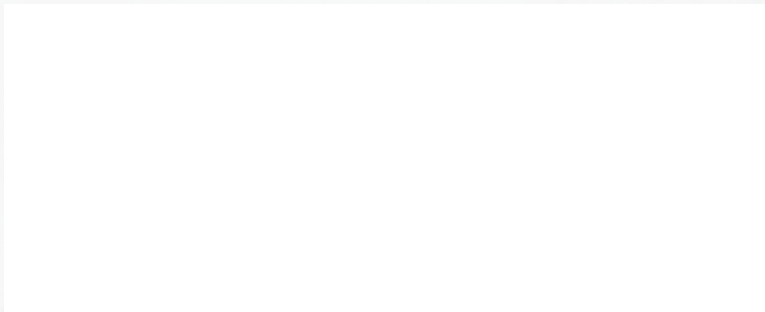


# the Postal Supervisor

July 2023

**EAS Employees  
Make Success Happen**  
**It's Time  
for Real Change  
in How They  
Are Treated**

page 4



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

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

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# The Grass Is Greener on the Other Side

**H**ello, my NAPS brothers and sisters. I write this column on the heels of two, recent postal events. First was the National Postal Forum (NPF), held in the Queen City of Charlotte, NC, May 20-23. Second was the June 2, 2023, announcement of a RIF in the Logistics silo of the redesigned network being implemented under Postmaster General Louis DeJoy's "Delivering for America" (DFA) plan.



**Ivan D. Butts**  
President

Having now attended a few NPFs, I found this recent event to be exceptionally well-scripted. The performances by USPS leaders were done well and executed to near perfection. The production was complete with the tension and suspense of the PMG greeting members of the Postal Regulatory Commission and USPS Board of Governors, who then proceeded to

blame them and postal leadership before his tenure (many of whom were in the room as current postal leaders) for 12 years of failure. Included in DeJoy's remarks were his projections of the demise of the PRC in 2028 and the agency tearing up governance rules.

DeJoy said something to the effect of having a little fun at the NPF, but I didn't hear much laughter. The other resident officers and I felt the tension rise in the room. However, this is not the NPF event of which I'm speaking.

On my arrival at the Charlotte Convention Center Monday morning, I heard someone call my name as I walked past the registration desk. I turned to see a young man walking toward me, asking if I was, in fact, Ivan Butts. He was wearing a polo shirt with the Department of Homeland Security logo.

Of course, I had no reason to be alarmed, but, regardless, I was alarmed that someone from Homeland Security was calling me by name. I felt some relief that no guns were drawn.

This person preceded to introduce himself as a former Postal Service supervisor who had spoken to me during his challenging times working at the agency. He was very appreciative of the support NAPS gave him as he attempted to deal with the unyielding, unrealistic and unsupportive pressures of USPS leadership. He told me he moved to the Department of Homeland Security after finding no accord in the USPS.

I asked him how it was going working at Homeland Security. I knew the answer, having heard it a few times before from EAS employees who have left the USPS to work at other federal agencies. He loved his new (one year removed) environment, the supportiveness of leadership and the pay increases. I thanked him for his time at the Postal Service, for remembering me and the work done in support of him and, most of all, for sharing his story.

Ironically, I recently was contacted by another federal agency for a reference for one of my former employees and by another former employee considering leaving the USPS for another agency. This prompts me

to wonder what analytics the Postal Service keeps on EAS employees transferring to other government agencies and what type of exit surveys are being conducted.

I will later discuss my alarm regarding the Logistics RIF that has heightened my fears that current postal leadership may not be moving America's Postal Service forward.

In solidarity ...

**naps.ib@naps.org**

## **The Postal Supervisor 2023 Production Schedule**

<b>Issue</b>	<b>Copy Deadline*</b>	<b>Mails</b>
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.



# Something Has to Change

I recently attended the National Postal Forum in Charlotte, NC. I found the information presented to customers, vendors and the mailing industry to be very informative. In many ways, I learned more from attending those sessions than we have learned at NAPS Headquarters from senior postal executives in our various meetings on these subjects: the Sorting & Delivery Center (S&DC) process, or the planned realignment of mail processing into

Regional Processing and Distribution Centers (RP&DCs) and the subsequent downstream Local Processing Centers (LPCs).

Much fanfare was given to these various initiatives and others, as well. While we can agree or disagree on the merits of these planned changes to how mail is processed and delivered in America, there was one overriding theme—one key-note message—that was repeated in

nearly all the sessions by the Postal Service's Executive Leadership Team (ELT): the concept of transformational change. It is the idea that the Postal Service is undergoing transformational change based on the "Delivering for America" plan (DFA) developed by the Postmaster General and being executed by his senior leadership team.

Again, we can debate the merits of the DFA plan and whether it is the proper pathway for America's Postal Service to travel. The jury still is out on that. But one thing we cannot debate is whether the Postal Service is in the midst of a huge overhaul—one that will change the way most Americans receive their mail.

Yet one issue that is *not* undergoing transformational change—one issue that never was discussed at the forum—is the treatment of EAS employees and the climate in which they often are forced to work. The topic that was not and has not been on the agenda of senior ELT members is how EAS employees who ultimately will be responsible for this "transformation" envisioned by the PMG are treated by those same senior executives.

You know what I mean—being called out on telecons, being forced to attend meetings on weekends, having schedules randomly changed, being told not to report delayed or non-delivered mail, then, when confronted by the OIG, those instructions are conven-

iently "forgotten." You know what I'm talking about, right?

EAS employees are being harassed, threatened and disciplined for making mistakes or lacking the knowledge to perform certain tasks. Where is that transformational change? When will that change happen? When will EAS employees be treated with respect, dignity and fairness?

Perhaps another executive position can be added to the many newly created senior vice presidents bumping into each other at L'Enfant Plaza. Maybe we could call it the Senior Vice President of Dignity and Respect. This SVPDR would be responsible for implementing a culture transformation at the USPS that would bring real change to how we EAS employees are treated.

I am here to tell the Postal Service that, until that change occurs, they can erect new plants and delivery centers, realign any network and seek to transform the business, but unless and until *they* decide to treat their managers, supervisors and postmasters at all levels with the decency they deserve, the foundation of any plan to transform America's Postal Service will fail.

You, the EAS employees of this proud and historic Postal Service, are the ones who drive the business and "make it happen" each and every, single day on workroom floors, in offices and in the field. You deserve the kind of transformational change that will lead to a workplace of harmony, innovation and motivation—a workplace where threats and harassment are replaced by training, teaching, encouragement and leadership. When will that change come?

In the song, "A Change Is Gonna Come," Sam Cooke sings:

*There've been times that I thought  
I couldn't last for long  
But now I think I'm able  
To carry on  
It's been a long  
A long time comin,' but I know  
A change gon' come  
Oh yes, it will*

It is my hope, my prayer and my work that a change will come because it has to, it must. If we keep the faith, it will come!

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



**Chuck Mulidore**  
*Executive Vice President*



# Mailing Industry Expresses Enthusiasm for the USPS

I am writing this column after just attending the National Postal Forum in beautiful Charlotte, NC. This was the second postal forum I have attended; last year's was the first.

Enthusiasm among mailing industry attendees was much greater than last year. Most sessions facilitated by the Postal Service incorporated elements of the "Delivering for America" plan, also called the 10-year plan.



**Jimmy Warden**  
Secretary/Treasurer

During the sessions and in discussions, mailing industry participants expressed their enthusiasm about the future of the Postal Service. They said change is needed and overdue.

During one session I attended, Mike Shoultz, GameStop's vice president of Global Transportation, spoke about how important the USPS is to GameStop. He highly praised the agency as a key element in the company's success. Timely

and precise pickup and delivery are critical to GameStop as their customers expect new releases of games on a specific day.

Everyone wants to be the first to have the new game, which is why it's so important that games all are delivered on the same day. Shoultz spoke highly of the service USPS employees have provided his company.

While attending another session, "Pricing and Product Strategies Aligned for Financial Stability," a member of the mailing industry asked why the Postal Service doesn't conduct a study to consider a three-day delivery concept. He said a previous study was performed for five-day delivery; why not three days? Deliveries could be made to one group of customers on Monday/Wednesday/Friday, with deliver to the other group on Tuesday/Thursday/Saturday, he said.

There were groans from some attendees about this idea. As we know, the Postal Service Reform Act protects six-day delivery, which also is part of the "Delivering for America" plan.

On the third day of the forum, Postmaster General Louis DeJoy fielded a town hall meeting. I was told this was the first time a PMG held a town hall meeting at the forum. Questions were submitted earlier and via an

email link; DeJoy responded to all the questions.

The PMG then opened the microphones to the floor for further questions. The town hall meeting ended a few minutes late as he responded to all the questions.

Much information was discussed regarding the new alignments in Logistics and Plant operations. In speaking with some of the managers in Plant operations, I was told it will be a smoother operation because there will be a reduced need in the amount of mail separations for dispatch, thereby allowing the trucks to leave nearer to capacity.

The Sorting & Delivery Centers (S&DCs) also were a topic at many sessions. Currently, six S&DCs are up and running. The plan is eventually to have approximately 400 S&DCs established within the 10-year plan.

Overall, I enjoyed the National Postal Forum. Networking with many postal officials always is beneficial. Hearing feedback from the mailing industry gave me a different perspective, allowing me to better understand their point of view and needs. I felt I could understand issues from three sides: NAPS members, the Postal Service and its customers and the mailing industry. Overall, this is important to helping sustain the Postal Service and the well-being of NAPS members.

Before ending, I must touch on membership. **Please do not send NAPS photocopies of Form 1187s.** The copies are distorted and faded and will not be accepted at the HRSSC. The best way to submit an 1187 is to scan the original copy as an attachment and email it to [JOIN@naps.org](mailto:JOIN@naps.org). If you do not have scanning capabilities, then please mail a good, clear, original copy to NAPS Headquarters.

