

JANUARY 2026

The Postal Supervisor

Delivering for Our Members Who Deliver for America



**The New Year Brings
Hope, as Well as
Uncertainty and
Continuing Challenges**

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| PAGE 9

Be a Powerful
Advocate for NAPS —
Register for the 2026 LTS

The Postal Supervisor

Delivering for Our Members Who Deliver for America

January 2026, Volume 117, Number 1

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Reprint requests and other correspondence may be addressed to Karen Young via phone/fax at (540) 636-2569 or kbalentyoung@gmail.com.

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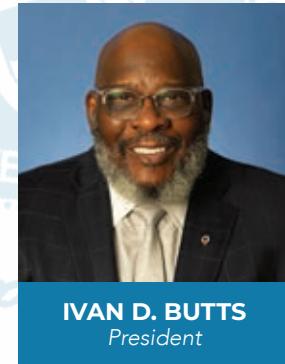
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The objective of the Association shall be to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve the service, to 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. www.NAPS.org





IVAN D. BUTTS
President

Facing the New Year With Tempered Hope

Hello, my NAPS brothers and sisters. I hope you and your family had a wonderfully blessed holiday season.

With the new year come old and new issues we must face as employees who manage the delivery of America's mail. These challenges make me question the confidence we all need to have that our leadership will work in the best interests of America, as well as the EAS employees of the USPS.

We see the continued erosion of dignity and respect for EAS employees through the implementation of policies and procedures. On Dec. 1, the Postal Service issued a memorandum calling for changes to EAS work schedules using vague language that NAPS believes will have negative effects on the lives of EAS employees who should be shielded from employer abuse by policy and procedures.

NAPS always has contended that when EAS employees accept job offers, they do so with specific work hours and scheduled days off. This is an agreement between EAS employees and leadership to be at work on the prescribed days and times. Further, it is agreed that one's private, family and personal issues will be conducted and completed outside those days and hours.

When the USPS makes any changes to an EAS schedule, it disrupts the time the EAS employee has to address their private, family and personal matters. These changes also could trigger increased needs for reasonable accommodation or FMLA protections not previously needed because EAS employees were handling all their personal issues during their unscheduled time. There also is a legal issue arising from the denial of EAS rights that could be pursued.

We have our 15th extension of the memorandum to provide compensation pay to EAS employees for delivering mail, which continues to demonstrate the USPS' inability to staff properly. This is despite the removal of nearly all authority to exercise "Management Rights" from EAS employees, which is a failing attempt to appease an attrition rate driven more by employees who value the quality of their personal lives over the demanding, but sometimes redundant, jobs of the USPS.

Quick pause: I hope those EAS employees still being mandated to deliver mail are doing so after completing the required duties of their EAS Form 50 positions, properly recording their work hours in time and attendance systems and ensuring this work is recorded in RADAR in order to validate the work and their need for proper compensation. These Article 8 issues, due to the poor staffing model, must be considered acceptable to senior leadership given the approximate five years of this temporary stopgap.

We also are dealing with the continuation of the great transformation, formerly known as "Delivering for America," with the new PMG committed to staying the course — a course that continues to see delayed mail at various locations around the country. Most recently, while I was writing this column, there were reports from Louisville, KY, showing gaylords of parcels staged for processing in the P&DC, with trailers lining the road outside, waiting to come in and be unloaded — a scene we have seen in Atlanta, Richmond and Charlotte, to name a few other places.

What I find ironic is USPS leadership's response that there would be an increase in leadership resources in Louisville. Since I have been blessed to serve on the NAPS Executive Board, I have repeatedly spoken to the USPS' failure to properly staff managerial leadership due to flawed ratios based on wishful thinking, rather than real-world objectives. Whether on the processing or delivery side of the house, senior executives continue to fail to provide adequate leadership resources, while using the lack of those resources as a reason for operational failures.

And let's not forget that those leadership resources of which the USPS currently is speaking of providing are in the middle of the largest reduction in force (RIF) I ever have witnessed. We currently are one-third of the way through the 245 RIFs scheduled across the country through 2026.

