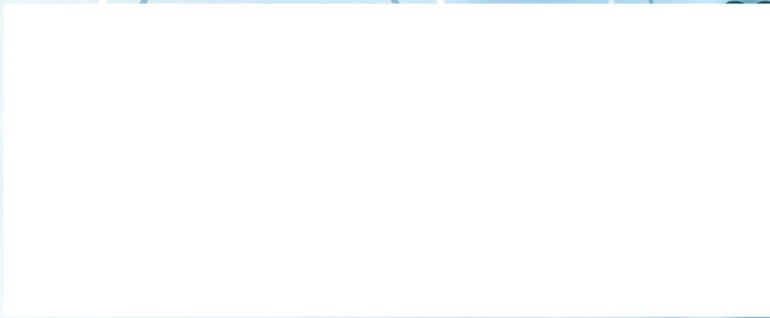


the Postal Supervisor

June 2023

**USPS Working to
Ensure Successful
Rollout of the
PSHB Program**

page 32



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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 Jimmy Warden at naps.jw@naps.org.

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

High-resolution photos may be e-mailed to kbalentyoung@gmail.com. Please include your non-USPS e-mail. NAPS neither assumes responsibility for the contents of the articles published herein, nor does it necessarily agree with the opinions expressed. Moreover, opinions expressed by an author do not necessarily reflect the opinions of the author's branch.

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Make It Happen—Get It Done!

I write this column as I attend the 101st California State Convention in Emeryville, CA. We have just completed day one of the convention and have heard from various Postal Service leaders. There was great engagement with John DiPeri, director, Pacific Northwest Division, Western Region Processing, and his team and NAPS delegates.

I had the opportunity to meet Sunil Chanan, Postmaster of Oakland, CA. He offered great words of encouragement regarding maintaining one's integrity as an EAS employee. Chanan also has the distinction of being Postmaster of Memphis, TN, in 2021 when tragedy struck the families of two of our members. NAPS Headquarters will forever honor on a memorial plaque displayed at NAPS Headquarters these and all other EAS employees who tragically have fallen from violence in the



Ivan D. Butts
President

workplace.

“Make It Happen” and “Get It Done” are two decisive, motivating phrases that help push individuals to go beyond their normal levels of accomplishment to a higher level of achievement. This usually is something beyond what a person believes they are capable of achieving.

Unfortunately, these phrases have a different meaning in the United States Postal Service; they need to be erased from postal leaders' vocabulary. In the USPS lexicon, these phrases refer to devaluing and dismissing one's integrity to make a manager look good by not being on a “failure” report.

Calling it a failure report may be the problem. Maybe we should be calling it the “reality” report. Staffing in some areas continues to be horrid, with zero movements from agency leadership to fix the significant cause of our staffing issues: the

failed onboarding process. USPS leadership has been stubbornly holding on to the process, assuming one day it will start to work to the benefit of America's Postal Service.

Make it happen/get it done in the USPS means compromising your integrity to make a superior look good. The problem is when you get called to the carpet, you will be standing alone with your NAPS advocate (if you are a member) because the person who forced and coerced you to compromise your integrity will not admit to it. Most likely, they will be the most-shocked person in the world to hear about your integrity issue and more than willing to take the harshest adverse action against you for following their instructions.

Make it happen/get it done statements usually are a close companion to “by close of the day” or “prior to you leaving.” This ties surrendering your integrity directly to your ability to go home. I have outlined in past columns the need for EAS employees to be directed in this manner to ensure they have clarifying documentation that supports the “Obedience to Order.” Blindly allowing poor leaders to push you to and over the cliff for their benefit never should have been acceptable.

Recently, we have been hearing a lot of conversations at USPS and NAPS events about integrity by postal leadership. The USPS has acknowledged the fact there are “leaders” out there coercing and forcing EAS em-

ployees to compromise their integrity. While it may sound good to hear such an acknowledgment, it's certainly a sad commentary.

In solidarity ...

naps.ib@naps.org

The Postal Supervisor 2023 Production Schedule

Issue	Copy Deadline*	Mails
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.

A Summer Refresher Course

Welcome, June! Summertime is in the air and while schools may be out for summer, this month I wanted to give a summer refresher course on a couple issues about which we regularly hear at NAPS Headquarters. So, take notes and be prepared for a test at the end!

One such issue is personal leave or personal absence time. This is referenced in the *Employee and Labor Relations Manual (ELM)*, Section 519.72:



Chuck Mulidore
Executive Vice President

“Nonbargaining unit exempt employees are paid on a salary basis. This means that under the FLSA they are not considered to be hourly rate employees. Therefore, partial day absences are paid the same as work time. While exempt employees are expected to work a full day, they may request time off to attend to personal matters during the workday, including time off due to conditions covered by

FMLA. If approved, the time off is “personal absence time” and is not charged to annual leave, sick leave, or LWOP.”

ELM 519.732, “Nonbargaining Unit Partial-Day Absences,” further states:

“Normally, personal absence time is limited to no more than half an employee’s workday. However, when an unanticipated need for time off occurs after the employee reports to work and the employee is allowed to leave work but is unable to return, the half-day limit does not apply. For example, when an employee gets sick after 2 hours at work and must leave for the remaining 6 hours of the workday, the entire 6 hours is treated as personal absence time. However, a manager may disapprove personal leave requests when necessary to carry out their responsibilities to control work hours as set forth in 519.75. In this regard, managers may require the use of an appropriate leave category, for example, sick leave in the case of partial-day absences for FMLA-covered conditions.”

Of course, there is *ELM* 519.733, “Directed to Work:”

“When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave.”

This is a critical piece of information for EAS em-

ployees who are required to work a full day *or* holiday. You can request a full day of personal absence not chargeable to your leave!

Another issue that often comes up is how a promoted supervisor leaves the craft union once they become an EAS employee. This is governed by the *ELM* in section 925.122(c), “Special Circumstances:”

“An employee whose documented position is not within a recognized bargaining unit (such as a supervisor), but who is having dues withheld for a labor organization that is recognized as a bargaining agent (see 923a), may voluntarily cancel the dues withholding authorization, effective the first full pay period after the request for cancellation is received at the HRSSC. The *PS Form 1188* should be annotated to reflect the employee’s current job title and effective date.”

In other words, once you have been promoted to a titled, supervisory EAS position, you may leave the union at any time, provided you note your current position title and effective date of your promotion on the *Form 1188* you would submit to the Human Resources Shared Services Center (HRSSC) in Greensboro, NC.

Unfortunately, another issue about which we receive calls involves members who work at USPS Headquarters or in a field position who report to USPS Headquarters and are told, at times, they cannot be represented by NAPS or even join NAPS. We are not sure why these individuals misrepresent the facts, but the truth of the matter is this: Any EAS field, Headquarters, district or area employee can join NAPS and be represented by NAPS in any disciplinary matter.

Such participation is governed by *ELM* Section 912.1, “Right to Participation:”

“Postal personnel have the right, freely and without fear of penalty or reprisal, to form, join, or assist a supervisory or managerial organization or to refrain from any such activity. Such personnel are protected in the exercise of such rights. Such rights include participation in the management of the organization and acting as organization representative and may include the presentation of the organization’s views to Postal Service officials, officials of the Executive Branch, the Congress, or other appropriate authority.”

ELM Section 912.2, “Right to Membership,” also addresses this issue:

“No interference, restraint, coercion, or discrimination to encourage or discourage membership in such

Continued on page 8

We Must Be Proactive— Not Reactive

NAPS state convention season is fully underway! After finally getting through COVID-19, it's great to see NAPS branches back together, meeting for the betterment of their members and our association. The enthusiasm and drive I am seeing are incredible and inspiring.

Attendance is greater now than during pre-COVID state conventions. It's also encouraging to see many first-timers; they are the future of NAPS. There will be a time when the baton needs to be passed. It's great to see many new supervisors become engaged in the work of our great association.

Mentoring is key to developing our future leaders. We need to share our knowledge, wisdom and experiences with them so they have the ability and opportunity to succeed.

Now, let me speak about membership. The previous few DCO reports have been transmitted earlier in the month. We are trying to gradually move up the time when branches receive their direct deposits into their accounts. Historically, the DCO deposit that reflected the prior month occurred at the end of the month.

By moving the deposit to earlier in the month, we hope to allow branches to see their reports earlier so they can reach out to nonmembers and verify their change reports, as well as better track members they have signed who now are on their DCO reports. Running the reports and developing the DCO earlier in the month will help shorten the timespan the DCO reflects. This change will be a great help to the branches, as well as receiving their dues earlier.

In addition, you will notice on your upcoming DCO report that nonmembers will increase for most branches. Because we now officially represent postmasters, they soon will be added to our nonmember reports. This will give branches the opportunity to contact nonmember postmasters to inform them of the many benefits of membership in NAPS.

Another change coming on your DCO report is the branch affiliation will change and no longer be based

on your work finance number; it now will be based on the work location (domiciled) finance number. This change was requested per a resolution passed at the 2022 NAPS National Convention in New Orleans.

Once implemented, this change will eliminate most requests for branch affiliation exception changes based on where a member is domiciled. The Postal Service is in the process of implementing these changes in their systems.

With the April announcement and implementation of the new SWC calculations, I urge all branches to verify their SWCs to see the vacancies and work with their respective districts to get them filled. During the second week of each month, I usually obtain a SWC report for every office and station in the country.

This report is shared with the NAPS Executive Board region and area vice presidents who should be sharing this report with their respective branches. The report is updated by the Postal Service in the first week of each month. Any active member can pull up and review this report on the workforce section of the Blue page.

The SWC report is located under "Staffing Tools." Members should be using this report to monitor staffing in offices and stations. Branches should not wait until a supervisor is no longer authorized to then look at the staffing. Offices and stations should review the report; if they have an office or station near the zone of tolerance, contact the postmaster or manager to discuss. We need to be proactive—not reactive.

As you probably have heard, additional supervisors are being added as relief supervisors. This is long overdue and greatly needed. Past postal leadership took the position that SWCs already accounted for a relief position based on earned credits; we disagreed. It resulted in using acting supervisors or additional hours by supervisors when they were on their scheduled day off—if they even got a day off.

Current postal leadership recognized this need. Relief supervisors will be granted not just to Customer Service, but also to Mail Processing, Logistics and Maintenance. Installations currently with five or more supervisors will be receiving a relief supervisor. The same is the case for Plants, Logistics and Maintenance.

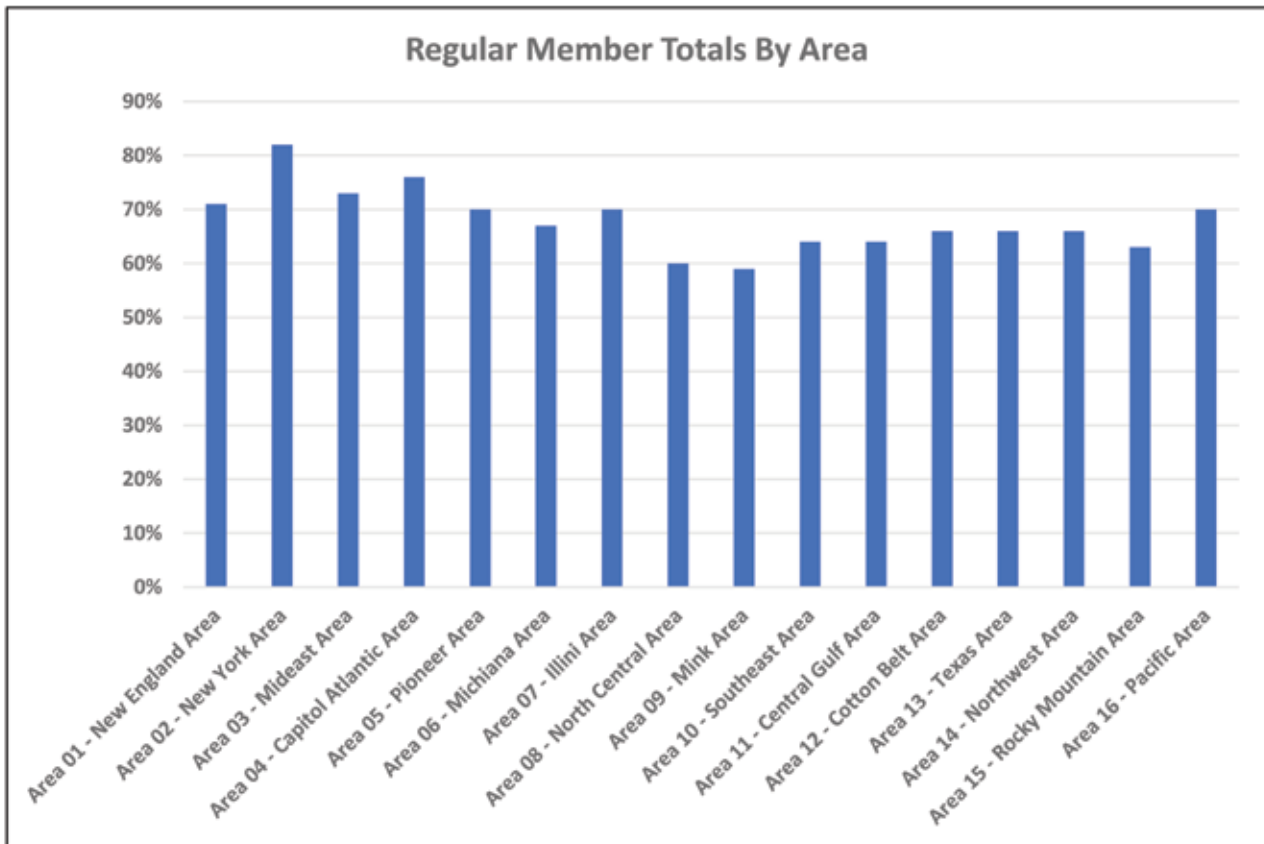
We are reviewing the criteria for the relief supervi-

Continued on page 16

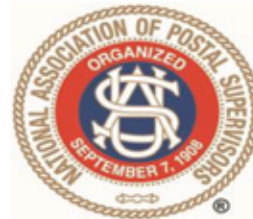


Jimmy Warden
Secretary/Treasurer

National Association of Postal Supervisors Membership Report March 2023



Regular Member Totals By Area	
Area 01 - New England Area	71%
Area 02 - New York Area	82%
Area 03 - Midwest Area	73%
Area 04 - Capitol Atlantic Area	76%
Area 05 - Pioneer Area	70%
Area 06 - Michiana Area	67%
Area 07 - Illini Area	70%
Area 08 - North Central Area	60%
Area 09 - Mink Area	59%
Area 10 - Southeast Area	64%
Area 11 - Central Gulf Area	64%
Area 12 - Cotton Belt Area	66%
Area 13 - Texas Area	66%
Area 14 - Northwest Area	66%
Area 15 - Rocky Mountain Area	63%
Area 16 - Pacific Area	70%
Total Regular Member %	69%
Total Regular Members	24,640
NonMember Totals	
Total NonMembers	10,792
Total NonMember %	31%



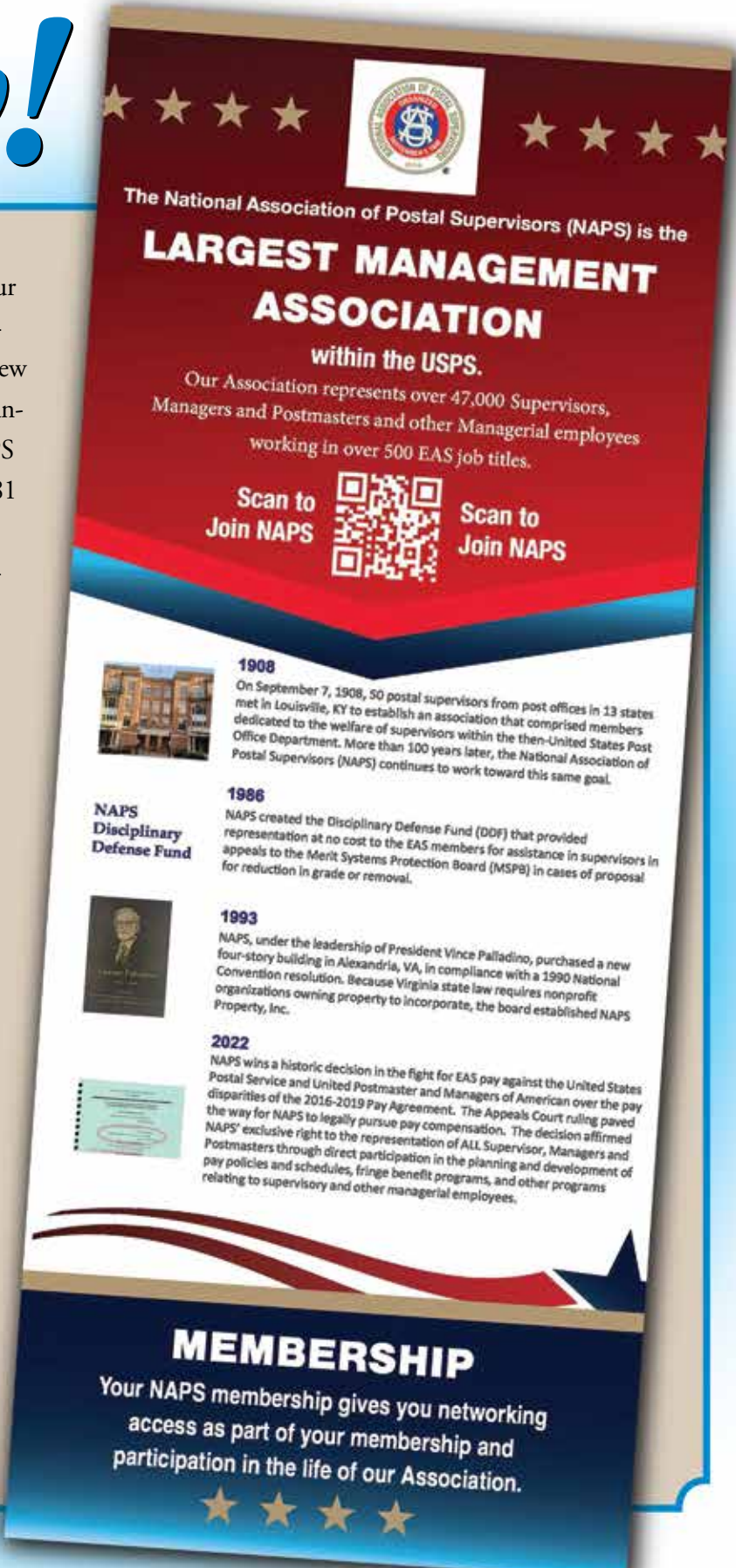
Become a
 member by
 submitting a
 scanned copy of
Form 1187 to:
Join@naps.org

Order Your NAPS Banner Now!

