May, Charles	IL	Branch 14
Pitts, La Neda	IL	Branch 14
Randle, Kay	IL	Branch 369
Spaulding, Ellen	IL	Branch 14
Walsh, John	IL	Branch 289
Warren, Susan	IL	Branch 255
Williams, Tawanna	IL	Branch 14
Young, Edgar	IL	Branch 489
Helfrich, Robert	IN	Branch 8
Malone, Tammy	IN	Branch 8
Powell, Jeanette	IN	Branch 8
Moats, Lori	KS	Branch 205
Waddell, Corey	KS	Branch 52
Waddell, Dawn	KS	Branch 205
Brumfield, Bertha	LA	Branch 73
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
McMillan, Michelle	LA	Branch 73
Capobianco, Christopher	MA	Branch 6
Chapin, Cindy	MA	Branch 375
Dematteo, Michael	MA	Branch 43
Lewin, Kim	MA	Branch 118
Madden, Roy	MA	Branch 6
Ringie, Kevin	MA	Branch 102
Russell, John	MA	Branch 43
Saccoccio, Michaela	MA	Branch 6
Salih, Sabir	MA	Branch 118
Servideo, James	MA	Branch 43
Harnest, Carla	MD	Branch 403
Johnson, Cheryl	MD	Branch 42
Jones, Anita	MD	Branch 42
Lomax, Erica	MD	Branch 42
Martin, Larry	MD	Branch 403
Mason Jr., Garland	MD	Branch 592
Thompson, Craig	MD	Branch 42
O'Brien, John	ME	Branch 96
Piteau, Arthur	ME	Branch 96
Sequeira, Jean	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Burcar, Robert	MI	Branch 508
Glenn, Sandra	MI	Branch 140
Hessling, Kevin	MI	Branch 508
Hines, Frederick	MI	Branch 508
Hommerson Jr., David	MI	Branch 130
Hunsanger, Laurianne	MI	Branch 508
Ice, Marilyn	MI	Branch 23
Perkins, Ethel	MI	Branch 140

Roundtree, Wanda	MI	Branch 140
Schiller, Elizabeth	MI	Branch 268
Smith, Mary	MI	Branch 925
Smith, Theresa	MI	Branch 130
Zamarron, Jose	MI	Branch 23
Hellermann, Regina	MN	Branch 16
Henjum, Steve	MN	Branch 104
Nelson, Matthew	MN	Branch 104
Newcomb-Evans, Theresa	MN	Branch 926
Ortiz, Elizabeth	MN	Branch 104
Vail-Rimer, Tamera	MN	Branch 16
Bye, Kevin	MO	Branch 119
Petersen, Lisa	MO	Branch 36
Price-Booker, Virginia	MO	Branch 131
Adkinson, Kadey	MT	Branch 929
Broadnax, Franklin	NC	Branch 157
Charles, Rodney	NC	Branch 157
Edwards, Brenda	NC	Branch 183
Gilbert, Jevonda	NC	Branch 183
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Ruggiero, Joseph	NH	Branch 932
Butler, Prescott	NJ	Branch 327
Castellamare, Jane	NJ	Branch 99
Gary, Robert	NJ	Branch 207
Grasso, Salvatore	NJ	Branch 568
Hairston, Barbara	NJ	Branch 75
Henkel, Tammy	NJ	Branch 287
James, Alison	NJ	Branch 224
McQuay, Willie	NJ	Branch 568
Rutter, Gary	NJ	Branch 74
Tillyer, Patrick	NJ	Branch 343
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
Blakney, Robert	NY	Branch 336
Chyreck, Shaunna	NY	Branch 27
Connors, Michael	NY	Branch 51
Conover, David	NY	Branch 100
Delgado, Carlos	NY	Branch 100
Dispensa, Joseph	NY	Branch 110
Duncan, Diane	NY	Branch 85
Dyer, Lijla	NY	Branch 100
Glasheen, Catherine	NY	Branch 7
Jimenez-Bruno, Vilma	NY	Branch 100
Leto, Frank	NY	Branch 459
Lu, Ming	NY	Branch 166
Maynard, St. Clair	NY	Branch 51
Parson, Corina	NY	Branch 164
Pedro, Anne	NY	Branch 202
Peterson, Frederick	NY	Branch 7