As I stated at the beginning of this column, I see a new year that will bring old and new issues, as well as uncer-

continued...

tainties. Leading into this year, the signs show that dignity and respect toward EAS employees on issues and policies and procedures continue to erode morale, as well as faith and confidence that leadership remains committed to cultivating a positive and safe work environment free of threats, intimidation, bullying and violence for all employees.

In solidarity ...

naps.ib@naps.org



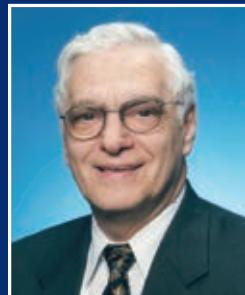
NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2026

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, 2026. Online applications only will be accepted using the NAPS website. Go to www.naps.org and log into the "Member Portal" (upper right on the home page) to apply for the Vince Palladino Memorial Scholarship.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2026 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 2026. Scholarships may be used to pay expenses in the student's current or following semester.

ONLINE APPLICATIONS ONLY: Log into the "Member Portal" at www.naps.org



CHUCK MULIDORE
Executive Vice President

Let Your Voices Be Heard!

One of my duties as executive vice president is to manage the NAPS legislative portfolio on behalf of our members. This means communicating NAPS' legislative priorities to members of Congress and seeking to pass legislation that benefits not only working postal managers, supervisors and postmasters, but protects all postal and federal retirees, as well.

Accomplishing that mission requires NAPS to have a political action committee to support candidates and incumbent legislators who support our legislative agenda. Thus, in 1978, the NAPS Executive Board established the Supervisors' Political Action Committee (SPAC) as the legislative fundraising arm of the organization. Since then, SPAC has raised millions of dollars to aid political candidates who support NAPS' legislative priorities.

Our key legislative priorities as we move into 2026 will be:

Postal Supervisory Pay and Benefits Reform — NAPS continues its push for more equitable and transparent pay policies for EAS (Executive and Administrative Schedule) employees, urging lawmakers to support H.R. 1560 that would improve the pay consultation process between NAPS and the USPS, providing binding mediation if the parties cannot come to an equitable agreement.

USPS Anti-Privatization — While recent reforms such as the 2022 Postal Service Reform Act brought relief, NAPS underscores the need for continued legislative oversight and support to ensure sustainable financial footing for the USPS, but maintaining it as an independent agency of the government through legislative support of H.Res. 70 and S.Res. 147.

Support for USPS Postal Police — H.R. 2095 would put postal police back on the street, fulfilling the role they traditionally have served — protecting USPS employees.

Support for those EAS employees who do not have MSPB rights — H.R. 1559 would grant critical appeal rights to all EAS employees of the USPS.

H.R. 491 and S. 624 — These bills would create parity between the cost-of-living adjustments (COLA) of a Federal Employees Retirement System (FERS) annuity and a Civil Service Retirement System (CSRS) annuity. Currently, CSRS annuitants receive a full COLA, while

FERS annuitants receive a smaller COLA based on the increase in the Consumer Price Index. This inequality needs to be corrected.

The keystone of our legislative agenda each year is the Legislative Training Seminar (LTS) that brings NAPS members from across the country to our nation's capital to personally lobby members of Congress on behalf of postal and NAPS issues. The in-depth, multi-day training event educates NAPS members on current legislative and political issues confronting them and the Postal Service.

The comprehensive legislative instruction provided at LTS results in effective meetings with lawmakers and their staffs. In addition, key senators, representatives and USPS leadership address LTS delegates.

This year, LTS will be March 15-18 at the Crystal Gateway Marriott in Arlington, VA. The seminar's theme is "Our Voice Is Our Power." As we witnessed last year with the NAPS rally on Capitol Hill, our voices mattered as we stood strong against the growing forces of USPS privatization and drove back those efforts.