A great addition to your membership recruitment efforts is the new NAPS retractable banner. Available to order on the NAPS Store, the banner measures 33 by 81 inches and comes with a carrying case; the banner is \$150, which includes shipping by Priority Mail.

The banner is portable and highlights some of the organization's more notable accomplishments. Order yours today and get out and recruit members to join NAPS—the largest and most effective postal management association that represents *all* EAS employees.

Go to the NAPS store at www.naps.org and download the order form. The form either can be mailed with payment to NAPS Headquarters or emailed to napshq@naps.org, with a phone call to NAPS Headquarters to pay by credit card. Information, including contact information, is on the order form.



The banner features a red top section with a white seal of the National Association of Postal Supervisors (NAPS) and a row of five gold stars. Below the seal, the text reads: "The National Association of Postal Supervisors (NAPS) is the **LARGEST MANAGEMENT ASSOCIATION** within the USPS. Our Association represents over 47,000 Supervisors, Managers and Postmasters and other Managerial employees working in over 500 EAS job titles." Two QR codes are positioned on either side of the text, each with the text "Scan to Join NAPS" below it.

1908
On September 7, 1908, 50 postal supervisors from post offices in 13 states met in Louisville, KY to establish an association that comprised members dedicated to the welfare of supervisors within the then-United States Post Office Department. More than 100 years later, the National Association of Postal Supervisors (NAPS) continues to work toward this same goal.

NAPS Disciplinary Defense Fund
1986
NAPS created the Disciplinary Defense Fund (DDF) that provided representation at no cost to the EAS members for assistance in supervisors in appeals to the Merit Systems Protection Board (MSPB) in cases of proposal for reduction in grade or removal.

1993
NAPS, under the leadership of President Vince Palladino, purchased a new four-story building in Alexandria, VA, in compliance with a 1990 National Convention resolution. Because Virginia state law requires nonprofit organizations owning property to incorporate, the board established NAPS Property, Inc.

2022
NAPS wins a historic decision in the fight for EAS pay against the United States Postal Service and United Postmaster and Managers of America over the pay disparities of the 2016-2019 Pay Agreement. The Appeals Court ruling paved the way for NAPS to legally pursue pay compensation. The decision affirmed NAPS' exclusive right to the representation of ALL Supervisor, Managers and Postmasters through direct participation in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.

MEMBERSHIP
Your NAPS membership gives you networking access as part of your membership and participation in the life of our Association.

At the bottom of the banner, there is a row of five gold stars.

A Summer Refresher Course

Continued from page 4

an organization shall be effected in the Postal Service.”

The right to have NAPS represent members in matters that may become disciplinary in nature is governed by *ELM* 651.2, “Representation:”

“Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24, and/or to represent an employee who has appealed a letter of warning or emergency placement in a nonduty status in accordance with 652.4. Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue.”

There you have it! Use the rights you are granted as an EAS employee by the *ELM*. These comprise requesting personal absence time or filling out a *Form 1188* to leave the union on promotion, pursuing your right to join and actively participate in NAPS, as well as to be represented by NAPS in any matters that may be disciplinary in nature—no matter your EAS role in the Postal Service.

These are the foundation of a PhD postal career!

naps.cm@naps.org

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

Statement of Financial Position (Balance Sheet)—Feb. 28, 2023

Assets:

Cash and Investments	\$ 8,180,772.95
Dues Withholding Receivable	334,534.20
Prepaid Expenses and Other Assets	241,645.07
Total Current Assets	8,756,952.22
Building and Equipment, Net of Accumulated Depreciation	2,177,623.02
Total Assets	\$ 10,934,575.24

Liabilities and Fund Balances:

Accounts Payable	\$ 141,544.24
Accrued Expenses	188,675.37
Deferred Revenues	90,643.65
Dues to be Remitted to Branches	597,718.80
Total Liabilities	1,018,582.06
Unrestricted and Designated Net Assets	9,915,993.18
Total Liabilities and Net Assets	\$ 10,934,575.24

Statement of Activities (Revenues and Expenses)

(For the period Dec. 1, 2022, through Feb. 28, 2023)

Revenues:

Dues and Assessments	\$ 1,777,920.25
Less: Dues Remitted to Branches	1,201,213.15
Net Dues and Assessment Revenue	576,707.10
Royalties	1,678.50
Other Revenues	13,459.92
Total Revenues	591,845.52

Expenses:

National Headquarters	408,357.51
Executive Board	136,548.11
National Convention Expenses	2,417.44
<i>The Postal Supervisor</i>	121,761.04
Legal/Fact Finding/Pay Consultation	45,522.75
Legislative Counsel	862.50
Legislative Expenses	8,106.73
Membership	40,195.37
Education and Training	14,368.88
Disciplinary Defense	64,471.80
Total Expenses	842,612.13
Net Expenses in Excess of Revenues From Operations	(250,766.61)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (132,866.22)
Less Depreciation & Amortization	(33,614.73)
NAPS Property, Inc. (Net Loss).	(166,480.95)
Investments (Net Loss).	(20,476.59)
Total Expenses in Excess of Revenues	\$ (437,724.15)

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows. The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

NAPS Legislative Campaign



Urge Your Member of Congress to Co-Sponsor the Postal Supervisors and Managers Fairness Act of 2023 (H.R. 594)

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.



FACT SHEET

Postal Service Health Benefits (PSHB)

USPS EMPLOYEES

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for active employees:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **active employee age 64 or older as of January 1, 2025**, you ARE NOT required to enroll in Medicare Part B to continue your PSHB health insurance coverage once you retire. However, upon your retirement and entitlement to Medicare Part A (typically at age 65), you will have the option to enroll in Medicare Part B during a special enrollment period.
 - If you are the primary subscriber, your covered family members will not be required to enroll in Medicare Part B to stay on your PSHB plan; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide better value for you and your family.
5. If you are an **active employee under the age of 64 as of January 1, 2025**, to continue your PSHB health insurance coverage in retirement, you WILL BE required to enroll in Medicare Part B after you retire and become entitled to Medicare Part A (typically at age 65).
 - If you are the primary PSHB enrollee, your covered family members will also be required to enroll in Medicare Part B when you retire, upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
 - If you **retire on or after January 1, 2025, and you are under 64**, you WILL BE required to enroll in Medicare Part B when you become entitled to Medicare Part A (typically at age 65) to remain enrolled in a PSHB plan. The Social Security Administration (SSA) will mail you a notice when you are eligible to enroll in Medicare Part B during your initial enrollment period. Your initial enrollment period starts three months prior to your 65th birthday and ends three months after your 65th birthday. If you are the primary PSHB subscriber, your covered family members will also be required to enroll in Medicare Part B upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
6. There are exceptions to the requirement to enroll in Medicare Part B as an annuitant. These exceptions will also apply to your covered family members. Annuitants may be responsible for providing proof of eligibility for the applicable exception(s) to the designated agency. These exceptions are:
 - You are residing outside of the United States and its territories. You are required to follow the policy and procedure set forth by the Postal Service to be eligible for this exception; or
 - You are enrolled in health care benefits provided by the Department of Veterans Affairs; or
 - You are eligible for health services provided by Indian Health Services.
7. As a general rule, spousal and family member PSHB coverage is based on the primary enrollee's eligibility. If the primary subscriber is required to enroll in Medicare Part B, dependent family members will also be required to enroll when they are eligible.

FACT SHEET

Postal Service Health Benefits (PSHB)

USPS ANNUITANTS

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for current annuitants:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **annuitant as of January 1, 2025, and not currently participating in Medicare Part B**, you ARE NOT required to enroll in Medicare Part B to continue your health insurance coverage in the new PSHB Program. Participation in Medicare Part B is voluntary; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide greater value.
 - a) Your covered spouse and eligible family members will also not be required to enroll in Medicare Part B even if they are age 65 or older; however, enrollment in Medicare Part B may reduce overall costs for health care-related expenses and may provide greater value.
 - b) **Note:** If you are an **annuitant as of January 1, 2025, and are already enrolled in Medicare Part B**, you ARE required to remain enrolled in Medicare Part B to continue coverage under PSHB.
5. If you are an **annuitant entitled to Medicare Part A (typically at age 65) prior to January 1, 2024, and have not enrolled in Medicare Part B**, you and your covered, eligible family members may be able to participate in the special enrollment period (SEP) for Medicare Part B that starts on April 1, 2024. Those who enroll during the SEP will not need to pay the late enrollment penalty. Eligibility letters will be sent to annuitants and eligible family members in early 2024.
6. If you **retire between October 31, 2024, and December 31, 2024, and are entitled to Medicare Part A (typically at age 65)**, you will have the option to enroll in Medicare Part B during a specific eight-month special enrollment period immediately following your retirement date. If you wish to enroll, you **MUST** contact the Social Security Administration (SSA) to initiate enrollment if you are over the age of 65.
7. As a general rule, spousal and family member PSHB coverage is based on the primary subscriber's eligibility. If the primary subscriber is not required to join Medicare Part B, neither will dependent family members. Likewise, if you qualify for the SEP, so will your covered family members.

Executive Board Addresses NAPS' FY23-24 Budget

Submitted by Jimmy Warden
Secretary/Treasurer

The May 9 Executive Board Zoom meeting was called to order by President Ivan D. Butts at 4:30 p.m. All board members were in attendance except Pioneer Area Vice President Ed Laster and Rocky Mountain Area Vice President Myrna Pashinski.

The purpose of the meeting was to discuss the NAPS 2023/2024 budget. Butts thanked board members for attending, affirming the NAPS budget needed to be addressed. As requested by the Executive Board at the spring board meeting, March 29-31, the resident officers were directed to review the budget and follow up with the Executive Board to recommend any reductions in the General Ledger (GL) accounts. (See page 42 for spring board report). Butts then turned the meet-

ing over to Executive Board Chair Chuck Lum.

Secretary/Treasurer Jimmy Warden was asked to give an update on the finances. As of April 28, 2023, PNC investments were \$7,176,316.73. As of May 9, 2023, the checking account balance was \$347,432.08; the Money Market account was \$66,156.75.

Southeast Area Vice President Robert Bock asked if there has been any movement on leasing space in the NAPS building. Warden responded there has been no change since the spring board meeting. The company looking at leasing the second floor decided to lease space in another building.

Motion #1—Submitted by President Ivan D. Butts, seconded by Executive Vice President Chuck Mulidore, that:

“Beginning in NAPS FY24, the NAPS Executive Board go to a \$79 per-diem rate for all board meetings and LTS.”

Northwest Area Vice President John Valuet moved, seconded by Butts, to amend the motion—change “\$79” to “GSA” (Government Services Administration). The motion was amended to read that:

“Beginning in NAPS FY24, the NAPS Executive Board go to a GSA per-diem rate for all board meetings and LTS.”

Voting “yes” were Butts, Mulidore, Warden, R. Green, Johnson, Elizondo, Walton, Perez, Dallojacono, Griffin, Trayer, Mooney,

McCartney, Bock, S. Green, Davis, Valuet and Wagner.

Voting “no” were Roma, Austin and Moreno. Absent were Laster, Studdard and Pashinski.

The motion passed 18-3.

Motion #2—Submitted by Chuck Mulidore, seconded by Eastern Region Vice President Richard Green, that:

“Effective June 1, 2023, NAPS FY24, membership dues allotted the Executive Board expense account no longer will be used to travel to NAPS (non-national) events outside of the assigned NAPS region. Exceptions will be made for 2023 trips already scheduled.”


Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Moreno, McCartney, and S. Green. Voting “no” were Elizondo, Austin, Perez, Dallojacono, Trayer, Mooney, Bock, Studdard, Davis, Valuet and Wagner. Absent were Griffin, Laster and Pashinski

The motion failed 10-11.

Motion #3—Submitted by Jimmy Warden, seconded by Northeast Region Vice President Tommy Roma, that:

“Effective for NAPS FY24, resident officer expense accounts be reduced by 10%.”

Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Elizondo, Walton, Perez, Dallojacono, Moreno, McCartney, Bock, S. Green, Davis and Valuet. Voting “no” were Johnson, Austin, Trayer, Mooney, Studdard and Wagner. Absent



On the Move?

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

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

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

were Griffin, Laster and Pashinski
The motion passed 15-6.

Motion #4—Submitted by Ivan D. Butts, seconded by Robert Bock, that:

“Effective in NAPS FY24, NAPS Headquarters implements an increase for registration fees at the 2024 LTS to \$275; effective with the 2025 LTS and beyond, registration fees will be \$300.”

The motion passed unanimously. Absent were Laster and Pashinski.

Motion #5—Submitted by Chuck Mulidore, seconded by Cotton Belt Area Vice President Shri Green, that:

“Effective in NAPS FY24, NAPS Headquarters increases registration fees for the 2024 National Convention to \$300. Beginning with the 2026 convention in San Francisco and forward, registration fees will be \$350 for national conventions.”

The motion passed unanimously. Absent were Laster and Pashinski.

Motion #6—Submitted by Jimmy Warden, seconded by Richard Green, that:

“Effective in NAPS FY24, the NAPS Executive Board expense accounts be reduced by 5%. This excludes the resident officers; a motion passed to reduce their expense accounts by 10%.”

Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Elizondo, Walton, Perez, Dallojacono, Griffin, McCartney, S. Green and Davis. Voting “no” were Johnson, Austin, Trayer, Moreno, Moon-ey, Bock, Studdard, Valuet and Wagner. Absent were Laster and Pashinski.

The motion passed 13-9.

Recommendation #1—Submitted by Ivan D. Butts, seconded by Chuck Mulidore, that:

“The NAPS Executive Board reduces the spring board meeting to a

one-day budget meeting to be held Wednesday after the LTS. Cost-saving measures will be used to determine the best suitable location (NAPS Headquarters or the Marriott Crystal Gateway). This would be effective beginning in NAPS’ FY24.”

The recommendation passed on a voice vote.

Recommendation #2—Submitted by Chuck Mulidore, seconded by Michiana Area Vice President Kevin Trayer, that:

“Beginning in NAPS’ FY24, that the NAPS Executive Board change the fall board meeting to three days, coming in Sunday, leaving Thursday.”

The recommendation passed on a voice vote.

Recommendation #3—Submitted by Jimmy Warden, seconded by Illini Area Vice President Luz Moreno, that:

“Beginning in NAPS’ FY24, the Executive Board eliminates the Executive Board dinner.”

The recommendation passed on a voice vote.

Recommendation #4—Withdrawn.

Recommendation #5—Submitted by Chuck Mulidore, that:

“Effective in NAPS’ FY24, any and all changes can be reviewed again one year from the start of FY24 for adjustments based on financial conditions at the time, with the exception of attending events outside of one’s region.”

The recommendation was withdrawn.

Recommendation #6—Submitted by Immediate Past President Brian Wagner, seconded by Luz Moreno, that:

“The Executive Board submit a resolution for the 2024 National

Convention to amend that NAPS pay only for state legislative chairs to attend LTS in the same year it is held with the national convention.”

The recommendation was referred to the Executive Board Resolutions Committee.

Recommendation #7—Submitted by Chuck Mulidore, seconded by Luz Moreno, that:

“The Executive Board attend the State Legislative Chair dinner in support of their areas and regions.”

A voice vote was taken; the result was undetermined. A vote then was taken by a hands-raising vote. The recommendation failed 7-12.

Recommendation #8—Submitted by Jimmy Warden, seconded by Central Region Vice President Craig Johnson, that:

“The Executive Board considers methods to increase registration fees for LTS delegates who stay elsewhere than the Marriott Crystal Gateway; a 50% to 75% registration increase.”

The recommendation passed on a voice vote.

Butts thanked the board for attending. Richard Green ended the meeting with a prayer. Butts adjourned the meeting at 8:12 p.m.



We Have Lost a Leader and a Friend

Bobby Bock

Southeast Area Vice President

Florida NAPS members recently lost a quintessential member of our NAPS family with the death of former Southeast Area Vice President Bob Quinlan. He moved from New York to Florida in 1990 and immediately became involved in NAPS at



the local level.

Bob served NAPS in Florida as state president, then as our area vice president. He and his wife Jennifer always were fixtures at conventions and training seminars. Bob mentored me and many other local NAPS officers. His wisdom was tempered by years of experience in Florida and his time in New York. Bob had great inter-

personal skills.

