

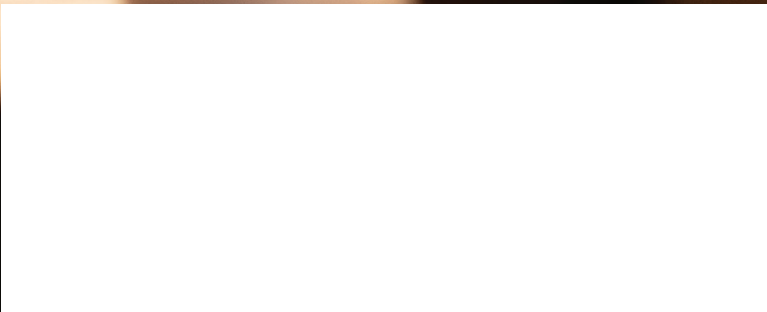
the Postal Supervisor

January 2025

A person wearing a white dress shirt and a black watch is shown from the side, carefully placing a wooden block on top of a stack of other wooden blocks. The background is dark, and the lighting highlights the texture of the wood and the person's hands.

**Dignity and
Respect Are the
Building Blocks
of a Productive
and Successful
Organization**

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Objective

The objective of the Association shall be to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve the service, to raise the standard of efficiency, and to widen the field of opportunity for its members who make the Postal Service or the federal government their life work.

Submissions—Articles submitted for publication should promote the welfare of NAPS and its members in accordance with Article II of the NAPS Constitution & Bylaws. The NAPS resident officers reserve the right to edit all articles, as well as decline to publish submitted material. Branch officer articles must be not more than 350 words. Send all articles to NAPS Secretary/Treasurer Jimmy Warden at naps.jw@naps.org.

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

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Self-Serving Leadership: A Double-Edged Sword

In the realm of leadership, the term “self-serving leadership” often carries a negative connotation. It refers to a leadership style where individuals prioritize their interests, goals or benefits over those of their team or organization. While this approach can lead to short-term gains for the leader, it often results in long-term consequences for their teams and organizations.

Self-serving leaders typically focus on advancing their own careers, reputations or personal agendas. They may engage in behaviors such as taking credit for team successes, manipulating situations to their advantage or making decisions that benefit themselves rather than the collective group. This type of leadership can manifest in various environments, from corporate settings to political arenas.

The characteristics of self-serving leaders include:

1. Lack of transparency—Self-serving leaders often withhold information to maintain control or create an illusion of superiority.
2. Manipulative behavior—These leaders may use charm or persuasion to gain loyalty, but their intentions often revolve around self-interest.
3. Short-term focus—Decisions may be made based on immediate benefits rather than long-term organizational health.
4. Limited empathy—These leaders may struggle to connect with their team members on a personal level, prioritizing their own needs over the collective welfare.

While self-serving leaders can sometimes drive quick results, the long-term effects often are detrimental:

1. Erosion of trust—Team members may become disillusioned and lose trust in their leader, which can decrease morale and engagement.
2. Increased turnover—Talented employees may leave when they feel undervalued or exploited.
3. Stifled innovation—A culture that prioritizes self-serving interests can inhibit collaboration and crea-

tivity as team members may fear sharing ideas that could be co-opted by the leader.

4. Poor organizational culture—Self-serving behavior can create a toxic work environment, leading to conflicts and dissatisfaction among team members.

Identifying self-serving leadership is crucial for organizations that cultivate a healthy work culture. Signs include:

1. Frequent blame—A tendency to shift blame to others when things go wrong.
2. Selective recognition—Regularly recognizing their own contributions while overlooking the team’s efforts.
3. Inconsistent values—A disconnect between stated values and actual behaviors.

Do we see any of these traits in the leadership mandates that create integrity issues and jeopardize the careers of subordinate EAS employees?

Organizations can benefit from promoting a more collaborative and servant leadership style, which emphasizes the following:

1. Empowerment—Encouraging team members to take initiative and make decisions.
2. Transparency—Sharing information openly and fostering an environment of trust.
3. Recognition—Celebrating team achievements and recognizing individual contributions.
4. Long-term vision—Making decisions that align with the organization’s long-term goals and values.

Self-serving leadership may offer short-term advantages, but its long-term consequences can undermine team cohesion and organizational success. Organizations can cultivate a healthier leadership model that benefits both leaders and their teams by promoting transparency, collaboration and a focus on collective well-being.

In the end, the most effective leaders prioritize the interests of their people, creating environments where everyone can thrive.

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
President

The Importance of Dignity and Respect

In any organization, the treatment of employees, regardless of their position or title, plays a crucial role in shaping its overall culture and success. While much focus is often placed on the well-being of frontline employees, the importance of treating managerial employees with dignity and respect should not be overlooked.

Managers are not just supervisors of others; they are key drivers of productivity, morale and the organizational culture itself. When they are treated with the same respect and dignity as other employees, the entire workplace benefits. Beyond the obvious, why do supervisors, managers, postmasters and all EAS employees deserve to be treated with dignity and respect?



Chuck Mulidore
Executive Vice President

Simple! Managers play a pivotal role in translating organizational goals into actionable plans. They are responsible for leading teams, making decisions and ensuring that processing, delivery and all operations run smoothly. However, the pressures and challenges that come with managerial positions often are overlooked, which can lead to burnout, frustration and disengagement, something we see daily in our EAS employees.

Treating managers with respect and dignity is essential not only for their individual well-being, but also for the overall health of the organization. So here is a roadmap for USPS senior leaders to read why this issue is so important to NAPS members and should be to them, as well!

Creates a Positive Workplace Culture

The way EAS employees are treated sets the tone for the rest of the workforce. If managers are treated with respect, they more likely are to exhibit the same behavior toward

their subordinates. This creates a positive and inclusive workplace culture where open communication, trust and collaboration thrive. In turn, this can lead to higher employee engagement, lower turnover rates and better overall productivity.

Promotes Strong Leadership

Managers are expected to provide leadership, guidance and support to their employees and teams. When employees feel effective in their roles, they feel supported and valued by their superiors. When managers are treated with dignity, they are more likely to be confident in their decisions and better equipped to lead their teams and operations through challenges. Respect and recognition of their efforts also reinforce their commitment to the organization, making them more likely to go above and beyond in their roles.

Reduces Stress and Burnout

The demands of managerial roles can be incredibly taxing, with long hours, high expectations and the responsibility of overseeing multiple aspects of a USPS organization undergoing rapid change. Without a culture of respect, managers can quickly feel isolated and overwhelmed, leading to stress and burnout. When treated with dignity, managers feel valued, which can help alleviate some of these pressures and ensure they remain motivated and engaged in their work.

Improves Decision-Making

When managers are respected and their opinions valued, they are more likely to engage in open, honest discussions and provide thoughtful, strategic input. This not only strengthens decision-making in the organization, but also encourages a collaborative approach to problem-solving. Managers who feel respected are more likely to communicate effectively with their teams, share insights and make de-

The Postal Supervisor 2025 Production Schedule

Issue	Copy Deadline*	Mails
FEB	1/6	2/4
MAR	1/30	2/25
APR	2/24	3/20
MAY	4/11	4/28
JUNE	4/30	5/27
JULY	5/26	6/20
AUG	6/30	7/25
SEPT	7/24	8/19
OCT	8/25	9/19
NOV	9/22	10/21
DEC	10/27	11/20
JAN '26	12/2	12/29
FEB	1/5	1/27

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

Continued on page 10

Stay in Touch and Informed

One of the benefits of being a NAPS member is our communication network. One important channel of communication is branch websites. Some branches have established websites to communicate with their members. These websites are available for all members to view on the NAPS website at www.naps.org.

You can access these websites by clicking the drop-down box at the top under “Members,” then clicking on “External Resources.” The branch websites contain interesting and valuable information that could help you.

I also want to mention the 2024 National Convention “Best Website” award winner—Middle Tennessee Branch 32 President Robert Wakefield has established a weekly podcast, titled *Saturday CuppaJoe Podcast*, that you can find on their website, napsbranch32.org. Robert

speaks weekly on issues that affect EAS employees and provides information by referencing provisions in the appropriate postal manual.

Join Robert every Saturday morning as he drinks his CuppaJoe. I encourage everyone to log in and listen; it could be helpful to you and your branch. Thanks, Robert, for all you do! If any branch has a website and would like it to be added to the NAPS website, please contact Sheena Williams at naps.sw@naps.org.

Some of you may receive emails through your respective regional and area vice presidents. As information is received at NAPS Headquarters, it is put into a board memo and sent to Executive Board officers, who, in turn, share the information with their branches. It is hoped branches have established an email listing of their members so this information can be easily sent.

As reports are updated by Postal Service Headquarters on a monthly basis (usually within the first week of the month), they are sent to the NAPS Executive Board for dissemination. These reports include the Station Manager Level Tool (WCS), Postmaster Level Tool (*PS Form 150*) and Supervisor Workload Credit (SWC). I’m currently trying to also have the SDO/MDO Staffing Tool. These reports are critical for each branch to review monthly.

Managers and postmasters should review the Postmaster and Station Manager Level Tool to ensure their level is correct or in need of being changed. For postmas-

ters, if one’s level is in the zone of tolerance, it needs to be kept at that number for two years. Therefore, the sooner it is recognized, the sooner the level could be increased, resulting in a level (pay raise) for that respective postmaster. The NAPS Postmasters Committee, chaired by New York Area Vice President Dee Perez, currently is working on a proposal to present to the Postal Service seeking a change in the *PS 150* program.

The SWC tool also is very useful. It helps offices/stations not only monitor their supervisor staffing, but also their craft staffing by assessing how many credits are needed to either gain or maintain a supervisor. I was informed by one branch of their best practice in using this report to see what offices/stations have supervisor vacancies. They then contact their district Human Resources office to see when a successful candidate has been selected. At that point, the branch contacts them to provide information about joining NAPS. The branch does not wait for the biweekly promotion report. This is being proactive in increasing membership.

Some branch presidents have called me because they cannot open the link for these reports. I do not have the capability to reformat the report. A possibility is it is such a large file it will not open on your personal computer. For those still employed by the Postal Service (I do not say active members as many of our retirees who we classify as associate are extremely active) can pull these reports among other reports by going on the Blue page, clicking on “staffing tools.” In the drop-down box, click on the report you wish to view. I strongly urge branches to view these reports monthly. It will help you be proactive with membership and get in front of any staffing changes.

As a reminder: Those signing new members between Dec. 1, 2024, and Feb. 28, 2025, will receive \$50 for each new member they sponsor. This is an increase of \$25 from the normal \$25 sponsorship. Membership for October increased to 29,261. Great recruiting by all!

I want to wish everyone a very happy and healthy new year. A great New Year’s resolution could be everyone works to sign a new member—getting to 30,000 strong is within our reach! Enjoy and be safe.

And remember, increasing membership demonstrates leadership.

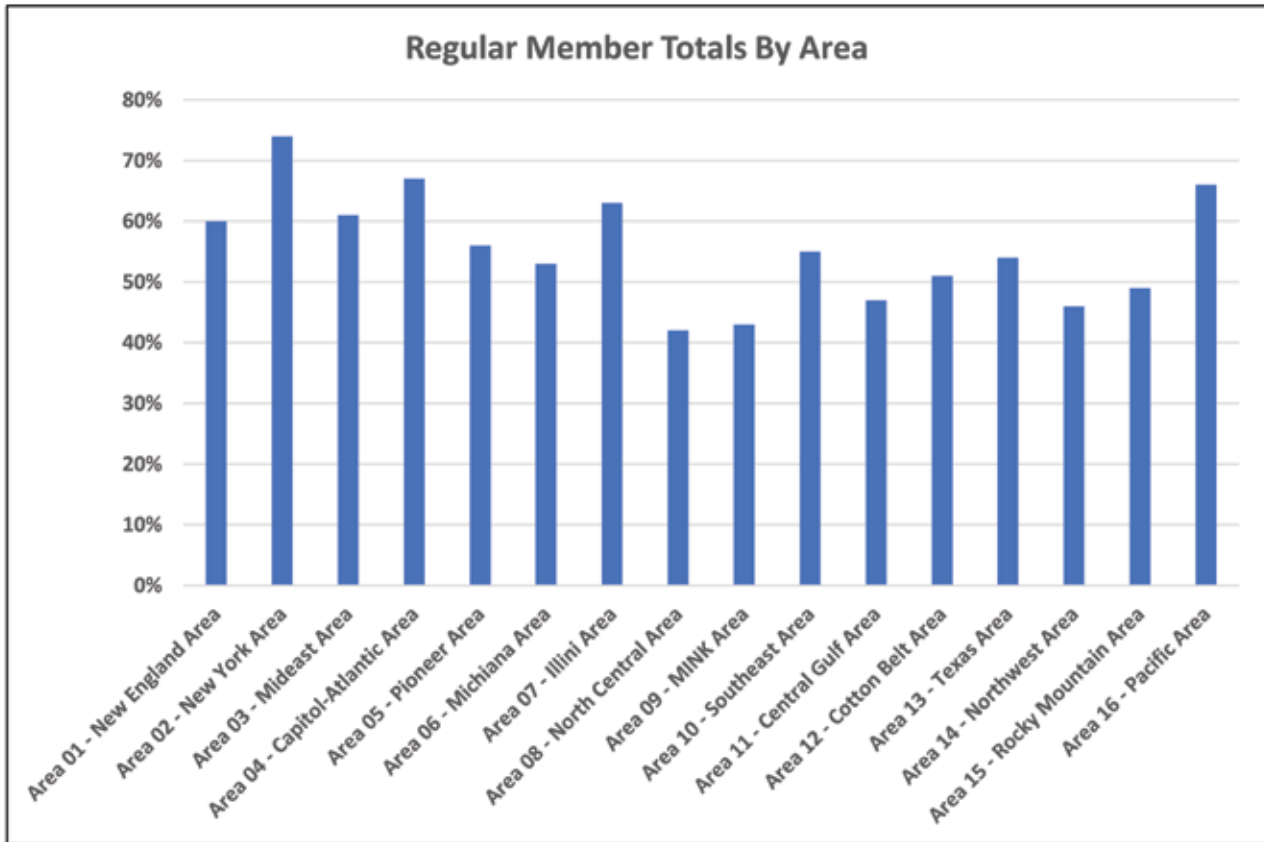
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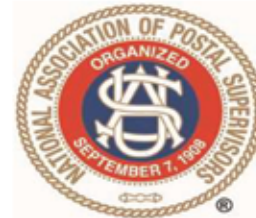
Jimmy Warden
Secretary/Treasurer

National Association of Postal Supervisors Membership Report


October 2024



Regular Member Totals By Area	
Area 01 - New England Area	60%
Area 02 - New York Area	74%
Area 03 - Mideast Area	61%
Area 04 - Capitol-Atlantic Area	67%
Area 05 - Pioneer Area	56%
Area 06 - Michiana Area	53%
Area 07 - Illini Area	63%
Area 08 - North Central Area	42%
Area 09 - MINK Area	43%
Area 10 - Southeast Area	55%
Area 11 - Central Gulf Area	47%
Area 12 - Cotton Belt Area	51%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	49%
Area 16 - Pacific Area	66%
Total Regular Member %	57%
Total Regular Members	27,797
NonMember Totals	
Total NonMembers	20,369
Total NonMember %	43%



Thanks to your
 Efforts
 Membership is
 on the Rise!