However, the work never ends. NAPS must have a strong, targeted legislative message on behalf of our members. Who makes all this happen? Well, it's you! Your contributions fund SPAC; without these dollars, NAPS' legislative work would falter.

As we move into the 2026 midterm election cycle, funding SPAC becomes even more critical. If we have learned anything over the past decade, it's that your vote matters! So, how can you help? NAPS active, associate and Auxiliary members are eligible to donate to SPAC. You can do so online or by sending a check or money order to NAPS Headquarters.

If you are a working EAS member, we encourage you to sign up for easy payroll deductions through our "Drive for 5" initiative. We make it easy and your dollars help improve your working conditions and secure your retirement into the future.

Go to the NAPS website, www.naps.org, and click on "Legislative Center" for additional, valuable information. SPAC is your voice, so be heard — loud and clear!

naps.cm@naps.org



JIMMY WARDEN
Secretary / Treasurer

Resolve to Increase NAPS Membership

As the 2025 peak season winds down, the new year is fast approaching. Peak season is the time you shine and enable the U.S. Postal Service to be successful. The Postal Service brings joy and happiness thanks to your efforts.

I hope everyone has time to spend with their families. So often we are so busy thinking about what is ahead of us that we don't take the time to enjoy and be in the present. Holiday gatherings are a time when we can sit with family and friends and be grateful. We have each other and it allows us to be "in the now."

It also is a time when family values — our faith and beliefs — are reinforced and passed down through generations. Family values are the heart of a family's identity and the compass that guides one through life. Our families should be the driving force for what we do at our jobs.

Take pride in the work you do as you are a representative of your family. I always have said I work for my family and I am employed by the United States Postal Service. This mindset and my faith always helped me make it through those tough days! Realize your worth to yourself, your family and the Postal Service!

Regarding membership, many of you have noticed a change that took effect in October. Based on resolutions passed by NAPS members at the 2021 and 2024 national conventions, branch affiliation now is by domiciled finance number and no longer the finance number corresponding to the position. It took time to incorporate this change as software changes needed to be made in the Postal Service's system.

Many branches have noticed the extensive change report received in November correlating to the October DCO. This change now will allow those members to attend

local branch meetings and functions. It also will eliminate the need for exception requests to be submitted.

NAPS Headquarters receives many requests for an exception for members to be part of their local branch as that is where they were domiciled. With this change, there no longer is a need to file an exception request.

I want to wish everyone a very Happy and Healthy New Year! A great NAPS New Year's resolution is for everyone to approach a nonmember and inform them of the benefits of being a NAPS member. Branches should use their nonmember report and establish a Membership Committee or have branch officers divide their list and contact the nonmembers.

With the recent change in the DCO, having a member's branch affiliation with the domiciled finance number offers a great opportunity to speak to new nonmembers and let them know they now can be a member of their local branch and attend meetings and events.

We often hear from nonmembers telling us they never were approached to join. Use the biweekly Promotion and monthly Postmaster Promotion reports I send to our regional and area vice presidents to see who has been promoted and is not a member.

Recently, many EAS employees have retired. These positions will be filled, which offers a great opportunity to offer NAPS membership.

Remember, increasing membership demonstrates leadership.

Stay safe.

naps.jw@naps.org



The Postal Supervisor **2026 PRODUCTION SCHEDULE**

Issue	Deadline*	Mail Date
February	1/5	1/30
March	2/2	2/27
April	3/2	3/30
May	3/23	4/29

* Copy must be received by this date. See page 2 for submission information.

OCTOBER 2025 MEMBERSHIP REPORT



Regular Member Totals By Area	
Area 01 - New England Area	61%
Area 02 - New York Area	76%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	62%
Area 05 - Pioneer Area	58%
Area 06 - Michiana Area	55%
Area 07 - Illini Area	62%
Area 08 - North Central Area	44%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	48%
Area 12 - Cotton Belt Area	53%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	47%
Area 15 - Rocky Mountain Area	49%
Area 16 - Pacific Area	67%
Total Regular Member %	57%
Total Regular Members	27,472
NonMember Totals	
Total NonMembers	20,099
Total NonMember %	43%



Thanks to your
efforts, membership
keeps rising!

