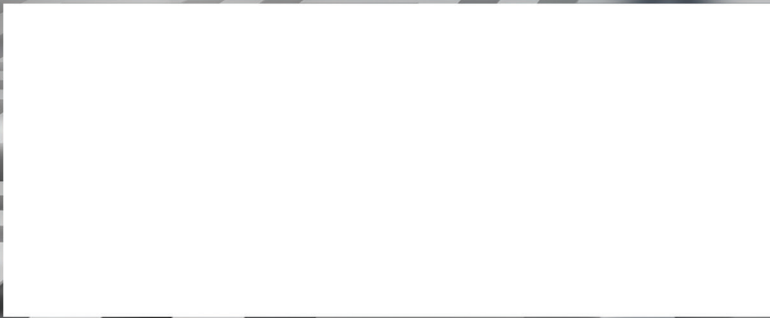


# the Postal Supervisor

August 2023

## USPS Must Truly Commit to Enhancing EAS Employee Engagement

*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).

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# In This Issue

August 2023

## FEATURES

- 8 Executive Board Further Addresses NAPS Budget
- 34 Leading With Gratitude *People who practice gratitude on a regular basis feel happier and have a greater sense of peace and balance; we cannot experience gratitude without thinking about others.*

## RESIDENT OFFICERS

- 3 Ensuring Members Have Options in a RIF *Ivan D. Butts*
- 4 NPA—Trickle-Down Economics? *Chuck Mulidore*
- 5 Dues Assessment to Begin Aug. 26 *Jimmy Warden*

## COLUMNS

- 26 Legislative Update *Bob Levi*
- 36 The NAPS Postmaster *Joseph O'Donnell*

## DEPARTMENTS

- 7 2023 NAPS State Conventions
- 11 NAPS DDF Representation Request Form
- 12 NAPS of Note
- 22 Views from the Vice Presidents *Dee Perez, Bobby Bock and Marilyn Walton*
- 24 Perspective from the Immediate Past President *Brian J. Wagner*
- Thrift Savings Plan *June 2023*
- 28 NAPS Training Calendar
- 30 2023 SPAC Contributors
- 31 SPAC Scoreboard
- 38 Louis M. Atkins Presidential Scholarships
- 39 Notes from the National Auxiliary *Patricia Jackson-Kelley*



# Ensuring Members Have Options in a RIF

“Change is the only constant” means change is the only thing constantly present in our lives. This quote by Greek philosopher Heraclitus explains that life cannot go on without change.

From the beginning of our lives, we experience change from conception to birth. Our environment changes from a fluid-filled space to a world filled with air.

Humans are created to embrace change and grow in its presence. But people often grow very comfortable in their spaces that provide comfort and security. Thus, we weaken ourselves and our mindsets and become resistant to change. At the same time, we need change to move forward.

On June 2, the USPS announced the latest reduction in force (RIF) in the 13 Logistics Divisions, which impacts 235 EAS employees who received general notices of RIF with

“No Best Offer.” The effective RIF date is Sept. 8, 2023.

This organizational change raises some challenging questions. Why were EAS positions in the Logistics silo continually posted and filled as late as two weeks before the announced RIF? Why would the USPS continue to post and place EAS employees in positions they knew would be RIF’ed as of Feb. 7, 2023?

NAPS contends this sentence, “Implementation of these changes as proposed may result in employee impacts requiring a reduction in force to be administered,” does not constitute consultation with NAPS. Additionally, this vague statement of a possibility does not constitute implementation of NAPS’ rights under 39 U.S. Code § 1004(b) “to participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and

other managerial employees.”

In the 2022 organizational change, we saw EAS employees with veterans’ preference being assigned at the beginning of the USPS process. Some were assigned to identical EAS positions crisscrossed over state lines with each other; others were moved beyond the maximum commuting distance. Employees were left doing the work the chaos and disruption caused as a result of the USPS and the algorithms it could not get right.

Guidance issued by the Office of Personnel Management (OPM) for other federal agencies suggests points designed to minimize disruption during a RIF:

1. The RIF is so disruptive to the organization it may require more extensive outplacement efforts than a reorganization within a division, which may result in a few involuntary reductions in grade.

2. Does management need to reduce whole numbers as in “across-the-board cuts,” or is there the possibility of reshaping specific organizational functions? There typically is less disruption to an organization when specific functions are reshaped than when entire operations are closed.

3. Retraining as a tool to increase the voluntary attrition of employees in excess positions to other positions includes training and development to close skills gaps and to give an employee the knowledge and skills leading to another occupation. By retraining these proven employees into a related or even a new line of work, the

agency can most efficiently resolve significant present or projected skills gaps in its workforce. Retraining benefits include minimizing disruption to the work environment and building workforce morale, particularly when the agency uses retraining as an alternative to involuntary separations and demotions from downsizing.

4. The HRO should emphasize to agency management and members of its RIF-related teams that effective

*Continued on page 7*



**Ivan D. Butts**  
President

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

Issue	Copy Deadline*	Mails
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.

# NPA—Trickle-Down Economics?

Recently attended, with the other NAPS resident officers, an initial NPA meeting with postal leaders at the Bolger Center. The Postal Service engages in consultation with NAPS on NPA reflecting language in 39 U.S. Code § 1004(b), which reads:

“The Postal Service shall provide a program for consultation with recognized organizations of supervisory and other managerial personnel who are not subject to

collective-bargaining agreements under chapter 12 of this title. ... such organization or organizations shall be entitled to participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.”

While this means the Postal Service must engage in consultations with NAPS relating to the NPA goal-setting process, it does not necessarily

mean NAPS agrees with any or all of the goals ultimately enacted by the Postal Service. NAPS’ position has been that the Postal Service has a right to set organizational goals as does any company. However, NAPS believes that once these goals are translated into pay for EAS employees, we do not agree with that premise.

It is, in fact, one of the pillars of the NAPS v. U.S. Postal Service lawsuit that the Pay for Performance system provides neither adequate pay nor performance based on the complexity of the system, among a host of other factors. However, the purpose of this month’s column is to discuss my impressions of that initial NPA meeting, which, in my opinion, laid the foundation for the subsequent NPA meetings to come over this summer.

First, I found the Postal Service meeting participants to be actively engaged in this process. While they had to work within the parameters of the Postal Service’s pay system and its limitations, they worked collaboratively to develop a set of NPA goals that, in their mindset, would lead to a motivated EAS workforce.

While I respect that and appreciate their openness to receive feedback from your NAPS officers, I noted several goals where the focus was on the wrong direction. For example, at the outset of the meeting, a PowerPoint slide titled “Strategic Focus FY2023-2024” was presented. The slide listed 11 bullet points of the so-called “Delivering for America” plan (DFA), many of

which used key words such as transformation, optimization and strategic investment.

Unfortunately, the last bullet point was titled “Enhance Employee Engagement.” For me, that set the baseline for the organization’s commitment to actually transform, optimize and strategically invest not in the supervisors, managers, postmasters and support professionals who actually are responsible for implementing the DFA, but at the executive level.

That level believes the only way to improve the Postal Service is to build another plant network, conduct a RIF where necessary, move local post offices to Sorting & Delivery Centers (S&DCs) miles away from the communities those post offices serve, regularly increase postage rates and slow service at a time when our competitors are speeding up service based on customer desires. While some of these initiatives—such as building out new mail processing plants, investing in electric vehicle infrastructure and upgrading existing offices—may be necessary and long overdue, it is unfortunate that enhancing employee engagement as a corporate initiative is at the bottom of the list.

In my opinion, that initiative should be at the top of the list—number 1! Only by transforming the EAS employee experience into a workplace of harmony, innovation and motivation will true transformational change occur in the Postal Service. It won’t happen just by optimizing carrier routes, transforming the projected 10-year financial status or publishing new, commercially aligned procedures manuals—all of which were listed above regarding enhancing employee engagement in that PowerPoint presentation.

A few other observations from that initial NPA meeting include the complexity of over 17,000 NPA scorecards, which reminded me of the Fact-Finding panel’s comment, made just before NAPS filed its lawsuit against the Postal Service over the FY16-19 pay consultation process. The panel found the NPA system was too cumbersome and complex to be understood by most EAS employees.

In fact, many of the executives in the recent meeting at Bolger did not quite understand all the complexities of the NPA system. If the persons designing the pay system struggle with it at times, how can we expect the average EAS employee to understand it?

A final observation is a refrain that often was repeated during the meeting: NPA should be “driving the

*Continued on page 7*



**Chuck Mulidore**  
*Executive Vice President*

# Dues Assessment to Begin Aug. 26

In the previous two issues of *The Postal Supervisor*, NAPS published minutes from the Executive Board meetings held over the past few months. At our spring 2023 Executive Board meeting, I presented the FY23-24 budget for the period June 1, 2023, to May 31, 2024.

The budget was discussed at multiple board Zoom meetings. At the May 30 meeting, a motion passed to

levy a special assessment. I would like to bring you up to date on where our finances stand and the reason for the assessment.

First and foremost, NAPS is not in a dire financial situation and remains financially stable. The Executive Board is ensuring NAPS' ability to move forward and continue to offer our members the best representation.

Our new fiscal year budget has projected expenses of \$4,856,974;

income for the same period from projected dues is \$2,305,455. Other miscellaneous income is projected at \$12,508.00. NAPS needs to withdraw \$2,539,011 from our investments to cover the projected expenses.