His quiet demeanor belied the intensity he had when it came to representing our members. We all owe a debt of gratitude for the dedication Bob had for our organization.

I felt fortunate to have Bob as my mentor over the years. Now that I am serving in the seat he once held, I will do everything I can to uphold the principles that Bob maintained in serving the members of NAPS.

bocknapsseavp@aol.com

Hold Yourself to a Higher Standard

Dee Perez

New York Area Vice President

EAS values comprise integrity, responsibility, leadership, communication, respect, resilience and empathy. Now is not the time to discuss what is wrong with Postal Service management and the chain of command in so many different topics. Now it's time for us to look inward, examine ourselves and assess how we perform our jobs and conduct ourselves with our employees—especially with each other as EAS employees.

Integrity—if you haven't heard this word used often enough, I don't know where you have been working all this time. As an EAS employee, your credibility always must be unquestioned toward your craft employees in order for them to follow your instructions. Equally important, though, is your credibility with your EAS subordinates and superiors.



Every EAS employee needs to recognize that when they provide a reason or say they will do something, they must follow through and own what they say. Those who cover up and lie will find themselves at the end of an adverse action. Once you lose your integrity, it becomes nearly impossible to regain it in the eyes of others.

Responsibility—As an EAS employee, I don't have to remind those in the field or in a district Headquarters position about their responsibilities. We all can agree EAS employees are burdened with many responsibilities, regardless of title and pay level. Many can argue field positions have more responsibilities than Headquarters positions.

You have to figure out a way to manage these responsibilities while meeting deadlines. Oftentimes, it may mean working extra hours or working on something "occasionally" on your own time. I've done this

many times. Why? Because it benefited my office and me. As an EAS employee, regardless of the countless responsibilities, you still own them.

Do I wish the Postal Service would recognize they are, perhaps, overwhelming their front-line EAS employees? Absolutely! Will it ever change? I doubt it. In the meantime, you have to figure ways to get these responsibilities accomplished. You may have to ask for extra hours and explain why to a superior to accomplish this. Be reasonable about for what you are asking; be able to explain the issue correctly and thoroughly.

Leadership—A leader has to have a vision (the big picture) on how they will motivate the masses to accomplish certain tasks. It's often done by leading by example as opposed to reiterating a policy mandate. A leader should be thinking more about the next quarter (a time frame) and the direction in which they envision where the company or association needs to go and how it will get there successfully.

Leaders also have to anticipate unforeseen hurdles and know how to navigate them successfully without placing the vision in peril. A successful leader also must communicate to their team members by sharing the message in an actionable and engaging way. As an EAS employee, you are the leader of your craft employees; you need to start acting like it on a daily basis.

Communication—By now, as adults, everyone knows that, in their private lives, communication is the foundation of any successful relationship. It applies to all EAS employees at work, as well. If you're not able to communicate with your employees, then what are you doing as an EAS employee?

Everyone needs to engage their employees in the daily mission. You should be setting clear expectations for individuals and your team, as well as providing and seeking constructive feedback from them. It has to be a two-way street. This is not about yelling or being disrespectful or tyrannical. There is nothing in the USPS that warrants anyone yelling

and losing their cool toward someone or their team. We are important to the American public, but not like we once were.

Respect—In order to gain respect, you first must give respect. It's as simple as that. When others' opinions differ, they should be made to feel valued—not disrespected.

Resilience—As lifelong postal employees, we have been and need to continue to be resilient. We have gone through so many different phases in the past few years—in our society, dealing with a tragic epidemic, the changes in the Postal Service management structure and the proposed S&DC rollouts.

Hiring, which never used to be a problem, has turned into a nightmare in trying to fill craft vacancies and promote the right people in management positions. Believe it or not, your craft employees look up to your resiliency when the going gets tough; you set the example of how to overcome these problems.

Empathy—This is where EAS employees need to shine and do a much better job, especially those in higher

leadership roles. “You” need to understand others, see from their point of view and feel what they are feeling. This should be a value held in high regard by senior executives and good business leaders. Unfortunately, that is not the case with the many adverse actions being taken against EAS employees.

Learn to listen to others and try and understand from where they are coming. Place yourself in their shoes. Chances are you will come up with a much better solution than a proposed adverse action you wanted to issue. And you will gain a loyal soldier for your team for the rest of your career.

In my previous column, I proposed no adverse actions should be issued during peak season. I have had mostly positive feedback regarding this issue. The only thing about which EAS employees should be worried during peak is being successful. Worrying about their job shouldn't be something hanging over their heads.

Sign a nonmember to NAPS today. It's your obligation as a NAPS member and leader!

nyavpdee@aol.com

Branch 244 Welcomed Members and Guests

Marilyn Walton
Western Region Vice President

Mary Burkhard Branch 244 hosted a special membership meeting in April. The branch welcomed members and first-time-member attendees. Special guests included NAPS Executive Vice President Chuck Mulidore, Pacific Area Vice President and NAPS Executive Board Chair Chuck Lum, California State President Marilyn Jones, State Legislative Consultant Felicia Pennington and me.

Branch 244 represents a large area that covers the Sierra Coastal, Bakers-

field (Central), Van Nuys and Santa Barbara regions of Southern California District 3. California is divided into six postal districts. Due to the expanded area of representation, meetings are moved around to try and reach members throughout the district. This time, we met in the beautiful Simi Valley at a local BBQ restaurant.

Branch 244 President Ed Moore called the meeting to order. Introductions were made by Treasurer Stephen Prevulsky. The meeting was chaired by Secretary Clarissa Bognot.



Many of us had just returned from the NAPS Legislative Training Seminar. Branch delegates and guests shared some of their experiences from their visits to Capitol Hill. I provided follow-up comments and thanked attendees for all their hard work. Mulidore talked about planning, scheduling and organizing this year's very successful LTS.

Several members had attended the recent Customer Service symposiums for supervisors. They shared their positive experiences and offered



Mary Burkhard Branch 244 enjoyed a good turnout at a special membership meeting in Simi Valley, CA.

suggestions for improving other symposium training. Overall, the feedback was positive. There was a general discussion regarding what additional type of training EAS employees would like to see.

Lum reminded us our efforts should be focused on signing non-members. We need to ensure all EAS

employees benefit from membership in NAPS. Lum also answered questions on the recent revisions to SWCs. Jones invited members to the upcoming California State Convention.

I shared that 2023 is a new SPAC year. Last year, California celebrated its 100-year anniversary; I asked each California member to give \$100 to

SPAC. This is the 101st year, so now I'm asking each California member to contribute a minimum of \$101. California led the nation in SPAC contributions last year. Let's show the rest of the country how to support our Supervisors' Political Action Committee.

Mulidore responded to questions on the NAPS lawsuit against the Postal Service and other issues. The evening ended with a lot of networking and information-sharing.

marilynwalton@comcast.net

We All Can Help **Build Membership**



April High-Five Club Members

Susan Bartko, Branch 20, PA
Frank Barton, Branch 330, NY
Anthony Carlo, Branch 100, NY
William Clayton, Branch 49, TX
Marbry Coleman, Branch 45, AL
Darold Dantzler, Branch 225, SC
Sandy Garcia, Branch 130, MI
Ernesto Gonzalez, Branch 406, FL
Clenone Irvin Jr., Branch 3, CT
Cherita Jenkins,* Branch 14, IL
Paul Joseph, Branch 278, OH

Gerard Kudach, Branch 355, PA
Jacshica Laster, Branch 46, OH
Patrick Lauture, Branch 47, CT
Derek Lothridge, Branch 96, ME
Thomas Molloy,** Branch 16, MN
Frances Norphlet, Branch 41, TN
Jane Pikarsky, Branch 7, NY
Christy Schirching, Branch 27, NY
Jamesa Spann, Branch 131, MO
Gregg Walker, Branch 74, NJ
Butch Wrazidlo, Branch 4, MN

*Signed 10+ new members in 90 days

**Signed 15+ new members in 90 days

We Must Be Proactive— Not Reactive

Continued from page 5

sor position to see if more should be authorized in installations or facilities that have four or fewer supervisors and will discuss this issue with Postal Headquarters. Regarding the start of the implementation based on the 5:1 ratio, approximately 2,500 positions have been authorized.

Now, we need our commitment, engagement and leadership to get these positions filled, as well as inform newly promoted supervisors of the benefits of being a NAPS member. I would like to thank all those who have continued to actively recruit new members. Please keep up the great work.

You represent our association with great pride and dedication! Remember, increasing membership demonstrates leadership. Stay safe.

naps.jw@naps.org

NAPS Executive Board Directory

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Chuck Mulidore
Executive Vice
President
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James "Jimmy" Warden
Secretary/Treasurer
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Latest ‘EAS Carry Survey’ Results

Following is the April 24 update regarding EAS workhours being reported on the “EAS Carry Survey” This data can serve to validate the mandate that EAS employees deliver mail in violation of the CBA, as well as support the request for additional pay for workhours used for the delivery of mail.

Atlantic Retail & Delivery

District	Hours
ME-NH-VT	1,055.02
New York 3	378.83
Pennsylvania 1	287.17
North Carolina	270.42
MA-RI	190.83
Virginia	60.83
DE-PA 2	32.83
Maryland	26.00
Connecticut	6.25
New Jersey	6.00
Total	2,314.18

Southern Retail & Delivery

District	Hours
South Carolina	93.25
AR-OK	77.17
AL-MS	31.58
Tennessee	27.00
Georgia	21.83
Texas 2	15.58
Texas 1	13.50
Florida 1	9.00
Florida 3	6.25
Louisiana	6.00
Total	301.17

Central Retail & Delivery

District	Hours
MN-ND	563.87
IA-NE-SD	295.42
Wisconsin	215.92
KS-MO	160.17
Illinois 2	133.25
Ohio 1	84.50
Indiana	75.25
Michigan 2	67.92
KY-WV	29.00
Illinois 1	20.42
Michigan 1	12.75
Ohio 2	7.00
Total	1,665.45

WestPac Retail & Delivery

District	Hours
ID-MT-OR	545.92
Washington	292.67
CO-WY	271.92
California 1	216.50
California 2	97.92
Hawaii	76.25
AZ-NM	52.42
California 3	9.08
NV-UT	9.00
California 6	3.67
California 5	2.00
Total	1,577.33

Annual Leave Carryover Increased

The Postal Service will increase the annual leave carryover maximum for career nonbargaining employees by 80 hours for leave year 2023. The maximum carryover for annual leave will be 640 hours.

In addition, the maximum annual leave that can be exchanged as part of the Annual Leave Exchange Program will be increased by 40 hours, to a maximum of 168 hours for leave year 2023.

The 560 hours annual leave carryover limit and 128 hours annual leave exchange limit will return for leave year 2024.

USPS Provides Latest S&DC Site List

Following is the listing of S&DCs as of April 26. Postal Service Headquarters has said local NAPS members are being invited as stakeholders to visit these sites at appropriate times.

Facility Name	City/State
Athens-Main Office	Athens, GA
Bryan-P&DC-Main Office-SHF	Bryan, TX
Gainesville-P&DF	Gainesville, FL
Panama City-P&DF	Panama City, FL
Utica-P&DF	Utica, NY
Woburn-MPO & Carrier Annex	Woburn, MA
Owensboro-DDC	Owensboro, KY
Williamsport-P&DF	Williamsport, PA
Kokomo-P&DF	Kokomo, IN
Pasco-P&DF	Pasco, WA
Annapolis-CAX	Annapolis, MD
Bartlett/Hanover Park-Carrier Annex	Hanover Park, IL
Golden-Main Office	Golden, CO
Topeka-Northpark	Topeka, KS
Atlanta-NDC	Atlanta, GA
Atlanta-North Atlantic Branch	Atlanta, GA
Bridgeport-Main Office	Bridgeport, CT
Chula Vista-Main Office	Chula Vista, CA
Columbia-Main Office and VMF	Columbia, SC
Huntington Station-Main Office	Huntington Station, NY
Irvine-Main Office	Irvine, CA
Jackson-DDC	Jackson, MI
Mid Hudson-P&DC	Newburgh, NY
Morgantown-Main Office	Morgantown, WV
Palo Alto-Main Office	East Palo Alto, CA
Stockton-West Lane Station DDC	Stockton, CA
Terre Haute-P&DF	Terre Haute, IN
Tulsa-Downtown Station	Tulsa, OK
Waco-Main Office/P&DF	Waco, TX
Rockford-P&DF	Rockford, IL



Tucson, AZ, Branch 376 Vice President Ute Eisinger and President Dawn Rosenberry are set up and ready to share the benefits of NAPS membership at the May 7 Career Conference in Phoenix.



Portland, ME, Branch 96 members Arnie Rosario and Derek Lothridge staffed the NAPS table at the Northern New England Career Awareness Conference in April.

North and South Dakota held their annual bi-state convention in Deadwood, SD, May 5-7. North Dakota State President Chad Olson is standing at left; South Dakota State President Linda Nation is kneeling, fourth from left. Also attending were (seated, from left) NAPS Secretary/Treasurer Jimmy Warden, North Central Area Vice President Dan Mooney and Central Region Vice President Craig Johnson.



NAPS Secretary/Treasurer Jimmy Warden swore in the officers of South Dakota State Branch 946. From left: Warden, North Central Area Vice President Dan Mooney, East River Vice President Dave Erickson, President Linda Nation, Vice President Sonny Magnuson, Secretary/Treasurer Tracie Neilson and Central Region Vice President Craig Johnson.



NAPS Secretary/Treasurer Jimmy Warden (back row, fourth from left) and Rocky Mountain Area Vice President Myrna Pashinski (front row, third from right) attended the meeting of Albuquerque Branch 295 and New Mexico State Branch 934.



NAPS Secretary/Treasurer Jimmy Warden swore in the new officers, from left: Branch 295 President Joe Alberti, New Mexico State President Joel Wadsworth, Branch 295 Vice President of Plants Marc Herson, Vice President of Customer Service Gino Martinez, Treasurer Melissa Keeran and Secretary Ed Palacio.



Virginia State Branch 951 staffed the NAPS table at the Virginia State District Career Conference in April. NAPS members providing information on the benefits of membership in NAPS were, from left: Donald Garrett, Branch 98; Deborah Holley, Branch 526; Deborah Farmer, Branch 526; Joanne Farmer, Branch 526; Dawn Hall, Branch 98; and Sylvia Archer, Branch 98.

Members from Connecticut's New Haven, Hartford and Stamford branches at LTS in March.





Kelly Worthman staffed the NAPS table at the Career Conference in Florida in April.



John Russell took this photo in 1997 at Logan International Airport, Boston—birthplace of the U.S. Postal Service.

Knoxville, TN, Branch 165 hosted this year's Tennessee State Convention in Gatlinburg.

From left: Tennessee State Vice President Robert McMurray, NAPS Southern Region Vice President Jaime Elizondo Jr., Tennessee State Secretary/Treasurer Robert Wakefield, Cotton Belt Area Shri Green, NAPS Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Tennessee State Branch President Donna Aaron.



NAPS Executive Vice President Chuck Mulidore swore in Tennessee State Branch 947 officers. From left: Cotton Belt Area Vice President Shri Green, NAPS Secretary/Treasurer Jimmy Warden, Mulidore, Tennessee State Secretary/Treasurer Robert Wakefield, President Donna Aaron and Executive Vice President Robert McMurray.

The convention's theme was "Portraits of Success." From left: motivational speaker Greg Gray, Cotton Belt Area Vice President Shri Green and NAPS Secretary/Treasurer Jimmy Warden.



Host Branch 165 members



Training for Georgia NAPS representatives was conducted in January. Front row, from left: Southeast Area Vice President Bobby Bock, NAPS President Ivan D. Butts and former Georgia State President Roger Finley.

Second row: Branch 82 Secretary Clarissa Daniels, Eva Jeter, Georgia State Secretary/Treasurer Luretha Slaton, Rosa Caldwell, Georgia State Vice President Ozzie Camacho, Georgia State President José Smyly, Branch 126 President Solomon Harris and Branch 82 Vice President Elvina Cox.

Back row: Trevilyn Jackson, Patty Holmes, Branch 567 President John Harris, Josephine Wooley, Branch 595 Vice President Sylvia Johnson, Roxanne Butler and Kevin Moore.

National Auxiliary MINK Area Vice President Mary Caruso and Roger Humphries, Omaha, NE, Branch 10, visited Rep. Don Bacon (R) during LTS.



New England Area Vice President Bill Austin (right) presented former New England Area Vice President and current Springfield, MA, Branch 102 President Greg Murphy with a certificate and watch in appreciation of his dedication and commitment to NAPS.



Members of Atlanta Branch 82 visited Rep. Nikema Williams (D) during LTS. From left: Branch 82 Vice President Elvina Cox, Williams, Georgia State Secretary/Treasurer Luretha Slaton and past Branch 82 Vice President Josephine Wooley.



California State President Marilyn Jones (left) and Margarete A. Grant Host Branch 127 President Charles Patterson recognized Emeryville Vice Mayor Courtney Welch for her participation in the opening ceremonies at the California State Convention.

Illinois held its 100th state convention in Schaumburg, IL, April 28-29.



Delegates celebrated the 100th anniversary of Illinois State Branch 916. From left: former NAPS Secretary/Treasurer John Aceves, former Illini Area Vice President Lynn Lacey, NAPS Executive Vice President Chuck Mulidore, Illini Area Vice President Luz Moreno, Central Region Vice President Craig Johnson, Immediate Past President Brian Wagner, former Illini Area Vice President Dan Rendleman and Elizabeth R. Flamon Branch 14 President Charles May.