We also have developed a QR code that can be used to sign nonmembers. Once you scan the QR code, it will take you to an online 1187. There, once the 1187 is completed and the "submit" link has been hit, the form will be sent directly to us. A copy will be sent to the personal email address of the individual who is joining. The 1187 will not be successfully submitted if the personal email address field of the new member is not completed.

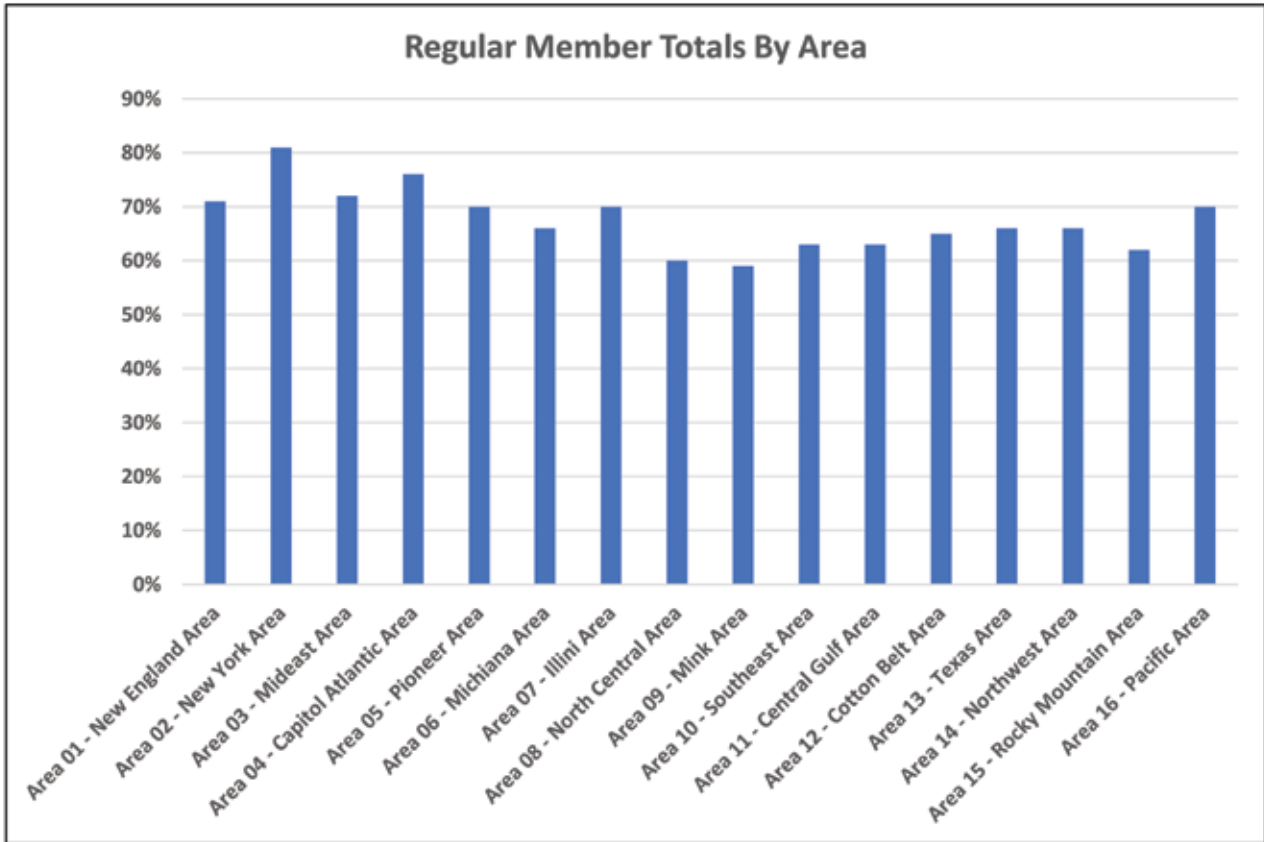
We also are working on a way to have a copy of the 1187 sent to the respective branch. One key element of



*Continued on page 7*

# National Association of Postal Supervisors Membership Report

## April 2023



Regular Member Totals By Area	
Area 01 - New England Area	71%
Area 02 - New York Area	81%
Area 03 - Mideast Area	72%
Area 04 - Capitol Atlantic Area	76%
Area 05 - Pioneer Area	70%
Area 06 - Michiana Area	66%
Area 07 - Illini Area	70%
Area 08 - North Central Area	60%
Area 09 - Mink Area	59%
Area 10 - Southeast Area	63%
Area 11 - Central Gulf Area	63%
Area 12 - Cotton Belt Area	65%
Area 13 - Texas Area	66%
Area 14 - Northwest Area	66%
Area 15 - Rocky Mountain Area	62%
Area 16 - Pacific Area	70%
<b>Total Regular Member %</b>	<b>69%</b>
<b>Total Regular Members</b>	<b>24,641</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>10,968</b>
<b>Total NonMember %</b>	<b>31%</b>



Become a  
 member by  
 submitting a  
 scanned copy of  
**Form 1187** to:  
[Join@naps.org](mailto:Join@naps.org)

# Executive Board Addresses NAPS Budget

**Submitted by Jimmy Warden**  
*Secretary/Treasurer*

The May 30 Executive Board meeting via Zoom was called to order at 4 p.m. by Executive Board Chair Chuck Lum. All board members, except Northeast Region Vice President Tommy Roma, who was excused, were in attendance. Also in attendance was NAPS Legal Counsel Bruce Moyer.

The meeting agenda was to discuss the NAPS FY23-24 budget and dues assessment. President Ivan D. Butts thanked board members for attending, noting the NAPS budget and dues assessment needed to be addressed. He informed the board that Moyer and NAPS Parliamentarian Bruce Bishop reviewed the wording pertaining to a dues assessment and confirmed it is within the specifications of the NAPS Constitution & Bylaws.

NAPS Secretary/Treasurer Jimmy Warden gave an update on the finances. The May financials had not been finalized, but, as of April 28, PNC investments were \$7,176,316.73. In April, \$800,000 was withdrawn from the investments.

The withdrawal covered expenses of the 2023 LTS, spring Executive Board meeting and a three-pay-period DCO, as well as other regular expenses. With a minimal gain in NAPS' investments of \$70,082.68, total investments decreased by \$729,917.32 due to withdrawals for expenses. No withdrawals have been made from the investment portfolio in May.

**Motion #1**—Submitted by Eastern Region Vice President Richard Green, seconded by Texas Area Vice President Jaime Elizondo, that:

“Effective July 1, 2023, the NAPS Executive Board, in accordance with its authority under the NAPS Constitution & Bylaws, Article VIII, Section 2, shall levy a special assessment of \$2.00 per active member and \$1.00 per associate member, which shall be paid and collected along with per-capita funds during each pay period through Oct. 4, 2024. Despite the board's adoption of cost-saving measures, this special assessment is necessitated by a significant shortfall in investment and realty revenue not anticipated when the Executive Board adopted the FY23 budget.”

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

The motion passed 22-1.

Lum stated he had additional motions submitted by board members. Richard Green said he would like to make a motion to reconvene the meeting at 6 p.m. in order to allow the board members time to review the additional motions that had not been sent to the board.

After discussion, Butts decided that another Zoom Executive Board meeting would be scheduled in the early part of the following week. The motions will be sent to board mem-

bers for their prior review.

Warden informed the board that, with the new fiscal year starting June 1, 2023, NAPS will enter the year without an approved budget. Executive Vice President Chuck Mulidore made a motion, seconded by Richard Green, to accept the NAPS FY23-24 budget.

After board discussion confirming that all motions had been set aside for a follow-up meeting, it was determined that allowing a new motion to be presented would be out of order. Lum ruled the motion would be tabled until the next meeting.

Butts adjourned the meeting at 5:19 p.m.

## Mailing Industry Expresses Enthusiasm for the USPS

*Continued from page 5*

accomplishing that is every branch must have their officers' contact information up to date at NAPS Headquarters. Please help in this regard today.

Also keep in mind if an 1187 is submitted without a sponsor name, a sponsor check cannot be issued. If we receive a second 1187 with a sponsor's name for someone who already submitted an 1187 without the sponsor's name, the second 1187 will not be honored. Finally, only the last four digits of a person's Social Security Number is needed. We no longer need the full number.

Increasing membership demonstrates leadership!

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



# 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**

## Vehicle Maintenance Up to the Challenge

**Robert “Bobby” Bock**  
Southeast Area Vice President

In my 40-plus-year Postal Service career, I have seen a lot of changes. No doubt all of you also have experienced these changes for better or worse. In my department, Vehicle Maintenance, our reporting structure changed from reporting to districts to now reporting to Postal Headquarters.

One thing Postmaster General Louis DeJoy has been known for is making change happen. This spring, he announced a new position: vice president of Fleet Management and Electrification Strategy. Ronnie J. Jarriel holds this new position.

Jarriel is an operations and supply chain management professional with multi-industry experience, including aerospace, retail, telecommu-



nications, medical devices and consumer packaged goods. Jarriel will be a direct report to the PMG and responsible for converting a major portion of the fleet to electric vehicles.

Right now, the fleet is working on implementing telematics. We already have installed 70,000 of these devices on our postal vehicles. Telematics gives management the ability to observe vehicle performance in real time. We will be able to determine the speed of a vehicle, as well as its location.

This new tool should make it easier to locate vehicles when conducting driver observations.

The fleet also is deploying new trailers, box trucks and tractors to improve the service to mail processing and delivery units. Through 2028, we will deploy over 9,000 Ford E-Transits, 9,000 ProMasters, 14,000 Mercedes RHD vehicles, 60,000 next-gen-

eration vehicles and over 12,000 electric vehicles. This will bring us a long way from our old LLVs.