The NAPS Membership Blitz Has Begun!

**Sponsor a new member and
receive a \$50 sponsor check for
each new member you sign!**

At the 2024 fall Executive Board meeting, the NAPS national officers passed a motion to increase the sponsorship fee from \$25 to \$50 for each new member sponsored in a three-month period—Dec. 1, 2024, through Feb. 28, 2025. All applications must be received by NAPS Headquarters by March 5, 2025, to qualify for the additional sponsorship money.

“Increasing membership demonstrates leadership!”

NAPS Urges Reevaluation of the ‘Delivering for America’ Rollout

Following is the statement of NAPS Executive Vice President Chuck Mulidore before the Dec. 10 hearing of the House Committee on Oversight and Accountability:

Chairman Comer, Ranking Member Ras-kin and members of the committee, thank you for extending the National Association of Postal Supervisors (NAPS) the privilege to share with the committee the views of the approximately 47,000 postal supervisors, managers and postmasters NAPS represents. I am Chuck Mulidore, the executive vice president of NAPS.



As you may know, NAPS members serve as frontline guardians in securing and enhancing our national mail system by managing its processing, delivery, retail, administrative and support functions. NAPS members are proud of the 250-year history of the United States mail system and pledge to fight for its viability into the foreseeable future.

NAPS knows the committee is aware that postal supervisors, managers and postmasters are essential to this nation’s most-trusted federal agency. NAPS is appreciative of the committee’s statutory, diligent, comprehensive and necessary postal oversight.

NAPS values the chairman and ranking member’s appreciation that the Postal Service is not an autonomous, profit-driven corporate entity; rather, it is a national treasure, established in the U.S. Constitution for the benefit of our citizens. Its modern incarnation remains an independent establishment within the executive branch of our government and a vital part of the nation’s essential infrastructure.

The Postal Service’s most important stakeholder is the American public—your constituents. As such, legislative oversight and the regulatory oversight exercised by Congress and the Postal Regulatory Commission (PRC) are crucial. Moreover, in 1996, Congress felt it necessary for and added a layer of oversight through the Postal Inspector General, a position independent of postal management, hired by and reporting directly to the presidentially nominated Postal Board of Governors.

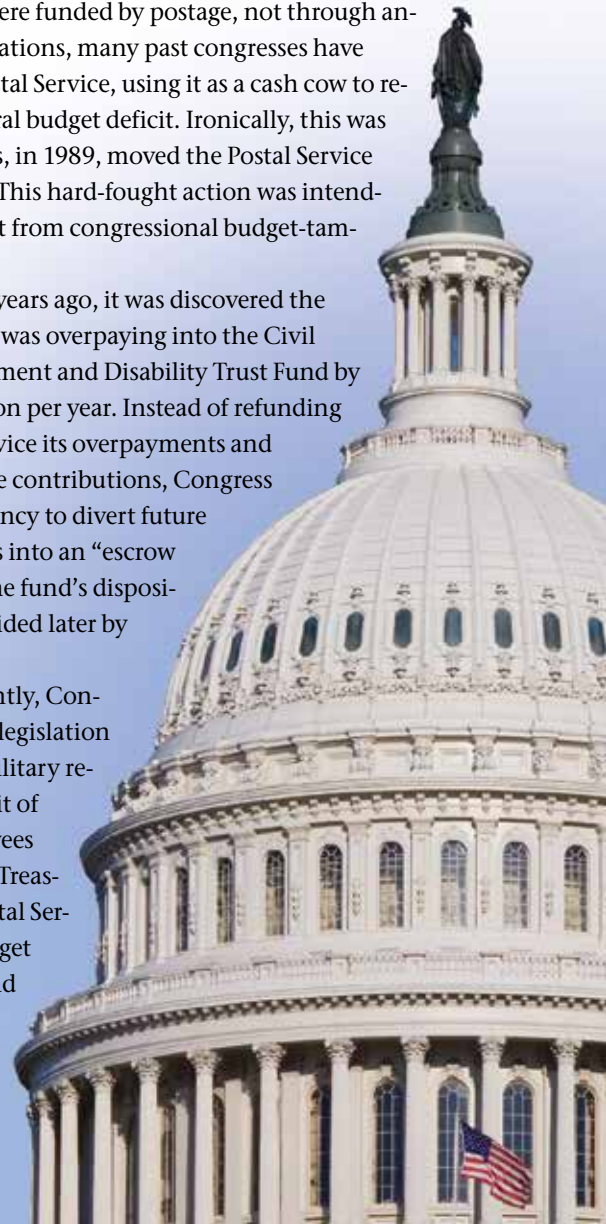
Notwithstanding this oversight and legislative authority, a considerable portion of the Postal Service’s financial


challenges are rooted in several decades-old harmful congressional and White House decisions that have destabilized the agency, both operationally and financially. For example, three decades ago, Congress imposed on the Postal Service retirement and health insurance charges intended to offset ongoing federal budget deficits.

Inasmuch as Postal Service operations were funded by postage, not through annual appropriations, many past congresses have raided the Postal Service, using it as a cash cow to reduce the federal budget deficit. Ironically, this was after Congress, in 1989, moved the Postal Service “off-budget.” This hard-fought action was intended to protect it from congressional budget-tampering.

About 20 years ago, it was discovered the Postal Service was overpaying into the Civil Service Retirement and Disability Trust Fund by about \$3 billion per year. Instead of refunding the Postal Service its overpayments and waiving future contributions, Congress forced the agency to divert future overpayments into an “escrow fund,” with the fund’s disposition to be decided later by Congress.

Subsequently, Congress enacted legislation to shift the military retirement credit of postal employees from the U.S. Treasury to the Postal Service. This budget sleight-of-hand pilfered the escrow and then some,





totaling about \$27 billion.

And then, in 2006, Congress passed the Postal Accountability and Enhancement Act. One of the statute's provisions forced the Postal Service to prefund future retirement liabilities—an obligation carried by no other entity, public or private. The prospective assessment totaled \$5.5 billion to \$5.8 billion per year from 2007-2016.

Fortunately, the 2022 Postal Reform Act relieved the Postal Service of this punitive obligation. Indeed, when evaluating the Postal Service's current financial condition, an honest and responsible examination will consider the punitive and unfair way in which the Postal Service has been treated in the past.

The Postal Service also has been forced to refute untrue allegations about its conduct in delivering and processing absentee ballots. NAPS believes Americans are grateful for the work U.S. Postal Service employees perform in furthering American democracy. In the three most recent federal elections—2020, 2022 and 2024—there has been no credible evidence of any fraud involving Americans who chose to exercise their right to vote by mail. Indeed, in the 2024 election, the Postal Service processed over 99.2 million election ballots and transmitted those ballots from the voter to the election authority on the average of just one day.

Notwithstanding the exemplary USPS performance in recent elections, NAPS is deeply concerned with postal performance associated with implementation of the “Delivering for America” (DFA) initiative. Postal leadership endeavors to make this the hallmark of the modern Postal Service, but the performance data resulting from the DFA's rollout has been a blemish on the agency. With the increased transparency resulting from the Postal Reform Act of 2022, the diligent work of the Postal Inspector General, the regulatory surveillance of the PRC and the legislative oversight of the House and Senate committees of jurisdiction, the American public and their elected leaders can objectively evaluate the DFA thus far.

One of the more recent and worrisome aspects of the DFA initiative is the Postal Service's post-Thanksgiving concession that it will fail to meet its fiscal year 2024 performance standards with the DFA and, therefore, proposes to downgrade its target for fiscal year 2025. On Friday, Nov. 29, the agency announced a significant reduction in its performance targets for single-piece First-Class Mail.

In 2024, the Postal Service strove to meet a performance target of 93% on-time for two-day delivery and 90.3% for three-to-five-day delivery. The day after Thanksgiving, the agency advised its regulator that it was

lowering its target for 2025 to 87% for two-day delivery and 80% for three-to-five-day delivery.

To fully understand the magnitude of this operational gap, you need to recall that, in 2021, the Postal Service, with much fanfare, declared it would meet a 95% on-time performance standard as it moved air transit mail to ground carriage if it was permitted to extend the delivery window by one day. As the committee knows, the Postal Service never met that target; the DFA has widened the distance between the target and actual performance. It would be instructive to know what specific factors led the Postal Board of Governors to approve the new performance targets.

As NAPS has previously testified before this committee, the Postal Service moved much too fast in implementing the plan, without constructive input from its frontline managers who would be tasked with implementing the plan. Moreover, we continue to be distressed by the impact the DFA has had and will continue to have on rural mail service.

Eliminating afternoon mail collection from postal units more than 50 miles from one of the USPS' Regional Processing and Distribution Centers would further degrade rural service by delaying mail transit from the point of mail acceptance to delivery for rural postal customers. At a Sept. 26 hearing conducted by House Appropriations Financial Services and General Government Subcommittee Chairman David Joyce, the Postmaster General admitted that the local incarnation of this regional transportation initiative—Local Transportation Optimization—blew up on the launch pad in Wisconsin.

NAPS hopes the current PRC review of the USPS' request for an advisory opinion on the DFA will have an informative, constructive and positive impact on the Postal Service's decision-making as the agency deliberates over the future of the DFA. For its part, NAPS “intervened” in the docket and submitted a series of on-the-record questions relating to the plan's fidelity to *Title 39's* requirement that the USPS prioritize prompt universal mail service and concerns about rural service degradation. In addition, we asked about employee and transportation availability assumptions and to what extent the Postal Service assessed customer expectations before implementation.

Last week, the PRC conducted its long-awaited public hearing associated with the USPS' request for an advisory opinion on the DFA. It was illuminating that, under PRC questioning, the Postal Service sought to defend a potentially flawed DFA design. Specifically, the operational design used to build the specifics of certain aspects of the DFA failed to incorporate its USPS transportation and pro-

cessing networks into a unified postal system. As a result, the evaluations of transportation and processing were conducted in their own silos.

Moreover, USPS responses to PRC questioning reflected that the DFA design did not consider numerous random variables that could affect mail delivery, transportation and processing. Indeed, integrating random variables into its operational mod-

eling might have created mechanisms to prevent the operational breakdowns that took place in such areas as Virginia, Georgia and Texas.

Chairman Comer, Ranking Member Raskin and committee members, it is NAPS' hope that the Postal Service responsibly and comprehensively considers the advice of the PRC, this committee and its supervisors, managers and postmasters before

taking further steps in moving forward with the DFA. Thus far, the record speaks for itself.

As we progress to the next congressional term, NAPS looks forward to our continuing dialogue with the chairman and members of the committee to ensure the viability and vitality of a universal, national mail system.

Thank you.

The Importance of Dignity and Respect

Continued from page 4

decisions that benefit the organization as a whole.

Encourages Professional Growth

Dignity and respect also play a critical role in the professional development of managers. When employees are treated well, they are more likely to feel supported in their career growth and pursue opportunities for learning and development. Encouraging and respecting their professional aspirations help create a culture of continuous improvement, where managers are more inclined to take on new challenges, enhance their skills and contribute even more to the success of the organization.

Boosts Retention and Loyalty

In a competitive job market, re-

taining top talent is a top priority for any organization. We see EAS employees leaving the organization because they feel undervalued or mistreated. Showing respect for their work, contributions and well-being strengthens their loyalty to the organization and reduces turnover. It also encourages them to remain committed to the company's values and mission, which ultimately leads to long-term success.

Managers, supervisors and postmasters often serve as the primary link between upper management and front-line employees. They are responsible for delivering feedback, enforcing policies and ensuring the organization's objectives are met. When managers are treated with dignity and respect, they, in turn, treat their teams with the same level of consideration. This fosters an environment of mutual trust, where employees feel

supported, heard and valued.

On the other hand, when managers are disrespected, it creates a toxic atmosphere that can trickle down to their teams. If managers are undermined, ignored or belittled, they may become disengaged, which negatively impacts their ability to lead effectively. Employees may lose confidence in their managers, leading to a breakdown in communication, collaboration and overall morale.

Treating managerial employees with dignity and respect is not just a matter of good ethics; it is a business imperative. Managers who feel valued are more likely to lead with passion, make thoughtful decisions and motivate their teams to perform at their best. On the other hand, when managers are treated poorly, it can lead to disengagement, high turnover and a toxic work environment.

By fostering an atmosphere of respect and appreciation for all employees, especially managers, organizations create a foundation for long-term success, growth and a thriving workplace culture. Respect is not just a courtesy; it is the cornerstone of a healthy, productive and successful organization.

Now, USPS, we have done the work for you, given you the roadmap and told you why this is so important. The next step is yours!

naps.cm@naps.org

2025 NAPS State Conventions

Dates	State(s)	Location
April 24-26	Tennessee	Drury Plaza Hotel, Franklin
April 25-26	Illinois	Hilton Chicago/Oak Brook Hills Resort & Conference Center, Oak Brook
April 30-May 4	California	Sonesta Los Angeles Airport LAX
May 1-4	Missouri/Iowa/Nebraska/Kansas	University Plaza Hotel & Convention Center, Springfield, MO
June 1-4	Michigan	Kewadin Hotel, Sault Ste Marie
June 13-14	Alabama/Louisiana/Mississippi	Embassy Suites by Hilton, Baton Rouge

Please report state convention dates to NAPS Headquarters.

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 \$4,000 and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$4,000 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**

EAS Employee Lunch Breaks, Dispatch of Value Trips Under Local Transportation Optimization, VMF Laptops and Software Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the Sept. 17 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulita Wimbush, USPS Labor Relations Policies & Programs.

Agenda Item #1

NAPS asked what the longest time a lunch can be assigned an EAS employee. NAPS has been made aware that field EAS employees are being told to take lunch breaks longer than one hour to avoid 035 time or to cover Sunday Amazon assignments. The Postal Service issued letters that discussed maintaining EAS schedules as posted, as well as accurately recording EAS hours. Any policy that lengthens an EAS employee's lunch violates those USPS memos.

NAPS also has been made aware of field policies that EAS employees working Sunday Amazon are "on call" during their lunch hours and would be expected to "react" in case something would happen, i.e., vehicle or industrial accidents. NAPS requested that the USPS issue memoranda requiring all EAS lunch breaks be in accordance with the position posting and that time spent at lunch is essentially "off the clock."

Individual scheduling is a matter that should be addressed locally through discussions about local operating

requirements and available resources, the interests of supervisors/managers affected and other relevant local fact-circumstances. Local management should make every reasonable effort to prevent undue inconvenience and disruption to employees affected when efforts to schedule to meet local operating/business requirements are being made.