Illinois State Branch 916 President Greg Harris (center) was presented a proclamation in honor of Branch 916's 100th anniversary by NAPS Central Region Vice President Craig Johnson, Immediate Past President Brian Wagner, Illini Area Vice President Luz Moreno and Executive Vice President Chuck Mulidore.



USPS Western Region Vice President Todd Hawkins and NAPS Illini Area Vice President Luz Moreno

From left: Todd Hawkins, USPS vice president, Regional Processing Operations, Western Region; Chuck Mulidore, NAPS executive vice president; and Frank Veal, USPS senior director, Division Processing Operations.



From left: Central Region Vice President Craig Johnson, Illinois State Legislative Representative Olajide Okedina, Illini Area Vice President Luz Moreno, Rep. Raja Krishnamoorthi (D-IL), NAPS Executive Vice President Chuck Mulidore and Immediate Past President Brian Wagner.



2023 Northeast Region Training Seminar

The Northeast Region Training Seminar was held April 28-29 at the Marriott Stellaris Hotel and Casino in San Juan, PR. There were 121 attendees; \$16,252 was raised for SPAC. Training was presented by subject matter experts, with question-and-answer sessions. Thanks to NAPS Northeast Region Vice President Tommy Roma, New England Area Vice President Bill Austin, New York Area Vice President Dee Perez and Mideast Area Vice President Tony Dallojacono for organizing the symposium.



NAPS Northeast Region Vice President Tommy Roma



NAPS President Ivan D. Butts



NAPS Secretary/Treasurer Jimmy Warden



Deputy Postmaster General Doug Tulino



Roger Giovansanti, manager, USPS Fleet Management, presented NAPS Southeast Area Vice President Bobby Bock with his 40-year service pin. From left: Giovansanti, Bock, Northeast Region Vice President Tommy Roma and NAPS Secretary/Treasurer Jimmy Warden.



Dane Coleman, USPS vice president, regional Processing Operations, Eastern Region



Don Flak, USPS executive director, Performance/Field Operations Support



Mark Dahlstrom, USPS senior director, Division Processing Operations, Coastal Southeast



Elvin Mercado, USPS vice president, Retail and Post Office Operations

Roger "Skip" Giovansanti, USPS manager, Fleet Operations, Southern Region



Marina Dejo-Nicholson, USPS manager, Integration & Support to the DPMG/CHRO



Bruce Nicholson, USPS director, Labor Relations Policy Administration

NAPS and USPS leaders attended San Juan Branch 216's membership meeting.



Branch 216 President Josian Piniero

New York State held its annual convention in San Juan after the Northeast Region Training Seminar.



NAPS Secretary/Treasurer Jimmy Warden swore in the newly elected New York State Branch 935. From left: Secretary/Treasurer Phyllis Morrissy, Executive Vice President Joe Amash and President Mark Velez. Special thanks were given to Dennis Gawron for his year serving as Branch 935 president.



NAPS New York Area Vice President Dee Perez organized a SPAC walkathon at the Northeast Region Training Seminar. Participants purchased shirts with a \$35 contribution to SPAC; \$3,290 was raised. Special thanks to Dillard Financial for supplying the shirts. It was a special treat to walk on the beach at Puerto Rico for a good cause. The seminar raised a total of \$16,250 for SPAC.

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____

Office: _____
Branch: _____

Work Phone: () _____
Home Phone: () _____

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

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

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

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

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

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

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

Signature of Member

Signature of Branch President

Date

Date

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

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

**A copy of this completed DDF form MUST be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St., STE 400, Alexandria, VA 22314**

A Second Chomp of the Apple

Brian J. Wagner

Immediate Past President

On Feb. 16, 2023, the USPS Office of the Inspector General (OIG) published an audit report, Number 22-128-R23, titled “Supervisor Timecard Administration.” The report was published just before my column on comp time appeared in the March 2023 issue. Talk about the timing of an important EAS pay topic!

Then, I saw some NAPS Facebook comments from members referencing the comp time column. I was “chomping at the bit” to provide a short—okay, long—follow-up. Here’s the scoop:

In my March column, I said there were no references in the USPS *Employee and Labor Relations Manual (ELM)*, postal handbooks or manuals regarding comp time. However, a member posted on NAPS’ Facebook page: “ELM 519.733 provides for a full comp day when directed to work normal NS day for exempt non-bargaining employees.” The member further posted, “I don’t see a provision allowing special-exempt employees to get personal leave in ELM 53.”

ELM 53, Section 519.733, “Directed to Work,” reads: “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave.”

Being granted a full day of personal absence is not the same as comp time. When you dissect ELM

519.733, it reads “... supervisor **may** (bold for emphasis) grant a full day of personal absence. ...” The word is “may”—unfortunately, not “must.”

However, over the years and most recently during the February 2023 USPS/NAPS monthly consultative meeting, NAPS Headquarters submitted Agenda Item #6 to request the USPS change the word “may” to “must” in ELM 519.733 when it comes to granting the full day of absence.



Although a USPS answer still is pending, NAPS *must* continue its effort to change this ELM reference to ensure those exempt EAS employees who are directed to work are rightly compensated. To further clarify, if a full day of personal absence is granted per ELM 519.733, the ELM does not require the full-day absence must be taken during the same week the EAS employee was directed to work.

As for whether a special-exempt employee may receive personal leave, ELM 53, Section 432.112, “Nonbargaining Unit Employees,” categorizes nonbargaining unit employees. In brief, the USPS categorizes full-time salaried EAS employees as follows:

- **Exempt**—Career employees who are exempt from the Fair Labor Standards Act (FLSA) provisions, are not limited to working a specified number of hours in a service week and are expected to work or have excused leave for at least 40 hours per week fulfilling the responsibilities of their positions.

- **Special Exempt**—Career employees who are exempt from the FLSA provisions whose permanent

assignments are to EAS-15 through -18 positions and who directly supervise two or more equivalent bargaining-unit employees in production operations.

- **Nonexempt**—Career employees who are not exempt from (i.e., are covered by) FLSA provisions and are assigned to work schedules consisting of five eight-hour days in a service week.

Per ELM 519.733, an exempt employee may take personal leave. Per ELM 432.112, special-exempt EAS employees are considered “exempt” by FLSA provisions. Therefore, ELM sections 519.733 and 432.112 support the premise that special-exempt EAS employees may request personal leave.

As I also referenced in my March column, how do you explain to the OIG the use of comp time when it is not an “official” type of USPS leave and your leave wasn’t properly documented? You can’t.

Referring back to the OIG’s “Supervisor Timecard Administration” audit report, it found that opportunities existed for the Postal Service to improve the accuracy of supervisors’ recorded workhours. They also found issues with incomplete documentation for timecard adjustments and supervisors who worked extra time that was not recorded in TACS. Specifically, managers did not always properly document adjustments made to supervisor timecards.

In the audit, the OIG stated it was critical that supervisors adhere to their schedules and follow procedures to record all hours, including extra hours worked. Furthermore, Postal Service management shares a

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National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2023

The Vince Palladino Memorial Student Scholarships are awarded in memory of the late NAPS president and honor his dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.

Applicants for this scholarship must be the children or grandchildren of a living NAPS member, active or associate, at the time of drawing. Furthermore, the children or grandchildren must be attending or have been accepted by an accredited two- or four-year college or university.

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (Northeast, Eastern, Central, Southern and Western).



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

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

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

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

Bob Levi

Director of Legislative & Political Affairs



It was 50 years ago this spring that a once-in-a-generation athlete captivated the American public with speed, resilience and crowd appeal. Those who witnessed or

Post Call for the Postal Service

viewed tapes of this extraordinary competitor's gallop to excellence remain enthralled. I speak of none other than the celebrated, Triple-Crown-winning racehorse Secretariat.

He won the third jewel of the Triple Crown in June 1973. In fact, in 1999, the Postal Service issued a 33-cent stamp commemorating Secretariat's distinction as part of its "Celebrate the Century" 1970s stamp sheet.

Speed, resilience and public affirmation are attributes that must characterize the Postal Service. The "Delivering for America" plan, the Postal Service's strategic initiative to right the postal ship, has completed its second year toward implementation.

For the most part, Congress did its part in year two by enacting legislation to relieve the agency of approximately \$48 billion in liabilities and provide \$3 billion to modernize the Postal Service's delivery fleet. Postal management now is in the driver's seat, but not without a necessary and consequential backseat driver.

As the agency's strategic plan moves forward, Congress and the Postal Regulatory Commission (PRC) will serve as valuable and essential monitors to ensure that America's most-trusted agency does not falter,

but, instead, meets the expectations of the American public and the agency's many stakeholders. As this issue went to press, the House Oversight and Accountability Committee's

Subcommittee on Government Operations and the Federal Workforce, chaired by Rep. Pete Sessions (R-TX), alerted NAPS that a hearing was planned for mid-May, at which time Postmaster General Louis DeJoy would share an update of Postal Service operations and finances.

Clearly, this report to Congress will include the status of the "Delivering for America" plan. Senate Committee on Homeland Security and Governmental Affairs Chairman Gary Peters (D-MI) also has communicated with the Postal Service, in addition to postal stakeholders, about the rollout of the strategic plan.

Most notably, the PRC recently commenced a formal public inquiry (Docket PI2023-4) to gather data and comments relating to those aspects of the "Delivering for America" plan that may have a substantial impact on the postal community, including those served by the agency. It appears the PRC is most interested in USPS plans to create sorting and delivery centers by consolidating existing delivery units.

At a September 2022 House of Representatives hearing, NAPS President Ivan D. Butts raised a cautionary concern regarding the lack of transparency and community engagement in developing the Sorting & Delivering Center (S&DC) initiative. It appears the PRC was listening.

In its Notice and Order that announced the public inquiry, the PRC wrote: "... [T]he commission notes that stakeholders have expressed concerns regarding the lack of a forum to

explore the impacts of these proposed changes." The PRC "finds it beneficial to the interest of transparency to provide a forum to learn more about these strategic plan initiatives that may have a significant impact on the postal community." In its Notice and Order, the PRC did not provide a timeline for its inquiry.

Interestingly, in early May, the Postal Service vehemently protested the audacity of the PRC seeking to lift the veil of secrecy obscuring the postal plan from public view. In the USPS filing, the agency's attorneys allege the PRC lacks the authority to open such a public inquiry and urged the commission to withdraw it. If the PRC rebuffs the USPS' entreaty or fails to modify it to accommodate the agency, the USPS could go to court to keep the analysis underlying the plan under wraps.

An additional PRC matter recently came to light. In late April, as part of the agency's "2022 Annual Compliance Review of the USPS," PRC Chairman Michael Kubayanda posed on-the-record questions about the method used to evaluate the results of the 2022 Postal Pulse survey. The survey, in part, is intended to assess USPS employee engagement.

The disclosed data clearly indicates the USPS is seriously deficient in employee engagement. This compounds the agency's operational challenges in light of the most recent Gallup and Pew Research Center polls that demonstrate significant declines in the USPS' public approval. The public approval data was shared in my May 2022 column.

The bills NAPS promoted at the 2023 Legislative Training Seminar (LTS) are gathering bipartisan congressional support. We are in the midst of a campaign to secure co-sponsors. So, please respond and follow the directions to follow

Urge Your Member of Congress to Co-Sponsor H.R. 3005, the Postal Police Reform Act

Safety of postal employees and sanctity of the U.S. Mail have been undermined. In fall 2020, the Postal Service initiated a misguided policy change that restricted the authority of its uniformed law enforcement personnel to postal-owned or -leased property. This action has compromised the safety of postal personnel and sanctity of the mail

Before this change, postal police officers were empowered to conduct patrols in high-crime areas, protect postal property and investigate postal crime on postal property and offsite. Over the past three years, assaults against postal employees delivering mail has increased 144%; mail theft has increased an alarming 161% over a 12-month period (2021-2022).

This acceleration in postal-related crime correlates with the Postal Service's decision to diminish postal police law enforcement authority. Crime data indicates the presence of postal police deters crime, including assaults against postal employees.

Please urge your member of Congress to co-sponsor H.R. 3005, legislation introduced by Rep. Andrew Garbarino (R-NY), to clarify and restore jurisdiction of postal police beyond the perimeter of postal facilities in order to protect postal personnel, USPS assets and U.S. Mail.

Go to this link—<https://www.voterveice.net/BroadcastLinks/ohi4z7NB5rDB09NwclvJA>—to log in and send your message.

through on the NAPS “Call to Action” sent last month for H.R. 594, the Postal Supervisors and Managers Fairness Act of 2023. Co-sponsors can be viewed on the NAPS website under the “NAPS-Supported Legislation” tab.

Other calls to action will be emailed periodically. It is our goal, through these communications, to generate strong support for other NAPS legislative priorities, including H.R. 595, the Postal Employees Appeal Rights Amendment Act, and H.R. 82 and S. 597, legislation to repeal the Government Pension Offset and Windfall Elimination Provision.

One particular NAPS legislative priority is reflected in a bill introduced after LTS. On April 28, Rep.

Andrew Garbarino (R-NY) introduced the Postal Police Reform Act. He was joined by Reps. Eleanor Holmes Norton (D-DC), Ken Calvert (R-CA) and William Pascrell (D-NJ). This legislation would restore the legitimate law enforcement authority formerly embraced by the uniformed members of the Postal Inspection Service, an authority the Postal Service unwisely revoked in fall 2020.

NAPS has collaborated with the Postal Police Officers Association in returning the officers' ability to protect postal employees, postal assets and the mail beyond the perimeter of a postal facility. Crime data makes it clear the Postal Service's misguided action in 2020 has jeopardized postal employee safety and undermined the

sanctity of the U.S. mail.

Before I close my column, I want to pay tribute to a veteran member of the postal press who died in early May. I met Bill McAllister in the early 1980s when I was on the staff of the House Post Office and Civil Service Committee. Bill covered the postal beat for the *Washington Post*.

After leaving the *Post* in 1999, he served as the longtime Washington correspondent for *Linn's Stamp News*. I was privileged to host Bill twice on *NAPS Chat*, where he provided wise insight on postal operations and postal politics. I will miss his astute observations and timely humor. May Bill rest in peace.

naps.rl@naps.org

Perspective from the Immediate Past President

Continued from page 28

responsibility to ensure an employee's time is recorded timely and accurately in TACS.

The OIG report cited various reasons why special-exempt employees were not properly paid. One specific reason was supervisors did not think it was necessary to record extra hours because those hours would be made up on another workday. In other

words—my words—these EAS employees were either given or promised comp time.

Rather than rehash my entire March column, which I almost did, EAS employees should have an understanding of why proper EAS time-card reporting and accuracy are important. I encourage NAPS members to read the full Feb. 16, 2023, USPS OIG audit report. Why?

Proper recording of all USPS employee workhours, especially EAS em-

ployee workhours, will show the true USPS workload for budgeting and staffing needs of a unit. Plus, it will help NAPS in advocating and consulting for proper supervisory and managerial staffing and pay in all USPS operations and functions.

I now am chomping at the bit to share my ice-cream-flavor-of-the-month recommendation: apple cinnamon swirl.

brian4naps@aol.com

Chatting About the Postal Service Health



NAPS Director of Legislative & Political Affairs Bob Levi and USPS Executive Manager for the Postal Service Health Benefits Program Karla Kirby

On the April 28 episode of NAPS Chat, NAPS Director of Legislative & Political Affairs Bob Levi talked with Karla Kirby, USPS executive manager for the Postal Service Health Benefits Program. They discussed the status of the emerging program, which goes into effect Jan. 1, 2025, as well as its implementation and collaborative efforts to educate USPS employees and retirees about the plan and what to expect when the plan rolls out.

Levi described the new Postal Service Health Benefits (PSHB) program as one of the most significant items to come out of the Postal Service Reform Act. The new health benefits program will be tailored to Postal Service employees and retirees. The program will be administered by the Office of Personnel Management (OPM), which has administered the Federal Employees Health Benefits Program.

Levi said the Postal Service is rolling out the program deliberately, methodically and collaboratively. Kirby is one of the key postal staff members to help ensure a smooth transition. She has 20 years' experience in human resources and benefits and is the co-host of *Mailin' It!*, the official USPS podcast,

Levi: What is your responsibility in regard to implementation of the new Postal Service health plan?

Kirby: As executive manager for

Benefits Program

PSHB, my role is exactly as you said—to ensure the implementation runs smoothly. Under the guidance of my director, Benefits and Wellness Director Dana Cotman, and Executive Director of Compensation Steven Daragh, we are working very closely with the unions, OPM and other stakeholder agencies to make sure our employees and annuitants are informed and knowledgeable about the changes forthcoming and that the plan rolls out smoothly.

Levi: There's going to be a learning curve that, whether it's steep or gentle, will determine in large part how receptive the postal community is to the information presented. How can employees and annuitants get information about the new program?

Kirby: First, we will be rolling out a comprehensive education plan that includes employees and annuitants. Employees can visit Liteblue and get information on the PSHB page. Annuitants can visit keepingposted.org to get information. The quickest way to stay abreast is to text PSHBP to 39369 to get text updates when new information is available.

Levi: How will this information be rolled out?

Kirby: We're going to use all channels available—mail, email. We're also partnering with the unions to use their channels. We'll be using everything at our disposal.

Levi: To remind our listeners, what is the date the postal benefits program actually will come into being? What are the important dates to remember as we approach implementation?