To get ready for these dramatic changes, we have to install thousands of charging stations in our delivery units. At our garages, we have to install new maintenance lifts to handle vehicles that are much heavier than our current fleet. Some of our facilities do not have doors high enough to allow the new vehicles to enter the service areas.

The deployment of new vehicles and the challenges being placed on our shoulders will be considerable. But I know our members in Vehicle Maintenance are up to the challenges. The deployment of over 100,000 new vehicles will be accomplished through the hard work and dedication of our members in Vehicle Maintenance.

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

## EAS vs. EAS—We All Need to Get Along

**Dee Perez**  
New York Area Vice President

We are our own worst enemy. And you thought it was Postal Service Headquarters! Everyone should ask themselves, “Why am I yelling so often?” “Why am I in a bad mood at work nearly every day?” “Why do I take it out on my peers and staff by disrespecting them?”

I can’t answer these questions for you, but if you constantly are troubled or upset and take it out on your

subordinates, you should seek help through the Employee Assistance Program. Maybe it’s due to the stress of the job and all the responsibilities that come with it. Need I remind everyone you raised your hand for this job?

Next you’re going to tell me the job was different when you raised your hand. Yes, this is true. Unfortunately, change is inevitable in every job and title.

Here are your options:



- You can accept it and adapt to it.
- You can seek professional counseling to help you overcome the changes.

• You can leave and look for employment elsewhere if the job has become so intolerable you no longer can control your temper or displeasure for every little failure

for which you are responsible.

When you are disrespecting your subordinate EAS employees on the workroom floor in front of all the

other employees, this is a red flag you are losing control. Call the EAP!

Remember, there is nothing we do that should send someone over the top every single day in the USPS. If you can't respectfully engage with your subordinate EAS employees without losing your cool or belittling them, then you are wound way too tight. Taking it out on your subordinate EAS employees never is the right thing to do.

You need these people to work for you—not hate you. Don't make an enemy out of your EAS staff. The only way you are successful is when you and your staff are on the same page and focused on the very same goals, every day.

If you have an EAS staff member who constantly is arriving late to work and appears to be a mess and out of control when they arrive every day, this person will struggle in completing basic job functions. Have a respectful sit-down, remind them what the job entails and ask if there's something you can do to help them.

The same goes if they are not taking care of business. Do they need additional training or one-on-one men-

toring from you, providing you are not the problem? If you can help resolve their problems, you will gain a dedicated and loyal EAS employee on your staff forever. If you can't help, then recommend they call the EAP for help. Either way, you win because you listened and provided guidance.

I'm writing about this because, as a NAPS advocate, I encounter a lot of corrective actions being issued. Unfortunately, it's primarily EAS employees versus EAS employees. When this conflict, which leads to corrective action, takes place, I'm privy to hearing both sides of the story. Inevitably, there is some type of work conflict that has been going on for some time that now has surfaced over a service failure as an excuse for one EAS employee to severely punish the other.

If you're a higher-level EAS employee, why do you want to severely hurt people all the time? This tells me something about your character, unfortunately. How about trying to work with your people? We are not a military institution.

People, if you can't get along with your manager or for whatever reason you don't like them, then look for

another location in which to work, providing you first have tried to work things out. Ask to bring in your MPOO or a NAPS representative to help resolve the issue. Perhaps the problem is with your area manager or MPOO. Ask for a one-on-one meeting and see if a local branch NAPS representative is available to attend.

It's incumbent on every EAS employee and higher-level manager to try and work together without issuing corrective action disguised as payback for a service issue failure. If you consider yourself a leader, you are supposed to bring people together—not divide them.

Understand your role. Nobody in a USPS Headquarters leadership role will tell you it's okay to yell and disrespect someone in front of their employees, ever. However, we all know they themselves treat each other this way. Not all, but some do. And yes, in my opinion, they, too, need some help.

We all need to work together and get along. Above all, we must be 100% honest with each other all the time!

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

## California State Celebrates 101 Years

### Marilyn Walton

*Western Region Vice President*

**M**argarete A. Grant Branch 127 President Charles Patterson welcomed everyone to the 101st California State Convention in May. Courtney Welch, vice mayor of Emeryville, greeted attendees and said NAPS was the first convention to return to Emeryville since the pandemic. The city was pleased NAPS chose it for their convention site.

Patterson welcomed Postal Service guests John Diperi, senior director of Processing Operations for the

Pacific Northwest Division, and his California 2 managers: Ramon Martinez, Oakland senior plant manager; Evangeline Tiglao, San Francisco senior plant manager; Cathrina Dagdagan, San Jose plant manager; Nancy Canales-Nelson, North Bay P&DC plant manager; and Tanya Toedt-Fitzharris, acting Sacramento postmaster.

Also attending was Edward Ruiz, WestPac Area executive designee.

We were pleased to learn Diperi and his staff are NAPS members.

Their messages were positive, upbeat and well received by delegates. Also dropping by was Sunil Chanon, Richmond postmaster.



NAPS officers attending were President Ivan D. Butts, National Auxiliary President Laurie D. Butts, Pacific Area Vice President Chuck Lum and me. Former NAPS Secretary/Treasurer John Aceves

provided training on the newly revised SWCs and workplace bullying.

Once opening remarks and updated Postal Service information



were shared, Patterson handed the gavel to California State President Marilyn Jones, who convened the convention.

The California State NAPS Auxiliary, led by Yunina Graham, San Francisco, also convened its 88th convention. Among attendees were Laurie Butts and National Auxiliary Western Region Vice President Patricia Jackson-Kelley.

Marilyn Jones called for the Registration Committee's report, which confirmed a quorum. The rules of the convention were read and approved. Names of the members of the 12 committees were read. Included this year were a Postmaster Committee and a Committee of the Future, a new committee to suggest ideas to help NAPS grow into the future. There were 38 resolutions to read, review and vote on.

Over the three-day convention, there were highly informative presentations. Customer Relations California District 5 (Los Angeles) Manager Elizabeth C. Rubio and Customer Relations Specialist Adam Carpenter conducted two interesting sessions and provided important information on many of the mailing changes under the "Delivering for America" plan.

2023 NAPS State Conventions		
Dates	State(s)	Location
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. 4-5	MINK Area	Kansas City, MO

*Please report state convention dates to NAPS Headquarters.*

Ivan Butts provided updated information on activities at NAPS Headquarters. He touched on NAPS' ongoing lawsuit with the USPS, status of the S&DCs, observations from the Customer Service supervisor symposiums he attended and commented on the "Delivering for America" plan.

On Saturday morning, the final day, the First-Timers' Committee presented a greeting coordinated by Debbie Baker. This year's theme was "NAPS Through the Years." Highlights included Ivan Butts, who did a great portrayal of MC Hammer, big baggy pants and all. The Auxiliary's Toby Loera was Prince in a "Purple Rain" costume. Linda Thomas, Branch 88, was Aretha Franklin; Danilo Nitcha, Branch 77, was Michael Jackson; Victor Garcia, Branch

77, was Vanilla Ice; Chuck Lum was one of the gold-jacketed Temptations; and Laurie Butts closed out the show as Margarete A. Grant.

While all the partying was going on, Marilyn Jones was shooting \$100 bills out of a gold air gun to remind everyone to donate to SPAC. It was another great Debbie Baker production.

During the business sessions, Chuck Lum challenged all branches to work on increasing NAPS membership. He recognized San Francisco Branch 88, Los Angeles Branch 39, Sierra Coastal Branch 244 and Honolulu Branch 214 for maintaining 80% or more membership.

Before the business sessions, I told delegates that my colleagues in the Northeast Region recently issued a SPAC challenge to Marilyn Jones. They raised \$16,200 for SPAC at their



Margarete A. Grant Branch 127 members, front row, from left: Al Wright; Rachel Gholston, sergeant-at-arms; Edna Gray, trustee; Frances Barfield; Valeri Loera, trustee; and Tobey Loera, Auxiliary.

Second row: Charles Patterson, president; Stephanie Ann Blyte, chief trustee; Gary Pope; Katrina Scott; Lakisha Scott; Ericha Williams; and Glen Gray, vice president.

Back row: Yolanda Lewis, treasurer; and Henry Raulston.



California State Auxiliary, from left: Ed Simpao, treasurer, Branch 88; Yunina Graham, president, Branch 88; Mayumi Nazareno, Branch 88; Chanel Dodson, vice president, Branch 39; Barbara Kelly, secretary, Branch 77; Patricia Jackson-Kelley, National Auxiliary Western Region vice president, Branch 39; Tobey Loera, Branch 127; and Laurie D. Butts, National Auxiliary president.

regional seminar and challenged California to beat that amount.

I am excited to report that the California Legislative Team, led by legislative consultant Felicia Pennington, set a SPAC goal of \$20,000. This target was exceeded; the final total was \$20,380! A very special thanks to all the delegates and dynamic support from the Auxiliary. We donated in-kind gifts, gift cards and held silent auctions, 50-50 raffles and bake sales, as well as a North/South California SPAC challenge.

I am so proud of California NAPS members! They showed up and showed out. Now the challenge is passed on to *all* NAPS members na-

tionwide. We want you to beat us!

This was an election year. The offices filled by acclamation were Marilyn Jones, president, Los Angeles; JJ Wong, vice president, North Bay; Stephnia Campbell, secretary, San Diego; Sally Simpao, treasurer, San Francisco; and Felicia Pennington, Los Angeles, legislative consultant.

Seven names were nominated for the four area vice president positions. By secret ballot, the newly elected area vice presidents were Marques Ceaser, San Diego; Debbie Baker, Stockton; Mariel Murillo, San Bernardino; and, new to the board, Clarissa Bognot, Sierra Coastal.

The convention concluded with a

## Impending RIF in the USPS Logistics Group

NAPS has received a letter from Bruce Nicholson, director, USPS Labor Relations Policies and Programs, regarding implementation of new EAS staffing criteria in Logistics (*see letter*). The implementation will result in impending RIFs in the Logistics group.