Regarding the example NAPS provided, if there is not a supervisor or manager in a building when an accident occurs, then the designated supervisor or manager should be contacted immediately. This could include matters of building security or other emergencies. If an employee needs to cancel or shorten their lunch, then lunch rings should reflect it. This issue can occur during the employee's schedule or outside the employee's schedule, depending on who is designated to address issues when they are away from the office.

Agenda Item #2

NAPS asked that USPS Headquarters reword Section 683 of the *ELM*; proposed changes are in italic: "Each district manager *must* have periodic group meetings with postmasters *and others represented by NAPS and UPMA* to discuss and coordinate operational matters and/or provide training on subjects not covered in standard training courses. The time, location, and duration of these meetings, *as well as who must attend*, are in the sound discretion of the district manager or his or her designee."

These changes would require postal leadership to meet regular-

ly with management association representatives to discuss matters of concern, as well as improve communication.

The intent of this language is to encourage district managers to meet directly with postmasters. If a local management association representative who has responsibility over a specific geographic area, such as a local branch president, is interested in meeting with a district manager, they are encouraged to contact the district manager directly to request a meeting.

Agenda Item #3

Currently, as part of Local Transportation Optimization (LTO), the USPS makes one dispatch of value (DOV) trip in many rural areas. This essentially means that mail collected or deposited after a particular time is left in the associate office and transported back to the processing plant for the very next service day on the first trip.

If the carriers return after the DOV truck has left, are EAS employees in these optimized collection offices obligated to run the Chief Retail and Delivery Office (CRDO) play to return all the mail to the processing plant, regardless of the LTO process? The policy/process the CRDO team has implemented concerning DOV trips is for EAS employees to drive the mail to the processing plant if the carriers return after the DOV.

The concern is that the nearest mail plant could be over 50 miles or further. Does USPS Headquarters

want an EAS employee to drive this mail potentially hours away? Is there a limit or distance when forcing the EAS employee to drive this mail to a processing plant that no longer is sensible?

Also, EAS employees could be taking mail to a distant plant when—potentially minutes away—there may be a RMPO under LTO, where all the mail taken that day after the morning dispatch sits until the next service day. How long can the last DOV trip be held? Is transporting mail missed from the last DOV trip contractually the work of letter carriers or EAS employees?

Every facility is not on LTO. If a facility manager has specific questions concerning their facility, it should be escalated to the district for discussion and actions to ensure all parties have an understanding of specific actions taken for a facility. Further, decisions should be communicated to Logistics and Mail Processing.

NAPS asked if carriers return after the DOV truck has left, are EAS employees in these optimized collection offices obligated to run the CRDO play to return all the mail to the processing plant, regardless of LTO?

A. Following is the process in offices that are not LTOs:

- *Mail received after DOV requires swift service recovery planning*
- *Determine most expedient method to get mail to processing facility*
 - Additional trip arranged with logistics*
 - Transported to Delivery Unit with later DOV*
 - Transport directly to the processing facility*
- *Must notify processing facility of late arriving mail*
- *Must complete Dispatch Deviation Form*
- *District Manager will contact the VP, Area Retail & Post Office Operations, for final disposition*

- *Mail returned from carriers collected during delivery in LTO sites should be staged and dispatched with Retail Mail.*

NAPS asked if USPS Headquarters wants EAS employees to drive this mail, potentially hours away.

EAS employees are to follow the above instructions and pecking order.

NAPS asked if there is a limit or distance when forcing EAS employees to drive this mail to a processing plant that no longer is sensible.

EAS employees should plan to have all mail delivered and all carriers return prior to the DOV. In rare instances when volume returns after the DOV, the facility manager should contact their immediate manager.

NAPS asked how long the last DOV trip could be held.

DOV trips should leave at their scheduled time. If there is anticipation of late mail, they should contact their manager for further instructions.

Agenda Item #4

NAPS asked when the USPS will provide laptops and necessary software to the VMF for Metris repairs. VMFs across the nation are spending hundreds of thousands of dollars on repairs that could be done at the VMF—not at private vendors.

VMFs have been tasked with saving \$100 million for FY24. This is not feasible when fleet management isn't providing the tools to get the job done. At the 2022 VMF manager symposium, fleet management made commitments that included staffing packages for VMF employees and increased salary levels for management.

When will these commitments be fulfilled? When will the necessary tools for success be available?

The assertion that saving \$100 million in FY24 is not feasible without laptops and software for Metris is incorrect. Fleet Management is on pace to meet the \$100 million savings target and has provided tools for managers and

supervisors to do their jobs—specifically, millions of dollars of investment in telematics, the new FMIS, supplies and services, facility improvements, new lifts, new tire machines, new alignment systems, new laptops, new workstations, new tablets and more.

Fleet Management is working with the CIO group to be able to acquire the Metris software. However, it is not a unilateral process; there are deliverables that Mercedes-Benz Germany must provide to make this possible. The VMF proposal on changes to the non-bargaining staffing criteria was mailed to the management associations.

Agenda Item #5

NAPS has been made aware that mail processing plants currently use SDO relief supervisors across tours differently than the posting from which they were selected, which aligns differently from other SDOs' non-scheduled days or leave periods. Relief SDO positions were posted as Relief Supervisor Operations, one for each five SDO positions with scheduled/non-scheduled days off and start times.

Senior management must adhere to the memo asserting job postings must be followed when EAS employees apply for positions. Applicants have relied on the wording of the posting, which led them to apply for these positions, only to discover they would be working tours contrary to the actual posting.

NAPS is seeking clarification whether the USPS believes SDO relief supervisors can be used for other ad-hoc purposes unrelated to covering schedules/vacations. Can 204(b)s still be used while relief SDOs are present at a facility?

The Relief Supervisor jobs should be created and scheduled in accordance with the Doug Tulino memo dated June 28, 2023, "Establishment of Relief

Continued on page 17

Leading With Integrity, Working for Our

Jordanna Garland, a recent graduate of the University of Delaware, conducted a Zoom interview with NAPS President Ivan D. Butts to discuss the accomplishments and challenges of 2024 and look ahead to 2025:

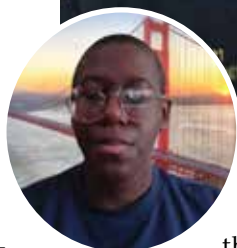
JG: How did you first get involved with the National Association of Postal Supervisors?

IB: I joined the post office in 1983, working different jobs, doing different things. I started as a 204(b) around 1988-87. Then, in May 1989, I was promoted to supervisor of Mails, an EAS-16 position.

On my first night on the job, the Tour 1 MDO and NAPS branch president came up to me, said, “Congratulations,” handed me an 1187 and said, “Here, fill this out.” At first, I didn’t even know what I was filling out, but I took it and filled it out because it was joining NAPS.

Before that, I was a clerk in the union, so it was a natural transition for me to join a management association that would be representing me as I moved in my career. In the beginning, I would go to local branch meetings and hear what was going on; I didn’t get too involved.

I really started getting involved in NAPS after my first national convention in 1992. After coming home from that convention, I decided I wanted to get more involved in NAPS. I credit that to the people I



met at that convention.

I met Junebug Wardell and the whole Detroit gang. Meeting them really made a big impression on me coming in as a new member. Junebug and her fellow Detroit members took me and other first-timers under their wing. They took us around to meet people and introduced us to networking. That’s one of the biggest advantages of being in our association.

That really inspired me to want to do more in the branch. But then, as I became more active, advocacy took over. When I first started, somebody happened to call me who needed help and I responded.

After that, it was like, “Wow, I like

advocacy.” That took me in a whole new direction. I wanted to be a leader—not just a member or participant.

JG: How long have you been president of NAPS?

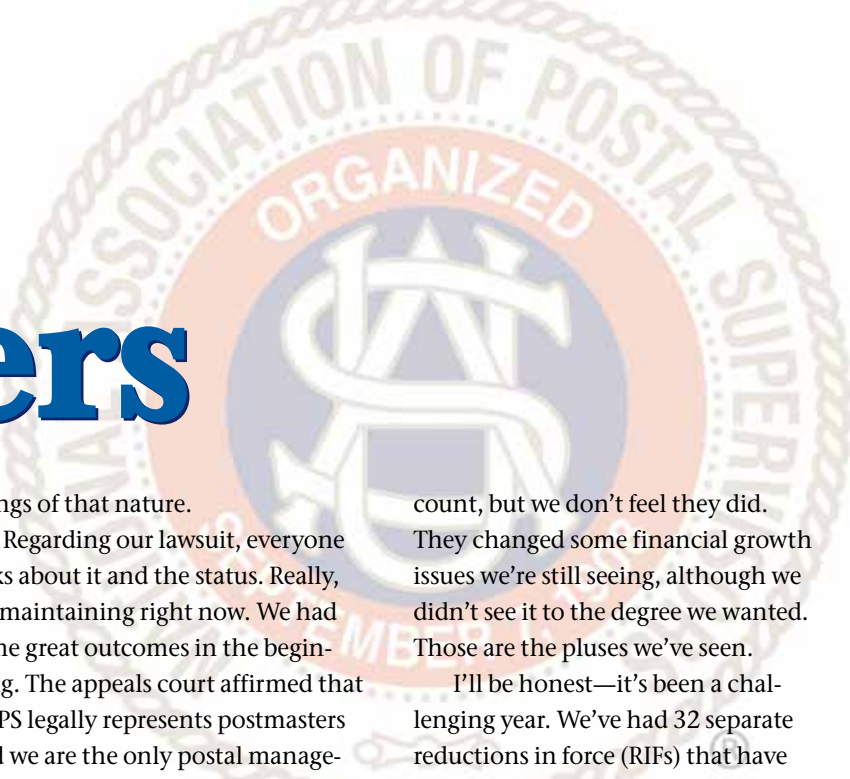
IB: I was elected NAPS president in 2021; that was our hyphenated term because of COVID-19. We should have had a convention in 2020, but it was canceled due to the pandemic. Then-President Brian Wagner’s term carried over because we did not have a convention that year; it was deferred to 2021. The following year, Brian retired and I was elected president.

JG: What are your values and stances as president?

IB: I have a number of values; they all center on serving. I’ve pretty much centered my whole career in NAPS on serving others. I think any good leader has to be a servant. And if you want to be a great leader, it means you have to be a servant to all.

That has some biblical ties to it, but the value of it, nevertheless, is true. If you really desire to be a leader of people or a leader of an association—or leader in anything—it’s not

Members



about you. It has to be about the people you want to serve.

And that's what my leadership model has developed into over time. One of the things I've always talked about, even leading up to running for office, was my integrity. I wanted to show that I would be a leader with integrity—you could count on me.

I wanted members to know they could count on me to do the right thing and do what's in their best interest when I make decisions or collaborate, whether it's with the Postal Service or with other NAPS Executive Board leaders. What I do always is done under the umbrella of wanting to have integrity and show integrity.

These are the values on which I ran: integrity, vision, accountability and innovation. They also were the values I ran on back in 2014 as vice president when I came on the board; I made that a part of my mantra. It was a part of my character I wanted to bring, present and use to the benefit of the members of our association.

JG: *As the year comes to a close, what has been some of the work you've done for NAPS this year?*

IB: A lot of what I and others have done this year is work maintaining the structure—trying to use the Executive Board in a way that could be beneficial not just to our membership, but to our board members, as well. I want to give them opportunities for our members to see their talents; for instance, using them on our Executive Board committees and

things of that nature.

Regarding our lawsuit, everyone talks about it and the status. Really, it's maintaining right now. We had some great outcomes in the beginning. The appeals court affirmed that NAPS legally represents postmasters and we are the only postal management association that can represent *all* EAS employees, wherever they work—Headquarters, the Field or Areas.

Those were some major, major victories for us, but that was 2022. Over the past couple years, I think we've done well with pay—not great, not perfect, but we've done better.

I consider a 14.5% raise in EAS pay over a little more than a two-year period is a good thing, especially considering where we've come from. That's definitely something we've tried building on. This year has been about building on those accomplishments.

We just finished negotiating with the Postal Service to increase the payout scales for this year's NPA. The Postal Service made increases, but not to the level we felt was warranted, especially looking at all the things going on with our economy, as well as issues that we're having with the "Delivering for America" (DFA) plan rollout. Then we dealt with natural disasters. This has been one of the worst years for natural disasters. All these issues have impacted NPA.

We would have liked the Postal Service to take all of that into ac-

count, but we don't feel they did.

They changed some financial growth issues we're still seeing, although we didn't see it to the degree we wanted. Those are the pluses we've seen.

I'll be honest—it's been a challenging year. We've had 32 separate reductions in force (RIFs) that have impacted hundreds of EAS employees. NAPS has been the only postal management association addressing and dealing with the RIFs, making sure all these EAS employees are finding positions.

We'll probably see more RIFs impacting EAS employees in the coming years as a result of the DFA. On one hand, I think we're positioning NAPS well because we do it better. I don't think any other management association can manage a RIF better than NAPS. The devastation from POSTPlan is proof of that.

We're getting better and that's good for us. But it also means we will continue to be in this sea of change with the Postal Service while it tries to get the DFA on stable ground.

JG: *How is the DFA changing the landscape? How is it affecting supervisors and postmasters?*

IB: It's changing the entire landscape of the Postal Service and how we serve the American people. When you look at the concept of the DFA on paper, it lays out well, but the application just is not going well. The frustrating part for us as managers in the Postal Service is the typical resistance to change.



Leading With Integrity, Working for Our Members

Most people are resistant to change, but, regarding the DFA, it's the unmentioned changes that are causing fallout. We're opening RP&DCs and S&DCs, as well as LDCs. Now, we have transfer hubs opening. So much is happening; it's changing the whole concept of how we used to process America's mail and get it home.

It's really been a struggle. And our service scores show it continues to be a struggle. So, that's probably the biggest issue I see. Can this structure work to continue to deliver America's mail? Absolutely! But it's going to require a willingness by this agency's leadership to commit to the resources we need to ensure the mail can be delivered.

Right now, Postal Service leadership is not committing to resources. In fact, leadership, at every turn, is looking to cut resources, which is keeping us where we are, especially with service scores.

The scores have gotten better, but, from our understanding, it's because of the mail that is alleged to be on trucks but actually is on planes. That's disturbing because it points to leadership acknowledging the plan is not working. They are applying a Band-Aid instead of fixing the problem.

JG: *What challenges have you faced this year?*

IB: I don't look at these issues as challenges. I look at them as opportunities to engage. It's been challenging for me, though. Going into this year, how was I, as president of this association, going to lead us through all the RIFs I knew we were going to face?

I knew we were going to face them coming out of 2023, so I was re-

ally challenged because you have timelines. Now, it's a matter of coordinating and making sure you're watching the timelines, making sure you're reaching out to every member who's impacted.

I was proud I was able to reach out to every member who was impacted in the RIF or attempt to reach out to them to make sure they understood we were going to support them and be there for them. But that was burdensome.

It took me a while to learn after maybe the 30th time when I started reaching out to the board and our area vice presidents and let them take over that responsibility and engage with our members. And I've been getting a great response.

I have to give a shout out to Illini Area Vice President Luz Moreno and what she did in Busse at the Chicago Metro Surface Hub to make sure all EAS employees got placed and continued to follow up. It's that kind of support leadership from our board that has helped me. That was my biggest challenge of this year.