Kirby: We will roll out the plan

on Jan. 1, 2025. Before that date, we will have the start of the 2024 open season, which will run from the second Monday in November to the second Monday in December. During the 2024 standard open season, everyone will have an opportunity to make their election for the new plan.

Levi: So the timing will be about the same to which they are accustomed for the normal FEHB program.

Kirby: Correct; that's what we have planned as of now.

Levi: Will they get some idea of the plan options before the 2024 open season?

Kirby: We're working closely with OPM to make sure the plan information is available as soon as possible.

Levi: Other than participants in this new postal health program being limited to members of the postal family, what potential differences would you anticipate, if any, between the traditional federal employees health program and the new postal employees health program?

Kirby: Honestly, Bob, as a program within FEHB, I don't think there will be many differences. You may see a few more health plans that will integrate with Medicare than you see in FEHB, but, other than that, it should be very comparable.

Levi: So we would assume many of the plans with which we are familiar in the FEHB program—such as Blue Cross Blue Shield, the union plans, GEHA and more—likely also will be in the PSHB program.

Kirby: That is a safe assumption.

Levi: However, there might be some premium differences. I know

the Congressional Budget Office has projected premium savings to Postal Service participants as a result of Medicare integration.

Kirby: I know that has been one of the projections, but, in the first year, you wouldn't necessarily see those savings. In the first year, I anticipate the premiums will be on par.

Levi: Because we have to build up the reserves in year one.

Kirby: Exactly—and get the claims experience.

Levi: How do you think HMOs will operate in the new PSHB program? It's a much smaller population with which we are dealing. For instance, I assume the large Kaiser plans in California still would be interested in our community.

Kirby: I can say that, from the little feedback we've gotten, there seems to be a lot of interest from carriers. We represent a large portion of the FEHB program, between 20 and 25%, so we can assume most of the carriers will come on board with the PSHB program, as well.

Levi: When USPS employees and annuitants come across their first open season, they must make a selection; they can't just let it ride, correct?

Kirby: Yes and no. We want to encourage everyone to make a positive election, look at the plans available and pick one that best suits them and their family. However, we're also aware there will be some people who won't make a selection. So, for them, they will be transitioned to a comparable plan. What that comparable plan is has yet to be determined because the plans have yet to be determined.

Chatting About the Postal Service Health Benefits Program

Levi: And that decision would be made by OPM, correct?

Kirby: That is correct.

Levi: So one might assume that if you were participating in a Blue Cross Blue Shield plan in FEHB and for whatever reason you did not make an election, there's a high probability you would remain in a comparable Blue Cross Blue Shield plan in the PSHB program.

Kirby: I think that's a pretty good assumption.

Levi: I know you said it before, but I think it's important for our members to understand: When do you expect 2024 open season information to be available and how will that particular information be shared with prospective PSHB program participants?

Kirby: So, as I mentioned, open season in 2024 runs from mid-November to mid-December. Typically, we would send open season communication in October. But, given the magnitude of this type of change, we're going to be accelerating that schedule and sending it out as soon as the plan information is available.

Levi: This will be shared on the web, as well as mailed?

Kirby: Yes. Typically, we send several postcards and mailers during open season that include employees and annuitants. We put the information in our eRetiree newsletter that goes out monthly. We also include the information in our triannual mailer that goes out to annuitants. And, as usual, we want to partner with our unions to push out that information for a change of this magnitude.

Levi: Do you envision the old FEHB health fairs taking place again that would cater to the Postal Service population?

Kirby: Ironically enough, post-pandemic, we have participated in

some on-site fairs. So we're not opposed to doing that, but we absolutely want to support all our different stakeholders. So to the extent we can provide information and other types of support to locations we are unable to go, we absolutely will do that.

Levi: A lot of retirees are concerned about not being in the loop because we've become so acclimated to receiving information via the internet. What type of communication do you anticipate for the retiree population?

Kirby: As I mentioned, we mail a triannual hard mailer. We also send a series of postcards, as well as an open season pamphlet that includes information about how to stay connected and use our consumer checkbook guide, which allows them to compare plans in their area. We continue to work with retirees and meet them where they are to communicate information.

Levi: The preliminary fact sheets about the new program for employees and annuitants have been circulated recently by the Postal Service. The postal management associations and the unions, including NAPS, have publicized the information. Would you tell us about the collaboration that went into drafting these important documents?

Kirby: In working with our Labor Department—Tom Blum, vice president, Labor Relations; Jennifer Breslin, director of Collective Bargaining & Arbitration; and Bruce Nicholson, director, Labor Relations Policy Administration—as well as Cotman and Darragh and the employee associations—we had a great collaborative effort going back and forth, looking at the information, deciding how it best would be received by our employees and annuitants. We continue to meet on a regular basis and hope to continue the collaboration regarding

the education materials that will go out to the employees and annuitants.

Levi: Would the Postal Service be willing, if invited by any of the associations, to send someone to their events and educate the employees and annuitants attending?

Kirby: Yes. We are not averse and have done so. We encourage anyone who wants someone from the Postal Service to come and share information, even if the information is pre-recorded, to send those requests to us here in Benefits and Wellness. We will look at the requests and determine what we can accommodate. We absolutely are prepared to go out and meet face to face and talk about the new program with our employees and annuitants.

Levi: The postal bill was signed into law little more than a year ago. The Postal Service and selected stakeholders have been deeply involved in trying to chart a path for implementation. Preliminary regulations recently were released by OPM in collaboration with the agency. What is the current status of the PSHB program rollout? Have there been any surprises or speed bumps along the way?

Kirby: I wouldn't say there haven't been any surprises or speed bumps. As a new program, you go in with a mind gambit; you don't know what to expect. We had a pretty good idea of what we would be facing, so, for now, it's been pretty good.

We've established a great working relationship with OPM, as well as the Social Security Administration. I think we're in a good place to move forward.

Levi: Many current postal retirees have been anxious about Medicare Part B enrollment—whether they will be required to enroll and what options will be available. Could you explain who will be exempt from en-

rolling in Part B as a condition for continued enrollment in the PSHB program?

Kirby: That scenario is one of the reasons we created the fact sheets—to help ease some of the anxiety. Current postal annuitants, as well as those who will be annuitants prior to Jan. 1, 2025, will not be required to enroll in Medicare Part B.

However, they will have the option to enroll. This is the select population of those already 65 when we start the special enrollment period who can voluntarily enroll in Part B without having to pay the late enrollment penalty.

Levi: How will that happen? When will they be notified they are eligible to enroll in Part B without penalty?

Kirby: We currently are working with OPM to craft that messaging and develop the timeline. The law, as well as the regulations, indicate that special enrollment period will begin on April 1, 2024.

We anticipate having information out to eligible annuitants in the December 2023 to January 2024 timeframe, then sending out continual reminders through the end of that special enrollment period.

Levi: And when that special enrollment period closes—as far as we know at this point in time—the penalty-free period closes.

Kirby: Yes. Again—just for those who already are 65 and older when we launch the special enrollment period who previously did not take advantage of their initial Medicare period. Those annuitants who are not 65 will have their Medicare enrollment period once they turn 65, which starts three months prior to their birthday—the month of their 65th birthday and three months following.

Levi: So those employees who re-

tired, but are not yet eligible for Medicare—that is, they are not yet 65—have a choice. They could still participate in the PSHB program, even if they enroll or don't enroll in Medicare Part B.

Kirby: That is correct.

Levi: However, for those who are not retired as of Jan. 1, 2025, and are not over the age of 64—as a requirement of continued participation in the PSHB program—they would have to enroll in Part B.

Kirby: They would have to enroll in Part B, like myself. However, if they still are working at age 65, the requirement will not hit them at that point. It will hit them when they retire. They will have an eight-month period from their date of retirement to enroll in Part B.

Levi: There are some other exemptions, including if you are participating in another federally sponsored health plan, such as Veterans Affairs and the Bureau of Indian Health Services or if you live overseas.

Kirby: Yes. Those are the three exemptions. If you are participating in any of the Department of Veterans Affairs health programs, if you are eligible for Indian Health Services benefits and if you are living abroad.

Each of those is an exception that will exempt you from the requirement to enroll in Medicare Part B.

Levi: If you are eligible for VA benefits or Indian Health Services benefits and you drop out of either program at some future point, would you then have to enroll in Medicare Part B?

Kirby: We're still finalizing regulations, so I anticipate probably early 2024, late 2023, we will have that ironed out and it will be part of our comprehensive education so people will know exactly what is expected of them, especially for the population

that will be required to enroll in Part B.

Levi: We're going to rely a lot on this education program—how it's rolled out and communicated to our members, employees and annuitants. Who's going to be responsible? Will there be a designated staff? Will it be through OPM? The Postal Service? Who ultimately will be responsible for the education process?

Kirby: We are here in Benefits and Wellness; we are going to be responsible. We are looking at other resources we may need to include. We also have a wide variety of partnerships of which we plan to take advantage. Our employee association partners are going to be a large part of that effort. You and others have built trust with our employees and annuitants. We want to work with you and them to push out information to ensure we are blanketing all available channels.

Levi: Some have characterized the rollout of the new program, as I have, as a Herculean task, a really major task. It's a new thing, our members are very anxious about it. Its success will be the result of interaction among several federal agencies. The Postal Service is in the middle of it, but OPM is involved, Medicare/Medicaid services are involved, the VA is involved, as well as the Bureau of Indian Affairs. Thus far, how has the interagency communication and collaboration worked?

Kirby: So, you forgot one—the Social Security Administration. We have worked collaboratively very well. We have incremental meetings where we touch base. And again, even though the education effort sits with the Postal Service, we are committed to work with our partners to ensure we are on the same page and pushing out the same information.

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Here Are the 2023 SPAC Pins

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



President's Ultimate

\$1,000 level includes LTS SPAC reception for donor plus one guest



VP Elite

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



Secretary's Roundtable

\$500 level



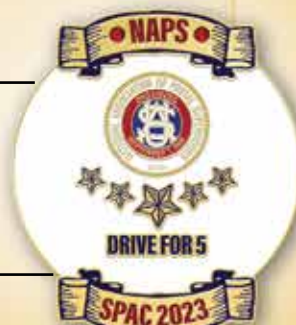
Chairman's Club

\$250 level



Supporter

\$100 level



Drive for 5

Contribute to SPAC by payroll deduction or direct payment.

2023 SPAC Contributors



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

Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Barone, Thomas	NY	Branch 202
Geter, John	NC	Branch 183
Warden, James	NY	Branch 100
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Brandt, Junemarie	VA	Branch 526

April Contributors

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

Laster, Edward	OH	Branch 46
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VP Elite (\$750)

Burton, Dawn	AZ	Branch 246
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Secretary's Roundtable (\$500)

Moss, Donalda	DC	Branch 135
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Whyte, Tammy	ME	Branch 96
Kukulka, Vivian	TX	Branch 124

Chairman's Club (\$250)

Petty, Ralph	CA	Branch 77
Moore, Kevin	GA	Branch 595
Jones, Wilmore	MD	Branch 42
Trayer, Kevin	MI	Branch 142
Kindsvatter, Leo	MT	Branch 929

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.

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to April 30, 2023)

National Aggregate:

\$81,989.23

National Per Capita:

\$3.14

Region Aggregate:

1. Eastern	\$26,759.86
2. Northeast	\$16,411.29
3. Western	\$14,363.14
4. Southern	\$14,184.82
5. Central	\$10,270.72

Region Per Capita:

1. Eastern	\$4.44
2. Northeast	\$3.38
3. Western	\$2.73
4. Southern	\$2.60
5. Central	\$2.38

Area Aggregate:

1. Capitol-Atlantic	\$16,337.81
2. Mideast	\$ 7,564.00
3. Pacific	\$ 7,228.00
4. New York	\$ 6,996.29
5. New England	\$ 6,160.00
6. Pioneer	\$ 6,113.50
7. Texas	\$ 6,108.50
8. Southeast	\$ 4,459.32
9. Northwest	\$ 3,736.14
10. Illini	\$ 3,565.00
11. Rocky Mountain	\$ 3,399.00
12. Michiana	\$ 2,803.00
13. North Central	\$ 2,410.72
14. Cotton Belt	\$ 2,355.00
15. MINK	\$ 1,492.00
16. Central Gulf	\$ 1,262.00

Area Per Capita:

1. Capitol-Atlantic	\$4.92
2. Pioneer	\$4.53
3. New England	\$3.96
4. Texas	\$3.67
5. Northwest	\$3.60
6. Mideast	\$3.39
7. Illini	\$3.02
8. New York	\$2.88
9. North Central	\$2.76
10. Rocky Mountain	\$2.63
11. Pacific	\$2.46
12. Cotton Belt	\$2.36
13. Michiana	\$2.34
14. Southeast	\$2.17
15. Central Gulf	\$1.71
16. MINK	\$1.40

State Aggregate:

1. New York	\$6,671.29
2. California	\$6,333.00
3. Texas	\$6,108.50
4. Maryland	\$5,560.00
5. Ohio	\$5,529.00

State Per Capita:

1. Maine	\$19.74
2. Maryland	\$ 9.06
3. Idaho	\$ 7.59
4. North Dakota	\$ 6.85
5. Ohio	\$ 6.18

Drive for 5

Members by Region:

1. Southern	47
2. Eastern	44
3. Western	39
4. Northeast	36
5. Central	36

Aggregate by Region:

1. Western	\$7,526.64
2. Southern	\$5,734.24
3. Eastern	\$5,564.50
4. Northeast	\$4,689.23
5. Central	\$3,341.00

Stephens, Patricia	NC	Branch 936
Evans, Darius	NY	Branch 85
Skjelstad, Aric	OR	Branch 66
Bartko, Susan	PA	Branch 20
Timothy, Pat	PA	Branch 941
Green, Shri	TN	Branch 41
Peters, Diana	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124

Supporter (\$100)

Roll, Gary	CO	Branch 65
Austin, William	CT	Branch 47
Collen, Helen	CT	Branch 3
Wright, Denis	CT	Branch 3
Beckhum, Regina	DC	Branch 135
Sims, Reginald	GA	Branch 82
Wesley, Nancy	IL	Branch 493
Winters, Michael	IL	Branch 255
Berger, Ricky	MD	Branch 531
Spence, Sharon	MD	Branch 403
Bodary, Joseph	MI	Branch 268
O'Donnell, Daniel	MI	Branch 268
Baker, Neil	MN	Branch 104
Mooney, Dan	MN	Branch 16
Robinson, Theresa	NC	Branch 299
Grasso, Salvatore	NJ	Branch 568
Blakely, Kathy	TN	Branch 41

Chatting About the Postal Service Health Benefits Program

Continued from page 35

Levi: Things are going to happen between now and, let's say, November 2024. Would you be willing to again come on *NAPS Chat* to provide new information to our members?

Kirby: Absolutely! As long as I have all the checked boxes and approval, I'm more than happy to share information. Thank you for having us! Please check out keepingposted.org or [Liteblue](https://www.facebook.com/liteblue) if you are an employee. Text PSHBP to 39369 to get the most up-to-date information. And stay tuned!

Levi: And I'll do a pitch for *Mailin' It!*, the podcast you co-host.

Kirby: Please subscribe wherever you listen to your podcasts. We do monthly episodes. We just finished an episode with PMG Louis DeJoy. He talked about the "Delivering for America" plan and our two-year anniversary into that plan. Be sure and check it out!

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): _____.



The Challenge of Never-Ending Changes

Jimmy Salmon

Hello, NAPS postmasters. There are a lot of activities and changes happening in our jobs lately. There has been a renewed emphasis on compliance with CRDO, RADAR and others as the centerpiece for quick access to everything happening in an office with a couple clicks of the mouse.

PowerBI, Triangulation and Fiscal Stewardship are just a few things being talked about regularly. If you haven't already taken the opportunity to discover all you can about these applications, please do so. These, and other applications like them, appear to be the way of the future for compliance and regular oversight of your office.

Postmasters and other EAS employees delivering mail continues to happen in a lot of offices. If EAS em-

ployees are delivering mail, it's important to get that time entered in the survey.

The survey was created to see hours being worked delivering mail that weren't trackable. There are changes coming our way that will help with making it less necessary for EAS employees to be delivering mail.

NAPS has been working a long time to make changes to the SWCs program. The calculation finally was updated and the ratio of supervisors to employees was changed from 1/35 to 1/15. This will create a lot of new supervisor positions.

There also is talk of a new Substitute Supervisor position in all functions, with a 1 substitute supervisor to 5 supervisor ratio. With those new positions, there will be less reliance on 204 (b)s.

That should result in fewer un-

derstaffed carrier operations and less reliance on EAS employees delivering mail. Until those changes get into place, it is important to continue to complete the survey.

MDD Timekeeping is something else new. RRECS for rural routes went into effect recently. There is lots of "new" in our jobs.

Sorting and Delivery Centers (S&DCs) are continuing to be implemented. They are opening a few at a time and are the beginning of a new-looking network with new types of facilities with new acronyms.

We need to keep our eye on the rollout of these facilities. As delivery leaves an office, let's try and communicate with each other how these changes affect our offices and our jobs.

There is an emphasis on "Postmaster in the Community" for offices that lose delivery. It will be important to keep up with how these changes are being implemented and what we'll need to do as our jobs are affected in the short and long term.

These are just some of the items that I have noticed recently. I'm sure there are many others. It will be important to stay aware of these new changes as they come and try to adapt as quickly and seamlessly as possible.

jimmyinrichmond@gmail.com

Jimmy Salmon is postmaster of Clarkdale, AZ, and a member of Phoenix Branch 246.