Puccio, James	NY	Branch 100
Scantlebury, Janet	NY	Branch 68
Thorpe, Baldie	NY	Branch 459
Torres, Audra	NY	Branch 336
Tu, Tu	NY	Branch 100
Vazquez, Francisco	NY	Branch 110
Wright, Roscoe	NY	Branch 164
Yuen, John	NY	Branch 100
Caffey, Jacquelyn	OH	Branch 133
Kimbrough, Marcia	OH	Branch 46
Klimo, Susan	OH	Branch 46
Kopcash, Timothy	OH	Branch 133
Kernahan-Beals, Carol	PA	Branch 387
Kolecki, Michele	PA	Branch 941
Lach, Joe	PA	Branch 20
Robinson, Andrea	PA	Branch 35
Uber, Casei	PA	Branch 554
Cabrera, Antonio	PR	Branch 216
Ororia, Jesus	PR	Branch 216
Rodriguez, Jose	PR	Branch 216
Soto, Eloise	PR	Branch 216
Ravo, Steve	RI	Branch 105
Moore, Delisa	SC	Branch 228
Ayoodugbesan, Felix	SD	Branch 946
Blanck Lovelace, Deborah	SD	Branch 946
Butterfield, Linda	SD	Branch 946
Erickson, David	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Nielson, Tracey	SD	Branch 946
Weber, Camron	SD	Branch 946
Weier, Craig	SD	Branch 946
Barbee, Johnny	TN	Branch 41
Bell, Andrew	TN	Branch 32
Benjamin, Laquita	TN	Branch 41
Shropshire, Larry	TN	Branch 245
Stigall, Tamera	TN	Branch 555
Barnes, Marilyn	TX	Branch 86
Bradford, Robert	TX	Branch 203
Butler, Renee	TX	Branch 122
Chisley, Erica	TX	Branch 122
Christopher, Arthur	TX	Branch 122
Coleman, Thomasine	TX	Branch 122
Evans, Freddie	TX	Branch 203
Ferguson, Johnetta	TX	Branch 122
Garcia, Maricela	TX	Branch 103
Grayson, Yolanda	TX	Branch 452
Gums, Emma	TX	Branch 122
Hensley, Sheila	TX	Branch 124
High, Gwendolyn	TX	Branch 86
Hill, Earnest	TX	Branch 122
Howard, Marsha	TX	Branch 9

Jones, Charleen	TX	Branch 122
Lemons, Classie	TX	Branch 122
Nauls, Deborah	TX	Branch 122
Peters, Dean	TX	Branch 122
Richardson, Elizabeth	TX	Branch 86
Seals, Johnny	TX	Branch 122
Shawver, Stephen	TX	Branch 122
Slaughter, Donna	TX	Branch 229
Soders, Melanie	TX	Branch 589
Fratto, Jeff	UT	Branch 139
Archer, Eddie	VA	Branch 98
Claus, David	VA	Branch 22
Farmer, Deborah	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Hartsel Jr., Robert	VA	Branch 22
Schnepple, Kathleen	VA	Branch 22
Wade, Harold	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Fewkes, Mark	WA	Branch 31
Gibbs, Luti	WA	Branch 60
Gillett, Michael	WA	Branch 31
Harrell, Ronald	WA	Branch 61
Haslett, James	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Reedy, James	WA	Branch 61
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Javorek, Cathy	WI	Branch 213
Johnson, Patricia	WI	Branch 72
Maggioncalda, Sharon	WI	Branch 213
Sprewer, Victoria	WI	Branch 72

## The NAPS Postmaster

*Continued from page 33*

tive years. That is not the case.