Other times, we have pay consultations with the agency. We meet and consult; we don't agree, agree or agree not to agree. It's various things, but they're not challenging. That's the normal course of business.

The real challenge this year has been the RIFs that impact members because that's pay! We're about to go into pay talks, hopefully by February or March. That will be my next year's challenge—to try and find a way to really make pay more sustainable for EAS employees, as well as sustainable for the growth of the Postal Service as we move forward.

JG: *What are you looking forward to accomplishing in the upcoming year?*

IB: I just touched on pay talks. One area we need to focus on is fixing the middle. We've been talking about this for a couple years now. We have to fix the middle of our pay grades. Every year, the Postal Service raises the maximum and the minimum of a pay range based on the percentage of pay the president gives all other federal employees.

On the surface, it seems odd we're getting increases in our pay ranges while other federal employees get increases to their pay. With that being said, we need to address what's been happening over the years. An increase to the maximum raises it so that person at the top can get a little more; then you raise the minimum, so the person at the bottom is going to get a little more, but you do nothing with everyone else in the middle. As a result, over the years, that pay keeps getting pushed further down the scale. We need to address that.

It was really frustrating in 2022 when craft employees got an 8% COLA. With the supervisor differential adjustment, it really impacted supervisors in Customer Service. That transition may not have been 8%, but whatever the cost of living was, that raise translated into an almost \$8,000 pay raise for Level-17 Customer Service supervisors, on top of them just getting their SDA. That gave them a really nice pay raise.

But it really exasperated this issue of the pay in the middle because that shot them up so high and closer to their managers, it made the disparity of this pay level more visible and financially impactful to everyone. So that's one of the things we really have to work with the agency to fix. How do we create that parity within the pay scales where everyone moves up equally and fairly?

We've never been big proponents of the NPA process after 2009. NPA was a great thing in the beginning, but, after 2009, they took everyone's NPA without any rhyme or reason because they felt they could. Then, after four years, they gave us no NPA at all; President Obama gave us 1% that one year.

Through that time period, the whole NPA process was so corrupt that we believe there is no good in it. Although, the federal court said the Postal Service has the right to have a performance-measuring system.

Our position is that a performance-measuring system should not be the basis of employee raises. Craft employees don't get raises based on performance, they get annual percentage raises, just like other federal employees get percentage raises every year. We feel we should not be excluded from that. We should be in-

cluded in that annual percentage raise process.

If the Postal Service wants to have a pay-for-performance system, it should purely be a bonus system; we would applaud that. But EAS employees need to begin to have yearly pay increases, just like every other federal employee. That's something we're always going to strongly advocate for. We look forward to presenting the data from our experts in the upcoming pay talks.

JG: *Is there anything you'd like to add?*

IB: No, thank you. This interview was less painful than I thought it would be! It probably will be published after the holidays; hopefully, everyone's had a great holiday with their family.

I always like to thank our EAS employees. I used to say they're the straw that stirs the drink because

that's what we really do. Our members are out there, working hard and keeping America's mail moving. I really appreciate what they do.

And we're here at NAPS Headquarters to keep fighting and do our very best to support you and try to make your life better financially and improve your work life.

JG: *Thank you so much for speaking with me, Mr. Ivan.*

IB: You're welcome, Jordanna.

Jordanna Garland is a recent University of Delaware alum, having graduated in May with a bachelor's degree in English. She currently works as a freelance writer for APG Chesapeake, a media company in Easton, MD. In her spare time, Jordanna enjoys listening to music and watching musicals. Her mom, Angela Garland, is president of Delaware State Branch 909.

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Supervisor Jobs." Specific allegations of establishing jobs that are inconsistent with the Tulino memo should be reported through the appropriate channels to be investigated.

The supplemental information provided by NAPS contradicts itself. If a mail processing facility has five supervisors (using a minimal number to keep it simple) and the supervisors are across tours, a supervisor would be scheduled across multiple tours to provide relief to the traditional supervisor. NAPS asks for the supervisor to remain on the same tour for all five working days, yet the relief would not be backfilling the supervisor on a scheduled day off, thus not working the relief assignment because it is a small facility with fewer

than five supervisors on a specific tour. The relief supervisor should be scheduled to provide the relief to five supervisors on their non-scheduled days.

Agenda Item #6

NAPS asked for a briefing on the new staffing model for the newly created field safety and health department.

A briefing was provided to NAPS resident officers on Sept. 6, 2024. Responses to questions and concerns were provided following the briefing.

Agenda Item #7

NAPS requested a briefing in accordance with Title 39, Section 1004(b), concerning the Regional Sales District & Territory Realignment. Vice President of Labor

Relations Tom Blum sent an email to NAPS President Ivan D. Butts discussing the Postal Service's failure to comply with the aforementioned section of Title 39. The Postal Service has moved forward with implementation of this Sales plan without engaging NAPS per its consultative rights.

NAPS requested an immediate briefing on this issue and that any and all actions relating to the reorganization of Sales be halted until the 60-day consultation process afforded to NAPS under law is satisfied.

A briefing was provided to NAPS resident officers on Sept. 6, 2024.

NAPS Executive Board Directory

Resident Officers

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



Ivan D. Butts
President
naps.ib@naps.org



Chuck Mulidore
Executive Vice
President
naps.cm@naps.org



James "Jimmy" Warden
Secretary/Treasurer
naps.jw@naps.org

Regional Vice Presidents

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



Craig O. Johnson
15395 Trailside Dr., Parkville, MO
64152-8748; (816) 914-6061 (C)
craigj23@sbcglobal.net

Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)



Thomas Roma
385 Colon Ave., Staten Island, NY
10308-1417; (718) 605-0357 (H)
(917) 685-8282 (C)
troma927@cs.com

Eastern Region (Areas 3—DE, PA and NJ Branch 74—4 and 5)



Richard L. Green Jr.
7734 Leyland Cypress Lane,
Quinton, VA 23141-1377
(804) 928-8261 (C)
rgreen151929@aol.com

Southern Region (Areas 10, 11, 12 and 13)



Jaime Elizondo Jr.
PO Box 1357, Houston, TX 77251-1357
(832) 722-3737 (C)
regionvp@aol.com

Western Region (Areas 14, 15 and 16)



Marilyn Walton
PO Box 103, Vacaville, CA 95696-0103
(916) 230-4810 (C)
marilynwalton@comcast.net

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Tony Dallojacono
PO Box 750, Jackson, NJ 08527-0750
(973) 986-6402 (C); (732) 942-4675 (O)
midwestareavp@gmail.com

4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)



Troy Griffin
1122 Rosanda Ct., Middle River, MD
21220-3025; (443) 506-6999 (C)
(410) 683-3704 (H)
troyg1970@live.com
napsavptroyg@outlook.com

5—Pioneer Area (KY/OH/WV/Evansville, IN, Branch 55)



Ed Laster Sr.
9721 Steinway Ave., Cleveland, OH
44104
(216) 965-3061 (C)
pioneerped@gmail.com

6—Michiana Area (IN/MI)



Kevin Trayer
8943 E. DE Ave., Richland, MI
49083-9639
(269) 366-9810 (C)
kevintrayer@att.net

7—Illini Area (IL)



Luz Moreno
625 Alhambra Ln., Hoffman Estates,
IL 60169-1907; (847) 884-7875 (H)
(773) 726-4357 (C)
romonaps18@yahoo.com

8—North Central Area (MN/ND/SD/WI)



Dan Mooney
10105 47th Ave. N, Minneapolis, MN
55442-2536
(612) 242-3133 (C)
dan_9999@msn.com

9—MINK Area (IA/KS/MO/NE)



Robert "Bob" Washington
3827 Teto Creek Ct., Florissant, MO
63034
(314) 540-3828 (C)
r.w.stl@att.net

10—Southeast Area (FL/GA)



Robert "Bobby" Bock
125 Kaywood Dr., Sanford, FL 32771
(407) 687-5707 (C)
bocknapsseavp@aol.com

11—Central Gulf Area (AL/LA/MS)



Dwight Studdard
2188 Scenic Dr., Birmingham, AL
35214-1839
(205) 451-5186 (C)
dwightstuddard@yahoo.com

12—Cotton Belt Area (AR/OK/TN)



Shri L. Green
4072 Royalcrest Dr.,
Memphis, TN 38115-6438
(901) 362-5436 (H)
(901) 482-1216 (C)
slbg@comcast.net

13—Texas Area (TX)



Pamela D. Davis
3022 Hartsville Rd., Houston, TX
77051-4630
(832) 239-0142 (C)
pdavistxvp@gmail.com

14—Northwest Area (AK/ID/MT/OR/WA)



John Valuet
4680 N. Maplestone Ave., Meridian, ID
83646-4928
(208) 871-1904 (C)
jvnwarevp@gmail.com

15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



Myrna Pashinski
21593 E. Layton Dr., Aurora, CO
80015-6781
(303) 931-1748 (C)
vprma6state@aol.com

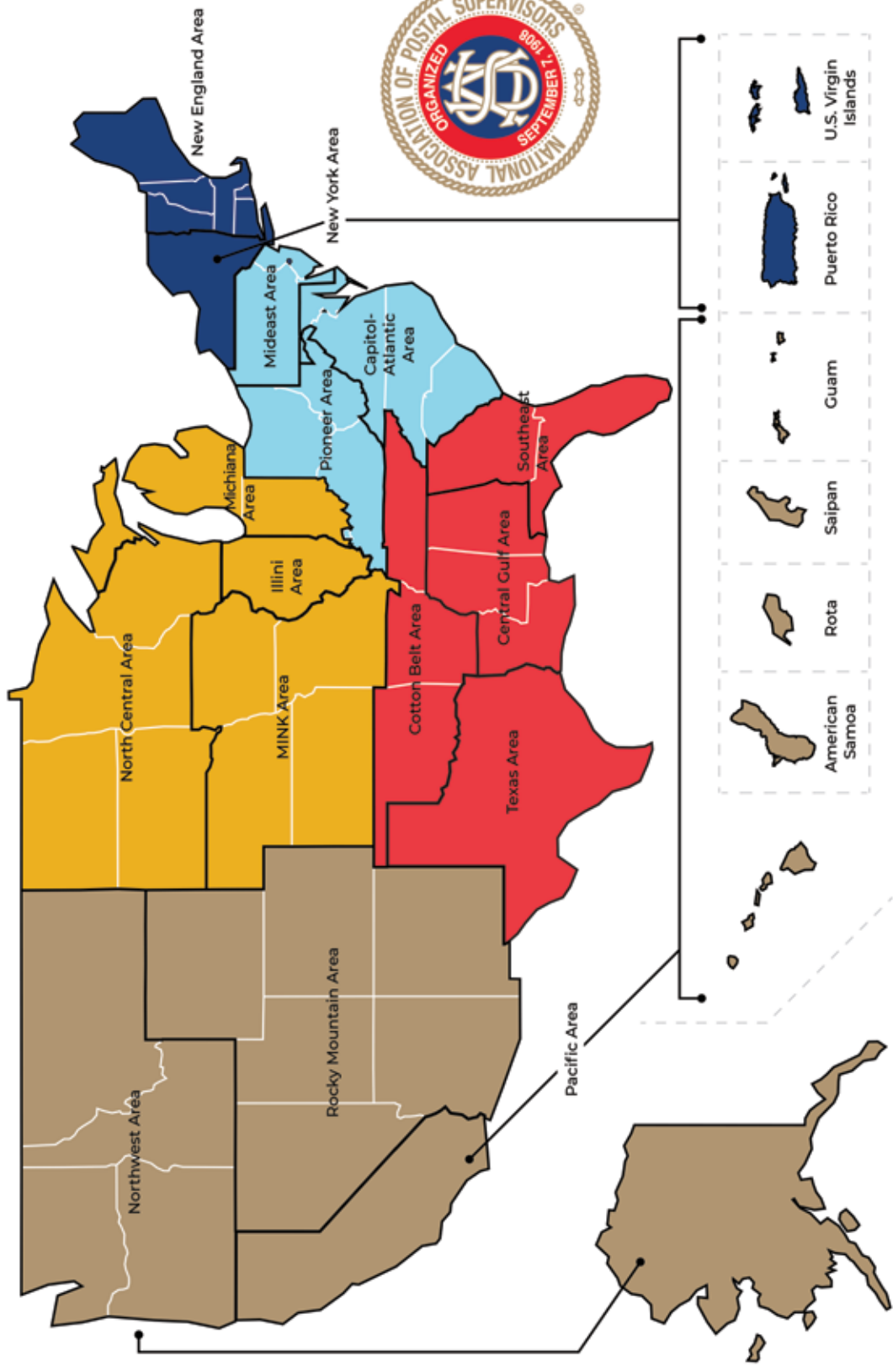
16—Pacific Area (CA, HI, Guam, American Samoa,



Saipan, Rota)
Chuck Lum
95-1222 Moea St., Mililani, HI 96789-
5965
(808) 227-5764 (C)
lump013@hawaii.rr.com



- Western Region
- Central Region
- Southern Region
- Eastern Region
- Northeast Region



NAPS Responds to USPS' Proposed 2024 Salary Ranges

NAPS President Ivan D. Butts sent a letter to Bruce Nicholson, director, Labor Relations Policies & Programs, dated Nov. 15, in response to the agency's proposal to increase the salary range maximums by 1.7% and increase the range minimums by the equivalent dollar increase for the respective range maximums.

NAPS contends the increase does not address the middle of the pay range that could provide continuity through the salary ranges. "NAPS has expressed its concern over the current EAS salary schedule methodology that suppresses the pay of all EAS employees who are not at the

very top or bottom of the pay ranges," Butts expressed.

NAPS requested that the USPS recognize the fact that EAS employees are the only federal employees who receive no financial recognition for their years of service as other federal employees receive whose pay raises are the basis for EAS employees' minimum and maximum increases.

NAPS is requesting that the pay range maximum be increased from 1.7% to 2.5% to reflect the lack of locality pay and recognition of years of service, as well as the national cost of living adjustment will be 2.5%.



Long Island Branch 202 President Tom Barone (right) with Rep. Tom Souzzi (D-NY), a strong supporter of NAPS



Illini Area Vice President Luz Moreno and Illinois Legislative Chair Oke Okedina (right) thanked Rep. Brad Schneider (D-IL) for his support of NAPS issues at a holiday party.



James E. Parks Jr. Northern Virginia District Branch 526 President Lloyd Cox (center) with newly elected Rep. Eugene Vindman (D-VA) (left) and his twin brother, retired U.S. Army Lt. Col. Alexander Vindman



New York Area Vice President Dee Perez received the 2024 RCE Stanley Cup Award for his office, Syosset, NY, having the most consecutive perfect scores in FY24. The award was presented by NY2 District Manager John Tortorice (second from left).



Long Island Branch 202 Vice President Rocky Singh—the 2023 winner—handed the trophy to Perez.



Northeast Region Vice President Tommy Roma made his annual Christmas visit to the grave of former NAPS President Vince Palladino.