No Excuses!

Be a Powerful Vocal Advocate for Your Interests on Capitol Hill

Bob Levi, Director of Legislative & Political Affairs

This past year demonstrated how NAPS members can and did succeed in defeating congressional and White House attempts to cut EAS-level postal employee pay, reduce health and retirement benefits and eliminate due-process rights. Next year will be just as difficult, if not more so.

In addition, piecemeal postal privatization is on the table, as well as reports that the White House continues to consider eradicating postal independence and making it subordinate to a cabinet-level agency.

So, please, no excuses for not attending NAPS' 2026 Legislative Training Seminar (LTS), such as:

- I broke a tooth on chocolate pudding.
- I planned to bike to Washington, but the tires were flat.
- The pens I planned to take notes with ran out of ink.
- I am binge-watching "West Wing" and "House of Cards," which provide enough legislative training.

These excuses might be creative, but they won't protect your hard-earned benefits, safeguard a universal and affordable government-operated mail service and promote a fair and equitable process to determine EAS-level pay and benefits. Only you can do that with the skills and information shared at the 2026 NAPS LTS — March 15-18. As a NAPS LTS delegate, you are an essential postal emissary on behalf of 47,000 supervisors, managers and postmasters represented by NAPS.

During the three-day 2026 LTS, NAPS delegates will meet with members of Congress and their staffs on issues that will impact NAPS members and the Postal Service. It is our goal to influence legislation and the Washington narrative on NAPS' legislative priorities.

Training on these matters is for first-time participants and veterans of multiple legislative conferences. Key legislators, policymakers and respected members of their staffs will prepare LTS participants to deliver the NAPS message during the short time in our nation's capital and for the rest of 2026. Indeed, the issues to be discussed may inform election day decision-making.

NAPS' 2026 issues will include:

- Defeat legislation to reduce or eliminate the health and retirement benefits of EAS-level postal employees.
- Stop proposals to privatize or undermine the independence of the U.S. Postal Service.
- Pursue a new law to secure a fair and constructive consultation process for the 47,000 supervisors, managers and postmasters represented by NAPS.
- Safeguard existing EAS-level employee due-process rights and promote legislation to achieve Merit Systems Protection Board appeal rights for all EAS-level postal employees.
- Fight for a full cost-of-living allowance (COLA) for FERS employees and retirees and more accurate COLAs for all annuitants.
- Advance legislation to protect the sanctity of the mail and the safety of all USPS employees.
- Promote comprehensive and productive congressional oversight of the USPS.
- Ensure that nominees to the Postal Service Board of Governors and the Postal Regulatory Commission support a universal, affordable, accessible and independent government-operated Postal Service.

Face-to-face engagement with our elected leaders is the most effective tactic in promoting your interests. Join us at LTS in 2026 because "Our Voice is Our Power."





OUR VOICE IS OUR POWER

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
2026 LEGISLATIVE TRAINING SEMINAR

MARCH 15-18, 2026

CRYSTAL GATEWAY MARRIOTT HOTEL
ARLINGTON, VIRGINIA

2026 Legislative Training Seminar

Secure your spot by Feb. 19 and save \$25!



Registration fee is \$300. After Feb. 19, registration fee is \$325.

No registrations/payments will be accepted after Feb. 27. **No on-site registrations accepted.**

At Registration – Each official LTS registrant will receive a confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, contact NAPS Headquarters immediately at napsdq@naps.org.

Refund Requests – All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 6. All approved refunds will be paid on approval.

Substitutions – To substitute an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 6. No substitutions will be honored after March 6. **On-site LTS substitutions will not be permitted.**



There are two easy ways to register:

- 1 Visit naps.org/Legislative-Training-Seminar-2026
- 2 Scan this QR code using your phone's camera



SCAN HERE

Crystal Gateway Marriott
1700 Richmond Hwy
Arlington, VA 22208

Lodging:

Guests are responsible for making their own lodging reservations directly with the Crystal Gateway Marriott Hotel.