NAPS has received concerns from the field that RIF avoidance procedures are being implemented without NAPS' participation in accordance with 39 U.S. Code § 1004(b). NAPS has reached out to USPS Headquarters regarding this violation of law and will address the response separately.

NAPS will be monitoring the RIF timeline to ensure EAS employees are getting every opportunity to be placed before the RIF date of Sept. 9, 2023.

banquet and dance challenge that collected additional contributions to SPAC. Hats off to Margarete A. Grant Branch 127 for the warm hospitality and hard work in making sure all were welcomed and treated like family.

The 2024 California State Convention will be hosted by Sacramento District Branch 77 at the Red Hawk Casino.

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



Newly installed California State Board and NAPS officers, from left: NAPS Western Region Vice President Marilyn Walton, California State President Marilyn Jones, Los Angeles; Vice President JJ Wong, North Bay; Secretary Stephnia Campbell, San Diego; Treasurer Sally Simpao, San Francisco; Area Vice President Marques Ceaser, San Diego; Area Vice President Mariel Murillo, San Bernardino; Area Vice President Debbie Baker, Stockton; Area Vice President Clarissa Bognot, Sierra Coastal; Legislative Consultant Felicia Pennington, Los Angeles; NAPS Pacific Area Vice President Chuck Lum and President Ivan D. Butts.





May 30, 2023

Mr. Ivan D. Butts  
 President  
 National Association of Postal  
 Supervisors  
 1727 King Street, Suite 400  
 Alexandria, VA 22314-2753

Dear Ivan:

The Postal Service is preparing to implement the new EAS staffing criteria in Logistics on June 3. You were notified by decision letter of this staffing criteria in April 2023.

It is anticipated that implementation of this staffing criteria will result in non-bargaining employee impacts through a Reduction-in-Force (RIF) in the 13 Logistics Division Competitive Areas.

Below is the targeted implementation timeline for the organizational change in Logistics:

EVENTS	DATES	
Town Hall Meeting	6/2/2023	
<b>Staffing changes implemented</b>	<b>6/3/2023</b>	
<b>Mail Specific RIF Notice to impacted employees</b>	<b>6/7/2023</b>	
Impacted employees can request non-competitive lateral or downgrade assignments and apply for promotions throughout timeline in eCareer.	6/7/2023	- 9/8/2023
<b>Specific RIF Notice Period</b>	<b>6/7/2023</b>	- <b>9/8/2023</b>
<b>10-day LAC Posting I:</b> Open to all career non-bargaining employees within the Logistic Division competitive areas.	6/20/2023	- 6/30/2023
Selections made, Form 50 processed and effective date	7/29/2023	
<b>5-day LAC Posting II:</b> Open to all remaining impacted employees within the Logistic Division competitive areas.	8/7/2023	- 8/11/2023
Selections made, Form 50 processed and effective date	8/26/2023	
RIF Effective Date (Effective date of RIF Separations)	9/8/2023	
Effective date of RIF Reassignment and Demotions, Form 50 processed and effective date	9/9/2023	

Please contact Paulita Wimbush if you have any questions concerning this matter.

Sincerely

Bruce A. Nicholson  
 Director  
 Labor Relations Policies and Programs



## USPS Offers New Supervisor Apprentice Program

In May, the Postal Service launched a pilot Supervisor Apprentice Program. The objective is to enhance opportunities for employee advancement and promotion and build a talented pipeline to fill front-line supervisor vacancies. The program is intended to equip employees

with the necessary skills to be effective in guiding and directing employees in carrying out the mission of the Postal Service.

The 26-week program is designed to give employees an opportunity to promote to an EAS-16 apprentice supervisor position and receive intentional training to equip them with the knowledge, skills and abilities for an additional promotion to an EAS-17 supervisor. Apprentices will receive a wide array of training and development opportunities including,

but not limited to:

- supervised, on-the-job training
  - behavior and performance modeling
  - coaching and mentoring to identify short- and long-term goals
  - cross-functional training opportunities
  - completion of the USPS Supervisor Program
- Program goals include:
- guiding the apprentices on professionalism, development and provide training on policies and procedures
  - preparing the apprentices to be qualified for future supervisor assignments

The pilot will begin in the Brooklyn and San Diego post offices and the Brooklyn, Miami, St. Paul and West Valley P&DCs. On completion of the program, apprentices will be outplaced to an EAS-17 supervisor position at the discretion of USPS management.

The intent of outplacing the apprentice preferably will be in the installation in which the apprentice was developed, provided there are authorized, vacant positions.

The coaching and participant guides are posted under the “Training” section of the NAPS website.

## Latest ‘EAS Carry Survey’ Results

Following is the May 24 update regarding EAS workhours being reported on the “EAS Carry Survey.” The overriding cause continues to be complement and hiring issues.

### Atlantic Retail & Delivery

District	Hours
ME-NH-VT	830.83
New York 3	350.50
North Carolina	209.25
Pennsylvania 1	141.67
DE-PA 2	77.00
MA-RI	61.58
Maryland	25.50
Virginia	21.25
New Jersey	14.50
New York 2	6.50
<b>Total</b>	<b>1,738.58</b>

### Southern Retail & Delivery

District	Hours
AL-MS	59.67
South Carolina	44.75
AR-OK	24.67
Georgia	13.00
Florida 1	11.50
Louisiana	11.42
Tennessee	10.75
Texas 3	9.00
Texas 2	6.00
Texas 1	3.00
<b>Total</b>	<b>193.75</b>

### Central Retail & Delivery

District	Hours
MN-ND	716.65
Wisconsin	199.58
IA-NE-SD	189.25
Illinois 2	180.35
KS-MO	86.17
Michigan 2	64.00
Ohio 1	54.58
Illinois 1	47.75
KY-WV	24.50
Indiana	8.00
Michigan 1	2.00
<b>Total</b>	<b>1,572.83</b>

### WestPac

District	Hours
ID-MT-OR	380.45
Washington	334.42
CO-WY	211.08
California 1	136.58
California 2	69.42
NV-UT	61.33
AZ-NM	57.08
California 3	38.00
Hawaii	33.75
California 5	3.00
<b>Total</b>	<b>1,325.12</b>

## USPS Launches Service Performance Dashboard

On May 19, the Postal Service launched an online service performance dashboard, consistent with one of the operational reforms included in the Postal Service Reform Act. After prompting users to enter only a ZIP code, the website provides customers with a variety of useful information, including the percentage of on-time delivery for specific mail and shipping products in each USPS district.

The data, which is updated weekly, is based on scans collected when

mail enters the network, during processing and at the point of delivery. The dashboard is available at <http://about.usps.com/what/performance/service-performance>.

### **USPS Responses to NAPS on Supervisor Relief Jobs**

NAPS Headquarters presented questions to the Postal Service regarding supervisor relief jobs:

**Q** What happens in installations that do not have a 1:5 ratio?

**A** Installations that do not earn a relief position based on the 1:5 ratio will not be authorized a relief position at this time. We are exploring options to provide relief in these offices.

**Q** Would there be relief supervisors for multiple offices, such as an office with three supervisors, Customer Service, and another with two supervisors, Customer Service, for example?

**A** Relief positions are earned at the installation level. Authorizations will be added at the installation head level to increase flexibility and management oversight. It is the discretion of local management which facilities (stations, branches, annexes, etc.) on how to staff relief supervisors.

**Q** It is harder to replace a supervisor in a smaller office than a larger office. Is there any room for discussion on this issue?

**A** Yes, we are open to discussions on providing relief in smaller offices and appreciate NAPS' input. We are exploring options and realize that development of a proposal that provides relief across multiple installations, larger geographic areas and management of it can be complex.

Development of this proposal may take considerable time to ensure that the additional authorized supervisor positions in those installations are effective and efficient. One example of the complexity is it could result in a relief position being authorized across an installation; therefore, to whom is the administrative manager?



NAPS Executive Vice President Chuck Mulidore, President Ivan D. Butts and Secretary/Treasurer Jimmy Warden check out a new electric USPS vehicle at the recent National Postal Forum in Charlotte, NC.



Postmaster General Louis DeJoy and NAPS Secretary/Treasurer Jimmy Warden at the National Postal Forum



Executive Vice President Chuck Mulidore thanked Rep. Jeff Van Drew (R-NJ), member of the House Judiciary Committee, for co-sponsoring H.R. 3005, the Postal Police Reform Act.



Baltimore Branch 42 President Maxine Campbell thanked Rep. Kweisi Mfume (D-MD), ranking member of the House Subcommittee on Government Operations and the Federal Workforce, for co-sponsoring H.R. 3005.





NAPS Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi met with Rep. Andrew Garbarino (R-NY) (center) and discussed legislative strategy for advancing H.R. 3005, the Postal Police Reform Act. They also thanked Garbarino for co-introducing H.R. 595, the Postal Employees Appeal Rights Amendment Act, and H.R. 594, the Postal Supervisors and Managers Fairness Act.



Former NAPS Illini Area Vice President Dan Rendleman and National Auxiliary Illini Area Vice President Linda Rendleman attended an event in honor of Rep. Mike Bost (R-IL). Bost was called to Washington, DC, at the last minute, but the Rendlemans brought their message of NAPS support for the congressman. From left: Dan Rendleman, Illinois State Sen. Paul Jacobs (R) and his wife Rhoda, Tracy Bost and Linda Rendleman.



Miami Branch 146 members Ilia Gonzales and Eduard Suarez met with aides to Rep. Maria Salazar (R) and Rep. Carlos Gimenez (R) to encourage their support of NAPS-supported legislative issues.



Attending Tampa, FL, Branch 81's meeting were, from left, Ken Batastini, Southeast Area Vice President Bobby Bock, Branch 81 President Tammy Brock, NAPS Executive Vice President Chuck Mulidore, Northeast Region Vice President Tommy Roma, former New York Area Vice President Jim McHugh and Ken Ruckhart.