If the Qualify indicator is “yes,” then it’s that office’s golden ticket for an immediate upgrade to the next level. But again, the data relied on must be correct and accurate to avoid GIGO (garbage in, garbage out). Take time and run the *Form 150* automated WSC and see if your office is eligible for an immediate upgrade.

If your office is eligible, notify your MPOO and Human Resources manager and request the immediate upgrade.

**[mtnaps929@outlook.com](mailto:mtnaps929@outlook.com)**

*Rick Kindsvatter is president of Montana State Branch 929. He retired as manager, Post Office Operations, in the former Big Sky Customer Service District.*

*Make Contributing to SPAC a Habit:*

# Contributions via USPS Payroll Deduction

To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

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

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

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



## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with “772255555” and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 \_\_\_\_\_

(Example: 77225555512345678).

- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the “\$” is already included): \_\_\_\_\_.



# 2023 SPAC Contributors



## January Contributors

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

Wileman, Dotty	MD	Branch 923
Barone, Thomas	NY	Branch 202
Butts, Ivan	PA	Branch 355

### VP Elite (\$750)

Coleman-Scrugs, Toni	IL	Branch 493
Brandt, Junemarie	VA	Branch 526

### Secretary's Roundtable (\$500)

Shawn, Steve	MD	Branch 403
Amash, Joseph	NY	Branch 83
Laster, Edward	OH	Branch 46

Austin, Jessie	TX	Branch 122
Mitchell, Annie	TX	Branch 124

### Chairman's Club (\$250)

Petty, Ralph	CA	Branch 77
Randle, Carol	CA	Branch 39
Moss, Donald	DC	Branch 135
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Dallojacono, Anthony	NJ	Branch 568
Scales-Bradley, Constance	NJ	Branch 53
Gawron, Dennis	NY	Branch 27
Burgasser, Ted	OH	Branch 29
Green Jr., Richard	VA	Branch 98
Mott III, George	VA	Branch 132

## 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.*

Supporter (\$100)		
Burton, Dawn	AZ	Branch 246
Salmon, James	AZ	Branch 246
Loera, Valerie	CA	Branch 127
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Douglas, Lisa	CT	Branch 5
Young, Darrell	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
Ruckart, Kenneth	FL	Branch 386
Lum, Chuck	HI	Branch 214
Watabu, Iris	HI	Branch 214
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Madden, Roy	MA	Branch 6
Brownfield, Patricia	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Martin, Larry	MD	Branch 403
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Felicioni, Dora	MT	Branch 929
Kindsvatter, Leo	MT	Branch 929
Lien, Brandi	MT	Branch 929
Perman, Kally	MT	Branch 929
Douglas, Karen	NC	Branch 183
Torain, Beverly	NC	Branch 177
Kofsky, Jonathan	NJ	Branch 568
Shefton, Cynthia	NJ	Branch 79
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Jones, Debra	OH	Branch 63
Smith, Ronald	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Benford, Debra	PA	Branch 50
Bednar, Margaret	SC	Branch 631
Moore, Delisa	SC	Branch 228
Stephens, Patricia	SC	Branch 225
Weier, Craig	SD	Branch 946
Cooper, Karen	TX	Branch 124
Kukulka, Vivian	TX	Branch 124
Beasley, Darryl	VA	Branch 526
Claus, David	VA	Branch 22
Cox, Lloyd	VA	Branch 526
Holley, Deborah	VA	Branch 526
McComas, Christina	WV	Branch 212

# SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Jan. 31, 2023)

## National Aggregate:

\$27,563.22

## National Per Capita:

\$1.06

## Region Aggregate:

1. Eastern	\$13,064.00
2. Northeast	\$5,289.50
3. Western	\$3,349.42
4. Southern	\$3,255.58
5. Central	\$2,604.72

## Region Per Capita:

1. Eastern	\$2.17
2. Northeast	\$1.09
3. Western	\$0.64
4. Central	\$0.60
5. Southern	\$0.60

## Area Aggregate:

1. Capitol-Atlantic	\$8,549.10
2. Mideast	\$3,672.00
3. New York	\$2,763.50
4. Pioneer	\$2,322.90
5. Texas	\$1,942.50
6. Pacific	\$1,735.50
7. Illini	\$1,447.00
8. New England	\$1,046.00
9. Northwest	\$ 922.92
10. Southeast	\$ 760.08
11. Rocky Mountain	\$ 691.00
12. North Central	\$ 595.72
13. Cotton Belt	\$ 320.00
14. Michiana	\$ 317.00
15. MINK	\$ 245.00
16. Central Gulf	\$ 233.00

## Area Per Capita:

1. Capitol-Atlantic	\$2.57
2. Pioneer	\$1.72
3. Mideast	\$1.65
4. Illini	\$1.22
5. Texas	\$1.17
6. New York	\$1.14
7. Northwest	\$0.89
8. North Central	\$0.68
9. New England	\$0.67
10. Pacific	\$0.59
11. Rocky Mountain	\$0.53
12. Southeast	\$0.37
13. Cotton Belt	\$0.32
14. Central Gulf	\$0.31
15. Michiana	\$0.26
16. MINK	\$0.23

## State Aggregate:

1. Maryland	\$3,638.00
2. New York	\$2,753.50
3. Virginia	\$2,734.00
4. Ohio	\$2,052.00
5. Texas	\$1,942.50

## State Per Capita:

1. Maryland	\$5.93
2. South Dakota	\$4.67
3. Maine	\$3.72
4. Virginia	\$3.51
5. South Carolina	\$2.91

## Drive for 5

## Members by Region:

1. Eastern	40
2. Southern	38
3. Western	36
4. Central	34
5. Northeast	32

## Aggregate by Region:

1. Western	\$1,487.92
2. Eastern	\$1,351.00
3. Southern	\$1,117.50
4. Northeast	\$1,015.94
5. Central	\$ 668.00



# Staying Connected at Work

Submitted by the USPS Employee Assistance Program

**D**o you ever feel lonely and isolated at work? Have you suspected your employees might feel the same way? If so and you are interested in learning about the benefits of social connections in the workplace, then the following information is for you.

Work provides an opportunity to feel productive and contribute to the greater whole. In addition to these positive aspects of work, the workplace also can provide a much-needed social outlet for employees. Although the primary purpose of work is not to socialize, human beings are social animals.

There are many benefits to feeling connected to others. In fact, connections and social support can make a huge difference in your life. On the other hand, feeling isolated at work—or in life in general—can be harmful. Even short, simple conversations with others can help turn around negative thinking and make you feel better during difficult times.

People with strong connections to others have been shown to have better physical and emotion-

al health and are less prone to depression and suicide. Having at least some outlets for socializing at work might help an employee's mental health and prevent burnout, as well as help manage stress. You might not often recognize it, but the people in your life who listen and support you, laugh at your jokes and make you feel accepted are vital to your well-being.

With many demands on your time and attention, it can be easy to become disconnected from others. The next time you are socializing at the proverbial “water cooler” (or break room), keep in mind how social connectedness might be benefiting you. Pay attention to how you feel before and afterward. You might notice that staying connected and socializing at work are more than just ways to pass the time during breaks.

Not everyone has break times that coincide with other employees. Other obstacles may prevent an employee from having healthy social connections at work. Research has linked social isolation with high blood pressure, heart disease, obesity, a weakened immune system, anxiety, depression, cognitive decline and dementia. So,

with the many risk factors associated with isolation and given the amount of time people typically spend at work, making efforts to increase connectedness at work could be well worth the effort.