In the past, our investment gains have allowed us to withdraw funds to cover expenses. Over the past two years, our investment portfolio has not had the gains it has had over the past 10 years. Our portfolio manager/adviser from PNC Bank addressed the board at the spring meeting. She reported that projections indicate the market will not return to the bull market it previously experienced. As a result, the Executive Board is taking actions necessary to sustain financial stability going forward.

In addition to our investment portfolio not earning the same returns as in the past, we continue to face challenges in renting the vacant space at NAPS Headquarters, 1727 and 1729 King Street. Currently, the commercial vacancy rate in Old Town, Alexandria, is 12.7%. This is the lowest vacancy rate compared to surrounding areas.

Many commercial buildings in Old Town are converting to residential properties. It would be extremely costly for NAPS to consider this option. We would need

approval from the City of Alexandria, then with the King Street MetroPlace Owners Association (KSMPOA).

If it even were approved, which would entail affiliated costs, the cost of renovating the building to a residential property would be enormous. Adding new plumbing, reconfiguring the electrical wiring and floor layout and establishing rooms and entranceways alone would entail tremendous costs.

Increasing membership is critical, but is not the sole answer. If the dues per capita remained at \$3.50 per pay period and NAPS signed all 10,000 nonmembers, NAPS would add \$910,000 a year. Signing nonmembers would have a positive impact on our financials, but would not fully resolve the need for more income.

As you have read the board minutes published in the June and July issues of *The Postal Supervisor*, as well as the June 6 meeting minutes published in this issue, the Executive Board has taken measures to reduce expenses by passing motions and recommendations. On June 6, it also was decided to change the effective date of the assessment previously approved to begin on July 1, 2023, to now become effective on Aug. 26, 2023.

This change was made in order to give branches the opportunity to review their financials to ascertain if the assessment could be absorbed or an increase in dues is needed. For a branch to increase its dues, if not stated in its branch Constitution & Bylaws, the branch must hold a meeting and a motion be passed by the body.

The assessment of \$2 per active member and \$1 per associate member per pay period will begin Aug. 26, 2023, and remain in effect until Oct. 4, 2024. Therefore, the assessment will be in effect for the September 2023 DCO, which branches will receive in October 2023. A resolution requesting an increase in the per-capita dues will be submitted at our 2024 National Convention. NAPS delegates at the convention will decide because a permanent per-capita dues increase is a constitutional change and must be approved by attending delegates.

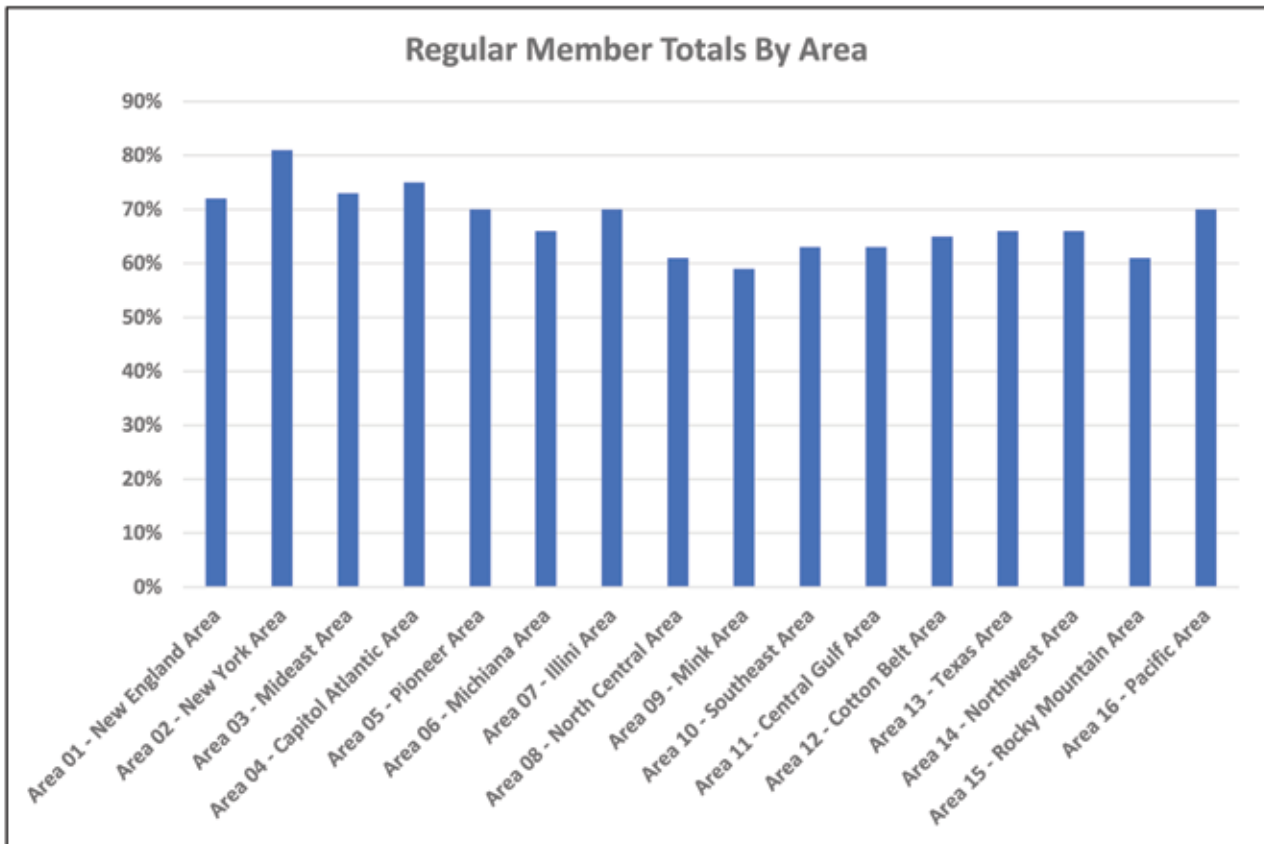
I have been receiving calls from some branches asking why there was not a gradual increase starting two years ago. In response, please realize there was not a need to raise the per capita or an assessment at that time. As I stated earlier in this column, this is exactly what the Executive Board now is doing—preparing for

*Continued on page 7*



**Jimmy Warden**  
Secretary/Treasurer

## National Association of Postal Supervisors Membership Report May 2023



Regular Member Totals By Area	
Area 01 - New England Area	72%
Area 02 - New York Area	81%
Area 03 - Mideast Area	73%
Area 04 - Capitol Atlantic Area	75%
Area 05 - Pioneer Area	70%
Area 06 - Michiana Area	66%
Area 07 - Illini Area	70%
Area 08 - North Central Area	61%
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	61%
Area 16 - Pacific Area	70%
<b>Total Regular Member %</b>	<b>69%</b>
<b>Total Regular Members</b>	<b>24,707</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>10,910</b>
<b>Total NonMember %</b>	<b>31%</b>



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



## Ensuring Members Have Options in a RIF

*Continued from page 3*

counseling is critical to minimize disruption resulting from the agency's RIF.

While we can debate how well the USPS fares in minimizing disruption in its RIF process, what we hear from OPM on oversight is the USPS gets a broad degree of latitude in running its organizational changes. The frustration that leaves NAPS with up-to-the-last-minute efforts to ensure everyone who wishes to continue working at the USPS can do so is the process that is supposed to minimize the RIF.

The ELM 354.23 lists 11 different strategies the USPS can consider in any combination it desires:

"To minimize or avoid the impact of a RIF, Human Resources, in coordination with the business function, may implement some or all the following actions:

- a. Freeze hiring and promotion actions.
- b. Separate contract employees, temporary employees, and reemployed annuitants.
- c. Reassign employees:
  1. To vacant positions in the same competitive area or other competitive areas.
  2. To positions within or outside the commuting area. This may be voluntary (e.g., where an employee has responded to a vacancy announcement) or directed by management.

**Note:** Reassignments are not subject to RIF procedures when employees are involuntarily placed into

same-level positions.

d. Cancel all detail and temporary promotion PS Forms 50, *Notification of Personnel Action*.

e. Terminate probationary employees.

f. Approve employee requests to voluntarily change to vacant positions at lower grades within the competitive area, including bargaining positions.

g. Provide voluntary resignation incentives.

h. Obtain approval from OPM to offer a voluntary early retirement option.

i. Provide voluntary early retirement incentives.

j. When circumstances warrant, implement other RIF avoidance measures, provided such measures comply with regulations and, if appropriate, the applicable collective bargaining agreements."

As you read, the numerous options cause confusion when different combinations are used from one organizational change to the next—to mention the USPS changed the definition of a competitive area in 2021 from the Finance number to the operational function, further complicating the process.

Regardless, these obstacles will not deter NAPS Headquarters from continually monitoring all organizational changes to ensure our members have every opportunity to continue working for America's Postal Service.

In solidarity ...

**naps.ib@naps.org**

## NPA—Trickle-Down Economics?

*Continued from page 4*

right behavior," as if EAS employees would do the right thing only if properly motivated by a complicated pay system. News flash! Our people show up every single day to do the best job they possibly can because they care about the Postal Service and the customers it serves.

Quite frankly, I found that comment to be disturbing. It underscores, in my opinion, why bullet point 11 regarding enhancing employee engagement is at the bottom of the list. The Postal Service can—and must—do better.

**naps.cm@naps.org**

## Dues Assessment to Begin Aug. 26

*Continued from page 5*

the upcoming years.