Southeast Area Vice President Bobby Bock presented Branch 81 President Tammy Brock with a Golden Eagle Award for her dedication to NAPS.







Members of Heart of Illinois Branch 255 and NAPS Executive Vice President and Immediate Past President Brian Wagner at Illinois' 100th State Convention in Schaumburg, IL, in April.

During the 2023 LTS, the Idaho delegation visited Capitol Hill:



Idaho State Branch President Henry Pettit (second from left), Legislative rep Laurie Johnson and Vice President Bill Gans (right) visited with aides to Sen. Jim Risch (R).



Idaho delegation with Salvatore Corasaniti, aide to Sen. Michael Crapo (R)



Idaho delegation with aide to Rep. Russ Fulcher (R)



Idaho delegation with aides to Rep. Mike Simpson (R)



The New England Area held its annual convention and training seminar in beautiful Cape Cod/South Yarmouth. The convention was a success; \$3,800 was raised for SPAC.



From left: New England Area Vice President Bill Austin, former NAPS Executive Vice President Jay Killackey, NAPS Secretary/Treasurer Jimmy Warden and New York Area Vice President Dee Perez.



Dillard Financial Solutions Inc. established the Jay Killackey Scholarship to be awarded to the child or grandchild of a NAPS New England Area members. This year's winner was Sage Sampeth, daughter of Boston Branch 43 member Damien Sampeth. From left: Jay Killackey, Damien Sampeth, Bill Austin and Steve and Teresa Dillard.







New England Area Vice President Bill Austin swore in Boston Branch 43 officers.

With NAPS Secretary/Treasurer Jimmy Warden (second from right) and New England Area Vice President Bill Austin (right) are USPS Labor Relations Policies and Programs Director Bruce Nicholson who discussed SWCs, relief supervisors and the new Supervisor Apprentice Program; Postal Service Health Benefits Program Executive Manager Karla Kirby who provided information on the new Postal Service Health Benefits Program; and Performance/Field Operations Support Executive Director Don Flak who gave a presentation on NPA.



Jay Killackey gave a presentation on building relationships and the NAPS DDF.



New England Area Vice President Bill Austin with his Convention Committee who did an excellent job planning and coordinating the event, from left: Karen Wu, Kim Lewin, Austin and Barbara LaFlamme.

# NAPS Executive Board Directory

## Resident Officers

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



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**Chuck Mulidore**  
Executive Vice  
President  
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**James "Jimmy" Warden**  
Secretary/Treasurer  
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## Regional Vice Presidents

Central Region (Areas 6, 7, 8 and 9)



**Craig O. Johnson**  
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16—Pacific Area (CA, HI, Guam, American Samoa, Saipan, Rota)



**Chuck Lum**  
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Immediate Past President



**Brian J. Wagner**  
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## PDI vs. I&I: Are They the Same Thing?

**Brian J. Wagner**

*Immediate Past President*

**T**his spring and summer, I attended various NAPS training seminars and state conventions, providing training on membership representation. I addressed issues related to pre-disciplinary interviews (PDIs), investigative interviews (I&Is) and elements of the *ELM* 650 appeals and grievance processes.

There was good information derived from this training, including the difference between a USPS PDI and an I&I. Do you know the difference? Is this a trick question? Isn't a PDI and an I&I one in the same? Here's the scoop:

Have you ever ordered a Coke at a restaurant, but your server said they only carried Pepsi products? Unless you are finicky about your soda, most people consider these sodas one in the same. However, don't get me started about gelato, frozen yogurt and ice cream. That is a completely different debate.

Now, let's follow this same soda analogy with some USPS terminology. For example, craft employees have a "bid" job. EAS employees are awarded nonbargaining positions. However, on more than enough occasions, some NAPS members say they were involuntarily reassigned from their "bid" job.

Furthermore, a craft employee is issued a letter of demand whereas EAS employees receive a letter of debt determination. More often than not, EAS employees will refer to their debt determination letter as a letter of de-

mand. Although the appeal processes are different, the intent of both letters is the same: The USPS is claiming an employee owes money to the agency.

Don't get me started when some postal leaders and even NAPS members refer to NAPS as a union. There are distinct differences between a union and a management association. However, when it comes to PDIs and I&Is, the distinctions can become blurry.



In simplest terms, a pre-disciplinary interview (PDI) is a craft employee's day in court. Postal union collective-bargaining agreements (CBAs) require postal management to provide a craft employee with a PDI before issuing the discipline.

When you dissect the PDI acronym, "pre-disciplinary" should stand out as an indication that discipline most likely is forthcoming after the interview.

For EAS employees, there are no CBAs. However, there is the USPS *Employee and Labor Relations Manual (ELM)*—specifically Section 665.3, Cooperation in Investigations—which reads: "Employees must cooperate in any postal investigation, including Office of Inspector General investigations."

In this case, per *ELM* 665.3, EAS employees may be called into an investigative interview (I&I). By definition, an investigative interview is when: "(1) management questions an employee to obtain information; and (2) the employee has a reasonable belief that discipline or other ad-

verse consequences may result."

While some consider Coke and Pepsi one in the same, postal leadership often uses PDI as being synonymous or interchangeable with the I&I when it comes to EAS employees. Although PDIs apply to craft employees, my best guess is when a manager instructs an EAS employee to attend a PDI, in reality they mean an I&I.

It would be easy to split hairs and not show up for the PDI when it's not an I&I. However, to avoid being accused by USPS officials for violating *ELM* Section 665.3, Cooperation in Investigations, it's probably best that EAS employees consider PDIs and I&Is as one in the same.

Just remember, the PD stands for pre-disciplinary. So, be "prepared" or "pre-cautionary." If you ever are called into a PDI or an I&I, always have the "reasonable belief that disciplinary action may ensue." This is the same if you ever are called into an OIG investigative interview.

It's best to note that this column primarily covers the process for when EAS employees are called into a PDI or an I&I *by their manager*. However, EAS employees may be subject to attending an investigative interview with Office of Inspector General (OIG) agents.

Depending on the severity of the situation, an OIG investigative interview could result in reading an EAS employee their Miranda rights and the OIG filing criminal charges against them. The general bullet points listed later also should be followed when it involves an OIG investigative interview.

However, a PDI or an I&I involving an EAS employee's manager only

can result in disciplinary or adverse action, as the postal manager has no authority to give Miranda rights or file criminal charges against the employee. Now, back to regular programming.

Al Lum, NAPS' Disciplinary Defense Fund (DDF) provider, has referenced that, from a broad perspective, industry-wide, pre-disciplinary interviews are universal. He did not find any source that indicates employment investigations are voluntary. Some sources indicate that one should refer to the policies (manuals) of the employer. Again, note *ELM* Section 665.3, Cooperation in Investigations.

Lum also elaborated that it is important to focus on how one conducts

themselves during a PDI or an I&I. For EAS employees, this conduct falls right in line with NAPS' *ELM* 650 Appeals and Grievance Training material on the NAPS website, [www.naps.org](http://www.naps.org).

First, know your rights as an EAS employee. Read the entire *ELM* 650, especially Section 651.2, Representation, which reads, in part: "Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue."

Per Lum, right off the bat, ask what the PDI or I&I is about. Also, ask to see any reports or documentation the USPS is using to accuse the member of wrongdoing. More often

*Continued on page 30*

## NAPS Training Calendar

### 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

### Central Region Training Seminar

Oct. 6-7

*In conjunction with the MINK Area Convention*

**Conducted by:** Central Region Vice President Craig Johnson, Michiana Area Vice President Kevin Trayer, Illini Area Vice President Luz Moreno, North Central Area Vice President Dan Mooney and MINK Area Vice President Kelly McCartney

**Location:** Kansas City Airport Marriott, 775 Brasilla Ave., Kansas City, MO 64153; 816-464-2200

**Hotel Rate:** \$142/night; \$12/day parking; free airport shuttle service.

**Registration Fee:** TBD

**Training Topics:** TBD

## We All Can Help Build Membership



### May High-Five Club Members

Delmy Alarcon, Branch 244, CA  
Virginia Price Booker, Branch 131, MO  
John Bu, Branch 68, NY  
Richard Carmona, Branch 122, TX  
Clenone Irvin Jr., \* Branch 3, CT  
Cathey Jones, Branch 86, TX  
Sandra Noble, Branch 322, KY  
Oscar Salazar, Branch 244, CA  
Casei Uber, Branch 554, PA  
LyNan Washington, Branch 94, CA

\*Signed 10+ new members in 90 days

# 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](http://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](mailto: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 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.

Scan to Join NAPS

Scan to Join NAPS

**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.



**Bob Levi**

Director of Legislative & Political Affairs



the Postal Service fulfills the mission for which it was created.

On May 17, the House Oversight and Accountability Subcommittee on Government Operations and the Federal Workforce conducted a hearing to review the Postal Service’s financial and operational condition. The subcommittee, chaired by Rep.

gress, have their own views and may have criticisms about the Postal Service and that DeJoy will be held accountable for the plan and its impact on those served by the agency. Sessions’ comments and questions were reflective of his presentation to NAPS members at the March Legislative Training Seminar.

Ranking subcommittee member Kweisi Mfume (D-MD) and full committee ranking member Jamie Raskin (D-MD) drew attention to the escalation of crimes committed against postal delivery personnel, which coincided with the Postal Service’s 2020 decision to restrict uniformed postal law enforcement to postal property. In response to questions by a number of committee members, DeJoy alleged the USPS police force never exercised law enforcement authority beyond the perimeters of postal property and he lacked the authority to deploy officers to locations outside a USPS facility. It is NAPS’ understanding that committee members have in their possession USPS documents that contradict the PMG’s assertion.

In part as a result of this exchange, Mfume co-sponsored H.R. 3005, the Postal Police Reform Act, after the hearing. As NAPS members know, the legislation clarifies that postal police do, indeed, have the legal authority denied by the USPS. The bipartisan legislation was introduced by Reps. Andrew Garbarino (R-NY) and William Pascrell (D-NJ).