Thrift Savings Plan

Fund	G	F	C	S	I
April 2023	0.30%	0.60%	1.56%	(2.18%)	2.87%
12-month	3.62%	(0.25%)	2.62%	(5.94%)	10.19%
Fund	L Income	L 2025	L 2030	L 2035	L 2040
April 2023	0.63%	0.79%	1.07%	1.13%	1.20%
12-month	4.08%	3.77%	4.29%	4.24%	4.20%
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
April 2023	1.25%	1.31%	1.48%	1.48%	1.48%
12-month	4.13%	4.08%	4.16%	4.15%	4.15%

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

Visit the TSP website at www.tsp.gov

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the

month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

By internet:

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

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

By telephone:

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



NAPS Board Addresses Challenges and Concerns

Submitted by Jimmy Warden
Secretary/Treasurer

The spring 2023 Executive Board meeting was called to order at 8:31 a.m. on March 29 by Executive Board Chair Chuck Lum. New England Area Vice President Bill Austin gave the invocation; the Pledge of Allegiance was led by Northwest Area Vice President John Valuet.

Eastern Region Vice President Richard Green and Central Area Vice President Dan Mooney were appointed sergeants-at-arms. Secretary/Treasurer Jimmy Warden conducted the roll call; all board members were present.

President Ivan D. Butts welcomed the board. He affirmed this year's LTS was one of the best held; there was great engagement. NAPS members are sending photos from their visits on Capitol Hill; many visits were conducted with elected officials.

He said bipartisan support of legislation this year will be very important. Butts asked board members to keep NAPS Headquarters apprised of local events. "We want to keep our legislative agenda moving forward," he stressed.

Executive Vice President Chuck Mulidore welcomed the board and said he appreciated everyone's attendance and support. He commended them for their support of SPAC; each board member qualified to attend the SPAC reception at LTS. "That shows great leadership," he said.

This year's SPAC reception was the largest ever, with 180 attendees. To qualify to attend, members have to achieve the President's Ultimate (\$1,000+) or VP Elite (\$750) SPAC levels.

Mulidore said it was encouraging to see all the photos coming from members' Hill visits. He reiterated how meaningful it was that the congressional speakers who addressed members at LTS had just gotten back in town from a recess and came directly from the airport to LTS.

He advised board members that some chairs in the Margarete A. Grant Executive Board Conference Room had been replaced and the lighting updated.

Warden welcomed board members and commented on the successful LTS. He said there was excellent engagement, participation and morale from everyone who attended. Warden said he looks forward to a successful board meeting.

Lum thanked board members for their support. He said sitting in on the consultative meetings with the Postal Service has been an eye-opener; he has seen how the resident officers push for and support NAPS members. Lum said he continues his efforts on membership and has been reaching out to nonmembers; many are not aware of NAPS and what it offers.

Immediate Past President Brian Wager moved, seconded by Western Region Vice President Marilyn Walton, to accept the minutes as previously submitted to the board. The

motion passed unanimously on a voice vote.

Warden gave the financial report:

- As of Feb. 28, 2023, NAPS investments totaled \$7,981,467.53.
- On June 1, 2022, NAPS investments totaled \$10,242,654.99.

This is a 2022/23 fiscal year-to-date decrease of \$2,261,187.46 or 22.08%. Of the decrease, \$2,000,000 was from withdrawals to cover expenses; \$261,187.46 was stock market losses and fees.

As of March 10, 2023, the NAPS General Fund Signature FCU Checking account balance was \$435,509.89; the Signature FCU Money Market account was \$70,248.98, for a total of \$505,758.87.

As of Jan. 31, 2023, NAPS Property, Inc. (NPI) had \$95,032 in cash on the balance sheet. There is \$57,779 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), leaving \$37,253 unencumbered.

Election Law terminated its lease for Suite 350—400 square feet at \$23/per square foot, effective Oct. 31, 2022. The lease was scheduled to expire May 31, 2024.

Election Law simultaneously brokered a 38-month lease for Public Interest Legal Foundation for Suite 100—4,086 square feet at \$21.50/per square foot, with two months abated.

Additionally, effective March 1, LocalWorks leased the full 1727 side of the 3rd floor, Suite 305—7,250 square feet. This is a license agreement with profit sharing. It's assumed to be low risk, but also has no defined

income model. After a period of nine months, this tenant will be reevaluated for a five-year term, based on income derived from this arrangement.

The current cash projections assume continued vacancy on the 2nd floor, as well as suites 105 and 350. An outside broker has been contracted to lease out the space at the market rate of \$29 per square foot. The overall pace of leasing activity remains slow.

Eric Berlin, NAPS' broker at Cushman & Wakefield, said the market in Old Town Alexandria is not doing well; vacancies are at 12%. It is the lowest of all submarkets, but no positive. Every building around King Street Metro has a vacancy.

Berlin said most tenants are downsizing or, when their leases come up, are not staying in the same footprint. New buildings that are Metro-accessible will survive, but everything else is in trouble. Buildings are starting to be foreclosed on by lenders. The outlook is terrible, he affirmed, and is going to take years to all shake out.

The cash forecast for the balance of the fiscal year assumes contributions of \$45,000/month from the landlord to cover the deficit created by the delinquency from LRB, current vacancies and building operating expenses. However, to the extent vacancies are leased out and/or LocalWorks becomes profitable, these contributions may decrease.

As of Feb. 28, 2023, NAPS Headquarters social media results were as follows:

Facebook had 3,843 followers (up from 3,310 in February 2022, or 16.1%). Posts continue to garner an average of about 300-1,000 views; the most engaging posts get about 1,000-4,000 views organically.

The post with the highest reach during 2022 was from Aug. 13 (about 4.2k+ reach/views): "Not only did the court overturn the federal district court judge's dismissal of our lawsuit filed in 2019 over the pay consultation process from 2016-2019, the court also recognized NAPS' rights we correctly have been claiming for over 40 years. Specifically, that claim is NAPS represents all EAS employees! Read more."

The next highest posts/reach:

- 4/20/22 (3.6k+): "This article provides a history and timeline of the lawsuit, as well as the reasons behind the Appeals Court's decisions."

- 8/1/22 (3.3k+): "Our historic victory in our lawsuit against the USPS has clarified three critical points that forever will reshape and define USPS EAS employees."

- 6/1/22 (3.2k+): The June issue of *The Postal Supervisor* magazine is now available and can be downloaded from the NAPS website.

- 4/5/22 (3.1k+): The April issue of *The Postal Supervisor* magazine is now available and can be downloaded from the NAPS website.

- 8/8/22 (2.7k+): "Getting ready to start in just a few minutes! The 68th NAPS National Convention! Five photos from the convention were on this post."

The competition for organic views on Facebook's timeline remains intense as the platform continues to attract a significant amount of traffic. Every year, NAPS' page competes with numerous organizations, individuals and pages to appear on people's timelines while scrolling through the platform. To expand NAPS' reach, boosting posts can be an affordable option. It is a cost-effective approach that can increase the number of people who

NAPS Training Calendar

Michiana Area Training Seminar

June 9-11

In conjunction with the Michigan State Convention

Conducted by: Michiana Area Vice President Kevin Trayer

Location: The Island Resort & Casino, W. 399, U.S. Route 2, Harris, MI 49845; (800) 682-6040.

Fee: No charge to registered delegates

Topics: SWCs, other topics TBD

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

Southeast Area Training Sept. 29-30, 2023

Conducted by: Southeast Area VP Bobby Bock

Location: Embassy Suites Savannah Airport, 145 W. Mulberry Blvd., Savannah, GA 31407; (912) 330-8222.

Hotel Rate: \$159

Registration Fee: \$70

Instructors: Bobby Bock, Jay Killackey and Brian Wagner

see the posts.

Most of NAPS' web traffic from social media continues to come from Facebook (90%+); it's still very important to be on other platforms for visibility (Instagram and LinkedIn).

Instagram had 395 followers (up from 331 in February 2022, or 19.33%).

LinkedIn had 218 follower (up from 75 in February 2023, or 190.67%).

Twitter had 703 followers, but, as of Nov. 2, 2022, per President Ivan D. Butts, the account no longer is in use.

Web traffic for 2022 showed a 29.87% overall increase in users over 2021. The number of overall page views increased by 33.32%. The data also shows that users who are visiting the website are clicking through about the same number of pages when they visit the website as the previous year; the bounce rate has remained pretty flat.

Email remains a significant factor in boosting website traffic and readership. The news pages and magazine articles regularly published online and distributed through email also are among the most popular pages. Reposting the printed magazine articles on NAPS' website is crucial because it offers current and potential association members an additional means of accessing the information. Furthermore, it provides the website with consistent and fresh content, which is essential for Google and search purposes.

In 2022, four of the top 25 pages (16%) were from *The Postal Supervisor*. So far this year, eight of the top 25 pages (32%) are from *The Postal Supervisor*.

It may be worthwhile to create an ongoing content plan for publishing more original news, blog articles or other types of original content on the website. While the magazine articles are popular, it's worth exploring the possibility of producing exclusive content specifically for the website, if feasible.

This approach could help expand NAPS' messaging, increase website

traffic and further attract potential members. Additionally, digital communication easily can be tracked.

As of the January 2023 DCO (reflecting DCO membership through PPs 3 and 4), NAPS had 25,971 members (24,513 active and 1,458 associates; 94.39% and 5.61%, respectively). Total membership from a year ago (PPs 3 and 4 2022) was 25,299 (23,921 active and 1,378 associate); an overall total SPLY increase of 672 members or (2.59%).

As of the January 2023 DCO, the total number of active EAS nonmembers was 10,687. This number is based on the USPS payroll files of nonmember EAS employees who are coded non-postmasters. Based on current membership totals, there are approximately 30.34% nonmembers.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check. The "High-Five Club" has been established; members can receive an additional \$25 check for signing five new members within a 90-day period.

A promotion report is sent out to the Executive Board every pay period stating who received a promotion effective that specific pay period, allowing branches to then reach out seeking membership. In addition, a postmaster promotion report is sent out monthly annotating new and present postmasters who received a promotion the prior month.

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

NAPS has no contracts pending expiration.

Eric Berlin, senior director, and Jessica Miller, managing director, of

Cushman & Wakefield, addressed the board. Berlin has been in the realty business in Old Town since the mid-80s. He said many association buildings are being sold and companies are right-sizing. There has not been a bounce-back after the pandemic.

Market vacancies are at 20%; Old Town, Alexandria, is at 11.7%. Vacancies in the surrounding areas are as follows: Northern Virginia at 19.6%, the 1-395 corridor at 23.1% and Huntington/Eisenhower at 40.5%. Historically, Old Town was 7-8%.

Many buildings are going residential; subleases are high. Many companies that signed leases prior to COVID-19 now do not need the square footage and are subleasing. The cost to build out space is three to four years of rent on a 10-year lease due to the rise in construction costs.

A question was asked regarding licensing agreements, which is a shared-profit arrangement. Rent isn't charged; income starts when companies lease.

There are a lot of brokers in the market, but many don't follow up. "We are in a period that is totally different from any event in the past," Berlin said. "It is believed the pendulum won't fully swing back to pre-pandemic time. Presently, this is the best time to buy a building—not sell.

"There is a building boom in the area, but it's all residential. Amazon will have its own building, to be completed soon. The company then will vacate the space it now rents, which will add to the vacancies in the area."

Regarding marketing efforts, a subleasing marketing flyer has been developed, with floor plans and photos. One positive is Old Town's inventory is shrinking regarding commer-

cial space with continuing residential conversions.

Sheri Davies of ConferenceDirect addressed the board. She said LTS room pickups increased this year: 1,202 in 2020; 997 in 2022; and 1,313 in 2023.

LTS sponsorship revenues: \$9,500 in 2020; \$29,675 in 2022; and \$24,000 in 2023. The board members thanked Davies for her work in helping make this year's LTS such a success.

The Postal Service Health Benefits Program was discussed via Zoom with Karla Kirby, executive manager, Postal Service Health Benefits; Dana Cotman, director, Benefits and Wellness; Tomica Duplessis, Paulita Wimbush and Bruce Nicholson, director, Labor Relations Policy Administration.

The Postal Service Reform Act of 2022 mandated implementation of the Postal Service Health Benefits Program, referred to as PSHB. A FAQ sheet is being finalized by Postal Headquarters and will be shared once finalized.

PSHB highlights:

- All participants will transition to the PSHB plan.
 - PSHB health plan carriers will be identified in FY24.
 - Voluntary Medicare integration opportunities for existing retirees will occur in FY24.
 - All employees and annuitants/survivors will be required to make a PSHB enrollment election in the beginning of FY25.
 - PSHB plan enrollment will transition from PostalEASE to a central enrollment platform (CEP) administered by OPM.
- Key milestones:
- Launch Special Education Period (SEP) Communications 3/1/23.
 - Complete coordination with

2023 NAPS State Conventions

Dates	State(s)	Location
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.

OPM to enable successful implementation of program policies 4/6/23.

- Complete coordination with OPM pertaining to implementation regulations 4/6/23.
- USPS issues regulations demonstrating residency 9/30/23.
- Provide OPM with names of those living abroad 9/30/23.
- Complete establishment of Health Benefits Education Program standards and regulations 10/6/23.
- In conjunction with OPM, determine SEP-eligible annuitants 12/31/23.
- Launch education 5/1/24.
- Launch training 5/1/24.
- Launch open season 11/11/24.
- Complete transition of eligible employees and annuitants to PSHB-Medicare to retirement 1/1/25.

Requirement is based on primary insured. Everyone will have to go in during open season to enroll in a plan, regardless if they wish to stay with the plan they currently have and will (is) also be part of the new PSHB. Open season is from 11/24 to 12/24. The new plan will take effect 1/25.

Medicare, if retired, will be when you hit 65. You will have three months prior to and after your 65th

birthday to enroll. The special Medicare enrollment period will be 4/1/24 - 10/24 if 65 to opt in without penalty.

The website, www.keepingposted.org, offers updated information on health benefits and a consumer guide to compare plans. New regulations should be out in the next couple of weeks from OPM, which then will work on the specific postal policies.

The PSHB Team at Postal Headquarters is looking to:

- Collaborate on employee and annuitant communications.
- Present at NAPS events (Butts took a list of upcoming events from the Executive Board and has submitted the list to Postal Headquarters, inviting them to speak at NAPS events).
- Disseminate USPS education and training materials to NAPS members.
- Emphasize that employees and annuitants must maintain up-to-date mailing address.

Kellie Calderon, director, USPS Compensation Programs, with Paulita Wimbush and Tomica Duplessis, discussed the highlights of the HERO Program via Zoom:

- Performance pilots in the HERO system started in 2021.

- An overview was presented pertaining to the HERO program.
- Midyear will open in a few weeks.
- HERO—compensates Headquarters employees to individual contributions.
- Flexible system that allows for shifting priorities.
- Drives a culture of continual feedback and transparency.
- Meaningful performance discussion focused on employee progress.
- Evaluators equipped with tools and models to provide meaningful feedback and coaching.

For employees, the pilot focuses on learning and understanding the new system. The program follows the SMART goal system, contributes to performance conversations and looks for improved performance.

Evaluators are equipped with tools and training to have discussions and difficult conversations and to avoid bias decisions.

Rating anchors are 1-5: 1-unsatisfactory; 2-minimally successful; 3-fully successful; 4-exceeds fully successful; and 5-outstanding. Merit-based salary increases and variable bonuses pay out.

Merit-based salary:

Cell 1-5—Box 1-zero; Box 2-2%; Box 3-3%; Box 4-3.5%; and Box 5-4%.

Lump sum bonus:

1-10—Box 1-4 is zero; Box 5-2%; Box 6-2.5%; Box 7-3%; Box 8-3.5%; Box 9-4%; and Box 10-5%.

Lump sum payouts begin when functional area scorecard meets or exceeds target.

April 3 is the start of mid-year and goes to the end of the month. There are three weeks to do the mid-year—April 3-21 for individual evaluations, evaluator is from April 21-28. The sys-

tem locks on April 28.

After the 2022 pilot, a survey was taken. Most liked the system and creating individualized goals, as well as having meaningful conversations. The dislikes were the system was not easy—too many clicks and goals were not individualized. Some managers did not have any conversations or the conversations were not effective.

From the survey, under goal-setting, 70% met with them; 10 did not. Regarding whether HERO was easy to use—60% liked; 20% did not. Regarding training and tools, there was about a 50/50 split—50% said FAQs, help desk and job aids were helpful.

FY22 payouts in HERO: Average merit base salary—\$2,534, average lump sum payout—\$1,947. It has not been determined if it will be expanded in 2024. The individual rating is the average of the midyear and end-year rating.

Discussions are mandated in HERO. The 1% penalty for not completing discussions or ratings does not apply. Detail assignments must be entered into HERO if more than 30 days. If a detail is more than 90 days, the employee will be evaluated. Details must be authorized. Whatever program an employee is in most of the year will determine. The Postal Service is looking to move away from PES.

The following motions and recommendations were submitted by the board:

Motion #1—Made by Mulidore, seconded by R. Green, that:

“The Executive Board pass the Fiscal Year 2024 budget as presented by Secretary/Treasurer Jim Warden.”

Voting “yes” were Mulidore, R. Green, Laster, Studdard and Davis. Voting “no” were Butts, Roma, John-

son, Walton, Austin, Perez, Dallojacono, Griffin, Trayer, Moreno, Mooney, McCartney, Bock, S. Green, Pashinski, Valuet and Wagner. Abstaining was Warden; Elizondo was absent.

The motion failed 5-17.