Some people consider social media and texting a healthy form of staying connected; others consider it too impersonal. It's up to you to pay attention to different forms of socializing and to notice at what degree you are benefiting. Try comparing online socialization to actual face-to-face conversations to see if you feel the same way after each.

You may find you feel better when you stay off your phone during a break and choose face-to-face interactions instead. In today's world, a lot of human contact seems to be technology-based. It isn't yet well known how the decrease in face-to-face interactions will impact us in the long run.

There are many ways to build connections with teammates. Consider having lunch with a co-worker to get to know them better. Maybe a change in attitude toward team meetings could help. If you consider team meetings a good way to maintain connections and improve overall well-being, perhaps you will look forward to them more than you typically do.

Try spending a little time during team meetings to socialize and talk about topics unrelated to work. Try including team-building exercises that enable employees to get to know each other and have fun in the process. If you see the value of staying connected at work, it will show in your actions; others will notice. It is likely they will follow suit and become willing to share in the task of creating a more socially connected workplace.

You might find it fun to think of new and creative ways to cultivate

Thrift Savings Plan					
Fund	G	F	C	S	I
<b>January 2023</b>	<b>0.34%</b>	<b>3.25%</b>	<b>6.28%</b>	<b>10.82%</b>	<b>8.43%</b>
<b>12-month</b>	<b>3.19%</b>	<b>(8.07%)</b>	<b>(8.24%)</b>	<b>(9.13%)</b>	<b>(2.84%)</b>
<small>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.</small>					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
<b>January 2023</b>	<b>2.26%</b>	<b>3.28%</b>	<b>4.87%</b>	<b>5.33%</b>	<b>5.78%</b>
<b>12-month</b>	<b>0.78%</b>	<b>(1.32%)</b>	<b>(2.71%)</b>	<b>(3.39%)</b>	<b>(4.02%)</b>
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>January 2023</b>	<b>6.17%</b>	<b>6.54%</b>	<b>7.62%</b>	<b>7.62%</b>	<b>7.63%</b>
<b>12-month</b>	<b>(4.61%)</b>	<b>(5.13%)</b>	<b>(6.24%)</b>	<b>(6.25%)</b>	<b>(6.26%)</b>
<small>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.</small>					
Visit the TSP website at <a href="http://www.tsp.gov">www.tsp.gov</a>					

connectedness at work. Think about creating a book club or maybe a TV show- or movie-viewing club where books and movies can be discussed among group members after they are read or viewed. This type of group could be formal or informal. Maybe you want to have an office fantasy football group and have prizes for the winners. These are just a few ideas to inspire you.

As you cultivate a social atmosphere, you may notice that people feel more included, which can boost morale. At first, it might feel strange to implement these changes and new ideas. However, with time, you might find your efforts are worthwhile.

Keep in mind that some discomfort while socializing is far from uncommon. In fact, everyone has at least some social anxiety. If you feel nervous, remembering that others also are apprehensive can make you feel calmer and more at ease as you form social connections.

It can be difficult to step out of the norm and try something new. But if you don't try, you'll never

know what benefits you and other employees may experience as you make efforts to encourage a more socially connected workplace.

Creating change is never easy and it can be helpful to get support. As always, we at the EAP are happy to support you in finding the right strategies that will work for your specific work environment.

Having positive relationships and strong connections help improve overall work satisfaction and well-being. They also can result in more cohesive work groups and foster more loyalty to the workplace. As mentioned, connectedness benefits not only your mental health, but also your physical health. Your efforts to increase connectedness may increase your odds of having a good day.

Apart from the work environment, volunteering in your community could be a good way to feel more connected. Not only does volunteering benefit society, but it also improves learning and can lead to feeling more engaged and interested in

*Continued on page 47*

# This and That

**John Aceves**

It's been a while since I submitted a column for *The Postal Supervisor*. I want to say hello to all our members and those up and coming members joining NAPS and our family.