NAPS Baltimore Branch 42 President Maxine Campbell personally thanked Mfume the week following the hearing for his co-sponsorship of the bill. Moreover, on May 19 at a Chicago press conference, Senate Judiciary Committee Chairman Richard Durbin (D-IL) announced his intention to introduce a Senate companion to H.R. 3005.

*Continued on page 32*

As we celebrate our nation’s 247th birthday, it is wise to recognize the importance of the Postal Service to the growth and success of the United States. Indeed, our re-

the Federal Workforce conducted a hearing to review the Postal Service’s financial and operational condition. The subcommittee, chaired by Rep.

## A Smorgasbord of Issues at Congressional Postal Hearing

cent past has reconfirmed the essential nature of this government institution that predated July 4, 1776.

I state with conviction and certainty that the American postal system was created as and remains a federal service established for the benefit of the public. As such, Congress and the Postal Regulatory Commission (PRC) are empowered under the U.S. Constitution and the law to ensure

Pete Sessions (R-TX), heard from only one witness—Postmaster General Louis DeJoy. Unlike past postal hearings, there was limited drama and no hysteria.

With few exceptions, DeJoy provided a generally upbeat appraisal of his team’s rollout of the “Delivering for America” plan. However, in a cautionary note, Sessions explained that he, as well as other members of Con-

### Thrift Savings Plan

Fund	G	F	C	S	I
<b>May 2023</b>	<b>0.31%</b>	<b>(1.10%)</b>	<b>0.43%</b>	<b>0.44%</b>	<b>(4.01%)</b>
<b>12-month</b>	<b>3.73%</b>	<b>(2.44%)</b>	<b>4.79%</b>	<b>(2.07%)</b>	<b>4.52%</b>

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

Fund	L Income	L 2025	L 2030	L 2035	L 2040
<b>May 2023</b>	<b>(0.12%)</b>	<b>(0.30%)</b>	<b>(0.63%)</b>	<b>(0.72%)</b>	<b>(0.81%)</b>
<b>12-month</b>	<b>3.92%</b>	<b>3.62%</b>	<b>3.99%</b>	<b>3.91%</b>	<b>3.85%</b>

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>May 2023</b>	<b>(0.89%)</b>	<b>(0.96%)</b>	<b>(1.12%)</b>	<b>(1.12%)</b>	<b>(1.12%)</b>
<b>12-month</b>	<b>3.76%</b>	<b>3.71%</b>	<b>3.92%</b>	<b>3.91%</b>	<b>3.91%</b>

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](http://www.tsp.gov)



# NAPS Legislative Campaign



## Urge Your Member of Congress to Co-Sponsor the Postal Police Reform Act of 2023 (H.R. 3005)

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.



*Make Contributing to SPAC a Habit:*

# Contributions via USPS Payroll Deduction

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

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

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

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



## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

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

(Example: 77225555512345678).

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



# 2023 SPAC Contributors



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

Burton, Dawn	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Pennington, Felicia	CA	Branch 39
Wong, John	CA	Branch 497
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Bu, John	NY	Branch 68

Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, Ivonne	NY	Branch 100
Geter, John	NC	Branch 183
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225
Allen, Rose	VA	Branch 526
Brandt, Junemarie	VA	Branch 526
Green Jr., Richard	VA	Branch 98

Continued on next page

## 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 May 31, 2023)

## National Aggregate:

\$145,945.59

## National Per Capita:

\$5.59

## Region Aggregate:

1. Eastern	\$39,269.86
2. Northeast	\$38,840.55
3. Western	\$36,507.06
4. Southern	\$17,245.40
5. Central	\$14,081.72

## Region Per Capita:

1. Northeast	\$8.01
2. Western	\$6.93
3. Eastern	\$6.52
4. Central	\$3.26
5. Southern	\$3.16

## Area Aggregate:

1. Pacific	\$28,031.00
2. Capitol-Atlantic	\$27,432.91
3. New York	\$20,210.55
4. New England	\$14,555.00
5. Mideast	\$ 8,851.00
6. Pioneer	\$ 7,060.95
7. Texas	\$ 6,933.00
8. Southeast	\$ 5,372.40
9. North Central	\$ 5,125.72
10. Northwest	\$ 4,286.06
11. Rocky Mountain	\$ 4,190.00
12. Illini	\$ 4,007.00
13. Cotton Belt	\$ 3,275.00
14. Michiana	\$ 3,206.00
15. MINK	\$ 1,743.00
16. Central Gulf	\$ 1,665.00

## Area Per Capita:

1. Pacific	\$9.55
2. New England	\$9.36
3. New York	\$8.31
4. Capitol-Atlantic	\$8.26
5. North Central	\$5.86
6. Pioneer	\$5.23
7. Texas	\$4.16
8. Northwest	\$4.13
9. Mideast	\$3.97
10. Illini	\$3.39
11. Cotton Belt	\$3.28
12. Rocky Mountain	\$3.24
13. Michiana	\$2.68
14. Southeast	\$2.62
15. Central Gulf	\$2.25
16. MINK	\$1.64

## State Aggregate:

1. California	\$26,756.00
2. New York	\$19,250.55
3. Maryland	\$ 9,069.00
4. Virginia	\$ 8,404.50
5. Texas	\$ 6,933.00

## State Per Capita:

1. Maine	\$32.12
2. Maryland	\$14.77
3. Virginia	\$10.80
4. South Carolina	\$10.73
5. Connecticut	\$10.13

## Drive for 5

## Members by Region:

1. Southern	46
2. Eastern	44
3. Western	39
4. Northeast	36
5. Central	36

## Aggregate by Region:

1. Western	\$9,310.06
2. Southern	\$7,134.82
3. Eastern	\$6,834.50
4. Northeast	\$5,789.17
5. Central	\$4,266.00

## May Contributors

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

Burton, Dawn	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Pennington, Felicia	CA	Branch 39
Wong, John	CA	Branch 497
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Amash, Joseph	NY	Branch 83
Bu, John	NY	Branch 68
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, Ivonne	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Dickey, Azilee	SC	Branch 225
Allen, Rose	VA	Branch 526
Green Jr., Richard	VA	Branch 98

### VP Elite (\$750)

Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Graham, Mardina	CA	Branch 88
Loera, Valerie	CA	Branch 127
Meana, Frances	CA	Branch 159
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Moss, Donald	DC	Branch 135
Rosario, Tamara	ME	Branch 96
Whyte, Tammy	ME	Branch 96
Dallojacono, Anthony	NJ	Branch 568

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

Benjamin, Evelyn	CA	Branch 266
Blythe, Stephanie	CA	Branch 127
Chin, Michael	CA	Branch 266
Derden, Margaret	CA	Branch 39
Gibson, Lelton	CA	Branch 88
Johnson, Rose Marie	CA	Branch 88
Petty, Ralph	CA	Branch 77
Profit, Youvet	CA	Branch 39
Soto, Matthew	CA	Branch 197
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Wright, Denis	CT	Branch 3

*Make Contributing to SPAC a Habit:*

# OPM Contributions to SPAC (for Retired EAS Employees)

**B**elow 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](http://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.



Bock Jr., Robert	FL	Branch 406
Lum, Chuck	HI	Branch 214
Moreno, Richard	MA	Branch 498
Salih, Sabir	MA	Branch 118
Griffin, Troy	MD	Branch 42
Douglas, Karen	NC	Branch 183
Arroyo, Victor	NY	Branch 85
Dyer, Lijla	NY	Branch 100
Moore, Delisa	SC	Branch 228
Gruetzmacher, Bjoern	WA	Branch 61

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

Melchert, Pamela	AK	Branch 435
Brathwaite, Rafael	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Alarcon, Delmy	CA	Branch 244
Booth, Samuel	CA	Branch 39
Ceaser, Marques	CA	Branch 159
Francisco, Daryel	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Hodges, Leticia	CA	Branch 39
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Patrick	CA	Branch 266

Lewis, Yolanda	CA	Branch 127
Murillo, Mariel	CA	Branch 466
Odell, Heather	CA	Branch 159
Simpao, Sally	CA	Branch 88
Trevena, April	CA	Branch 94
Cuadrado, Hector	CT	Branch 5
Trainer, Billie	DC	Branch 135
Lum, Laurie	HI	Branch 214
Winters, Michael	IL	Branch 255
Capobianco, Christopher	MA	Branch 6
Hansen, Keith	MA	Branch 43
Ignoto, Vincent	MA	Branch 43
Mooney, Dan	MN	Branch 16
O'Donnell, Curt	MN	Branch 16
Soukey, Louis	MN	Branch 104
Johnson, Craig	MO	Branch 36
Belger, Michael	NC	Branch 183
Chyreck, Shaunna	NY	Branch 27
Jessmer, Spencer	NY	Branch 11
Morrissey, Phyllis	NY	Branch 164
Muhammad, Jamaal	NY	Branch 68
Cabrera, Antonio	PR	Branch 216
Rodriguez, Joaquin	PR	Branch 216

## Perspective from the Immediate Past President

*Continued from page 22*

than not, the EAS employee is coerced to answer questions without visual evidence.

According to Lum, in a few MSPB appeal cases, members have told their DDF provider that the supporting documentation presented by the USPS during a MSPB hearing was the first time the member ever had seen those documents. In some instances, the USPS has the [alleged] evidence and already has decided to take disciplinary action against the employee, but just wanted to lock down their case with a confession without having to show the documents.

Therefore, it's important to lock down how best to conduct and handle oneself during a PDI or an I&I. Remember:

- Do not go in alone. Have your NAPS representative present during

the interview to provide association representation, take notes and be your witness.