For the Executive Board to request this assessment with the investment portfolio we had two years ago would have been a difficult ask. The previous per-capita dues increase took effect Jan. 5, 2005. Even with this assessment and the budget reductions made by the Executive Board, we still are looking at withdrawing approximately \$1,358,007 from our investments to cover anticipated expenses for this fiscal year.

I hope this gives a better understanding as to why the assessment is needed at this time. I assure you your Executive Board is working diligently and fully exercising their fiduciary responsibilities for the betterment of the association.

Remember, increasing membership demonstrates leadership. Stay safe!

**naps.jw@naps.org**

## 2023 NAPS State Conventions

Dates	State(s)	Location
Aug. 10-11	Western Region	Ala Moana Hotel, Honolulu
Sept. 16	Indiana	Indianapolis Fire Dept. Headquarters
Oct. 4-5	MINK Area	Kansas City, MO

*Please report state convention dates to NAPS Headquarters.*

# Executive Board Further Addresses NAPS Budget

### Submitted by Jimmy Warden

Secretary/Treasurer

The June 6 Executive Board meeting via Zoom was called to order at 4 p.m. by Executive Board Chair Chuck Lum. All board members, except Myrna Pashinski, who was excused, were in attendance. Also in attendance was NAPS Legal Counsel Bruce Moyer

The meeting agenda was to follow up on the May 30, 2023, meeting that addressed NAPS' FY23-24 budget and dues assessment. President Ivan D. Butts thanked board members for attending to finalize the NAPS budget and dues assessment.

Secretary/Treasurer Jimmy Warden gave an update on the finances. As of May 31, 2023, PNC investments were \$7,112,418.48. In May 2023, no funds were withdrawn from investments; there was no gain in investments. There was a decrease of \$63,898.25 based on losses and fees.

Warden, being on the prevailing side of Motion #1 from the May 30 Executive Board meeting, asked for reconsideration; the request was seconded by Executive Vice President Chuck Mulidore. The reconsideration was passed by voice vote.

Warden asked that the effective date of the assessment be changed from July 1, 2023, to Aug. 26, 2023, to allow branches time to consider either absorbing the assessment or holding a meeting to increase their branch dues to cover the assessment.

Warden did not think it fair to give branches only three-weeks' notice of the assessment. Therefore, Warden requested the motion be changed as follows:

**Motion #1**—Submitted by Secretary/Treasurer Jimmy Warden, seconded by Northeast Region Vice President Tommy Roma, that:

“Effective Aug. 26, 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 investments and realty revenue not anticipated when the Executive Board adopted the FY23 budget.”

The motion passed unanimously.

**Motion #2**—Submitted by New York Area Vice President Dee Perez, seconded by Immediate Past President Brian Wagner:

“1098-80-00-Presidential Assignments—Presidential assignments being approved for associations only related to NAPS postal business, eliminating associations that have nothing to do with our NAPS business.”

Voting “yes” were Warden, Roma, Austin, Perez, Dallojacono, Griffin, Laster, Trayer, Mooney, McCartney, Bock, Valuet. Voting “no” were Butts, Mulidore, R. Green, Johnson, Elizon-

do, Walton, Moreno, Studdard, S. Green, Davis and Wagner.

The motion passed 12-11.

**Motion #3**—Submitted by Perez, seconded by MINK Area Vice President Kelly McCartney:

“537-70-00-NAPS Auto Expense—The current budgeted \$26,536, starting the new calendar year lease or at the end of the current lease—which ever comes first, shall be cut by 55% in order to save \$14,594.80, which allows a working balance of \$11,941.12 a year or \$995.10 per month.”

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

The motion passed 17-5.

**Motion #4**—Submitted by Perez, seconded by Wagner:

“551-70-01-SPAC Reception—\$40,000, cut 50% from the current proposed budget to \$20,000, which leaves a working balance of \$20,000. If this amount doesn't cover the party/reception, then open the reception up to other members who wish to pay what it costs per person in order to cover all expenses associated with this affair and avoid losing money.”

Southeast Area Vice President Robert Bock made a recommendation, seconded by Central Gulf Area Vice President Dwight Studdard, to table this motion until the fall board

*Continued on page 10*



# NAPS Executive Board Directory

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## June 6 Executive Board Meeting

*Continued from page 8*

meeting. A voice vote was taken; the recommendation passed.

It was decided to go to Motion #6, then address Motion # 5, as Motion # 5 pertained to NAPS legal counsel who was in attendance at the meeting.

**Motion #6**—Submitted by Perez, seconded by Roma:

“833-65-75-DDF Provider to Attend Board Meeting—His presence can be done via Zoom for a scheduled hour if it is necessary at the fall and spring board meetings and eliminates attendance at the LTS. The savings will be the daily fees NAPS incurs for the entire week.”

The motion passed unanimously.

Moyer was asked to sign off the Zoom meeting before the board addressed Motion #5.

**Motion #5**—Submitted by Perez, seconded by McCartney:

“During Executive Board fall and spring meetings and at the LTS, NAPS legal counsel will make his presentation via ZOOM or a one-day, in-person presentation. The savings will be the daily fees NAPS incurs for the entire week.”

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

The motion passed 12-11.

Wagner stated Motion #5, passed at the spring 2023 Executive Board meeting, needed to be addressed.

**Motion #5**—Submitted by Jimmy Warden, seconded by Central Region Vice President Craig Johnson:

“I move, based on the fiduciary responsibility bestowed on me when

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

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

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

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

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

The motion passed 23-1.

Butts reported that ConferenceDirect spoke with the hotel regarding cancellation damage; NAPS would not incur any fee other than that of ConferenceDirect for mitigating on its behalf. After discussion, a motion was filed.

**Motion #7**—Submitted by Michiana Area Vice President Kevin Trayer, seconded by Bock, that:

“Due to the recommendations previously passed reducing the spring board meeting by two days, having only a one-day budget meeting and reducing the fall board meeting by one day, that the fall board meeting remain a three-day, in-person meeting—arriving on Sunday and departing on Thursday.

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

The motion passed 21-1.

**Motion #8**—Submitted by Richard Green:

“Move to accept the 2023/2024 budget.”

Board Chair Chuck Lum ruled the motion out of order as the budget has not been updated and finalized due to changes just passed in these motions.

Western Region Vice President Marilyn Walton closed the meeting with a prayer. Butts adjourned the meeting at 7:15 p.m.

# 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**



## Supreme Court Sides with USPS Rural Letter Carrier

**Bob Levi**

*NAPS Director of Legislative & Political Affairs*

On June 29, the U.S. Supreme Court, in a unanimous 9-0 decision, sent back to the lower courts the case

of whether the USPS violated the law by not accommodating a Sabbath observer who failed to show up for work on Sundays. The case, *Groff v. DeJoy*, was discussed with Nick Reaves of the Yale Law School Free Exercise Clinic on the March 10 episode of *NAPS Chat*, taped shortly before the case was argued before the Supreme Court.

In its June decision, the court revised the standard that lower courts

must now use to evaluate whether an employer must accommodate religious practices. (The decision impacts all employers, not just the USPS.) The new criteria must contemplate whether the religious accommodation poses a *substantial* hardship or an *excessive* cost in relation to the conduct of a business.

The previous standard was whether an accommodation posed *more than a minimum* cost or hardship. Consequently, the Supreme Court established a stricter benchmark for employers to use if they refuse to accommodate an employee's religious practices.

The postal employee, rural letter carrier Gerald Groff, refused to deliver mail on Sundays due to his religious convictions. As a result, Groff received progressive discipline; he eventually resigned from the USPS. Groff sued the USPS, claiming the agency should have accommodated his religious beliefs.

Both the federal district court and the federal court of appeals ruled in favor of the USPS, based on the old standard. In *Groff v. USPS*, Justice Samuel Alito, writing for the court, remarked, "It would not be enough for an employer to conclude that forcing other employees to work overtime would constitute undue hardship." The employer should seek other options to accommodate, such as voluntary shift swapping, incentive pay and coordination with nearby post offices that have more staff.

The Supreme Court ended its decision by stating it does not foreclose the possibility the USPS will prevail in the lower courts, but the lower court should use the new standard to evaluate whether or not the USPS complied with the law in failing to accommodate Groff—specifically whether such an accommodation would impose a substantial hardship or excessive cost on USPS operations.

### Latest 'EAS Carry Survey' Results

Following is the June 13 update regarding EAS workhours being reported on the "EAS Carry Survey." The data validates the mandate that EAS employees deliver mail in violation of the CBA and to support the request for additional pay used for the "delivery of mail."

#### Atlantic Retail & Delivery

District	Hours
ME-NH-VT	1,008.47
New York 3	505.75
North Carolina	268.58
MA-RI	216.08
Pennsylvania 1	173.42
DE-PA 2	150.08
Virginia	52.50
Maryland	51.83
<b>Total</b>	<b>2,426.72</b>

#### Central Retail & Delivery

Area	Hours
MN-ND	758.02
IA-NE-SD	354.50
Wisconsin	250.33
Illinois 2	133.50
Indiana	124.33
Ohio 1	80.75
KY-WV	66.75
Michigan 2	66.00
KS-MO	47.67
Illinois 1	36.25
Michigan 1	15.67
Ohio 2	7.00
<b>Total</b>	<b>1,940.77</b>

#### Southern Retail & Delivery

Area	Hours
South Carolina	94.75
AR-OK	73.17
Texas 1	56.92
Tennessee	28.17
Texas 3	21.50
Florida 3	18.92
Florida 2	18.00
AL-MS	16.92
Texas 2	15.25
Georgia	11.42
Puerto Rico	11.00
Louisiana	8.75
Florida 1	3.25
<b>Total</b>	<b>378.00</b>

#### WestPac

Area	Hours
ID-MT-OR	474.00
Washington	267.83
NV-UT	164.00
CO-WY	159.58
California 1	116.75
California 2	100.58
AZ-NM	38.33
Alaska	22.33
<b>Total</b>	<b>1,343.42</b>

Executive Vice President Chuck Mulidore met in June with multiple lawmakers on Capitol Hill, thanking them for their support of NAPS legislation, including H.R. 594, Postal Supervisors and Managers Fairness Act of 2023; H.R. 595, Postal Employee Appeal Rights Amendment Act; and H.R. 3005, Postal Police Reform Act of 2023.