Atlanta Branch 82 officers were sworn in Oct. 26 by Past Branch 82 and Georgia State President Marie Smith. From left: Secretary Michelle Daniels, Treasurer Jacquese Thompson, Vice President Elvina Cox and President Jose Smyly.

Heart of Illinois Branch 255 held its annual membership/dinner meeting on Nov. 10 in Peoria. Guest speakers included NAPS Executive Vice President Chuck Mulidore, Central Region Vice President Craig Johnson and Illini Area Vice President Luz Moreno. The National Auxiliary was represented by Illini Area Vice President Linda Rendleman. Also attending were NAPS Past President Brian Wagner, former Treasurer Ray Elliott, former Illini Area Vice President Dan Rendleman, former NAPS Field Service Vice President Susan Warren and former National Auxiliary President Sue Elliott.



From left: Central Region Vice President Craig Johnson, Branch 255 Northwest Area Vice President Stephanie Peters, Central Area Vice President Lachundra Price, Secretary Kent Matteson, Past President Michael Winters, NAPS Executive Vice President Chuck Mulidore, Branch 255 President David DeNosky, Illini Area Vice President Luz Moreno and Branch 255 Legislative Rep Dan Rendleman.

In November, NAPS Secretary/Treasurer Jimmy Warden and New England Area Vice President Bill Austin traveled to membership meetings in the New England Area, updating members on the latest issues and responding to questions and concerns.

South Coastal, MA, Branch 118; back row, left, is Branch 118 President Kim Lewin.



Providence, RI, Branch 105; back row, second from left, is Branch 105 President Shaun Branch.



Helen Kelly, treasurer of Linda Wagner SE MA Branch 120, was presented a NAPS watch in honor of her longtime dedication to the branch. From left: NAPS Secretary/Treasurer Jimmy Warden, Branch 120 Vice President Richard Walter, Kelly, President Paul Foley and New England Area Vice President Bill Austin.



Sal Pace, NY, Branch 27, held its annual Thanksgiving dinner. From left: Branch 27 Sergeant-at-Arms Aaron Smith, NAPS Secretary/Treasurer Jimmy Warden, Vice President Chrissy Smith, Secretary Shaunna Chyreck, President Dennis Gawron and Treasurer Norb Rzeszutek.



Springfield, MA, Branch 102 President Renee Rafuse and New England Area Vice President Bill Austin.



New England Area Vice President Bill Austin swore in Branch 102 officers. From left: Secretary/Treasurer Brenda Piedra, Secretary/Treasurer Kevin Ringie, Vice President Thuy Seward, Legislative Rep Steve Moreau, President Renee Rafuse and Austin.



Birmingham, AL, Branch 45 presented a retirement certificate to Kendall McConatha. From left: Central Gulf Area Vice President Dwight Studdard, McConatha, Branch 45 President Rafael Brathwaite, Vice President Emanuel Long and Alabama State Branch President John Carson.



Central Gulf Area Dwight Studdard and Alabama/Mississippi/ District Lead Maintenance Manager Jack Johnson

Holiday Celebrations

“Da Bronx” Branch 459, from left: NAPS Secretary/Treasurer Jimmy Warden, Branch 459 President Christine Tolliver, Ivonne Warden, New York Area Vice President Dee Perez, newly appointed Bronx Postmaster Frances Paulino and Branch 459 Vice President Frank Leto.



Fairfield, CT, Branch 47, from left: USPS Vice President of Delivery Operations Elvin Mercado, Inspection Service Business Operations Manager Nilza Mercado, NAPS New England Area Vice President Bill Austin, Cathy Austin, Branch 47 Vice President Brian Falcha, Ivonne Warden, NAPS Secretary/Treasurer Jimmy Warden, Branch 47 President Patrick Lauture and A/Postmaster of Pittsburgh and Branch 47 member Jeff Solomon.

Long Island Branch 202, from left: Vice President Rocky Singh, President Tom Barone, Rep. Tom Souzzi (D-NY), NY2 District Manager John Tortorice, NAPS New York Area Vice President Dee Perez and NY2 MPOO B Frank Monteleone.



Palladino-Michaelson-Vasquez Staten Island Branch 110 celebrated with fellow New York Branches: Postal Police Supervisors Branch 51, New York City Branch 100, Flushing Branch 164, Long Island Branch 202 and Handelman-Palladino State Branch 935. From left: New York Area Vice President Dee Perez, Customer Service Operations Manager Mary Rafferty, NY1 District Human Resources Manager Paul Stremel, Branch 100 President Frank Vasquez, Northeast Region Vice President Tommy Roma, Yvonne Warden, NAPS Secretary/Treasurer Jimmy Warden and Staten Island Postmaster Ann Ko.



Branch 110 is one of the few NAPS branches with 100% membership.

Arizona Jerome V. Blanton Branch 246 invited special guests NAPS President Ivan D. Butts, National Auxiliary President Laurie Butts, former NAPS Secretary/Treasurer John Aceves, Western Region Vice President Marilyn Walton and Rocky Mountain Area Vice President Myrna Pashinski (addressing members).



The day after Branch 246's holiday celebration, members were invited to tour the Phoenix Regional Processing Distribution Center. Facility Manager Sunny Kuruville gave a tour of one section of the building that is up and running. The facility is slated to be fully operational in mid-2025. Employees and supervisors were processing a significant number of parcels as they were phasing into peak season. From left: Branch 246 Vice President Ron Mitchell, Vice President Jimmy Salmon, NAPS President Ivan D. Butts, Branch 246 Secretary/Treasurer Sharon Kiszczak, Rocky Mountain Area Vice President Myrna Pashinski, Branch 246 President Wendell March and Phoenix RPDC Manager Sunny Kuruville.



Montgomery County, MD, Branch 403, seated, from left: Dtanyon Patterson, Secretary Sharon Spence, President Steve Shawn, Treasurer Vicki Jackson and Vice President Eric Waddy.

Second row: Eastern Region Vice President Richard Green, Shearly Shawn, Dewan Pinthiere, Angel Reid, Julie Hsueh, Preston Phillips, Shepherd David and Capitol-Atlantic Area Vice President Troy Griffin.

Back row: Si Si Rhim, Stephanie Ramirez, Casey Overby, Janice Allen, Troy Dabney and Joshue Rosario.



Central Region Vice President Craig Johnson (right), with Illini Area Vice President Luz Moreno (left), swore in branch officers: President Kay Randle, Vice President Mecki Smith, Secretary/Treasurer Suzanne Hawkins and Legislative Rep Lee Junious.



Pittsburgh NDC Branch 554 wished happy holidays to their NAPS family.

Branch 554 appreciated NAPS Executive Vice President Chuck Mulidore for addressing their questions and concerns.



National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2025

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

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

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



Applications must be received no later than June 30, 2025. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September 2025 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2025. Scholarships may be used to pay expenses in the student’s current or following semester.

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

Where Do You Invest Your Time?

Richard Green

Eastern Region Vice President

Where we spend our time tells us a lot about who we are and where our focus lies.

Time is finite. There are only 60 seconds in a minute, 60 minutes in an hour, 24 hours in a day and 365 days in a year. How we spend or invest our time tells about us and what is important.

We spend time with those closest to us—our spouses or significant others, families and friends. As postal managers, we spend a majority of our time managing the resources—people, property and products—with which we have been entrusted. This is a tremendous investment we have made in becoming a managerial leader in the United States Postal Service.

I say all of this to ask, “How much

time have you invested in an organization that was created just for you, to help you through the ups and downs of work and provide you with a network of resources who are there to support you through it all?” What organization am I talking about?



I am talking about the best association for Postal Service managers, supervisors, postmasters and other managerial employees. I am talking about the National Association of Postal Supervisors!

One of the greatest professional investments we can make as postal managerial employees is to be actively engaged in our local NAPS branches. Recently, I had the honor of spending some time at my local branch meeting. I encourage all of you to do the same.

We shared a meal together to celebrate the season of Thanksgiving. I

am so thankful for the officers and members of my local branch. The officers did a great job sharing information with the members and listening to their issues and concerns. They provided insight into how to navigate the daily challenges of working for the Postal Service.

They shared how NAPS continues to fight for our members across the country. They let the members know they are not alone; we all are in this together. I left the meeting reinvigorated and refreshed and ready to face the challenges that lie ahead. It was one of the greatest uses of my time that day.

Let me encourage you to make time to attend your next local branch meeting. It may be just the most important investment of your time for your career. Until next time—NAPS forever!

rgreen151929@aol.com

Branch 88 Honors Retirees and Officers

Marilyn Walton

Western Region Vice President

NAPS national, state and local officers and members traveled to San Francisco to celebrate Branch 88's retirees and recognize the past presidents. This annual event was held at Dominic's at Oyster Point on the beautiful San Francisco Bay.

Special guests were NAPS President Ivan D. Butts, Secretary/Treasurer Jimmy Warden, Pacific Area Vice President Chuck Lum, former NAPS President Louis Atkins, California

State President Marilyn Jones and me. Representing the NAPS Auxiliary were National Auxiliary President Laurie Butts and Secretary/Treasurer Bonita Atkins.

Branch 88 President Linda Thomas recognized the retirees: Nathaniel Foster, Yokie Ho, Nancy Liu, Margarita Pineda, Steven Quan, Stephanie Seet and Maggie Tang. Linda also gave special recognition to past branch presidents Larry Comp-ton (who was unable to attend), Juanda Stewart, Dianne Ayon (ac-



cepting for her was son Michael), Carolyn Thompson (accepting for her was daughter Ronda Montez) and Deborah Johnson. It was both a joyous and sad affair as we recently lost Carolyn Thompson and Dianne Ayon, two devoted, long-time officers.

Branches traveled from all over the state to attend this special tribute: Los Angeles Branch 39, Sacramento Branch 77, San Jose Branch 94, Margarete A. Grant Branch 127, San Diego Bridget Evans

More than 100 NAPS members attended San Francisco Branch 88's annual retirement and recognition lunch.



Branch 159, Mary Burkhard
Branch 244, Mabel Stevens South-
ern California Branch 266 and
Hayes Cherry Branch 466.

We had a great time hearing NAPS Headquarters news from Ivan and Jimmy. Words of encouragement and congratulations were offered from guests. We enjoyed a wonderful buffet lunch, good fellowship and seeing old friends. Over 100 retirees and active NAPS members attended. It was a beautiful Sunday afternoon on the Bay.
marilynwalton@comcast.net



Branch 88 honored former officers. Seated, from left: Michael Ayon accepted for his mother Dianne, former presidents Mardina Graham and Juanda Sneed, Ronda Montez (standing behind Sneed) accepted for her mother Carolyn Thompson, and Debbie Johnson (next to Montez).

Also attending were, back row: NAPS Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum, NAPS Secretary/Treasurer Jimmy Warden, Branch 88 member Lelton Gibson, President Linda Thomas, Newsletter Editor Carolyn Moore-Tucker and NAPS President Ivan D. Butts (standing behind Johnson).



Auxiliary members who attended were, from left, Pat Grisby, Branch 77; Bonita Atkins, National Auxiliary secretary/treasurer; Genaro (Toby) Loera, California State; Ed Simpao, California State treasurer; Chanel Dodson, National Auxiliary Western Region vice president; Laurie Butts, National Auxiliary president; May Nazareno, Branch 88; Barbara Kelly, California State secretary; and Yunina Graham, California State president.

NAPS Needs a Networking Membership

Dee Perez

New York Area Vice President

Happy new year, NAPS members! Let's examine the word "membership." Its definition is "any individual of good character and responsible credit background regardless of race, sex, ethnic background, or religion."

Now, let's examine the word "networking." Its definition is "the action or process of interacting with others to exchange information and develop professional or social contacts."



These words are synonymous; they go hand in hand. Once you belong to a NAPS branch, networking and membership will flourish if the branch president and fellow officers are doing the right thing and holding quality membership meetings.

Everyone talks about New Year's resolutions and how they will change things in their lives. How about we examine these two words and begin to understand their relationship in the context of what it means for NAPS and the role you play.

Your role as a NAPS member is to

help promote the association that does more than just protect you when you make a questionable or terrible decision or have a lapse in judgment. We are an association led by many branches; I believe the count is 291. Many of these branches very well may be led by people who served the USPS for many years and now are retired.

Their experience speaks volumes because you can't teach experience. Moreover, many branches have vice presidents who currently are working as supervisors, postmasters and managers. These individuals know what is taking place in your district and help keep members up to date at branch meetings.

A principal duty of each branch president and fellow officers is to increase membership. Believe it or not, NAPS is not anywhere near 100% membership; nor do I believe we can get there. However, 90% is possible.

Membership is a priority because representing members costs money; it's the price of doing business. But, more importantly, membership dues also allow NAPS to conduct training seminars with NAPS Executive Board members, as well as offering the annual Legislative Training Seminars. Training always is open to all members if they wish to attend. It's money well spent if you wish to better understand what your association offers.

Membership support allows NAPS to have a seat at the table to consult with Postal Service Headquarters over pay and benefits. I've always said the larger NAPS becomes, so does its importance and influence. NAPS represents every EAS position in the Postal Service; that includes postmasters. The other postal management association is limited by *Title 39* to represent *only* postmasters in pay and benefits, regardless whether it signs supervisors.

Membership also allows branch leaders to conduct monthly or yearly meetings. They also have the resources to send out newsletters, informing members of upcoming branch meet-

ings. Depending on geographic location, it may be in branch presidents' best interests to double or triple up with nearby branches and select a location in the middle to hold a joint membership meeting—perhaps a Sunday brunch when most people are off.

Advertise it, promote it months in advance and get the word out. Then invite USPS district or NAPS guest speakers to talk about training that benefits your members. Branch presidents and their officers are responsible for making meetings interesting and informative.

That, in turn, leads members to begin talking about it in their postal social circles. Then, those who are not members will become interested and consider becoming members. As the phrase says, "Build it and they will come." I emphatically believe this to my core—if branches focus on having quality meetings with guest speakers to discuss topics that matter to their membership.

This form of branch networking gives you the opportunity to improve your personal career growth if you attend. When you network with others, it enriches you and opens you to additional contacts that may be helpful one day.

The late, great NAPS leader Jay Killackey often told me that building relationships through networking helps in not only resolving disciplinary actions, but also in advancing your career.

As a membership reminder, December began the NAPS Membership Blitz drive that runs through February. NAPS is increasing the amount you receive if you sign a new member from \$25 to \$50, but only through February. This will help us reach 30,000 members, which we have not seen since the late 1990s.

MM—membership matters!
nypvpedee@naps.org



We All Can Help **Build Membership**



October High-Five Club Members

Kanani Alos, Branch 214, HI
Rita Brooks, Branch 208, AL
John Bu, Branch 68, NY
Ken Bunch, Branch 23, MI
Shawnetra Goosby, Branch 80, OK
Mariel Murillo, Branch 466, CA
Paul Ross, Branch 7, NY
Christy Schirching, Branch 27, NY
Theresa Smith, Branch 130, MI
Beverly Torain, Branch 177, NC
Brian Wagner,^{†††} Branch 255, IL

^{†††} Denotes sponsor who signed 35 members in the past 90 days.