- Be professional.
- Ask the reason for the PDI or I&I.
- Ask if there are any disciplinary charges.
- Keep answers short and factual.
- Do not speculate or elaborate on answers.
- If you don't recall, state, "I don't recall."
- Ask for information that might help you remember.
- Tell the truth; *do not lie!*

If your NAPS representative is not readily available, but the USPS manager orders you to attend without a representative, then you attend. However, explain to the manager you are willing to cooperate, per *ELM* 665.3, but not until your NAPS representative is present, per *ELM* 651.2.

Postal operations are not going to stop or the world come to an end if

the manager has to wait for a NAPS representative to arrive. Any attempt by a manager to force an EAS employee to participate in a PDI or an I&I by answering questions without a NAPS representative present is a bullying and harassing technique to get EAS employees to admit to something they did not do.

Investigative interviews can be stressful and cause confusion regarding one's thoughts and comments. Therefore, never hesitate to call your local NAPS representative to have your back. NAPS is here to minimize a member's stress and/or confusion before, during and after a USPS investigation.

I can assure you there is no stress or confusion with my ice-cream-flavor-of-the-month-recommendation from Duluth, MN: goat cheese honeycomb.

**brian4naps@aol.com**



Brooks, Lamarcus	TN	Branch 41
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Garrett, Donald	VA	Branch 98
Taylor, Georgia	WA	Branch 31
Joers, Julie	WI	Branch 72
McComas, Christina	WV	Branch 212

### Supporter (\$100)

Carson, John	AL	Branch 901
Baker, Debra	CA	Branch 197
Barba, Gilbert	CA	Branch 373
Bognot, Clarissa	CA	Branch 244
Bradley, Dorothea	CA	Branch 127
Bradley, Roxanne	CA	Branch 77
Chaudhry, Rizwan	CA	Branch 244
Cruz, Cheryl	CA	Branch 497
Dangerfield, Patricia	CA	Branch 88
Danzy, Marsha	CA	Branch 197
Dominguez, Jesse	CA	Branch 159
Gavin, Angela	CA	Branch 159
Gholston, Rachel	CA	Branch 127
Gill, Kiran	CA	Branch 274
Gray, Edna	CA	Branch 127
Ingalls, Dianne	CA	Branch 77
Lee, Shirley	CA	Branch 39
Maginnis, Gary	CA	Branch 466
McClinton, Velma	CA	Branch 39
Patterson, Charles	CA	Branch 497
Perez, Marco	CA	Branch 77
Rahming, Karyn	CA	Branch 77
Tate, Carolyn	CA	Branch 88
Thomas, Linda	CA	Branch 88
Tucker, Carolyn	CA	Branch 88
Wright, Alphonso	CA	Branch 127
Moore, Olin	CO	Branch 65
Collins, Lori	CT	Branch 3
Irvin, Clemon	CT	Branch 3
Morrisroe, Erin	CT	Branch 47
Perkins, Marcia	CT	Branch 3
Williams, Jacob	CT	Branch 47
Bailey, Theresa	DC	Branch 135
Despertt, Tonya	DC	Branch 135
Wright, Marcellus	DC	Branch 135
Brock, Tammy	FL	Branch 81
Gonzalez, Ernesto	FL	Branch 406
Herzog, Rosemarie	FL	Branch 154
Melendez, Carlos	FL	Branch 386
Melendez, Heidi	FL	Branch 81
Reyes, Tiffany	FL	Branch 406
Alos, Kanani	HI	Branch 214

Lech, Stephen	IL	Branch 255
Webb, Marcel	IN	Branch 8
Duplessis, Tomica	LA	Branch 73
Andersen, Robert	MA	Branch 43
Ringie, Kevin	MA	Branch 102
Russell, John	MA	Branch 43
Walter, Richard	MA	Branch 120
Bland, Lauren	MD	Branch 42
Hunt, Theresa	MD	Branch 403
Jones, Anita	MD	Branch 42
Neal, William	MD	Branch 42
Streeter, Arlene	MD	Branch 42
Thompson, Craig	MD	Branch 42
Handy, Truman	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Byrum, Jimmy	MI	Branch 508
Hardin, Donald	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
Hellermann, Regina	MN	Branch 16
Kent, Eric	MN	Branch 104
Miller, Kadee	MN	Branch 104
Brown, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Sarnie, Deborah	NH	Branch 932
Schunemann, Diane	NH	Branch 932
Ayers-Cohen, Pamela	NJ	Branch 79
Slaven, Raymond	NJ	Branch 79
Clayton, Jackie	NV	Branch 463
Pixley, George	NV	Branch 249
Baker, Debbie	NY	Branch 11
Cusyk, Kathleen	NY	Branch 7
DeBerry, Walter	NY	Branch 68
Delgado, Carlos	NY	Branch 100
Dispensa, Joseph	NY	Branch 110
Duncan, Diane	NY	Branch 85
Glasheen, Catherine	NY	Branch 7
Goldman, Jeffrey	NY	Branch 164
Hutt, Jeff	NY	Branch 336
Joyner, Teriko	NY	Branch 27
Rodriguez, Alfredo	NY	Branch 110
Scantlebury, Janet	NY	Branch 68
Schirching, Christy	NY	Branch 27
Seaward, Melissa	NY	Branch 166
Vazquez, Francisco	NY	Branch 110
Velez, Mark	NY	Branch 164
Vincenzi, John	NY	Branch 459
Violante, Vincent	NY	Branch 202
Walston, Richard	NY	Branch 100
Whertley, Romeno	NY	Branch 202
Wiggins, Derrick	NY	Branch 85
Woodruff, Eugena	NY	Branch 459

Bennett, Kelley	OH	Branch 33
Lewis, Gillian	OH	Branch 2
Mayle, Scott	OH	Branch 33
Needham, Timothy	OH	Branch 186
Lehman, Jason	PA	Branch 554
Pineiro, Josian	PR	Branch 216
Hulin, Rene	SC	Branch 225
Aaron, Donna	TN	Branch 947
McMurry, Robert	TN	Branch 165
Mitchell, Denise	TN	Branch 41
Wakefield, Robert	TN	Branch 32
Davis, Pamela	TX	Branch 122
Garcia, Maricela	TX	Branch 103
Garcia, Mario	TX	Branch 288

Hill, Earnest	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Archer, Sylvia	VA	Branch 98
Beasley, Darryl	VA	Branch 526
Brown, Lorraine	VA	Branch 98
Farmer, Joanne	VA	Branch 526
Fordham, Francine	VA	Branch 98
Grooms, Sheena	VA	Branch 98
Martin, Andrew	VA	Branch 526
White Jr., William	VA	Branch 526
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72

## Legislative Update

*Continued from page 24*

Early in the May 17 hearing, DeJoy deflected a question posed by Rep. Eleanor Holmes Norton (D-DC) relating to postal plans for the enhanced authority granted by the Postal Reform Act of 2022 that enables the agency to partner with federal, state and local governments to provide government services. The PMG suggested he was deferring prospective partnerships until such time he believed the agency had the resources to offer those services. Although DeJoy did applaud the Postal Service’s success in shipping and packaging government-issued COVID-19 test kits.

One of the more interesting colloquies was between freshman Rep. Summer Lee (D-PA) and DeJoy. She asked why the Postal Service failed to engage with communities and other stakeholders before implementing sorting and delivery center consolidations, as required under the Postal Accountability and Enhancement Act (PL 109-435). DeJoy responded that the Postal Service complied with the law, yet he could not indicate the level of communication that occurred between affected communities and the USPS.

Lee followed with an inquiry about the PRC’s recent interest in the consolidation plan. She prefaced her question by indicating the case related to stakeholder concerns about the plan’s lack of transparency and public scrutiny. This is the PRC public inquiry referenced in my June column. Lee asked why the USPS requested the PRC to quash the inquiry.

DeJoy did not directly respond to Lee’s question. Rather, he aimed his fire at the PRC, asserting that the regulatory body “proactively participated in the destruction of the organization over the past 15 years.” I am sure the PRC will not take kindly to these remarks.

Another exchange that commanded some attention was a discussion between Rep. Jake LaTurner (R-KS) and DeJoy. It concerned the inefficiencies of processing flats based on a recent PRC study. In addition, LaTurner expressed concern about escalating periodical postage. The PMG was not pleased with the PRC study’s conclusions and took the opportunity to launch another broadside against the PRC, both for the study and its pricing regime.

One of the more significant exchanges—although it did not generate much attention—was between

Rep. Gary Palmer (R-AL) and DeJoy about postal pensions. Palmer asked about a recent USPS Office of Inspector General white paper regarding the investment of postal pension funds. The USPS Board of Governors requested the white paper; at the May board meeting, it was discussed by Chairman Ramon Martinez.

The funds in question include employee and employer Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) contributions. The OIG suggested if pension funds had been invested in stock index and bond index funds, rather than low-yield U.S. Treasury securities, the investment balance would top \$1.2 trillion, rather than hover at \$298 billion. (*The May 25, 2023, episode of NAPS Chat hosted Joy Sanzone, the lead author of the OIG white paper, who provided a detailed explanation of the analysis.*)

In sum, all the issues addressed at the hearing will command NAPS’ attention. These issues may require future advocacy activities to ensure the Postal Service continues to provide the service that Americans expect and deserve.

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

# Here Are the 2023 SPAC Pins

Support SPAC to support the lawmakers who fight  
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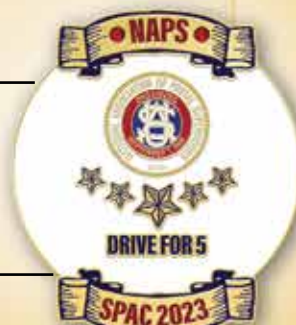
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**National Association of Postal Supervisors**

# **Louis M. Atkins Presidential Student Scholarships**

**Deadline: Dec. 31, 2023**

**T**he **Louis M. Atkins Presidential Student Scholarships** are awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



Applications must be received no later than Dec. 31, 2023. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

NAPS will award five \$1,000 **Louis M. Atkins Presidential Student Scholarships**. One winner will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

Scholarship winners will be announced in January 2024. In addition, the scholarship winners will be listed in the March 2024 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2024. Scholarships may be used to pay expenses in the student’s current or following semester.