Motion # 2—Made by Johnson, seconded by Moreno, that:

“The fall Executive Board meeting be reduced by one day, thus creating a potential savings of funds to NAPS.”

A motion to amend then was made by Mulidore, seconded by Trayer, to amend the original motion #2 to be effective at the conclusion of the current Executive Board housing contract with the Embassy Suites Hotel. The amendment passed on a voice vote.

Voting “yes” on the motion were Mulidore and Studdard. Voting “no” were Butts, Warden, Roma, R. Green, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Griffin, Laster, Trayer, Moreno, Mooney, McCartney, Bock, S. Green, Davis, Pashinski, Valuet and Brian Wagner. The motion failed 2-22.

Motion #3—Made by R. Green, seconded by Moreno, that:

“The fall Executive Board meeting be reduced by one day, thus creating a potential savings of funds for NAPS.”

A motion to amend was made by Mulidore, seconded by Laster, to also state:

“Subject to a review and presentation to the NAPS Executive Board no later than April 15, 2023.”

The amendment failed on a voice vote.

A motion was made by Wagner, seconded by McCartney, to make a further amendment to state that:

“The reduction of one day of the fall Board Executive meeting become

effective at the 2023 NAPS fall board meeting.”

After discussion, R. Green withdrew his original motion; the amendment to the amendment was withdrawn.

Motion #4—Made by R. Green, seconded by Roma, that:

“Starting with the 2023 fall board meeting, NAPS will go to a virtual environment for the fall board meeting. Also, the resident officers will enter into negotiations with the Embassy Suites Hotel and ConferenceDirect to determine mitigation cost to change the contract and provide a report to the Executive Board no later than May 15, 2023.”

Voting “yes” were Warden, Roma, R. Green, Elizondo, Walton, Perez, Griffin, S. Green and Pashinski. Voting “no” were Butts, Mulidore, Johnson, Dallojacono, Laster, Trayer, Moreno, Mooney, McCartney, Bock, Studdard, Davis, Valuet and Wagner. Absent was Austin.

The motion failed 9-14.

Motion # 5—Made by Warden, seconded by Johnson, that:

“Based on the fiduciary responsibility bestowed on me when taking my NAPS oath of office and based on the opinion of our investment bankers in respect to the volatility and path of the stock market in the upcoming year, as well in addition to the direction that will be taken by our association in pursuing our lawsuit for proper pay of our members, I move that the resident officers contact our event planner, ConferenceDirect, to seek getting out of part of our contract with the Embassy Suites for the fall 2023 and 2024 board meetings.

“Said meeting(s) will then be conducted via Zoom. Number of days to

be determined by the president. Potential cost savings would be at a minimum \$180,000. The resident officers will request that ConferenceDirect seek minimal damages by breaking the contract and seek a contract with the Hilton Hotel for spring 2026, 2027 and 2028 board meetings to possibly offset any damages that may be incurred with Embassy Suites as it is the same hotel corporation.

“The object should be to break the contract without penalty. ConferenceDirect will submit a report of a possible contract to the resident officers by April 14, 2023. Findings will be presented to the Executive Board by April 19, 2023, for decision. The Executive Board will then have as an agenda item on the spring 2024 and, if needed, spring 2025 board meetings, to discuss whether to continue this practice or return to an in-person meeting for the 2025 fall board meeting.

“The objective of this motion should be to not incur any cancellation fee or, at the least, minimize any cancellation fee, as well as have a positive impact on our investment portfolio substantiating our fiduciary responsibilities.”

Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Laster, Trayer, Moreno, Mooney, McCartney, Bock, Studdard, S. Green, Davis, Pashinski, Valuet and Wagner. Voting “no” was Griffin.

The motion passed 23-1.

Motion # 6—Made by Butts, seconded by R. Green, that:

“NAPS Headquarters erects and maintains a memorial plaque in memory of the 23 EAS employees on record killed in the line of duty or associated with their duty as leaders in the United States Postal Service.”

The motion passed unanimously.

Motion #7—Made by Trayer, seconded by Elizondo, to:

“Increase the amount of substitution pay for retired executive board members, resident officers excluded.

“WHEREAS, The largest number of EAS employees represented by NAPS are eligible for the Supervisor Differential Adjustment (SDA), and

“WHEREAS, The USPS March 11, 2023, SDA increased in all EAS categories for working EAS to an average daily rate of pay of \$299.89 and where the mid-range average daily pay of an EAS-17, per the USPS Jan. 14, 2023, EAS Annual Salary Chart is \$292.81, and

“WHEREAS, NAPS Executive Board retirees, except resident officers, forgo accepting full or part-time work/pay during retirement in order to perform their Executive Board duties and responsibilities by attending NAPS events to support and represent the members of their respective areas and regions, and

“WHEREAS, The minimum retiree Executive Board substitution pay should be commensurate with the approximate average daily pay of all EAS employees represented by NAPS; therefore, be it

“RESOLVED, That the daily substitution pay rate of NAPS retired Executive Board area and region vice presidents board be increased to \$300 per day to be commensurate with the approximate average of EAS employees entitled to receive SDA and does not increase the current board allowance account amount, and be it further

“RESOVLED, That the \$300 daily substitution pay rate only applies to the Allowance Accounts of the respective area and region vice presidents and does not change the current \$250

daily substitution rate paid by NAPS Headquarters to retired board members for attending LTS, national conventions or when given a presidential assignment.”

Voting “yes” were Butts, Mulidore, Warden, Roma, Johnson, Elizondo, Walton, Austin, Perez, Trayer, Moreno, Mooney, McCartney, Bock, Studdard, Davis, Pashinski, Wagner. Voting “no” were R. Green, Dallojacono, Griffin, Laster, S. Green and Valuet.

The motion passed 18-6.

Motion #8—Made by Elizondo, seconded by Roma, that:

“WHEREAS, NAPS historically has maintained a strong financial foundation, and

“WHEREAS, The pandemic and other global issues have negatively affected the NAPS portfolio, and

“WHEREAS, This impact has driven NAPS Headquarters to use portfolio monies to supplement the funds needed to run the organization, and

“WHEREAS, The NAPS Executive Board will begin addressing this situation that is depleting our investments, therefore be it

“RESOLVED, That for NAPS fiscal year 2024 (June 1, 2023 - May 31, 2024) the expense account of every Executive Board member be reduced by 10%. At the beginning of NAPS Fiscal Year 2025 (June 1, 2024) the expense accounts for all Executive Board members will be returned to previous levels.”

Voting “yes” were Butts, Mulidore, Warden, Roma, Elizondo and Davis. Voting “no” were R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffin, Laster, Trayer, Moreno, Mooney, McCartney, Bock, Studdard, S. Green, Pashinski, Valuet and Wagner.

The motion failed 6-18.

Motion #9—Made by Griffin, sec-

onded by Mulidore, that:

“Starting June 1, 2023, all Executive Board member expense accounts be reduced by \$1,500 yearly.”

Voting “yes” were Butts, Mulidore, Warden, Elizondo, Griffin and Davis. Voting “no” were Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Laster, Trayer, Moreno, Mooney, McCartney, Bock, Studdard, S. Green, Pashinski, Valuet and Wagner.

The motion failed 6-18.

Motion #10—Made by Griffin, seconded by Dallojacono, that:

“The Executive Board be given local per-diem meal expense for all board meetings, national conventions and LTS events and any other presidential assignments designated or required by to be attended by board members. Any expense over the local per-diem needed or used by board members should come out of respective board members’ expense accounts. In addition, former board members registered and approved by the resident officers be given the same local per-diem.”

Voting “yes” were Butts, Mulidore, Warden, Elizondo, Dallojacono, Griffin, McCartney and S. Green. Voting “no” were Roma, R. Green, Johnson, Walton, Austin, Perez, Laster, Trayer, Moreno, Mooney, Bock, Studdard, Davis, Pashinski, Valuet and Wagner.

The motion failed 8-16.

Motion #11—Made by McCartney, seconded by Wagner, that:

“The secretary/treasurer provides the Executive Board quarterly line-item YTD reports reflecting actual vs. approved budget expenditures.”

Voting “yes” was Wagner. Voting “no” were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Griffin, Laster, Trayer, Moreno, Moon-

ey, McCartney, Bock, Studdard, S. Green, Davis, Myrna and John Valuet.

The motion failed 1-23.

Motion #12—Made by McCartney, seconded by Butts, that:

“Effective at the 2023 fall Executive Board meeting that the Executive Board receive \$100 per day subsistence for any NAPS Headquarters-required attendance. Any group meals during these events, excluding any scheduled NAPS Headquarters meal event, be charged to individual allowance accounts.”

After discussion, the motion was withdrawn.

Motion #13—Made by R. Green, seconded by Butts, that:

“The NAPS resident officers complete a thorough review of the budget and report back to the Executive Board by no later than May 5, 2023, with a list of potential cost reductions for the Executive Board to consider.”

Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Griffin, Laster, Trayer, Moreno, Mooney, McCartney, Studdard, S. Green, Davis, Pashinski, Valuet and Wagner; Bock was absent.

The motion passed 23-0.

Motion #14—Made by R. Green, seconded by Roma, that:

“As NAPS is involved in litigation against the USPS and there is/may be no end in sight, that NAPS creates a legal defense fund with branches paying \$1.00 per pay period per member to fund future legal action against the USPS. These monies will be placed in a separate GL and only can be used for legal action against the USPS.”

After discussion, the motion was withdrawn.

Motion #15—Made by Mooney, seconded by Moreno, that:

“Any line item (GL) that is overspent in excess of 10% over what was budgeted be explained to the Executive Board at the first board meeting following the close of the fiscal year. If a line item was not budgeted any money, but money was spent in that line item, that reason also would be explained at the same time.”

Voting “yes” were Butts, Warden, Roma, R. Green, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Griffin, Trayer, Moreno, Mooney, McCarty, Bock, S. Green, Pashinski, Valuet and Wagner. Voting “no” were Mulidore, Laster, Studdard and Davis.

The motion passed 20-4.

Motion #16—Made by Dallojacono, that:

“Article VII, Section 1(c) of the NAPS Constitution & Bylaws be changed from:

‘NAPS Executive Board members shall relinquish any offices they might hold in a state or local branch at the time of their election or appointment to the Executive Board,’ to read:

‘At the time of their election or appointment to the Executive Board or within five days of the adoption of this provision, whichever is later, NAPS Executive Board members shall relinquish any office they hold in a state or local branch of NAPS and any membership in any other postal management organization.’”

The motion was given to the Duties & Responsibilities Committee, which then gave it to the Constitution & Bylaws Committee.

Recommendation #1—Submitted by Pashinski, seconded by Walton, that:

“The NAPS president creates a standing Budget Committee, with a description of committee’s oversight,

to include major events and major purchases to recommend expenses that could be cut or delayed until a later time.”

The recommendation passed on a voice vote, but the outcome of which was questioned. A vote then was taken by a hands-raising vote. The recommendation passed 16-8.

Recommendation #2—Submitted by Griffin, seconded by Perez, that:

“The Executive Board proposes to raise the national per-capita tax (dues) to \$143 per year, effective Jan. 1, 2025.”

The recommendation passed by voice vote and was sent to the Constitution & Bylaws Committee.

Recommendation #3—Submitted by Griffin, seconded by Wagner, that:

“Now that the spring 2024 board meeting will be via Zoom, the meeting be extended one day (to include Saturday, depart Sunday) to ensure that all business is taken care of and not rushed in preparation for our 2024 National Convention.”

After discussion, the recommendation was withdrawn.

Recommendation #4—Submitted by Griffin, seconded by Mooney, that:

“The NAPS DDF provider be scheduled to present one day at the 2024 spring Executive Board meeting. Expenses be limited to travel, accommodations and expenses the day of the presentation, prior day (arrival) and following day (departure).”

After discussion, the recommendation was withdrawn.

Isaac Cronkhite, USPS chief Processing Operations officer and executive vice president, explained the structure of Mail Processing Operations. The structure was not posi-

tioned to transform change in the beginning; the system was broken. An example is running trucks on time, but the trucks need to have mail.

Mail processing now is two regions—East (Eastern and Southern) and West (West and Central). The two regions have 13 regions, with divisions within the regions. COVID-19 had a great impact—there was 40% increase in package volume and employee availability was affected.

The first focus in January 2021 was to stabilize two issues. First was staffing—conversions were done to career positions. Second was to run a consistent operating plan; everyone cannot run the same operating plan. So, site-specific operating plans were developed. Each site developed its own plan and now is held accountable to that plan.

Presently, the plants are stabilized; now begins optimization. The heart of optimization is developing a winning culture. Overtime in the plant is at 3%; plants are somewhat overstaffed. Prior, there were 75,000 career and 25,000 part-time employees, totaling 100,000. Currently, there are 120,000 employees, which is why overtime is 3%; 1.6 million hours below budget.

There also is a savings of \$80 million in the S&Bs. Plant is successful and meeting budget. Truck routes are being established to have more direct lines of travel and eliminate dock transfers; looking to eliminate annexes.

RP&DCs to eliminate NDCs; there is a concern with space allocations. It has been said staging areas have minimal space allocated. Response staging is one of the key elements in standardizing. Buildings will have more than sufficient staging areas. Cronkhite said staging is a major component

in the standardization process. HCR (highway contract route) contracts have been cancelled to insource transportation.

Cronkhite believes there will be some staffing proposals coming in the future, with a stable complement that would give additional supervisors as complement increases. They are looking at relief supervisors and to get away from 204 (b)s.

Also looking at a proposal to adjusting plant rankings. Annexes are a problem with the ratio. The new network design will be a better help.

Cronkhite said communication will improve with NAPS regarding issues with plants. There is a concern regarding employees working in unauthorized positions. NAPS asked if this was approved? Cronkhite said he does not believe they are authorized, which is why they are looking at the ranking. Once completed, they will address this issue.

NAPS' Disciplinary Defense Fund provider Al Lum and Mulidore updated the board on the DDF.

During NAPS' FY23: 51 cases—35 closed; 16 pending.

Total MSPB cases: 42—25 settled (59%); 1 won (2%); 2 lost (5%); 2 withdrawn (5%); and 12 pending (29%).

Total Debt Collection cases: 8—1 settled (12%); 4 won (50%); and 3 pending (38%).

Total *ELM* 650 cases: 1 pending.

The three most charges are first, performance; second, falsification; and third, attendance. The board was told the number of cases filed from each NAPS area.

Lum discussed methods to send appeals. The appeals still can be mailed (Express), but may be faxed or scanned in an email. Photos should not be taken; they need to be

scanned. Copies need to be clear. If the file is large, it needs to be mailed. He highly recommends using Express Mail. If sending by Express Mail, the tracking number should be emailed to him at Irag.po@gmail.com. The address is: Labor Relations Admin Group LLC, PO Box 25822, Brooklyn NY 11202; fax, 718-425-9873.

Lum noted that many branches are using old DDF forms and sending cases to the incorrect address, which delays filing cases. If a case is filed late, the court will not accept it. It is the responsibility of the branch to send the case to the correct address.

In order to file a case with the MSPB, Lum needs:

1. MSPB *Form 185*
2. Letter of Decision
3. A copy of the notice of the proposed adverse action
4. A completed NAPS DDF representation request form. Do *not* send the entire case file; the assigned advocate will contact the sender for the case file.

For *ELM* 650 appeals, Lum needs:

1. A completed NAPS DDF representation request form
2. A copy of the decision letter
3. A copy of the notice of the proposed adverse action. Do *not* send the entire case file; the assigned advocate will contact the sender for the case file.

For debt collection petitions, Lum needs:

1. A completed NAPS DDF representation request form
2. A copy of the notice of Involuntary Administrative Salary Offset under the Debt Collection Act
3. A copy of the letter of debt determination. Do *not* send the entire case file; the assigned advocate will contact the sender for the case file.

Lum stressed it is extremely important to send these documents as soon as possible; there are deadlines for filing. For MSPB cases, it is only 30 days from the effective date; for *ELM* 650 appeals and debt collection cases, it is only 15 days.

NAPS Director of Legislative & Political Affairs Bob Levi addressed the board. He reported that about 200 surveys have been received from delegates attending the recent LTS:

- 99% rated the seminar overall “excellent” or “good”
- 60% rated the first-timers’ session “excellent/good”
- 5% rated the first-timers’ session “unsatisfactory”
- 67% rated the town hall meeting “excellent/good”
- 70% rated the legislative training “excellent/good”

NAPS provided 20 laptops for delegates who had scheduled Zoom meetings with their legislators; at times, all 20 were in use. It was suggested the laptops be set farther apart to avoid hearing others’ conversations. The surveys provided positive feedback regarding having both Republican and Democrat lawmakers speak at LTS.

At LTS, \$13,187 was raised for SPAC. The online SPAC raffle before LTS raised \$15,105, for a total of \$28,292.

Recommendations for the 2024 LTS include:

- Coffee breaks
- Long tables instead of rounds
- Build in time for Q & As
- Panel discussion with congressional staff
- More legislative training at the state level
- More time dedicated to legislative issues

- More delegate engagement

The NAPS Executive Board next held its consultative with Postal Service representatives Bruce Nicholson, Tomica Duplessis, Paulita Wimbush and Melissa Pfluke. Written responses from the Postal Service are to come.

Amy Bartosh from PNC Bank addressed the board. She said inflation is still high at 5%; interest rates just increased 0.25%. The government is focused on inflation, as well as the recent failures of two banks and events in Europe.

There may be another interest rate increase in May. Numbers are strong regarding employment. There have been more price increases on services than goods. She believes early 2024 will be the start of a recovery phase.