Bob Levi

Director of Legislative & Political Affairs



In December, calls to “privatize” the Postal Service were articulated by members of the incoming Trump administration. The *Washington Post* reported President-elect

tively activated; NAPS members were able to easily urge their senators to vote “yes” on the bill.

In mid-December, incoming Senate Homeland Security and Governmental Affairs Committee Chairman Rand Paul (R-KY) objected to consideration of the four pending presidential nominees to the U.S. Postal Service Board of Governors prior to adjournment. On Dec. 16, President Biden renominated Anton Hajjar, whose term expired on Dec. 8, to replace nominee Martin Walsh.

The other Biden nominees were Val Demings, William Zollars and Gordon Hartogensis. In his statement, Paul said he believed incoming President Trump should be able to nominate four new governors next year.

Another newsworthy legislative item was the election of Rep. Gerry Connolly (D-VA) by the House Democratic Caucus to succeed Rep. Jamie Raskin (D-MD) as ranking Democrat on the House Oversight and Accountability Committee. Raskin is vacating the position to assume the ranking position on the House Judiciary Committee. Connolly, a longtime NAPS friend and ally, introduced two NAPS-promoted bills last year: the Postal Supervisors and Managers Fairness Act and the Postal Employee Appeal Rights Amendments Act.

Also, the election of President Trump means we welcome a new chairman of the Postal Regulatory Commission (PRC); the president designates the chairman. The two Republican PRC commissioners are Ann Fisher and Robert Taub. Both had distinguished congressional careers.

Fisher worked for Sens. Larry Pressler (R-SD), Thad Cochran (R-MS) and Susan Collins (R-ME). She also

worked in the USPS Government Relations shop and at the PRC directing public affairs.

Taub interned for former House Judiciary Committee Chair Peter Rodino (D-NJ), was an analyst at the Government Accountability Office, served as chief of staff and postal subcommittee staff director for Rep. John McHugh (R-NY) and was senior civilian adviser to the secretary of the U.S. Army. Taub served as PRC chairman from 2014-2021.

The PRC currently is preparing its advisory opinion on the “Delivering for America” (DFA) initiative. In early December, the PRC conducted its one and only public hearing on the plan, at which PRC commissioners and the PRC’s designated public representative parried with USPS witnesses about the plan and its impact on services.

It was noteworthy that all the commissioners expressed deep concern about the DFA’s effect on rural mail service and how the USPS measures performance. Moreover, PRC Vice Chair Tom Day, a former USPS executive, suggested that the design by which the DFA was created and internally evaluated was defective. The PRC will release its advisory opinion by Jan. 31.

In December, the House and Senate committees with jurisdiction over the Postal Service conducted hearings. Both hearings reflected bipartisan skepticism about the DFA. On behalf of the 47,000 postal supervisors, managers and postmasters represented by NAPS, Executive Vice President Chuck Mulidore submitted testimony for both hearings. The House version appears on page 8. For members interested in seeing both hearings, you may view them at the respective committee websites: www.hsgac.senate.gov and <https://oversight.house.gov>.

Underneath the bipartisan critique of performance and finances, NAPS members should be alarmed by

2025—A Year of Transition and Risks

Trump “discussed his desire to overhaul the Postal Service” with nominated Commerce Secretary Howard Lutnick. This exchange followed an earlier meeting where Trump asked his presidential transition team for their views to privatize the agency.

At a subsequent news conference, Trump stated privatizing the USPS is “not the worst idea I’ve heard” and went on to say his team was “looking at it.” It appears the battle to defend a governmental national postal system will be a NAPS legislative priority this year. Postal privatization is bad for both political parties and, more importantly, bad for our nation.

Before we turned the calendar to 2025, the Senate voted to finally vote on legislation to repeal the Social Security Windfall Elimination Provision and Government Pension Offset (H.R. 82). On Dec. 18, by an overwhelming 73-27 majority, the Senate invoked “cloture,” which meant H.R. 82 would get a vote prior to adjournment. The final vote was taken after this issue was sent to the printer.

So, by the time you receive this magazine, you will know whether the bill passed and President Biden signed it into law. NAPS’ online legislative advocacy tool was successfully and effec-

the trajectory that both committees appear to be taking in 2025 relative to the role of the agency as part of the nation's essential infrastructure, its emergent vehicle modernization plan and the potential resurrection of calls to privatize parts of the Postal Service. Incoming Senate Homeland Security and Governmental Affairs Committee Chairman Rand Paul (R-KY) articulated his belief that the private sector would do a better job managing the Postal Service. Among his complaints, Paul panned the Postal Service's conversion of non-career employees to career status.

Sens. Jon Ossoff (D-GA), Jacky Rosen (D-NV) and Richard Blumenthal (D-CT) took turns decrying postal operation actions as they have impacted service to their constituents. But probably the strongest condemnation was from Sen. Josh Hawley (R-MO) who complained about how the DFA was impacting rural mail service. After a testy back and forth with Postmaster General Louis DeJoy, Hawley declared, "I hate this plan and I'm going to do everything I can to kill it."

The House Oversight and Accountability Committee hearing followed the Senate hearing by less than a week; the 2025 message was stark. NAPS and members of the postal community need to be prepared for a "DOGE assault." The Department of Government Efficiency—an unstructured, presidentially designated entity co-chaired by Elon Musk and Vivek Ramaswamy—will be making recommendations to dramatically restructure the federal government and reduce its footprint. The panel will be employed to shoehorn postal privatization into legislative action.

Members of the House committee seem to be using the incoming administration's goal to get at the Postal Service and its employees. There were comments about postal workforce re-

Continued on page 38

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 16-19, 2025

Conducted by: Eastern Region VP Richard Green, Capitol-Atlantic Area VP Troy Griffin, Mideast Area VP Tony Dallojacono and Pioneer Area VP Ed Laster

Location: Marriott Cleveland Downtown Key Tower, 127 Public Square, Cleveland, OH 44114-1217; 800-228-9290. Meeting name: NAPS Eastern Region Jan 2025. Reservation link: <https://www.marriott.com/event-reservations/reservation-link.mi?id=1716301847964&key=GRP&app=resvlink>

Hotel Rate: \$234, including taxes

Registration Fee: \$279 postmarked by Oct. 31; \$359 postmarked Nov. 1 or later. Registrants not staying in the meeting hotel will pay a \$359 registration fee.

Training: Conducted by NAPS resident officers and USPS officials

Illini Area Training Seminar

April 24, 2025

In conjunction with the Illinois State Convention

Conducted by: Illini Area VP Luz Moreno

Location: Hilton Chicago/Oakbrook Hills Resort & Conference Center, 3500 Midwest Rd., Oak Brook, IL 60523; 630-850-5555

Hotel Rate: \$140.97, including tax

Registration Fee: TBA

Training: TBA

Cotton Belt Area Training Seminar

April 25-26, 2025

In conjunction with the Tennessee State Convention

Conducted by: Cotton Belt Area VP Shri Green

Location: Drury Plaza Hotel, 1874 W. McEwen Dr., Franklin, TN 0720; 800-325-0720

Hotel Rate: \$139, plus tax

Registration Fee: \$75, if received before April 5; \$95 after April 5

Training: TBA

MINK Area Training Seminar

May 1-4, 2025

In conjunction with the MINK State Convention

Conducted by: MINK Area VP Bob Washington

Location: University Plaza Hotel & Convention Center, 333 John Q. Hammons Pkwy., Springfield, MO 65806; 417-864-7333

Hotel Rate: \$119 plus tax

Registration fee: TBA

Training: TBA

Michiana Area Training Seminar

June 7-8, 2025

In conjunction with the Michigan State Convention

Conducted by: Michiana Area VP Kevin Trayer

Location: Kewadin Hotel, 2186 Skunk Rd., Sault Ste Marie, MI 49783; 906-632-0530

Hotel Rate: \$130/king or queen; \$148/mini suite—plus tax; reservation cutoff is May 17

Registration Fee: \$150

Training: TBA

Central Gulf Area Training Seminar

June 12, 2025

In conjunction with the Alabama/Louisiana/Mississippi State Convention

Conducted by: Central Gulf Area VP Dwight Studdard

Location: Embassy Suites by Hilton, 4914 Constitution Ave., Baton Rouge, LA 70808; 225-924-6566

Hotel Rate: TBA

Registration Fee: TBA

Training: TBA

2025 SPAC Pins

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



President's Ultimate

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

Drive for 5

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



VP Elite

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



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level

In 2025, SPAC contributors will be sent the pin recognizing their total 2025 contribution at the end of the year; all pins will indicate "2025." The 2025 "Drive for 5" pins will continue to be mailed at the end of the month in which the contributor made their first withholding contribution, either through PostalEASE or OPM Retirement Allotment. There will be no change in The Postal Supervisor's listing of SPAC contributors who progress through the pin categories over the course of the year.

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): _____.



2024 SPAC Contributors



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

Studdard, Dwight	AL	Branch 45
Salmon, James	AZ	Branch 246
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Randle, Carol	CA	Branch 39
McClinton, Velma	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406

Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
McHugh, James	FL	Branch 386
Lynn, Patti	FL	Branch 296
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Valuet, John	ID	Branch 915
Coleman-Scrugs, TONI	IL	Branch 493
Moreno, Luz	IL	Branch 489
McCartney, Kelly	KS	Branch 919
Foley, Paul	MA	Branch 120
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96

SPAC Contribution Form

Aggregate contributions made in a calendar year correspond with these donor levels:

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

Federal regulations prohibit SPAC contributions by branch check or branch credit card.

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



Enclosed is my voluntary contribution to SPAC by one of the following methods:

- Check or money order made payable to SPAC; do not send cash
- Credit card (circle one): Visa American Express MasterCard Discover

Card number _____

Security code (three- or four-digit number on back of card) _____

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

- In-Kind Donation (e.g., gift card, baseball tickets):

Describe gift _____ Value _____

All contributions to the Supervisors' Political Action Committee (SPAC) are voluntary, have no bearing on NAPS membership status and are unrelated to NAPS membership dues. There is no obligation to contribute to SPAC and no penalty for choosing not to contribute. Only NAPS members and family members living in their households may contribute to SPAC. Contributions to SPAC are limited to \$5,000 per individual in a calendar year. Contributions to SPAC are not tax-deductible.

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Nov. 30, 2024)

National Aggregate:

\$227,213.71

National Per Capita:

\$8.52

Region Aggregate:

1. Eastern	\$52,813.34	1. Western	\$9.92
2. Western	\$52,692.50	2. Southern	\$9.13
3. Southern	\$50,738.88	3. Eastern	\$8.54
4. Northeast	\$38,851.55	4. Northeast	\$7.77
5. Central	\$32,117.44	5. Central	\$7.30

Region Per Capita:

Area Aggregate:

1. Capitol-Atlantic	\$36,536.30	1. Southeast	\$12.73
2. Pacific	\$35,107.96	2. Pacific	\$12.46
3. Southeast	\$26,790.38	3. North Central	\$11.47
4. New England	\$18,412.50	4. New England	\$11.46
5. New York	\$14,799.05	5. Capitol-Atlantic	\$10.94
6. Mideast	\$12,561.24	6. Northwest	\$ 8.69
7. Texas	\$12,457.50	7. Central Gulf	\$ 7.66
8. North Central	\$10,262.54	8. Texas	\$ 7.15
9. Pioneer	\$ 9,355.80	9. Illini	\$ 7.10
10. Northwest	\$ 9,041.04	10. Michiana	\$ 6.92
11. Illini	\$ 8,597.00	11. Pioneer	\$ 6.81
12. Rocky Mountain	\$ 8,543.50	12. New York	\$ 6.43
13. Michiana	\$ 8,320.00	13. Cotton Belt	\$ 6.15
14. Cotton Belt	\$ 5,904.00	14. Rocky Mountain	\$ 5.99
15. Central Gulf	\$ 5,736.00	15. Mideast	\$ 4.84
16. MINK	\$ 4,937.90	16. MINK	\$ 4.53

Area Per Capita:

State Aggregate:

1. California	\$33,207.96	1. Maine	\$45.93
2. Florida	\$24,740.38	2. North Dakota	\$26.25
3. Maryland	\$13,684.50	3. Idaho	\$24.55
4. New York	\$13,654.05	4. South Dakota	\$22.68
5. Texas	\$12,457.50	5. Maryland	\$21.79

State Per Capita:

Drive for 5

Members by Region:

1. Southern	42	1. Western	\$18,204.54
2. Eastern	41	2. Eastern	\$17,163.00
3. Western	38	3. Southern	\$14,235.38
4. Central	35	4. Northeast	\$10,423.28
5. Northeast	27	5. Central	\$ 9,145.00

Aggregate by Region:

Lothridge, Derek	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Washington, Robert	MO	Branch 131
Geter, John	NC	Branch 183
Dallojacono, Anthony	NJ	Branch 568
Scales-Bradley, Constance	NJ	Branch 53
Amash, Joseph	NY	Branch 83
Evans, Darius	NY	Branch 85
Perez, Dioenis	NY	Branch 202
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Lahmann, Joseph	OR	Branch 276
Butts, Ivan	PA	Branch 355
Gill, Kathy	PA	Branch 50
Green, Shri	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Farmer, Joanne	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526
Thomas, Carlos	VA	Branch 98

November Contributors

President's Ultimate (\$1,000)

McCartney, Kelly	KS	Branch 919
Trayer, Kevin	MI	Branch 142

VP Elite (\$750)

Brathwaite, Rafael	AL	Branch 45
Gibson, Lelton	CA	Branch 88
Brock, Tammy	FL	Branch 81
Moore, Kevin	GA	Branch 595
Conover, David	NY	Branch 100

Secretary's Roundtable (\$500)

Garland, Angela	DE	Branch 909
Pierce, Annette	IL	Branch 255
Wagner, Brian	IL	Branch 255
Paige, Lillie	OH	Branch 46
Hubbard, Jim	VA	Branch 22
McComas, Christina	WV	Branch 212

Continued on page 40

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

By internet:

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

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

By telephone:

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



New Year, New Action Plan

Daniel Coy

NAPS members are glad to be through this past year; now, we must prepare for the year ahead. If you have been following members' social media accounts, people are stating USPS working conditions continue to get worse in every area.

We can make it better! Those who are reading this, please reach out to the members in your branch and ask them to participate in meetings and share their issues and concerns. Make sure they understand that NAPS cares and will do everything it can to provide help. Remind them there is nothing NAPS can do until we are aware of the issues.

I would like each member to start the year with a notebook and document, document, document. Each time something questionable happens, write it down with the time of day and date so there is a record. Write down the bad and the good and be sure to share this information with your branch officers.

If NAPS has documentation of issues from multiple people, we can ask that these issues be addressed. We can provide training on how to handle these issues regarding postal policy and procedures. If you have provided this information to your branch with no direction, reach out to the next level and ask for help. The NAPS area vice presidents are a great resource if you are not getting help from your local branch.