Reps. Nikki Budzinski (D-IL) and Earl Blumenauer (D-OR)



House Democratic Whip Katherine M. Clark (D-MA)



Rep. Maxwell Alejandro Frost (D-FL)



Rep. Dan Goldman (D-NY), House Oversight & Accountability Committee



Rep. Wiley Nickel (D-NC)



Rep. Pat Ryan (D-NY)



Rep. Eric Sorenson (D-IL)



Rep. Emilia Sykes (D-OH)



Des Moines, IA, Branch 172 officers were installed April 2 by Central Region Vice President Craig Johnson. Over 35 branch members and guests attended the installation. After the officers were installed, Johnson had a Q&A session in response to questions cards filled out by branch members. From left: Johnson, Branch 172 Secretary/Treasurer Natalie Welter, Executive Vice President Paul L. Pickart and President Daniel Coy.





Southeast Area Vice President Bobby Bock (right), with Georgia State President Jose Smyly, awarded Elvina Cox, Atlanta Branch 82 vice president, Georgia Officer of the Year.



Tallahassee Branch 354 President Debra Johnson was named Florida State President of the Year. From left: Southern Region Vice President Jaime Elizondo Jr., Johnson, Southeast Area Vice President Bobby Bock and Florida State President Roe Herzog.



The Postal Service and NAPS held a California 3 Central Valley meeting in June. Representing the USPS were MPOOs LaTanya Degraffenreed and Neil Gonzales. HR Manager Mary E. Bream and Labor Relations Manager Jesse Dearo attended via Zoom.

NAPS attendees were Central Valley Branch 127 President Debbie Baker, Vice President Jackie Star, Secretary Alex Soto, Treasurer Marsha Danzy and members David Maestas and Sucha Attwal. California State Branch President Marilyn Jones and Western Region Vice President Marilyn Walton attended via Zoom.

Issues discussed included work-

place climate, complement, mentoring, extra workload due to staffing shortages, EAS compensation and scheduled changes and how to improve the overall workplace environment.

There also was discussion on communication, including requests for clear instructions to avoid confusion. Members offered feedback regarding tone of conversations, particularly on Zoom meetings, and a request for mentoring and training. Management's perception was meetings are direct and to the point.

A topic of discussion was why EAS employees are opting to resign.

NAPS asked the HR manager if exit interviews are being conducted; exit interviews currently are with craft employees. NAPS asked if exit interviews could be done at some point with EAS employees to provide feedback to retain this group.

Branch 197's membership is split between California 2 and 3; NAPS officers are dealing with two management styles in representing members. The meeting was helpful and an opportunity to discuss Branch 197's issues and concerns with their USPS managers and partners.



**North Carolina Career Conference**



From left: Carolinas Bi-State Branch 936 President Rodney Charles, Charlotte, NC, Branch 183 President Jean McLaughlin and Branch 936 Vice President Michael Belger.



Charlotte Branch 183 President Jean McLaughlin and A/VP David Joseph.



Charlotte Executive Postmaster Justin Henderson and attendee from Harrisburg, NC.



Carolinas Bi-State Branch 936 table

**New York District 2 Career Conference**



From left: Long Island Branch 202 President Tom Barone and officers Jay Singh, Vinny Nicholosi and Vinny Vigelante and NAPS New York Area Vice President Dee Perez.

New York District 2 District Manager Frank Calabrese and NAPS New York Area Vice President Dee Perez





# Texas NAPS 100th State Convention



Texas State Branch 948, led by President Mae Fletcher, celebrated its 100th convention in Shenandoah, TX, hosted by Houston Branch 122. The theme was "Ten Decades of Change."



Houston Branch 122 hosted the event.





NAPS Secretary/Treasurer Jimmy Warden was presented an American flag flown over the Texas Capitol and a certificate of authentication that acknowledged the branch's 100th state convention. From left: Houston Branch 122 President Richard Carmona, Warden and Branch 122 member Johnetta Ferguson.



Shenandoah, TX, Mayor John Escoto (left) presented Houston Branch 122 President Richard Carmona with a proclamation declaring the week of June 19-23, 2023, the National Association of Postal Supervisors Week. Carmona worked as a letter carrier in Bronx, NY.



Former NAPS President Louis Atkins addressed attendees.



Texas Area Vice President Pamela Davis addressed attendees.



NAPS Headquarters presented Texas State Branch 948 a proclamation in honor of its 100th convention. From left: Houston Branch 122 President Richard Carmona, Branch 948 President Mae Fletcher, NAPS President Ivan D. Butts and Secretary/Treasurer Jimmy Warden.

Houston Postmaster Julia Wilber, currently detailed as A/DM in Louisiana, addressed attendees.



NAPS Southern Region Vice President Jaime Elizondo Jr. addressed attendees.



NAPS Secretary/Treasurer Jimmy Warden swore in the officers of Texas State Branch 948, Dallas Branch 86, Dallas NDC Branch 559 and Fort Worth Branch 124.



# NAPS Capitol-Atlantic Area States Convention



James E. Parks Jr. NOVA District Branch 526 attendees



Former NAPS Eastern Region Vice President Dotty Wileman was honored for her service and dedication to NAPS.



Delegates from Charlotte, NC, Branch 183 presented a certificate honoring Dorothy L. Faust to her daughter, NAPS member Jevonda Faust Gilbert.



NAPS President Ivan D. Butts swore in newly elected officers.







Maryland District Manager Lor McLucas addressed attendees.



Raleigh, NC, Branch 177 was renamed the Joseph Winters Raleigh Branch 177. In front: Carolyn and Joseph Winters. From left: Branch 177 President Beverly Torain, NAPS Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore and President Ivan D. Butts.



Golfers participating in the Sandy Rankin Memorial Golf Outing were Mike Fields, Darryl Williams, Irvin Drummond, Ed English, Andre Jones, Julius Small, James Drummond, David Johnson, Rodney Charles, Richard Green, Curley Brown, Charles Payne, Tony Rankin and William Taylor.

Illini Area Vice President Luz Moreno swore in officers for Chicago BMC Branch 541. From left: Vice President Rodney Lane, President Shasta Phillips and Treasurer Katie Howard. Not pictured, Secretary Nina Garlington.



The newly sworn-in Branch 541 officers were joined by fellow branch members.

Reno Branch 249 hosted a spring dinner meeting. After the area's harsh winter, it was a beautiful drive up the Sierra Mountains to meet NAPS members. From left: Rocky Mountain Area Vice President Myrna Pashinski, Branch 294 Vice President Javier Contreras, President Raja Mostafa, NAPS Immediate Past President Brian Wagner, Western Region Vice President Marilyn Walton and Branch 294 Secretary/Treasurer Lynn Homes.



Northeast Region Vice President Tommy Roma made his annual birthday visit to former NAPS President Vince Palladino's grave in June.



## Pennsylvania State Convention



From left: Jerry Chonka, Mike Kugel, Pennsylvania State Branch 941 President Sue Bartko, NAPS Mideast Area Vice President Tony Dallojacono, Rep. Madeleine Dean (D-PA), Pat Timothy, Casei Uber, Eric Smith, Anthony Dirado, NAPS Secretary/Treasurer Jimmy Warden and Darrell Williams.

Rep. Madeleine Dean (D) spoke to delegates and took questions. NAPS members highlighted NAPS-supported bills and asked for her support.



DE-PA 2 District Manager Edward Williamson spoke to delegates and took questions.



Pennsylvania State Branch 941 President Sue Bartko

NAPS Secretary/Treasurer Jimmy Warden swore in new officers.





# 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.

## Let's Do a Better Job Building Relationships

**Dee Perez**

*New York Area Vice President*

Is it the workload, the expectations being dumped daily on local management and front-line supervisors or the constant changes to which we are asked to adapt? We are in a constant state of flux every week.

The message is clear from reading many of your emails and speaking to you at NAPS training seminars, branch meetings and state conventions: You are frustrated, tired and mentally exhausted with all this data and reports. Some EAS employees are at a breaking point. If you are at your breaking point, please contact the Employee Assistance Program at [EAP4YOU.com](http://EAP4YOU.com); help is available 24/7.

You may be fed up with the way upper management treats you. And regarding all the Zoom meetings where you hear the same broken-record messages play repeatedly, for hours, I understand you tune out after 15 minutes. You may need to reevaluate the job and ask yourself if really it's something you want to continue to do. Unfortunately, from the handwriting on the wall I'm reading, it's going to get far worse.

At the New England State Convention in May, I did a presentation on membership. I addressed the nonmember issue that affects every NAPS branch. In addition, former NAPS Executive Vice President Jay Killackey did a presentation on representation. The overall presentation was spot on, but, more importantly,

his message was about building relationships with those in the chain of command.