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

# The PMG at the National Postal Forum

**Jimmy Salmon**

**T**he National Postal Forum was May 21-24 in Charlotte, NC. The forum, hosted each year in different cities around the country, is an opportunity for members of the mailing community to interact with each other, as well as with the Postal Service and its customers.

The forum gave Postmaster General Louis DeJoy the opportunity to give what you might call the “State of the USPS” address, a “Delivering for America Two-Year Progress Report” and/or a “State of the Business” address. His speech was a little over one hour and is available to everyone on our postal computers and online at [usps.com](http://usps.com).

His presentation touched on all aspects of the “Delivering for America” (DFA) plan and all elements of the jobs we do. He stressed the dramatic changes that need to be made as part of the DFA. The presentation also included many video presentations by USPS executive vice presidents and vice presidents, including Chief Retail and Delivery Officer Dr. Joshua Colin and Chief Processing and Distribution Officer Isaac Cronkhite.

Many presentations focused on the Sorting & Delivery Centers (S&DCs). All the presenters were enthusiastic about their subjects. If you have the opportunity, I recommend you watch the video.

S&DCs are something in which we all have been interested and, perhaps, concerned about since we learned of this initiative. The centers are being implemented regularly; 16 are scheduled

to open in September. There have been delays, so, perhaps not all will open on Sept. 9 as scheduled.

The Postal Service expects to have 30 S&DCs running by the end of this year and about 100 S&DCs running by the end of 2024. The intent is to have over 400 S&DCs over the next three years.



The centers are part of a new logistics network that will include Regional Processing and Distribution Centers and Local Processing Centers. It will be interesting to stay up to date on these implementations as they continue to come online.

The biggest question regarding the S&DCs is how they will affect us, how it

will affect the local postmaster and how it will affect the “spoke” postmaster—the postmaster of an office that loses delivery to an S&DC. While there hasn’t been a lot of information available about this so far, my understanding is the postmaster will remain in their office and continue to operate as a retail and box section unit.

There are myriad questions about hold mail, parcel pick up and many others. There are about 10 S&DCs already up and running. It would be great for all of us to learn how those processes are being handled in the new setup.

Regarding pay, office level and other questions of this type, my understanding is the postmaster of an

*Continued on page 39*

**We're Social**



**Connect With Us!**

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

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

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

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



# Setting and Maintaining Boundaries as a Leader

Submitted by the USPS Employee Assistance Program

**S**trong leaders have clear boundaries. Setting and maintaining boundaries as a supervisor are important to maintain a healthy work/life balance and ensure that all team members are clear on expectations and responsibilities. Boundaries help maintain well-being and provide a greater sense of control. Without boundaries, leaders may be more susceptible to simply doing what others want, rather than making the right decisions for the team.

## Recognizing When You May Need Stronger Boundaries as a Leader

1. Do you often feel overwhelmed or burnt out?

2. Do you feel resentment toward others for asking for your help?

3. Do you avoid phone calls and interactions with those you think might ask for something?

4. Do you notice yourself commenting on how you've helped others, but got nothing in return?

5. Do you daydream about dropping everything and disappearing?

6. Do you lack sufficient time for yourself?

If you've answered "yes" to any of these questions, then your boundaries may need to be explored further and more deeply established. Boundaries best can be described as the limits you set on your time,



space and energy to protect your emotional well-being and health.

Establishing healthy boundaries is one of the highest forms of self-care, allowing each person the opportunity to create parameters they uphold and respect to protect themselves physically, mentally and emotionally. This may sound easy in theory, but it can be quite cumbersome, especially with the demands of family, work and all the many obligations people have day to day. Putting so much energy into fulfilling those obligations rarely leaves space to address individual needs without being intentionality committed,

### Steps to Set and Maintain Healthy Boundaries as a Leader

**Clearly define your boundaries**—Start by identifying what your personal boundaries are, such as how much time you are willing to commit to work and what kind of work you are willing to assume. Spell out your boundaries and share them with your team so everyone is on the same page.

**Communicate your boundaries**—Make sure everyone on your team knows your boundaries and why they are important to you. This will help your team understand your perspective and respect your limits.

**Enforce your boundaries**—It's important to stick to your boundaries and say no to requests or tasks that go beyond them. If you consistently go beyond your boundaries, you risk burnout and resentment toward work.

**Encourage others to set boundaries**—As a leader, you can encourage others on your team to set their own boundaries by leading by example and creating a culture where boundaries are respected and valued.

**Revisit boundaries regularly**—Your boundaries may change over

time as your personal circumstances and workload evolve. Take time to review your boundaries regularly and adjust as needed.

Remember, setting and maintaining boundaries aren't just about protecting your personal time and well-being, but also about being a more effective and productive leader. By respecting your own boundaries and encouraging others to do the same, you'll create a more positive and healthy work environment for everyone involved.

Boundaries are needed in every area of life—in families, intimate partnerships and friendships, as well as at work with colleagues and employees. This can be especially tough to navigate as a people leader. Your staff is depending on you to be accountable and responsible for operations and efficiency and to support them through some of their best and worst life experiences that inevitably impact how they present at work.

### Common issues created by unhealthy boundaries in the workplace:

- doing work for others
- doing tasks alone that were intended for more than one person
- saying “yes” to tasks you cannot responsibly complete
- taking on more than you can handle
- working during down time
- working without pay
- failing to delegate
- failing to take advantage of vacation days
- failing to take needed time off
- flirting
- gossiping
- being asked about personal

issues unrelated to work

- engaging in stressful interactions
- being mistreated based on race, physical ability or sexual orientation
- noticing poor and negative communication among peers or superiors

If you read through the list and realized you have participated in one or more of those behaviors in the workplace, fear not!

There always are opportunities for a fresh start in building and sustaining healthy boundaries.

However, there also is critical personal consequence to not addressing issues of bounda-

ries. Unhealthy work boundaries can erode our emotional and mental health stability, which then can begin to negatively impact your ability to function in your personal life.

Boundaries are determined by the things each person values, which means boundaries will vary from person to person. What works for one person may not work for all. However, the goal is to honor and protect yourself while still being able to effectively engage with others. The USPS Employee Assistance Program offers a wide range of support so this work does not have to be done alone.

It is recommended to use a licensed health coach or even a therapist to evaluate and work toward developing and implementing healthy boundaries. Contact us today at 800-327-4968 (800-EAP-4YOU), TTY: 877-492-7341, or visit the EAP online at [EAP4YOU.com](http://EAP4YOU.com).





# PERF

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## Postal Employees' Relief Fund

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

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

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

### DONATIONS CAN BE MADE:

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

*All donations are tax-deductible.*

For more information, go to  
[www.postalrelief.com](http://www.postalrelief.com)  
202-408-1869  
[perf10268@aol.com](mailto:perf10268@aol.com)





# Notes

from the National Auxiliary

## Happy Birthday, America

### Melva Seals

Texas Area Vice President

**O**n July 4, 1776, the 13 English colonies officially declared their freedom from England. As the years progressed, the 4th of July is celebrated each summer as a patriotic holiday.

The most anticipated part of the holiday are the BBQs where families gather to eat. There is laughter and music as the fellowship begins and stories are told. People are scattered about, relaxing in their brightly colored camping chairs and chatting with each other.

Others are inside preparing the food, with a few overseeing grilling of the main course—juicy hamburgers and hot dogs cooked to perfection.



Stomachs begin to rumble at smelling the smoke from the grill.

When the food is ready, the hosts try to make themselves heard over the sound of chit chat that fills the yard. Finally, the fireworks begin. The colors red, white and blue explode with a zap, followed by a whining crackle. The colors then fall and disappear into the darkness.

Everyone looks up, pointing at their favorite designs, oohing and ah-hing. It is quiet except for the crackling of the fire and the popping of fireworks. A wave of peace passes over the crowd as they feel united in celebrating such a patriotic holiday, our country's birthday.

[melvaseals@sbcglobal.net](mailto:melvaseals@sbcglobal.net)

### The NAPS Postmaster

Continued from page 35

office has two years' saved grade/saved pay. If it gets to the two-year mark and the office still is occupied by the same postmaster, the office

may be reevaluated.

If an office becomes vacant as a result of delivery moving to an S&DC, that office may be reevaluated when the vacancy occurs. Part of the initiative's thinking is if a postmaster is less busy as a result of losing routes, the postmaster will have time to be more present in their community.

I recently have been hearing questions about the S&DCs. I assure you the Postmaster and the Executive Board Postmaster committees will make every effort to stay up to date and get more definitive answers to the questions we all have.

[jimmieinrichmond@gmail.com](mailto:jimmieinrichmond@gmail.com)

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

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#### Jerry Eckert

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Region vacant: Northeast

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

### On the Move?

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

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

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





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<sup>1</sup>APY = Annual Percentage Yield. Rate is current as of May 19, 2023. High-Yield Checking has certain requirements that must be met in order to receive the High-Yield APY. The debit card must be used at least 15 times per month and those transactions must post during the month. SFCU calculates the number of transactions from the first day of the month to the last day of the month. There must be a total of \$1,000 being directly deposited into the account each month. The member must be enrolled in e-statements and can only have one High-Yield Checking per account. If any of the requirements are not met, the account will earn the standard checking account rate for that month. Balances above \$20,000 or accounts not meeting the qualifications earn 0.00% APY, while balances below \$20,000 and meeting the qualifications will earn 4.00% APY. Rates are set by the Board of Directors and may change without notice. Fees could reduce earnings on the account.

<sup>2</sup>The debit card must be used at least 15 times per month and those transactions must post during the month. SFCU calculates the number of transactions from the first day of the month to the last day of the month.

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