We must put our personal objectives and biases aside. Working together for the good of all EAS employees is the only way to success-

fully move forward. Step out of your comfort zone and contact the individuals who are being called out in telecons and offer them help. Train, coach and mentor those with whom you work to help create an environment where everyone feels valued—not abused.

It has been stated repeatedly that your integrity cannot be taken from you. Remember—integrity is the quality on which you may be judged. Use it well! Do not give your integrity away for a better job or to avoid trouble. With your integrity intact, you will learn and grow.

As we enter 2025, take a look at where you want to be by the end of the year. If you aspire to a new job, reach out and ask someone to mentor you. Start now on your KSAs. Look at similar jobs that are posted and follow up to see who is selected for the position. Call them and ask what they did to get prepared for the job and what they believe got them the position.

If your goal is to become more involved in NAPS, attend meetings and training. Read all the information in *The Postal Supervisor*. Review past issues, as well as information on the NAPS website. All information is useful.

Become familiar with your elected officials. Keep in contact with them regarding all events that affect you and your co-workers.

Make a resolution to help move NAPS forward. Resolve to become involved and get others to participate. Look out for your fellow EAS employees. Do not allow anyone to be harassed or tormented. Share issues with your NAPS branch and offer your

input on possible solutions.

Let's focus on the future and moving forward; learn from the past and put it behind us. We can do that with open and honest communication. Participate in functions, meetings and training. Resolve to do more this year than in the past.

As Peggie Bednar said in the December "The NAPS Postmaster" column: "Your NAPS family is steadfastly here for you. All that is needed is for you to take the first step: Get involved!"

danielcoyuni@gmail.com

Daniel Coy is president of Iowa State Branch 918 and postmaster of Corning.

Legislative Update

Continued from page 32

ductions, privatizing mail processing and canceling vehicle modernization contracts to recover some of the \$3 billion earmarked for that modernization.

Many Republican committee members were highly critical of the Postal Service's plan to expand its use of electric vehicles. Regarding DOGE and its goal to shrink government services, it's important to recall that, in 2018, Trump's government reorganization plan called for postal privatization. Committee member Marjorie Taylor Greene (R-GA) will be chairing the DOGE Subcommittee next year; committee member Pete Sessions (R-TX) will co-chair the congressional DOGE Caucus.

Indeed, NAPS will have to hit the ground running into 2025—and we will!

naps.rl@naps.org



Rest Easy, Lead Fully

Submitted by the USPS Employee Assistance Program

Although experts recommend eight hours of sleep each night, the reality is most people get significantly less—often averaging around six hours or fewer. This insufficient rest leads to poor judgment, lack of self-control and impaired creativity. A recent study revealed that 42% of leaders worldwide receive an average of six hours of sleep or less.



Society has adapted to a cycle of reduced sleep, but our bodies have not. Many individuals feel they can function on four or five hours a night due to years of routine; some even embrace sleep deprivation as a badge of honor.

The benefits of adequate rest are numerous, while the costs of sleep deprivation can be severe. Sleep is essential for consolidating memories, processing emotional experiences, replenishing glucose and clearing out beta-amyloid—a waste product linked to Alzheimer’s disease. Insufficient sleep not only impairs individual performance but also negatively affects employees’ experiences and outputs.

Recognizing the damage caused by lack of sleep is a crucial first step for sleep-deprived leaders. In a study by Cristiano Guarana—associate professor at Indiana University’s Kelley School of Business—the sleep patterns of 40 managers and their 120 direct reports were measured over three months. The findings revealed that sleep-deprived leaders tended to be more impatient, irritable and antagonistic, resulting in poorer relationships with their teams.

Surprisingly, this negative dynamic persisted throughout the study, with leaders remaining unaware of the impact their sleep deprivation had on workplace morale. When leaders do not feel well-rested, the entire team suffers.

The Importance and Benefits of Sleep for Supervisors

Getting enough sleep is crucial for enhancing performance in personal and professional lives. A healthy sleep routine not only improves work performance and emotional regulation, but also supports overall well-being. As leaders, it is our

responsibility to come prepared and serve as a resource for our teams.

We must be mindful of our attitudes, as they can create a trickle-down effect on those who look to us for direction. With the great responsibility of leadership, being emotionally and physically prepared is essential for effectively guiding our teams.

What Is Good Sleep and Why Is it Important?

Sleep is a fundamental physiological process that enables the body and mind to recover, rejuvenate and function optimally. Good sleep is characterized by adequate duration (typically seven to nine hours for adults), quality (uninterrupted and deep) and consistency (going to bed and waking up at the same time each day). It involves various sleep stages, including REM (rapid eye movement) and non-REM sleep, which play crucial roles in physical restoration, emotional regulation and cognitive performance.

During sleep, the brain consolidates memories, processes information and clears toxins. Studies show sleep is vital for emotional regulation, decision-making, problem-solv-

ing and creativity. The restorative functions of sleep are supported by the release of hormones such as growth hormone and cortisol, which help repair tissues and regulate stress. Insufficient sleep can lead to a range of negative consequences, including impaired cognitive functions, increased stress levels and decreased productivity.

Chronic sleep deprivation can lead to serious health issues, including obesity, diabetes, cardiovascular disease and mental health disorders. For supervisors, poor sleep can exacerbate stress and burnout, further im-

pairing leadership abilities and workplace morale. The importance of good sleep extends beyond individual health—it has far-reaching implications for team dynamics, organizational culture and overall performance.

How Good Sleep Can Help You Be a Better Leader

Enhanced decision-making: A well-rested mind is better equipped to analyze situations, weigh options and make informed decisions. Sleep deprivation impairs critical thinking, reduces attention span and can lead

to impulsive choices. As a supervisor, being decisive and making sound judgments is crucial for leading a team effectively.

Improved emotional intelligence: Emotional intelligence (EI) is vital for leaders. Good sleep enhances emotional regulation, allowing supervisors to respond to challenges with clarity and empathy. When leaders are well-rested, they are more capable of managing stress, handling conflicts and fostering positive relationships in their teams.

Better communication skills: Effective communication is a cornerstone of leadership. Lack of sleep can hinder one's ability to articulate thoughts clearly and listen actively. A rested supervisor is more likely to convey messages with clarity and engage meaningfully with team members, enhancing overall team cohesion.

Sleep Tips for Better Rest

Incorporating good sleep practices into a supervisor's routine can significantly enhance their effectiveness as leaders. Here are some practical tips:

1. Establish a consistent sleep schedule. Going to bed and waking up at the same time every day helps regulate your body's internal clock. Consistency fosters better sleep quality and can make it easier to fall asleep

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Thrift Savings Plan

Fund	G	F	C	S	I
November 2024	0.36%	1.14%	5.87%	11.97%	(0.01%)
12-month	4.43%	6.93%	33.84%	38.94%	13.08%

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	L2045
November 2024	1.51%	1.68%	2.94%	3.19%	3.45%	3.66%
12-month	10.11%	11.78%	17.85%	19.21%	20.56%	21.74%

Fund	L 2050	L 2055	L 2060	L 2065	L2070
November 2024	3.88	4.56%	4.56%	4.56%	4.54%
12-month	22.91%	26.79%	26.79%	26.79%	

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

2024 SPAC Contributors

Continued from page 36

Chairman's Club (\$250)		
Wright, Marcellus	DC	Branch 135
Paisley, Sabrena	FL	Branch 146
Alos, Kanani	HI	Branch 214
Duplessis, Tomica	LA	Branch 73
McFowland, Latasha	MO	Branch 131
Brown, Lorraine	VA	Branch 98
Sprewer, Victoria	WI	Branch 72

Baldwin, Craig	WV	Branch 212
Supporter (\$100)		
James, Suzette	FL	Branch 154
McNeal, Jullian	FL	Branch 420
Albright, Daniel	MO	Branch 36
henkel, tammy	NJ	Branch 287
Andersen, Karen	NV	Branch 463
Canada, Pamela	WI	Branch 72

GROW

with the TSP

You've likely heard that "every dollar counts" in saving and investing for your future. Have you ever wondered just how much a single dollar saved now might count toward your future retirement income? We did; the answer is, "a lot."

Every \$1 you invest in the TSP can grow to \$10 in 35 years—without you needing to do anything else. Thanks to compound interest, \$1 will grow to \$10 after 35 years completely on its own, assuming a 6.8% annual rate of return with diversified investments.*

Even 15 years makes a difference. At the same rate, \$1 can almost triple by then. That means, even if you separate from service and no longer contribute to the TSP, your TSP investments still can benefit from the same compound interest and continue to grow.

And here's the kicker: Every \$1 your agency or service contributes to your TSP account can grow to \$10 in 35 years, too.* If you're eligible for Agency/Service Matching Contributions, when you contribute 5% of your pay, your agency or service also contributes a total of 5%—essentially doubling your savings. So, for example, \$1 could grow to \$20—20 times what you put in! (Go to tsp.gov for a detailed breakdown of how agency/service contributions work.)

We've put together a webpage that lets you explore how much

\$1 can grow over 15, 25, 35 and 45 years at tsp.gov/grow. So, next time someone tells you that "every dollar counts," you'll know just how much. Learn more at tsp.gov/grow.

** The calculation of \$1 growing to \$10 over 35 years assumes an average 6.8% annual rate of return over that period. While past performance does not guarantee future results, the TSP L funds that were designed for participants younger than age 40 (L 2050, L 2055, L 2060 and L 2065) have had an average annual return of 6.8% or more for as long as they've existed.*

2025 IRS Contribution Limits

Elective deferral limit

\$23,500: This limit applies to the combined total of traditional and Roth IRAs. For uniformed services members, this does not apply to traditional contributions from combat-zone pay.

Catch-up limit

Age 50 and over

\$7,500: If you are turning 50 or older and exceed the IRS elective deferral (or annual additions) limit, then your contributions will automatically start counting toward the IRS catch-up limit. Just add any contributions toward the

New I Fund Benchmark Is Complete

The transition of the I Fund benchmark to the MSCI All Country World Investable Market Index ex USA ex China ex Hong Kong Index (MSCI ACWI IMI ex USA ex China ex Hong Kong Index) is complete.

The new I Fund benchmark index further diversifies I Fund investments and gives TSP participants access to more markets and companies. The index includes more than 5,000 large, medium and small companies from more than 40 developed and emerging market countries.

You can learn more about the I Fund on tsp.gov/funds-individual/i-fund/.

catch-up limit in the same place as your other TSP contributions.

Age 60-63

\$11,250: If you're turning 60, 61, 62 or 63 in 2025, the IRS catch-up limit is higher for you than the regular catch-up limit. In the years you turn 64 and older, the catch-up limit for you is the lower, regular catch-up limit amount. Your election will carry over each year unless you submit a new one.

Annual additions limit

\$70,000: The annual additions limit is the total amount of all the contributions you make in a calendar year. This limit is per employer and includes money from all sources—employee contributions (tax-deferred, after-tax and tax-exempt), Agency/Service Automatic (1%) Contributions and Agency/Service Matching Contributions. It does not include catch-up contributions.

Location Atmosphere

John Aceves

Former NAPS Secretary/Treasurer

We all can accept positive changes for improvements in the USPS work environment and be treated with dignity and respect. Now, for some reason, many of our senior leaders have these qualities. Unfortunately, the USPS promotes some who could not give a “care” about any of these qualities.

They lead with intimidation, threats, psychological aggression and bullying tactics. You know them. We have these types of people in positions who should not be nor were ready to be in leadership positions.

If you are in this type of work environment, do not suffer in silence. Let someone know who can help you—district HR, the Employee Assis-



tance Program or your local NAPS officers. The USPS also has a toll-free number for employees and managers seeking guidance on what actions to take in the event of an incident of alleged harassment: 1-877-521-4272. Document, document and expose these bullies.

Those with true leadership qualities care about those who work for/with them. They want to see their employees improve and succeed. Let us thank those with these leadership qualities.

The other types generally extend their baggage with their negative qualities, end up in a NAPS arena, EEOs or toxic work environment or other issues. Following is an excerpt from *USPS Publication-552*:

“Workplace harassment includes personal interactions characterized by bullying behaviors, personal at-

tacks, acts of intimidation or threats, and behavior that may humiliate, embarrass and belittle others. Harassment can take the form of verbal comments, actions, gestures and displays. The offensive behavior could be a one-time occurrence, or it may occur often, over a period of time.”

If the Postal Service is serious about promoting true quality customer service, they also should be promoting true quality people who are serious about promoting positive leadership. When this happens, you can see a work environment that EAS employees enjoy and want to come to work.

They want to succeed and do their best for the location where they work. You can see it in the performance scores and EAS employees who enjoy their positions.

Hasta luego.

napstheace@msn.com

Enhancing Branch Communication, Part 2

Robert Wakefield

Middle Tennessee Branch 32 President

In my November column, I discussed various ways to communicate in your branch. From emails to newsletters to phone trees—even smoke signals—effective communication is critical for branch success.

Branch 32 has launched the *Saturday CuppaJoe Podcast*—another valuable communication tool (hope you will listen and subscribe!). However, perhaps the most visible way to showcase your branch is through a website. Websites are effective be-

cause they consolidate a lot of information into a single source.

Recently, I was browsing the internet and looked up branch websites across the country. Many branches have websites, but some hadn’t been updated since 2019! How effective is that? I’m sure everyone is thrilled about the next meeting in June 2019.

Here’s my proposal to all branches: Create and maintain a website that keeps your members informed about the latest news and events af-

fecting your branch. When you visit naps.org and click on the Members page, there is a link titled “External

Resources.” Currently, there are eight branch websites listed. It is my hope that when the new national website is updated, a link will be provided for local branch websites.

As a NAPS family, I enjoy reading about what’s

happening with my brothers and sisters. I invite you to check out our branch’s award-winning website—napsbranch32.org.



A Resolution to a Postal Violation

Brian J. Wagner
Past NAPS President

I hope you and your families had a happy holiday season. May your New Year be happy, healthy and prosperous! During the holiday season, children, grandchildren and great-grandchildren—maybe yourself—were excited to receive gifts. I hope you got everything on your holiday wish list.

However, sometimes we don't always get the gift for which we wish. When that happens, there is no filing a grievance with Santa Claus. Otherwise, we would land on the "naughty" list for next year.

Speaking of the "naughty" list—I'm not talking about the holidays—what does an EAS employee do when someone in postal leadership is being naughty by violating a USPS policy that directly impacts their workplace and/or livelihood? Here's the scoop!

The Postal Service *Employee and Labor Relations Manual (ELM)* is a long-standing official postal policy manual. It is regularly updated; the current *ELM* version is 55. Besides the *ELM*, there are other postal manuals, publications and documents issued by the Postal Service from various leadership levels, agency departments, including the USPS law department, and sometimes by the PMG and deputy PMG. They are to be followed by all postal employees, including those in postal leadership.