If we are to have successful work relationships, we must aspire to have mutual respect, communication, honesty and integrity. We must work as a team, pulling in the same direction. Without these attributes, you are doomed as a leader, as well as the team relationship you are trying to build.



At every level in NAPS and the Postal Service, we all need to do a better job in building relationships—not just with our co-workers, but also with our superiors and subordinates so there's mutual trust among everyone. This applies to CRDOs, DMs, MCSOs, MPOOs, support specialists, postmasters, area managers, MDOs and supervisors.

The entire chain of command needs to look in the mirror and change. You start off by giving respect to those subordinates who

work for you. If you treat them right, they will respect you. Far too often, though, a write-up or adverse action is the result of a personal issue involving you and your supervisor; this must cease.

We must stop personalizing things with each other and, instead, be on the same page and work things out. All EAS employees need to start taking care of business. You were not hired to appease craft employees. Rather, you were hired to manage them, make sure they are performing to their demonstrated performance expectations, following your instructions and coming to work daily. Then, perhaps, the relationship with your manager will be better and far more respectful.

If all EAS employees maintain their integrity 24/7 and take care of their postal responsibilities, I suspect we would have very few to no adverse actions or letters of warning being issued to EAS employees by EAS employees!

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

## We Really Are One Family

**Robert "Bobby" Bock**

*Southeast Area VP*

At my branch meeting, a member informed everyone that a MPOO in Florida 2 was planning a softball tournament/family event. Hearing this, I made a motion to offer financial support for the event. The members passed my motion and our branch informed the MPOO that NAPS was all in.

Postmaster Alex Herrera had a vi-

sion, along with other EAS employees, on how to put together this event. Craft employees also participated in the planning, ensuring it would be a family event.

The event was attended by over 300 employees and family members; 10 offices fielded teams for the softball tournament. Competition on the softball field was fierce, but friendly; everyone had a great time. For one day, there was no separation of clerks, carriers or supervisors. It



simply was postal employees and their families having a good time.

I would like to give a shout out to Hal Barber, the leader of MPOO D. Hal was chef for the day along with Central Florida Branch 406 President Ernie Gonzalez. I also want to recognize and thank all the volunteers who made this day a success.

The softball tournament aside, the true winners on the field in Winter Park, FL, were the families who participated and enjoyed the festivities. I can't say enough about the EAS employees in the MPOO D group. I am so proud of the way they

worked to make this a success.

I think these types of gatherings

can be replicated around the country. This NAPS-sponsored event raised the morale of the employees who participated. We might invite the PMG to our

next tournament to throw out the first pitch!

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



Florida 1 MPOO  
Hal Barber



Central Florida  
Branch 406  
President Ernie  
Gonzalez



Alex Herrera, Branch 406 and postmaster of Cassleberry, FL



## Oregon State Convention Recap

### Marilyn Walton

*Western Region Vice President*

This year's Oregon State Convention, a one-day training and information session, was held at Spirit Mountain Casino's Event Center in Grand Rode, OR. Oregon State Branch 954 President Chad Itami, Portland Branch 66 President Aric Skjelstad and Portland District Branch 66 Editor Dan O'Donnell hosted the convention.

Special invited guests were NAPS President Ivan D. Butts, Northwest

Area Vice President John Valuet and me. At the start of the session, William Schwartz, USPS district manager, Oregon-Idaho-Montana, via Zoom, thanked NAPS members for their professionalism is representing members. He encouraged all EAS employees to affiliate with NAPS and committed to have more interaction with NAPS and keep the lines of communication open.

Julien Wold, USPS Office of In-

spector General, talked about the types of issues with which the OIG deals. Its focus is on internal fraud and crime.



Butts shared the latest news from NAPS Headquarters and answered many questions. I reviewed my NAPS Toolkit, a packet of information that provides the step-by-step process of representing a member.

Valuet presented information on the recent changes to

*Continued on page 28*





# The Dance of a Leader

**Brian J. Wagner**

*Immediate Past President*

I love to dance, which is probably why I am a big fan of “Dancing with the Stars.” I can’t resist hitting the dance floor when great music is playing, even if I can’t find a dance partner. Therefore, at times, solo I must go.

However, it wasn’t too long ago after coming off the dance floor to hydrate (wink-wink) during a NAPS social, that I was asked a very deep, philosophical question from a member who also was getting some hydration. How would I best compare various dance styles to leadership? Here’s the scoop!

First, full disclosure. I took dance lessons in my younger years—ballet,

tap, jazz and ballroom. In my early 20s, I danced with the Peoria Civic Ballet Company and performed in “The Nutcracker” ballet. However, if I tried any of those ballet moves today in my retirement years, it would be called “The Back Cracker.” However, back to the topic at hand.



Dance, like leadership, has been part of our culture for years. The different styles of dance include, but are not limited to, ballet, ballroom, jazz, tap, salsa and street, to name a few.

When you think about it, a leader is like a dancer.

Just like a dancer, a leader must stay focused and make the right steps when addressing a situation or making a decision. So, let’s compare dance and leadership moves. I pulled quite a few of the following descrip-

tions from the internet. Fortunately, I did it without pulling a dance muscle.

The first leadership dance is ballet. It’s an art form created by movement of the human body. It can tell a story or express a thought, concept or emotion. A leader must be like a ballet dancer—being on their toes, ready to leap into action at the right time and lift up those they lead with strong thought, concept and emotional leadership skills.

Ballet can be magical, exciting, provoking and disturbing, as well. A leader must sometimes work magic by digging deep into their skills, experience and knowledge to excite others to a higher level of achievement. They sometimes may need to provoke and disturb the status quo by thinking outside the box.

The next dance is jazz. This dance is high-energy, with liveliness that also features improvisation. A leader, at times, must bring that high energy and improvisation to situations where they may need to coach, mentor and energize others. A leader may need to jazz things up so team members can become more creative in their thoughts as they seek a higher level of success for themselves and those on their team. This style may occur during branch meetings, training seminars, state conventions or during NAPS national conventions.

Then there is tap dancing. Tap is a unique style of dance involving specific and rapid footwork. The dancer’s foot and shoe essentially act as a drum; each part of the shoe makes a particular beat and sound. A leader must be like a tap dancer—not to “tap dance” around difficult situations, but to be quick on their feet in

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>June 2023</b>	<b>1.91%</b>	<b>2.25%</b>	<b>16.88%</b>	<b>12.64%</b>	<b>12.16%</b>
<b>12-month</b>	<b>3.76%</b>	<b>(0.87%)</b>	<b>19.54%</b>	<b>15.24%</b>	<b>19.08%</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>June 2023</b>	<b>1.70%</b>	<b>2.42%</b>	<b>3.74%</b>	<b>4.07%</b>	<b>4.41%</b>
<b>12-month</b>	<b>7.40%</b>	<b>9.38%</b>	<b>12.81%</b>	<b>13.64%</b>	<b>14.49%</b>

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>June 2023</b>	<b>4.71%</b>	<b>5.00%</b>	<b>6.07%</b>	<b>6.07%</b>	<b>6.07%</b>
<b>12-month</b>	<b>15.20%</b>	<b>15.94%</b>	<b>18.84%</b>	<b>18.83%</b>	<b>18.83%</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)

thought when it comes to handling challenging situations.

This leader dances to the beat and sound of a drum in thought and strategy. They are not swayed from their obligations or principles. With this leadership style, a person can instill confidence in others to do the same—dance to the beat of their own drum of thought.

To heat things up there is Salsa. This dance is energetic and a fun partner dance. Unlike some partner dances, Salsa is very sociable. In fact, it is common for salseros to dance with people they never before have met. That's part of the fun of Salsa.

That, too, is the fun part about being a Salsa-type leader. They use the energy derived from their leadership skills to find opportunities to engage with people they never before have met to expand and diversify their social network and business opportunities.

You probably have heard being “street smart.” There also is street dance. Characteristics and key elements that make up street dancing are groove, character, originality, intention, creativity and social interaction. In essence, the personality of a leader.

Each leader is their own original. When they find their groove and use their street smarts, combined with other learned leadership skills, they will interact socially with others with the intention to seek creative and positive results.

Then there is ballroom dance, with many different dance styles. Arguably, the five most popular ballroom dances in the world are waltz, swing, rumba, cha cha and foxtrot. Dancers proficient in these five styles can dance with partners from anywhere in the world. The old “one,

**N**APS is revising its SPAC pin program for 2024. SPAC will maintain all current recognition levels for our generous contributors, but, at the same time, we are striving to streamline pin distribution and reduce costs. In this way, we can maximize our resources to legislatively educate NAPS members and elect NAPS' allies to the House and Senate.

For 2024, SPAC contributors will be sent the pin recognizing their total 2024 contribution (i.e., Supporter, Chairman's Club, Secretary's Roundtable, VP Elite and President's Ultimate) at the beginning of 2025. The 2024 “Drive for 5” pins will continue to be mailed after the first payroll period of 2024, based on participation in PostalEASE SPAC withholdings or OPM annuity allotments. All pins will indicate “2024.”

There will be no change in *The Postal Supervisor* magazine's listing of NAPS members who progress through the different pin levels over the course of the year.

two, three, *one*, two, three” is the rhythm sound of the waltz. If I had to choose a dance style that epitomizes true ballroom-style leadership, it's the waltz. Why?