I want to discuss involuntary reassignments. A *Form 50* lists various items regarding the position to which you apply and are promoted. Unfortunately, there still are senior managers who believe national agreements between the USPS and NAPS Headquarters regarding *Form 50* positions



do not exist and move EAS employees for no reason.

If you add the word “constructed,” that could be, in my opinion, a “constructed involuntary reassignment.” USPS memos regarding these involuntary reassignments date back as far back as 1998.

There also are USPS memos on vacancy announcement requirements, duty stations, work assignments, nonscheduled days and workhours.

Several of these documents can be found on the NAPS website.

Back to the *Form 50*. If you are re-

ceiving or have received a *Form 50* with different actions based on your employee office Finance Number without your knowledge, someone is taking the time to stealthily move you without telling you. These types of senior managers actually believe the national consultative agreements do not apply to them.

As a NAPS representative, I have heard excuses such as, “We can do that,” “We are right-fitting the office” and “I run this office—not NAPS.” I’m sure you also have heard many of these lame excuses to justify what was done.

Unless we push back these position movements and educate them (no pun intended) on the rules and agreements that apply, these autocratic senior managers will continue with their bullying tactics. The gist of this column is for you to check your *Form 50* on eOPF online to make certain it is aligned to what you applied and agreed.

Before I end, let’s thank all those senior managers who do the right thing and make fair decisions when it comes to this issue. If you are receiving more than normal *Form 50s* in the mail or being moved around at whim, push back and notify your NAPS representative. Don’t be a victim of this abuse; don’t suffer in silence.

*Hasta luego.*

**napstheace@msn.com**

*John Aceves is the former Rocky Mountain Area vice president and former NAPS secretary/treasurer.*



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

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

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

We look forward to increasing our presence on social media with this initiative. Like, follow, share!

## Notes

from the National Auxiliary

# A New Congress, New Support

## Heather Hommerson

Michiana Area Vice President

**B**eing one of the newest members of the National Auxiliary, I am honored to be part of such a fantastic group of people. My husband, David A. Hommerson Jr., has been a NAPS member for nearly 25 years. We have three wonderful adult children and a rescue dog, Buddy.

We attended the 2022 National Convention in New Orleans. It was our first time attending a national convention; it was very enlightening! Recently, I signed 10 new Auxiliary members for the Michiana Area. It was a great pleasure telling new members what the Auxiliary does and how we support NAPS.

A new year can bring new change. Congress has changed; the new members may not be familiar with what the Postal Service does and what our wants and needs are. At this year's Legislative Training Seminar, March 26-29, we hope to educate



these new congressional members.

Not only do LTS attendees meet with legislators on their turf in Washington, DC, but they also visit legislators in their home offices or predetermined meeting places. This is how we educate them on issues important

to NAPS and the Postal Service.

Many times, we assume everyone knows what the Postal Service does and never give it another thought. There are several wheels to grease

and parts to polish on an everyday basis. We need Congress to know and be up to date on issues and the expected outcome we desire. Meeting with Congress keeps us in the loop and helps lawmakers be knowledgeable.

As always, the Auxiliary is here to support all NAPS members and help where and when needed. I'm looking forward to this year and to continue supporting our men and women of the U.S. Postal Service.

[david.heatherh@yahoo.com](mailto:david.heatherh@yahoo.com)

## Staying Connected at Work

Continued from page 45

life. When we do things for others, we see how we can make a difference, which increases confidence. It also can help reduce stress and negative emotions.

Volunteering in your community helps you feel pride and a sense of accomplishment. People who volunteer often report feeling stronger, more en-

ergetic and motivated in their lives.

If you want to feel more connected, call your EAP; we can help. If you know of an employee who you feel is isolated, remind them about the EAP benefit offered to all USPS employees and eligible family members. To learn more, visit [EAP4YOU.com](http://EAP4YOU.com) or give us a call at 800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341.

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