Bartosh next reviewed NAPS' investment portfolio with the board.

As a point of personal privilege, Central Gulf Area Vice President Dwight Studdard asked board members to make personal donations to Pioneer Area Vice President Ed Laster to help in his efforts to feed families in need in his community.

Bruce Moyer, NAPS legal counsel, addressed the board. He told the board this year is his 25th year serving NAPS. He began as legislative counsel, then, 10 years ago, also became legal counsel.

He referenced the Montgomery case (Scialla and Simpson). The plaintiff filed for further review with the U.S. Supreme Court. Moyer said the court receives about 6,000 cases a year and accepts only about 75. The legal team feels strongly the court will deny the case.

The Executive Board then went into executive session for Moyer to provide an update on NAPS' pending lawsuit against the Postal Service.

Following are the Executive Board Committee reports:

PFP Committee—Dan Mooney (chair), Brian Wagner, Richard Green, Dee Perez and Troy Griffin. At the previous board meeting, it was recommended the committee meet quarterly with Don Flak, USPS executive director, Performance and Field Operations Support.

Flak and the committee met Tuesday, March 28, to discuss data regarding scorecards. The data wasn't received until Friday, March 24. The committee reviewed the data before the meeting.

The committee discussed their concerns with Flak, including if a goal is measured at the district level, then only the installation head could mitigate the goal. Each indicator was reviewed. The committee relayed that the S&DCs are a concern regarding DPH with the additional street time added. Flak said they are looking at it. He said he would look further into the committee's concerns and respond back.

SWCs Committee—Tommy Roma (chair), Tony Dallojacono, Troy Griffin, John Valuet, Ed Laster, John Aceves and Jimmy Warden. The SWCs system has been revamped. The committee is waiting on verbiage to meet every six months to review. The new SWCs instruction sheet is in the process of being updated to reflect the changes. Roma thanked everyone for their patience, affirming NAPS finally has succeeded.

Ethics Committee—Craig Johnson (chair), Richard Green, Tommy Roma and Marilyn Walton. No ethics issues were presented to the committee.

Constitution & Bylaws Committee—Jaime Elizondo (chair), Bill Aus-

tin, Dan Mooney, Myrna Pashinski and John Valuet. The committee received a resolution from the Duties and Responsibilities Committee for consideration, as well as a board motion for the 2024 National Convention.

Duties and Responsibilities Committee—Shri Green (chair), Ivan Butts, Luz Moreno and Pamela Davis. A motion was submitted to the committee, which then submitted the motion to the Constitution & Bylaws Committee.

Legislative Committee—Marilyn Walton (chair), Chuck Mulidore, Dee Perez, Kevin Trayer and Bobby Bock.

Walton reported that, at the 2022 fall board meeting, the committee's project was to prepare and distribute a legislative guide for local and state legislative representatives. After including the team's content input, it was published with added graphics from Bob Levi. The final product was completed for distribution in November. So far, positive feedback has been received.

Since last October, Walton has been working with the California Postal Legislative Coalition. The coalition reminds people to vote and on time. California has seven new congressional representatives. Walton said it will be important to make contact with the new members and ensure they understand NAPS' position on postal legislation.

The coalition used the fall months to plan its 24th annual meeting. There were over 100 attendees at the February meeting, including national legislative directors from the unions, UPMA and NARFE. NAPS Director of Legislative & Political Affairs Bob Levi and National Postal Mail Handlers Union Legislative Director

Katie Maddocks teamed up for their legislative presentation.

This year's coalition discussion was led by the NALC and APWU. Levi featured several original members on his *NAPS Chat* podcast.

Walton said she has been helping Felicia Pennington, California's new legislative consultant, update the new listing for California's 118th congressional delegation—52 representatives and two senators—to ensure all Hill visits are covered and confirmed.

At this year's California State Convention, Walton said they are focused on working to meet or exceed last year's contribution. She also will be working with additional Western Region states to encourage more participation in SPAC.

Along with the SPAC contribution campaign, they also are promoting membership and encouraging retirees to maintain membership in NAPS. The Western Region's goal is to increase SPAC contributions and membership.

Trayer reported that, since the previous board meeting, he has been busy bringing awareness to the negative impact the S&DC initiative will have in the Michiana Area. Trayer's 25-year relationship with Rep. Fred Upton (R-MI) has helped greatly in opening doors as he worked to make contacts with the media and local government agencies.

Upton met with Trayer and Kalamazoo Branch 142 Vice President Anthony Bradley last fall. They briefed Upton on the PMG's plans to consolidate delivery operations in Kalamazoo and Lansing into two mega delivery units. Upton then expressed concern about employees' safety and service and delivery delays to affected communities.

Trayer said Upton agreed with NAPS' position regarding the lack of transparency to communities and the USPS management staff in these two sites. He had his staff immediately schedule a press conference with local and national media outlets. He also sent an invitation to local and county leaders. The turnout was fantastic. It opened doors to NAPS to meet with city, county and state leadership.

Trayer was invited to speak at several board and council meetings, as well as the Kalamazoo County commissioners' meeting, which wrote a letter on traffic concerns. Trayer and NAPS Michigan State President Tony Viers also were invited to speak at the Michigan Townships Association meeting in December in Frankenmuth, MI.

Every one of these meetings resulted in letters being sent to Postmaster General Louis DeJoy, opposing his plan as being highly inefficient and delaying already-poor services. They were concerned DeJoy had not followed Public Law 109-435, which clearly states communities impacted by such moves should be able to give public input.

As a result of redistricting, Trayer said he has an opportunity to start a new relationship with Republican Rep. Bill Huizenga's chief of staff in the Holland, MI, office. Huizenga's chief of staff told Trayer to mention when he goes to these events that he was their first constituent to visit since opening the new office.

Trayer said he has been quoted in four newspaper articles, one press conference that included two television stations, newspapers and radio station WMUK, where he was interviewed in person; WMUK is an NPR affiliate station.

Trayer said the entire NAPS Executive Board and NAPS members need to call out the PMG for the lack of transparency. Portage City Mayor Patricia Randall asked, "How do think slowing down delivery services and raising prices is a good business plan?"

Trayer said he is getting started in Indiana, as well.

Perez said this past October was challenging due to many congressional seats up for reelection. The Postal Service did whatever was humanly possible to deliver every ballot on time and was successful in performing its objective for the American public.

As a Level-21 postmaster and New York Area vice president, Perez said he was involved in this process and fully engaged in his area of responsibility as their representative. He messaged through his email distribution list all of NAPS' legislative concerns, as well as specific concerns about the S&DCs.

Perez, chair of the Executive Board Postmaster Committee, has held Zoom meetings with NAPS guest speakers to discuss important legislative topics that will benefit NAPS and its membership.

- Oct. 15, 2022—Contributed to the new NAPS Representative Guide, helping educate members, while understanding their roles and responsibilities in legislation.

- Oct. 21—Promoted through his email contact distribution mailing list the Grass Roots Power Point.

- Nov. 16, 2022—Messaged via email the importance of being totally engaged with legislation at every turn, informing members of the hearing by the House Subcommittee on Government Operations.

- Nov. 28, 2022—Sent emails to

the New York Area and Postmasters Committee regarding the message from NAPS Executive Vice President Chuck Mulidore to have each member contact their congressional leaders and email them through the NAPS legislative tool on the NAPS website concerning the new S&DCs.

- Jan. 23, 2023—Emailed SPAC rules for collecting contributions from Levi to his distribution mailing list and directed them to the SPAC page on the NAPS website.

- Feb. 13, 2023—Sent out the first of many notices for the “Powering Up in ’23” SPAC raffle.

- March 1, 2023—Received an email from Rep. Andrew Garbarino replying to his inquiry about a Zoom meeting to discuss H.R. 594 and 595, as well as requesting reintroduction of the Postal Police bill.

- March 2, 2023—Perez and Butch Maynard met with Garbarino to discuss reintroduction of the Postal Police bill.

- March 8, 2023—Held a Zoom meeting with New York Area members, with Mulidore as guest speaker to review the upcoming LTS agenda. Mulidore discussed pending bills and their importance to NAPS.

- March 13, 2023—Held a Zoom meeting with Postmaster Committee members; guest speaker was Levi, who discussed H.R. 594 and 595.

- March 28, 2023—Attended a labor community reception honoring Garbarino in Washington DC.

- April 28-29, 2023—Will be attending the Northeast Region Training Seminar in Puerto Rico and challenging attendees to break last year’s SPAC record of \$11,020. There will be a SPAC run, walk or crawl event, as well as shirts for sale to benefit SPAC.

Perez has promoted political par-

ticipation and engagement in the New York Area by emailing branch managers to update the names of those currently serving as legislative chair of each branch. This information was used to schedule Capitol Hill visits during LTS.

Bock reported that, since the previous board meeting, he has been working with Florida and Georgia to increase SPAC contributions. He has attended over a dozen NAPS functions, which gives him an opportunity to speak about SPAC.

This year, Florida came in third place for SPAC funds raised, missing second place by a couple thousand dollars. This coming year, Florida is going back to its raffle, which has been very successful.

Bock has visited new Rep. Cory Mills at his local office and attended his town hall meeting. After the town hall, Bock had a couple minutes to speak with him. He also is in the process of educating Mills’ staff on postal issues.

Postmaster Committee—Dee Perez (chair), Kevin Trayer, Kelly McCartney, Tony Dallojacono and Pamela Davis. The committee has brought postmasters together and welcomed them into the NAPS family with open arms with constructive Zoom meetings.

Perez established a regional area of responsibility for each member of his committee that covers the entire nation. He has held quarterly Zoom meetings, as promised, and encouraged NAPS Postmaster Committee Chair Jimmy Salmon to urge his committee members to contact their respective Executive Board members with their concerns while keeping Perez in the loop. If there is a postmaster policy concern, NAPS leader-

ship will be consulted.

Thus far, feedback from the postmasters on this committee has been positive. The committee has established in each of their regions an overall genuine sense of being a part of the NAPS family.

Communication from NAPS Headquarters has been shared with members, in addition to various reminders of daily and weekly topics for those who are active while also educating retired postmasters. This is done so retired members can better understand active members’ concerns and not feel out of touch.

Perez has held five Zoom meetings since the fall board meeting:

- Nov. 1, 2022—President Ivan D. Butts was the guest speaker.

- Dec. 15, 2022—Executive Vice President Chuck Mulidore was the guest speaker.

- Jan. 25, 2022—Secretary/Treasurer Jimmy Warden was the guest speaker.

- Feb. 28, 2023—A general roundtable was held to address postmaster concerns.

- March 13, 2013—A pre-LTS meeting was held with Bob Levi to review upcoming legislation.

Currently, the committee is working on a video to remind any member who wishes to sponsor a new member what their responsibilities are when signing them. A team with Dallojacono, Trayer, Salmon, Warden and Perez will produce the video, which will be 10 minutes and discuss *forms 1187 and 1188*, the NAPS DDF, NAPS vs. UPMA and the NAPS lawsuit. Once completed, the video will be shared with the Executive Board.

The Postmaster Committee encourages board members to share the video and show it at regional and

state conventions and training seminars to encourage members to correctly sign new members. The link will be publicized on the NAPS Facebook page and in *The Postal Supervisor*.

The committee is monitoring the new S&DCs currently open in Atlanta, Texas, Utica (NY) and Michigan regarding how they will affect postmasters. Perez attended the grand opening of the Utica S&DC on Feb. 22, 2023, with seven New York Area members. The facility still was undergoing renovations; only one ZIP code was in the facility, which anticipates a total of 13 ZIP codes.

New York 3 District Manager Marcellina Del Pizzo invited the NAPS members to come back in June when she anticipates the center will be fully up and running.

Trayer has been a pioneer in leading the S&DC charge in his area with local community stakeholders, as well as informing his local congressional representatives. Davis also has been involved with her Texas Area S&DC and is monitoring the activities taking place that would affect postmasters and supervisors.

The committee feels corrective action currently being issued to EAS employees is punitive and not corrective in nature. All too often, postmasters and supervisors are issued corrective action when they have nothing on file, then are faced with adverse action being given.

If Labor and Human Resources are the guardrails to keep discipline in line by being corrective and not punitive by abiding by the just-cause rules, these occurrences would be less frequent. Regardless who the managers of Labor and Human Resources are, they are being told to issue a certain degree of corrective action, even if it

is excessive. The committee feels corrective action is being rubber-stamped by these departments instead of issuing the actual levels of proper corrective actions.

Committee members have been encouraged to meet with their Labor and Human Resources managers to have this conversation. The intent is to have districts understand the need to be consistent and fair when issuing corrective action. A rubber stamp of approval because a higher-level manager deems it necessary is not acceptable. This practice needs to stop.

Perez thanked his committee members for contributing to the committee's success. He also thanked participants in the Zoom meetings who voiced their concerns and opinions on various topics. The committee has attained its groundbreaking objective and will continue to share information while including postmasters in the NAPS family.

Training and Advocacy Committee—Myrna Pashinski (chair), Brian Wagner, Richard Green and Chuck Lum. The committee received a letter from a member in the Dakotas asking for changes to the *Officer Training Manual* regarding placement of branch funds.

The state had an investment account that wasn't in a FDIC-protected institution; the member was concerned the branch would get in trouble. They also wanted NAPS Headquarters to include a list of authorized investments.

The committee held a Zoom meeting to discuss how to respond to this request. Wagner spoke with the member and Pashinski meet with them at LTS. The actual request was to change wording in Section 7 to include language on other investments.

The committee will work on proposed language and present it to the board.

Plant Committee—Chuck Lum (chair), Shri Green, Luz Moreno and Dwight Studdard. The committee had no updates to report.

Membership Committee—All Executive Board members are responsible for increasing membership. There was a lot of discussion on reaching out to nonmembers. Boots on the ground is the best way to reach out to nonmembers, tell them about NAPS and ask them to join.

There was discussion regarding the upcoming Career Conferences and support NAPS Headquarters will give local branches to attend. Increasing membership also was discussed to help the FY23-24 budget.

On Friday, the discussion was devoted to discussing the proposed FY23-24 budget. R. Green began a conversation about board members' fiduciary responsibilities, confirmed by Walton. There was discussion about registration fees for LTS and national conventions as they cover a small fraction of the meetings' costs.

Under new business, board members were informed 1187s need to be sent to the new email address, join@naps.org. Clear copies must be received; photocopies are not acceptable.

Questions were asked whether NAPS could reach out to the Postal Service Board of Governors for their position on the S&DCs. NAPS' concern is there needs to be transparency; information is slow. Telecons are held every two weeks.

In Athens, GA, and Bryan, TX, there currently is no impact on supervisors. NAPS supports the process, but wants transparency. Current postal leadership is doing things differently,

Continued on next page

Notes

from the National Auxiliary

Let's Get Busy!

Willie Carter

Central Gulf Area Vice President

I would like to challenge all National Auxiliary members to:

- Become more active and support all NAPS branches
- Ensure that all members are familiar with the National Auxiliary Constitution and Bylaws
- Ensure that all members know the mission of the National Auxiliary
- Keep members informed of the issues each branch is working to resolve
- Ensure that all members are aware of the importance of the Supervisors' Political Action Committee (SPAC)
- Learn NAPS/Postal Service terminology, such as
 - Thrift Savings Plan (TSP)
 - Federal Employees Retirement Plan (FERS)
 - Legislative Training Seminar (LTS)

I also would like to challenge all



members of the National Auxiliary to strive to increase our membership. Discuss ways to attract more members to your next meeting. This year, if each member committed to recruiting a new member, it would double the Auxiliary's strength.

The National Auxiliary needs increased membership to show strong support for NAPS in Washington, DC. Added support can be obtained by calling, texting and emailing our state and national lawmakers. Once a year, NAPS branches go to Capitol Hill during LTS to highlight issues and concerns of the Postal Service and NAPS.

The National Auxiliary can show continued support for NAPS branches throughout the year with increased telephone inquiries. Continued support will truly get the attention of the decision-makers on Capitol Hill who affect the Postal Service. Remember, there is strength in numbers.

wcwoolf65@yahoo.com

Spring Board Meeting

but their intent is for the good of the agency. S&DCs may not necessarily save money, but will streamline the system. In the Texas S&DCs, things are going smoothly.

It was discussed that if a branch submits a receipt for the \$100 cost of a NAPS table at a Career Conference, NAPS Headquarters will reimburse the \$100 and will supply pens. Roll-up banners will be available for purchase (see page 7). The majority of

employees who attend the conferences are craft.

Butts thanked everyone for pressing through to accomplish the meeting's business. He wished everyone safe travels home and ensured the board will continue doing the work of the association.

The closing prayer was led by Wagner. Lum made a motion to adjourn; the motion was adopted.

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Region vacant: Northeast

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



PERF

Support the

Postal Employees' Relief Fund

This spring, more than 600,000 acres have burned in New Mexico. The wildfires have been fueled by unusually dry, warm conditions and spread by strong winds. Wildfires are increasing due to temperatures warmed by climate change, drought and forests overgrown after decades of fire suppression.

In November 2018, more than 20 Postal Service employees lost their homes in California's Camp Fire—carriers, clerks, supervisors and postmasters. Employees were evacuated; at least nine offices were closed. The level of devastation was unbelievable.

When disaster strikes, the Postal Employees' Relief Fund provides tax-free relief grants to postal employees and retirees to help them reestablish their homes and replace necessities. PERF is your charity. Please make a donation to help your postal brothers and sisters in their desperate times of need.

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- By sending a check made payable to "Postal Employees' Relief Fund" to:
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