The waltz is a partner dance, using step patterns that move rhythmically, expressing the characteristics of music. Ballroom dancing consists of two styles: the smooth, or standard, and the rhythm, or Latin. The former focuses on the elegance, grace and fluidity of movement.

A leader can't lead if no one is willing to follow, just as having a partner in ballroom dance is required. That partner or partners may be a member or members of an association or executive board, or stakeholders to which the leader must conduct business, to name just a few.

To keep their partners engaged, a leader must be smooth in their leadership skills, moving gracefully and with fluidity as they deal with vari-

ous individuals, business partners, third parties or when handling challenging situations for which a decision is to be made.

The waltz is a good example of this leadership. In the waltz, the one who leads is confident, with their head up high, chest out, arms firmly stretched holding their partner's hand as the leader gracefully and confidently glides their partner across the ballroom floor. The “*one*, two, three, *one*, two, three” rhythm of waltz music is nothing more than the leader keeping things simple for all to easily follow, including those with whom they have a partnership.

Metaphorically, those who follow know they can reach out to their leader with confidence. When it's time to make a turn, such as on the dance floor, it's the leader who provides direction. The partner must have trust in their leader and the leader must be able to instill trust in their partner or partners so they know and understand that any change in direction will lead to smooth and graceful steps forward for the betterment of all.

Whether you are a dancer, leader or both, be your own choreographer with your own style, as in career, leadership and life. Henry David Thoreau once said: “If a man does not keep pace with his companions, perhaps it is because he hears a different drummer. Let him step to the music which he hears, however measured or far away.”

Therefore, step, dance, think, work, believe, live and enjoy life to the beat of your own drum. Now that the leadership rhythm has got you and me, too, I will leap right to my ice-cream-flavor-of-the-month recommendation: Oreo drumstick.

**brian4naps@aol.com**

## Bob Levi

Director of Legislative & Political Affairs



In 1973, Bruce Springsteen—the “Boss”—released his debut album, “Greetings from Asbury Park.” The first song on side one was “Blinded by the Light.” Four years

later, the song earned Billboard’s #1 rank, when it was covered by the British rock band “Manfred Mann’s Earth Band.” According to Springsteen, the lyric and song title, “Blinded by the Light,” reflected an adolescent’s crav-

ing to act without regard to or knowledge of the consequence of his actions. As we know, casting a bright light on public policy provides transparency, clarity and accountability. Illumination offers a prudent pause for uncertain actions. Indeed, enlightenment is what Americans expect of government institutions. When a federal agency or public official is either blinded by the light or resists its radiance, negative consequences are inevitable.

Since my previous column, Postal Regulatory Commission (PRC) member Ann Fisher joined me on *NAPS Chat* (June 23 episode) to discuss the importance of postal transparency. In

addition, NAPS engaged in a series of in-depth conversations with key members of Congress and participated in a Washington mailers’ conference.

Common to these interactions was the issue of postal transparency or, more accurately, the lack thereof. The consensus seems to be that significant portions of the “Delivering for America” (DFA) plan were, or are, being fast-tracked without necessary sunlight.

As I wrote last month, the House Oversight and Accountability Committee posed questions about the plan. Among those queries, first-term member Rep. Summer Lee (D-PA) asked explicitly about community engagement prior to DFA implementation. Postmaster General Louis DeJoy retorted that the USPS complied with the law and regulations.

However, he did concede that he was unaware of the level of those communications. More importantly, Lee proceeded by questioning the Postal Service’s request that the PRC withdraw its public inquiry into the DFA. In response, DeJoy declared the PRC lacked authority to conduct the inquiry and, furthermore, accused the PRC of being complicit in the destruction of the USPS.

On June 21, the PRC formally responded to the USPS’ request to dismiss the DFA inquiry. Unsurprisingly, the PRC rejected the request and proceeded with a public forum on the DFA proposal. The commission is particularly attentive to the Sorting & Delivery Center (S&DC) initiative.

The PRC found that several DFA initiatives involve changes to the processing and delivery network, which may implicate federal law relating to USPS costs, service performance or changes to mail services. On the same day the PRC rebuffed the USPS’ request to dismiss, PRC Chairman Mi-

*Continued on page 28*

## Blinded by the Light

later, the song earned Billboard’s #1 rank, when it was covered by the British rock band “Manfred Mann’s Earth Band.” According to Springsteen, the lyric and song title, “Blinded by the Light,” reflected an adolescent’s crav-

ing to act without regard to or knowledge of the consequence of his actions. As we know, casting a bright light on public policy provides transparency, clarity and accountability. Illumination offers a prudent pause for uncertain actions. Indeed, enlightenment is what Americans expect of government institutions. When a federal agency or public official is either blinded by the light or resists its radiance, negative consequences are inevitable.

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## We All Can Help Build Membership



### June High-Five Club Members

- Luna Hamilton, Branch 32, TN
- David Joseph,\* Branch 183, NC
- Jonathan Kofsky, Branches 568 and 933, NJ
- Jacshica Laster, Branch 46, OH
- Derek Lothridge,\* Branch 96, Maine
- Gary Maginnis, Branch 466, CA
- Liane Spaulding, Branch 235, VT
- Beverly Torain, Branch 177, NC

\*Signed 10+ new members in 90 days



# NAPS Legislative Campaign



## Urge Your Member of Congress to Co-Sponsor the Postal Employee Appeal Rights Amendment Act— H.R. 595

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.



## Legislative Update

*Continued from page 26*

chael Kubayanda forwarded a series of questions to the USPS relating to the DFA.

In part, he asked for a complete schedule of activations for S&DCs, Regional Processing and Distribution Centers, Local Processing Centers, Destination Hubs and other logistic facilities associated with the DFA plan. The PRC is interested in location, facility type, list of impacted downstream facilities and ZIP codes served by implementation of the DFA.

Kubayanda also asked for specific cost data relating to the initiative, information relating to potential post office closures and changes to customer experience in impacted post offices, branches and stations. Lastly, the chairman asked the Postal Service to explain why it did not seek a PRC advisory opinion before implementing its processing and logistics network realignment and whether it will seek an advisory opinion for its ongoing network realignment. The responses were due at the PRC by June 28, but the USPS requested and received a three-week extension.

Concurrent with the PRC's deliberation on the logistic facility realignment is growing congressional, stakeholder and employee concerns about the continuing decline in mail volume. Clearly, mailer and public confidence in our nation's mail system has taken a hit. Notwithstanding the agency's success in delivering absentee ballots in two successive national elections and fulfilling millions of orders for COVID-19 test kits, three years of eroding public confidence have been documented by the Pew Research Center and Gallup organization.

Indeed, the lack of postal transparency combined with mail insecurity, characterized by dismissive com-

ments by postal officials about protecting the mail and its employees, have been harmful. In its most recent financial report to the PRC (May 2023), the USPS reported an 8.6% decline in year-to-date mail volume.

More depressing is an almost 9% drop in market-dominant package volume. While a possible mid-summer UPS strike could offer a temporary reprieve, it's not certain the USPS would retain the bump in volume when the strike, if it happens, is settled. As we know, the USPS has been counting on package services to sustain its revenue stream; much of its logistics changes is predicated on that scenario.

Another strategy the USPS has employed recently is more frequent postage rate adjustments. However, it appears "price elasticity"—the higher the price, the less postage sold—is paying out. If this is accurate, postage increases will be incapable of covering revenue losses attributable to shrinking volume.

NAPS members must be on the front line to restore public confidence in our national mail system through aggressive and consistent advocacy and promote innovation that provides what the mailing public expects and deserves. We must encourage transparency, accountability and responsiveness. To do anything else we would be, as the "Boss" sang in his 1984 Billboard #2 hit, "Dancing in the Dark."

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

## Oregon State Convention Recap

*Continued from page 23*

SWCs, as well as the importance of contributing to SPAC and signing new members.

A presentation was given on writing resolutions. Members were encouraged to be proactive and propose resolutions to improve the working

# 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, John Aceves 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

environment for EAS employees. Attendees ended the day focusing on chapter business.

Special thanks to the Oregon State Convention Committee for a great day of training and information.