When called on to give in-person or Zoom training, I find one popular, requested training topic is understanding the *ELM*, specifically Section 650, "Nonbargaining Disciplinary, Grievance, and Appeal Procedures." In a nut-cracker shell (*couldn't resist the*

holiday reference), this training covers how best to prepare a solid, written appeal for letters of warning, emergency placement in a non-duty/non-pay status and adverse action cases. The goal is to mitigate such discipline for less time in one's postal personnel file (eOPF) or have the discipline rescinded altogether.



I recently gave training on how EAS employees may file a grievance under *ELM* 650. Wait! NAPS is not a union. However, have you noticed the word "Grievance" in the Section 650

title?

When you dive into *ELM* 650, look at Section 652.4, "Other Appealable Actions." Dive further and read *ELM* 652.41, "Coverage," which reads: "Employees in EAS-17 and below, regardless of length of service, may appeal letters of warning, emergency placement in a nonduty status, and other matters (emphasis added) not covered by 652.2 by using the procedures in 652.42 through 652.44."

For the record, *ELM* 652.2 covers appeals for adverse action. However, because letters of warning and emergency placement are specifically referenced in *ELM* 652.41, then what are other matters that an EAS-17-and-below employee may appeal?

What about established Postal Service policies included in USPS publications, manuals, policy letters, directives, Management Instructions (MIs) or memorandums to name a few? When such policies or other matters are violated by postal leadership, a respective EAS employee, per *ELM* 652.41, may file a grievance to resolve the violation that has "harmed" them.

So, what are some examples of USPS violations that may require an

EAS employee, per *ELM* 652.41, to file a grievance?

- Special-exempt working over 8.5 hours on a given day and being denied additional straight-time pay (T-Time) or given "comp time" later. There is no comp time in the USPS; comp-time is chump-time.

- FLSA non-exempt working over 8 hours in a day and being denied overtime pay.

- Being involuntarily reassigned without a valid change in operations or for training reasons.

- Given instructions to drive one's personally owned vehicle (POV) to deliver mail to customers, take mail to the plant, perform carrier street supervision or conduct other USPS-related business.

- Mandated to be "on call" while off-duty to answer one's personal or postal issued phone, either after work, on one's non-scheduled day or vacation.

- Being charged absent-without-leave (AWOL) in retaliation for requesting FLMA, unscheduled sick leave or emergency annual leave.

Therefore, when someone in postal leadership violates a postal "policy" or law deemed as *other matters*, under *ELM* 652.41, "Coverage," an EAS employee (EAS-17 and below) should contact their NAPS representative to immediately file a grievance to resolve the USPS violation that has administratively, personally or financially harmed them. How?

Follow the provisions outlined in *ELM* 650, Nonbargaining Disciplinary, *Grievance (emphasis added)*, and Appeal Procedures. Fortunately, under *ELM* 652.4, "Other Appealable Actions," the procedures to file an EAS grievance are the same in appealing a letter-of-warning or emergency placement.

First, the EAS employee, with the assistance of their NAPS representative, files a grievance or appeal of the policy violation in writing to the EAS employee's immediate supervisor. This is a Step A appeal, per *ELM* 652.42.

Second, if the grievance is not satisfactorily resolved at the Step A level, the EAS employee may file a Step B appeal, per *ELM* 652.43, to the next higher-level manager. If there is no satisfactory resolution at the Step B level, the EAS employee may seek an *ELM* 650 review, per *ELM* 652.44, of the Step B decision.

Third, the EAS employee and NAPS representative then submits an *ELM* 650 review to the USPS area Human Resources manager based solely on the record. The decision of the *ELM* 650 review official is final. There are no further appeals.

Therefore, make sure the Step A grievance and Step B appeal contain solid details, facts, postal policy letters, directives, *ELM* references and any other necessary supporting documentation to support the EAS employee's requested resolution of their grievance. Such information is important if the NAPS member submits for an *ELM* 650 review.

Today's takeaway: EAS employees covered under *ELM* 650, specifically *ELM* 652.4, have a right to file a grievance and seek a resolution when someone in postal leadership violates an official agency policy, letter, directive, MI, memorandum, etc., that negatively impacts that respective EAS employee. No postal leader should be above violating USPS policy. Some established postal policies were the result of NAPS Headquarters and the USPS consultative process, which can be found on the NAPS website at NAPS.org.

It would be a major grievance for me not to share my ice-cream-flavor-of-the-month recommendation: peanut butter fudge swirl. Be safe and eat more ice cream!

brian4naps@aol.com

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

Statement of Financial Position (Balance Sheet) —Nov. 3, 2024

Assets:	
Cash and Investments	\$ 7,366,247.23
Dues Withholding Receivable	373,810.50
Prepaid Expenses and Other Assets	173,417.44
Total Current Assets	7,913,475.17
Building and Equipment, Net of Accumulated Depreciation	1,924,807.98
Total Assets	\$ 9,838,283.15

Liabilities and Fund Balances:	
Accounts Payable	\$ 47,637.09
Accrued Expenses	208,542.79
Dues to be Remitted to Branches	439,281.09
Total Liabilities	695,460.97
Unrestricted and Designated Net Assets	9,142,822.18
Total Liabilities and Net Assets	\$ 9,838,283.15

Statement of Activities (Revenues and Expenses)

(For the period Sept. 1, 2024 through Nov. 30, 2024)

Revenues:	
Dues and Assessments	\$ 2,268,044.34
Less: Dues Remitted to Branches	1,026,437.54
Net Dues and Assessment Revenue	1,241,606.80
<i>The Postal Supervisor</i> Advertising	13,175.00
Royalties	2,884.65
Other Revenues	97.55
Total Revenues	1,257,764.00

Expenses:	
National Headquarters	437,210.76
Executive Board	167,026.98
2024 National Convention	4,716.91
Training and Education	2,998.21
Legislative Expenses	6,497.86
Legal/Fact Finding/Pay Consultation	167,386.64
Disciplinary Defense	69,240.01
Membership	16,286.36
<i>The Postal Supervisor</i>	139,308.30
Total Expenses	1,010,672.03
Net Revenues in Excess of Expenses From Operations	247,091.97
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (102,861.09)
Less Depreciation & Amortization	(33,614.73)
NAPS Property, Inc. (Net Loss)	(136,475.82)
Investments Net Income	174,755.61
Total Revenues in Excess of Expenses	\$ 285,371.76

Substantially all disclosures required by GAAP are omitted.

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

No assurance is provided on these financial statements.

Support the

Postal Employees' Relief Fund

PERF



On Sept. 26, Hurricane Helene made landfall on the Florida Gulf Coast as a Category 4 storm with winds reaching 140 mph. Helene then continued north, leaving an 800-mile path of destruction. Catastrophic flooding occurred in western North Carolina and parts of South Carolina, Tennessee and Virginia.

On Oct. 9, Hurricane Milton plowed into Florida as a Category 3 storm. Winds over 100 mph spawned a series of tornadoes that destroyed homes and caused fatalities. Fueled by warm ocean water and the changing climate, these storms are more difficult to predict and increasing in intensity.

In response to these challenges, Postal Service employees nationwide can do their part to help those affected by these and other natural disasters. The Postal Employees' Relief Fund was created to help postal employees—active and retired—whose homes have been destroyed or significantly damaged by natural disasters.

Please make a donation to PERF. Your support is critically needed to help members of the postal family recover from these devastating storms.

For more information, go to www.postalrelief.com; 202-408-1869; perf10268@aol.com.

DONATIONS CAN BE MADE:

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

All donations are tax-deductible.



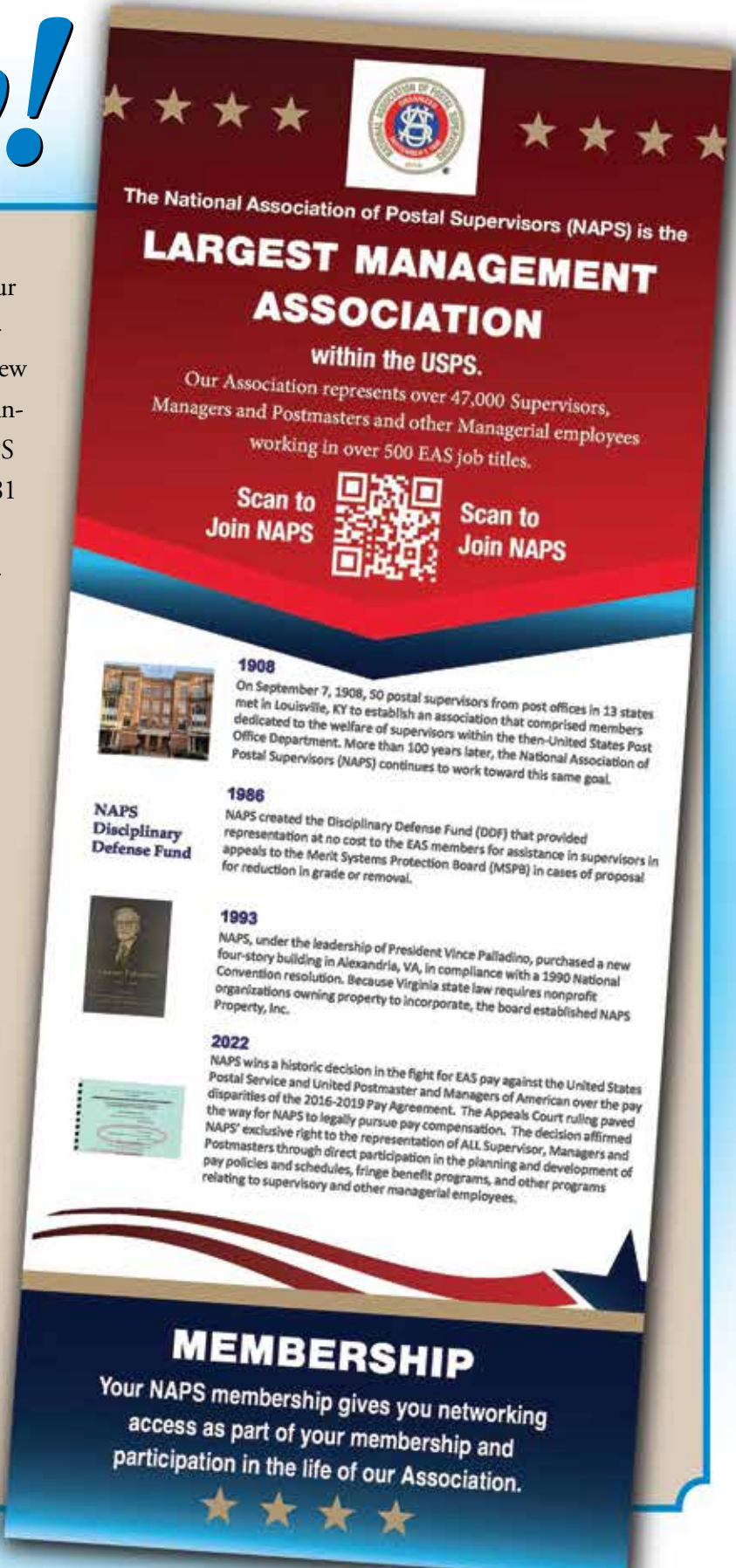
For more information, go to
www.postalrelief.com
202-408-1869
perf10268@aol.com

Order Your NAPS Banner Now!

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

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

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



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

The middle section is white and contains a timeline of key events:

- 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.

The bottom section is dark blue with a white star and a red and white wavy banner graphic. It features the text: "**MEMBERSHIP** Your NAPS membership gives you networking access as part of your membership and participation in the life of our Association." Below this text is a row of five gold stars.

Notes

from the National Auxiliary

Let Us Accomplish Much This Year

Laurie Butts

President

My dear NAPS family, I pray you all had a wonderful holiday season filled with great food, joy, happiness, love and memorable moments with your loved ones. Let us bid 2024 farewell, leaving behind any and all ill feelings, unrest and bitterness and strive for the continued good of our NAPS and Auxiliary family in this new year. We will embrace this new year with hope and a renewed spirit of positivity.



I want to express my ongoing thanks to every one of you who continually support and trust in me as your National Auxiliary president. I am truly honored.

Be assured that I remain fully committed to doing “nothing less than my best” to help grow and strengthen our Auxiliary. I am greatly confident that we will achieve even greater success in our growth this year.

May this be a time of new beginnings for all of us. God bless you all.

laurie.butts5615@comcast.net

Rest Easy, Lead Fully

Continued from page 40

and wake up.

2. Create a sleep-friendly environment. Ensure your sleep space is dark, quiet and cool. Consider using blackout curtains, earplugs or a white noise machine to minimize disruptions. A comfortable mattress and pillows also play a vital role in enhancing sleep quality.

3. Limit screen time before bed. The blue light emitted by screens can interfere with the production of melatonin, a hormone that regulates sleep. Aim to avoid screens at least one hour before bedtime. Instead, engage in calming activities, such as reading or meditation.

4. Prioritize relaxation techniques. Incorporating relaxation techniques, such as deep breathing, yoga or meditation, can help ease the

transition into sleep. These practices reduce stress and promote a sense of calm, making it easier to fall asleep.

5. Be mindful of food and beverages. Avoid large meals, caffeine and alcohol close to bedtime as these can disrupt sleep patterns. Choose light snacks, if necessary, and make sure to stay hydrated throughout the day.

Good sleep is essential for effective leadership. It enhances decision-making, emotional intelligence, productivity and communication skills—all critical components for supervisors striving to lead their teams successfully. By prioritizing sleep and implementing healthy sleep habits, supervisors not only can improve their own well-being, but also set a positive example for their teams, ultimately fostering a healthier, more productive work environment.

National Auxiliary Executive Board

National Officers

Laurie D. Butts

President

(484) 988-0933; laurie.butts5615@comcast.net

Beverly Austin

Executive Vice President

(832) 326-1330; braustin50@gmail.com

Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; latkins326@aol.com

Regional Vice Presidents

Hazel Green

Eastern Region

(804) 248-9916; mureen6021@aol.com

Elly Soukey

Central Region

(612) 715-3559; elly@charter.net

Felecia Hill

Southern Region

(281) 686-3999; fah91@sbcglobal.net

Chanel Dodson

Western Region

(310) 968-5415; chanelmd@gmail.com

Area Vice Presidents

Cathy Towns

Mideast Area

(732) 991-1404; ctowns4@icloud.com

Shearly Shawn

Capitol-Atlantic Area

(301) 613-9485; sshawn58@gmail.com

Heather Hommerson

Michiana Area

(231) 343-4192; daveh.heatherh@yahoo.com

Linda Rendleman

Illini Area

(618) 697-3695; danrendleman@gmail.com

Sherry Mattfield

North Central Area

(763) 486-6310; smatt1956@outlook.com

Mary Caruso

MINK Area

(402) 891-1310; carusorj@aol.com

Jane Finley

Southeast Area

(404) 403-3969; mjfarm100@aol.com

Ruth Cushenberry

Cotton Belt Area

(615) 812-1635; john.cushenberry08@comcast.net

Melva Seals

Texas Area

(713) 772-8769; melvaseals@sbcglobal.net

Jerry Eckert

Pacific Area

(714) 656-6139; jerrylee48@outlook.com

Region vacant: Northeast

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