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



*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
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Coleman-Scruggs, Toni	IL	Branch 493
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
Whyte, Tammy	ME	Branch 96
Dallojacono, Anthony	NJ	Branch 568
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

## 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.*



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

## June Contributors

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

Campbell, Stephnia	CA	Branch 159
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Coleman-Scruggs, Toni	IL	Branch 493
Whyte, Tammy	ME	Branch 96
Dallojacono, Anthony	NJ	Branch 568

### VP Elite (\$750)

Benjamin, Evelyn	CA	Branch 266
Derden, Margaret	CA	Branch 39
Evans-Atkins, Deborah	DC	Branch 135
LeCounte, Michael	FL	Branch 146
Ruckart, Kenneth	FL	Branch 386
Austin, Jessie	TX	Branch 122
Kukulka, Vivian	TX	Branch 124

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

Batastini, Kenneth	FL	Branch 478
Brock, Tammy	FL	Branch 81
Franco, Cheryl Ann	FL	Branch 296
Gilbert, Belinda	FL	Branch 425
Gucmeris, Algimantas	FL	Branch 420
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
Lynn, Patti	FL	Branch 296
Williams, Carolyn	FL	Branch 146
Wittic, Eileen	FL	Branch 231
Valuet, John	ID	Branch 915
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142
Olson, Chad	ND	Branch 937

# SPAC Scoreboard

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

### National Aggregate:

\$180,271.08

### National Per Capita:

\$6.90

### Region Aggregate:

1. Northeast.....	\$41,330.49
2. Eastern.....	\$41,224.86
3. Western.....	\$38,580.48
4. Southern.....	\$37,919.53
5. Central.....	\$21,214.72

### Region Per Capita:

1. Northeast.....	\$8.52
2. Western.....	\$7.33
3. Southern.....	\$6.95
4. Eastern.....	\$6.84
5. Central.....	\$4.92

### Area Aggregate:

1. Pacific.....	\$28,938.50
2. Capitol-Atlantic....	\$28,513.01
3. New York.....	\$20,747.49
4. Southeast.....	\$19,369.00
5. New England.....	\$15,328.00
6. Mideast.....	\$10,673.00
7. Texas.....	\$ 7,587.50
8. Pioneer.....	\$ 7,293.85
9. Illini.....	\$ 6,699.00
10. North Central....	\$ 6,218.72
11. Michiana.....	\$ 6,218.00
12. Rocky Mountain.	\$ 4,851.00
13. Northwest.....	\$ 4,790.98
14. Cotton Belt.....	\$ 3,705.00
15. MINK.....	\$ 2,079.00
16. Central Gulf.....	\$ 2,058.00

### Area Per Capita:

1. Pacific.....	\$9.86
2. New England.....	\$9.86
3. Southeast.....	\$9.44
4. Capitol-Atlantic.....	\$8.59
5. New York.....	\$8.53
6. North Central.....	\$7.12
7. Illini.....	\$5.67
8. Pioneer.....	\$5.40
9. Michiana.....	\$5.19
10. Mideast.....	\$4.79
11. Northwest.....	\$4.62
12. Texas.....	\$4.55
13. Rocky Mountain.....	\$3.75
14. Cotton Belt.....	\$3.71
15. Central Gulf.....	\$2.78
16. MINK.....	\$1.96

### State Aggregate:

1. California.....	\$27,583.50
2. New York.....	\$19,777.49
3. Florida.....	\$17,287.00
4. Maryland.....	\$ 9,413.00
5. Virginia.....	\$ 8,838.50

### State Per Capita:

1. Maine.....	\$34.83
2. Maryland.....	\$15.33
3. South Dakota.....	\$12.68
4. North Dakota.....	\$12.50
5. Virginia.....	\$11.36

## 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.....	\$11,083.48
2. Southern.....	\$ 8,505.40
3. Eastern.....	\$ 8,104.50
4. Northeast.....	\$ 6,889.11
5. Central.....	\$ 5,164.00

Scales-Bradley, Constance	NJ	Branch 53
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Bednar, Margaret	SC	Branch 631
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Mott III, George	VA	Branch 132
Aragon, Ramon	WA	Branch 61

#### Chairman's Club (\$200)

Johnson, Deborah	CA	Branch 88
Garland, Angela	DE	Branch 909
Adams, Anthony	FL	Branch 81
Goldstein, Diane	FL	Branch 156
James, Suzette	FL	Branch 154
James, Wayne	FL	Branch 154
Long, Pamela	FL	Branch 577
Murray, Donald	FL	Branch 93
Roundtree, Edith	FL	Branch 154
Finley, Roger	GA	Branch 595
Pierce, Annette	IL	Branch 255
Young, Edgar	IL	Branch 489
Byrum, Jimmy	MI	Branch 508
Krzycki Jr., Kenneth	MI	Branch 508
Orloski, Rose	MI	Branch 508
Schneider, Irene	MI	Branch 508
Hill, Mildred	MS	Branch 199
Robinson, Theresa	NC	Branch 299
Gary, Robert	NJ	Branch 207
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Krempa, Keith	NY	Branch 11
Mayer, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Clark Jr., Bobby	TX	Branch 124
Butler, Phillip	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Simmons, Brandi	WI	Branch 213

#### Supporter (\$100)

Aceves, John	AZ	Branch 376
Collen, Helen	CT	Branch 3
Brittain, Nicole	FL	Branch 154
Brown, Martin	FL	Branch 93
Calhoun, Clothelia	FL	Branch 354
Caruso, Karen	FL	Branch 154
Chiocchi, Lynne	FL	Branch 420
Cooper-Wilson, Michelle	FL	Branch 154

Cotman, Derrick	FL	Branch 93
Delucia, Keith	FL	Branch 386
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Guyton, Patricia	FL	Branch 146
Hylton, Cynthia	FL	Branch 93
Johnson, Conrad	FL	Branch 81
King, David	FL	Branch 420
Lowrey, Robert	FL	Branch 154
Martinez, Gerardo	FL	Branch 406
Martinez, Hector	FL	Branch 321
Maytin, Raymond	FL	Branch 146
McCants, Beverly	FL	Branch 146
McFarlane, Maxine	FL	Branch 146
McHugh, James	FL	Branch 386
McPhee-Johnson, Tayloria	FL	Branch 146
Meadors, Joan	FL	Branch 146
Metcalfe, Thomas	FL	Branch 146
Munoz, Barbara	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Peraza, Gelys	FL	Branch 146
Rose, Nancy	FL	Branch 420
Ross, Randy	FL	Branch 81
Suarez, Eduardo	FL	Branch 146
Terry-McCloud, Lancia	FL	Branch 386
Tinsley, Dawnette	FL	Branch 93
Vorreyer, Leslie	FL	Branch 353
Wingfield, Kim	FL	Branch 93
Woods, Diana	FL	Branch 93
Billups, Juanita	IL	Branch 17
Levernier, Catherine	IL	Branch 270
Young, Edgar	LA	Branch 73
Lewin, Kim	MA	Branch 118
Archibald, James	MI	Branch 268
Glenn, Sandra	MI	Branch 140
Hommerson Jr., David	MI	Branch 130
Hughes, Carmen	MI	Branch 925
Niemela, Jennifer	MI	Branch 130
Potter, Cyndi	MI	Branch 268
Turner, Michele	MI	Branch 508
Viers, Tony	MI	Branch 268
Weiland, Heather	ND	Branch 937
Dipasquale, Edward	NY	Branch 336
Kolecki, Michele	PA	Branch 941
Uber, Casei	PA	Branch 554
Nation, Linda	SD	Branch 946
Sawhney, Wanda	SD	Branch 946
Brown, Andrea	TN	Branch 41
Mitchell, Denise	TN	Branch 41



*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.





# Leading With Gratitude

**G**ratitude is the positive emotion one feels after receiving something valuable or being thankful for something one receives. Science has demonstrated that people who practice gratitude on a regular basis feel happier and have a greater sense of peace and balance.

Practicing gratitude also can lead to an improved sense of well-being, higher self-esteem, less depression and anxiety and better sleep. What makes gratitude such a powerful emotion is that we cannot experience gratitude without thinking about others.

When offered properly in the workplace, gratitude allows leaders to appreciate their employees as individual human beings—not a business outcome or result. Employee recognition can be a fundamental determinant of company growth and productivity; there often is a direct connection between showing appreciation or gratitude for employees and attracting and keeping the best talent, as well as having employees bring their personal best to work each day.

Despite the convincing benefits, expressing gratitude in the workplace does not always happen. Disregarding the importance of gratitude can be damaging to your team and workplace culture. It also can breed exploitation, complaints, feelings of entitlement and resentment, gos-

sip, negativity and toxicity among your team.

However, leaders who express gratitude on a regular basis can promote the kind of environment human beings typically long for because it promotes a type of relationship-building that fosters and strengthens team bonds and a healthy workplace culture.

Research shows practicing gratitude and providing public forms of employee recognition benefits both the giver and the receiver of the recognition, as well as having a positive effect for anyone who witnesses it. This, ultimately, creates a culture of appreciation.

## Demonstrating Gratitude as a Leader

Showing gratitude at work helps organizations and their employees thrive in the face of change. Organizations need leaders who can demonstrate authenticity and empathy in the workplace, communicate effectively and create psychological safety at work. When workers become disengaged and display low levels of trust with their leaders, avoiding gratitude and appreciation makes it difficult for leaders to create a shared vision for their team, maintain a healthy work culture and keep talented, engaged employees.

To boost employee engagement, motivation, productivity, satisfaction and retention, leaders should make it a

**Submitted by the  
USPS Employee Assistance  
Program**



regular habit to express more gratitude at work with their employees. This is particularly important in today's post-COVID-19 society and contentious economic state because change cannot be done alone.

Leaders should take the initiative and display sensitivity to their teams' needs. Because gratitude is such a complex social emotion, it can build a sense of belonging and unite people in pursuit of a greater vision. This also gives all team members an increased sense of social worth of being valued by others.

### Gratitude Tips for Leaders

There are some strategies leaders can implement to strengthen their team and create a work culture of gratitude, appreciation and acknowledgment. First, share gratitude—one of the easiest and most effective ways to give employee recognition. Leaders can show gratitude in the workplace by:

- using thoughtful words to personally thank someone for their hard work, actions or contribution
- commending an employee in front of the team
- having team members share in a team meeting or stand-up talk why they are grateful for their co-workers
- encouraging team members to celebrate, recognize and appreciate their peers
- awarding unexpected employee recognition awards and rewards
- awarding promotions

Leaders also should be mindful to provide recognition on an individual level. When team members become known for who they are and not what they do, they become more than just a number. Customizing em-

ployee experiences, just as you would customer experiences, are associated with greater positive outcomes. This naturally will raise retention rates, overall job satisfaction and create more productive work environments.

Leaders can recognize their team members as unique individuals by regularly interacting with each person, engaging in conversation centered on the employee's professional and personal interests and goals and asking what meaningful recognition looks like to them.

Creating a culture of appreciation and gratitude is accomplished by openly practicing gratitude on all levels, celebrating individuality and empowering employees to recognize their peers.

When leaders do this, they naturally are building the foundation for a stronger, happier team of people who enjoy their jobs and feel more connected to one another. In addition, it is incredibly rewarding for leaders to know they are creating a healthy workplace in which people genuinely appreciate being a part.

### Being a Grateful Leader

Reflect on how you demonstrate gratitude in your daily life as a leader. How often do you tell your employees you appreciate them? In what ways have you expressed gratitude or appreciation to your team? When done well, employee recognition has huge payoffs.

It has been extensively researched that every measure of morale, productivity, performance, customer satisfaction and employee retention soars when managers regularly provide recognition. Despite this, there are many leaders who fail to do it frequently or

skillfully. A common complaint among disgruntled workers is their leadership fails to convey appreciation and gratitude to the employees.

What do we know about leaders who are inclined to give recognition? There is a high correlation between emotional intelligence and leadership effectiveness. Leaders who are more inclined to give recognition and express appreciation also are perceived as being better at:

- collaborating and teamwork
- being open to feedback from others
- building relationships
- inspiring and motivating others

Doing a better job expressing gratitude requires focusing on the recognition itself and the manner and context in which it is delivered. Specific appreciation or gratitude is more powerful than a basic "Good job" or "I appreciate you" because it drives home the importance of what the person has done. It also is important to remember that, while recognizing outcomes is valuable, appreciating the actions that lead to a positive outcome is just as impactful.

The timing and delivery of the appreciation is just as important as the substance of the appreciation. To improve delivery of the recognition, it is helpful to keep in mind several key points. First, respect those who prefer their gratitude to be expressed to them in private versus large stand-up meetings. People also appreciate hand-written notes and cards.

Timely recognition is especially important: The sooner a leader can express gratitude or recognition, the higher the perceived value of the leader's gratitude will be. The more a leader practices expressing gratitude, appreciation or recognition, the easier and more natural it will become, as well as making it comfortable for others to hear their leader's words of

*Continued on page 37*



# Know the Requirements for RMDs

Joseph O'Donnell

This column is to raise awareness of the IRS requirement regarding retirees taking required minimum distributions (RMDs) from their retirement accounts. I will identify the retirement accounts to which these rules apply and address the method to calculate the distributions. For more specific information on how these rules apply to your individual situation, contact your tax attorney and/or the IRS.



RMD requirements apply to the following retirement accounts:

- SEP IRAs
- Traditional IRAs
- SIMPLE IRAs
- 401(k) plans subject to RMDs only for 2022 and 2023
- 403(b) plans subject to RMDs only for 2022 and 2023
- Profit-sharing plans (can delay taking RMDs until retirement)
- TSP accounts

Contributions to Roth IRAs are after-tax contributions; RMD requirements do not apply.

A recent change in the law increased the age at which you must begin taking the required minimum distributions from 72 to 73. The applicable age is 73 if you reach 72 after Dec. 31, 2022. Failure to comply with RMD rules will subject you to steep penalties.

If you reached age 72 in 2022, you were required to receive your RMD by April 1, 2023. If you failed to do so, you are subject to a penalty. The penalty may be waived if you can show

the failure was due to reasonable error and appropriate steps are being taken to remedy it. You are required to fill out *Form 5329* and attach a letter of explanation. Instructions for *Form 5329* can be consulted for further explanation.

To avoid penalties, be sure to take the full amount of your RMD by the required dates and include it in your tax return.

RMD life expectancy tables are used to calculate required minimum distributions from qualified retirement accounts based on the average life expectancies of people in the United States. The IRS provides three lifetime expectancy charts to help retirement account holders figure mandatory distributions.

The Uniform Lifetime Table, the most commonly used, is for:

- All unmarried IRA owners calculating their own withdrawals
- Married owners whose spouses aren't more than 10 years younger
- Married owners whose spouses

aren't the sole beneficiaries of their IRAs

Following is a portion of the Uniform Lifetime Table; the table goes from age 72 to 120 and older.

## Uniform Lifetime Table

Age	Distribution Period (in years)
72	27.4
73	26.5
74	25.5
75	24.6
76	23.7
77	22.9
78	22.0
79	21.1
80	20.2
81	19.4
82	18.5
83	17.7
84	16.8
85	16.0
86	15.2
87	14.4

This worksheet helps calculate your RMD amount.

## Age 72 Worksheet\*

1. Age	72	73	74	75	76
2. Year age was reached		2024			
3. Value of IRA at the close of business on Dec. 31 of the year immediately prior to the year on line 2		\$80,000			
4. Distribution period from Uniform Lifetime Table		26.5			
5. Required distribution (divide line 3 by line 4)		\$3,018			

\*Use this table if you were born after June 30, 1949.

In this particular case, an annuitant would have to withdraw \$3,018 to meet their RMD and include this income on their 2024 tax return. Note also the value of the IRA was determined at the close of business on Dec. 31, 2023.

The IRS has other tables for beneficiaries of retirement funds, account holders who have much younger spouses and inherited accounts when

beneficiaries are not the spouse.

All tables and information on RMDs are available at IRS.gov, including *Publication 590-B*, "Distribution from Individual Retirement Arrangements (IRAs)." The publication is updated for each tax year. The agency also publishes an explanation of RMD rules called "Retirement Plan and IRA Required Minimum Distributions FAQs" that addresses the

rules in easy-to-understand language. This publication is available on the internet or can be requested from the IRS. For any questions concerning RMDs, contact your financial advisor, your tax attorney or the IRS.

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*Joseph O'Donnell is Pittsburgh Branch 201 legislative chair.*

## Leading With Gratitude

*Continued from page 35*

appreciation. So, make it a goal to recognize others more often.

It often is helpful to reflect at the end of each day and ask yourself who went above and beyond today? Who did more than was expected? Who made a helpful contribution? When names come to mind, do not hesitate to give the recognition in a way that is most meaningful to them.

There are two elements to take into consideration when acknowledging your team: contributions and efforts. When you see someone contributing and making an effort, verbally acknowledge their efforts.

You do not have to attach a judgment on the quality of the contribution or effort. But taking the time to notice an employee at all will go a long way toward helping your employees feel valued and understood.

Effective leaders realize that appreciation is one of the greatest positive motivators and a valuable tool to help team members overcome uncertainty. Recognition does not need to be elaborate or expensive, just authentic and deserved.

Gratitude also serves as a powerful tool for others to move beyond mental exhaustion to a sense of inspiration. Leadership also means being able to show vulnerability, listen intently and show strong interest

in developing the people with whom one works.

Giving positive feedback shows employees their leaders are in their corner and want them to succeed. Once people know their manager also is their advocate, good things follow for everyone.

Appreciating your team can improve team dynamics, resolve conflict and grow relationships with oth-

ers. Developing a consistent practice of appreciating your team's efforts will have a ripple effect throughout your day.

Your Employee Assistance Program can help you learn to lead with gratitude. For more information, visit [EAP4YOU.com](http://EAP4YOU.com) or contact your EAP at 800-327-4968 (800-EAP-4YOU); TTY: 877-493-7341.



**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!



**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>**

# Notes

from the National Auxiliary

## 'No Mail, Low Morale'

**Patricia Jackson-Kelley**  
Western Region Vice President

Little did I realize the significance of receiving mail until I embarked on my active-duty military career in 1979. During my deployment overseas to the Azores (Portugal), the receipt of mail intensified. It became a critical element of my lifestyle and was an eye-opening experience. Receipt of daily mail was not in the plan.

Years later, I joined the National Auxiliary as my husband George Kelley was a NAPS member. I became more educated on learning the operational procedures of Postal Service day-to-day operations.

During World War II, a group of women played a significant role in identifying the importance of mail delivery. The 6888th Central Postal Directory Battalion, nicknamed the "The Six Triple Eight," was a predominantly all-Black battalion of officers and enlisted members of the Women's Army Corps, led by Major Charity Adams.

According to Army historians, the women processed 65,000 pieces of mail in each eight-hour shift in Birmingham, England. The women cleared a backlog of 17 million items in three months—what was supposed to be a six-month task.

Their motto was "No Mail, Low Morale." The women were assigned to Birmingham, Rouen, France, and Paris during World War II. Their mission was to clear several years of backlogged mail in the European theater of operation. Although they

were credited with solving the "mail crisis" during their time in England, they did not receive recognition until much later.

The story of the 6888th has been included in exhibits, documentaries and educational and public programs. In 2018, a monument was created in their honor at Fort Leavenworth, KS. In 2019, the 6888th was given the Meritorious Unit Commendation.



On Feb. 28, 2022, the House of Representatives

passed legislation to award the 6888th the Congressional Gold Medal. The Senate passed the measure last year and President Joe Biden signed the bipartisan bill on March 14, 2023. We are anxiously awaiting a ceremonial date.

It has been an honor for me to meet some of these women. Their humility shines through as they utter each word. Currently, there are six living members. I pray the ceremony will unfold in their lifetime.

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



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





# PERF

*Support the*

## Postal Employees' Relief Fund

On Sept. 28, 2022, 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](https://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](https://www.postalrelief.com)  
202-408-1869  
[perf10268@aol.com](mailto:perf10268@aol.com)