Via Phone:

800-393-3680

Use group code: NAPS

Via Web:

<https://book.paskey.com/e/51076873>.

Room Rates:

Special room block rate expires Feb. 19, 2026.

Reservations made after that date may be at a higher room rate, if available at all.

Single/double room rate is \$341.61 per night which includes state/local taxes.

Check-in time is 3 p.m.
Check-out is at noon.

To guarantee reservations, the hotel must receive a deposit of one night's room rate plus tax via major credit card at the time of the reservation.

Cancellations must be made at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.

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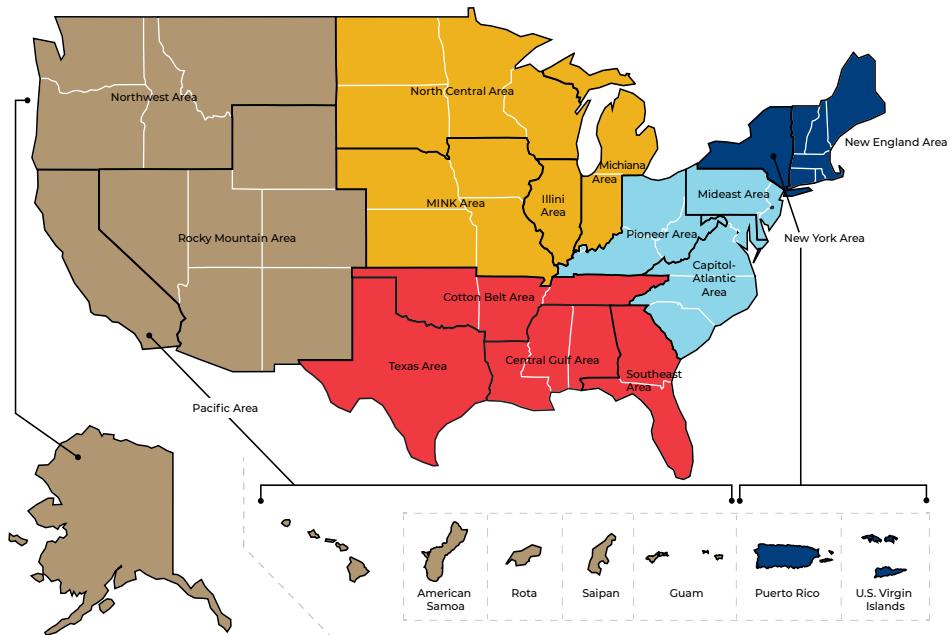
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REGIONAL MAP

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



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NAPS is working for you.
We welcome your comments and suggestions!

NAPS *of* NOTE

Area highlights from
around the country

NAPS HEADQUARTERS



USPS Board Governor Ron Stroman and NAPS Executive Vice President Chuck Mulidore at the November BOG meeting

PACIFIC



NAPS held its quarterly meeting with California 2 District staff. Clockwise, from left: California 2 District Manager Jagdeep Grewal, Labor Manager Patrick Hildebrand, NAPS Central Valley Branch 197 Treasurer Marsha Danzy, Sacramento Postmaster Neil Gonzales, California State Area Vice President Victor Garcia, Branch 197 President Debbie Baker, Sacramento Branch 77 President Ralph Petty and USPS Manager of Operations Integration Shawna Camarena. Others attended via Zoom.

NEW YORK



TOP: Bronx Branch 459 held its annual holiday meeting at Sammy's in City Island that was enjoyed by everyone. MIDDLE: From left: Bronx Postmaster Frances Paulino, Ivonne Warden, NAPS Secretary/Treasurer Jimmy Warden, Branch 459 President Christine Bailey-Tolliver and Vice President Frank Leto. BOTTOM: NAPS Secretary/Treasurer Jimmy Warden swore in the branch officers.

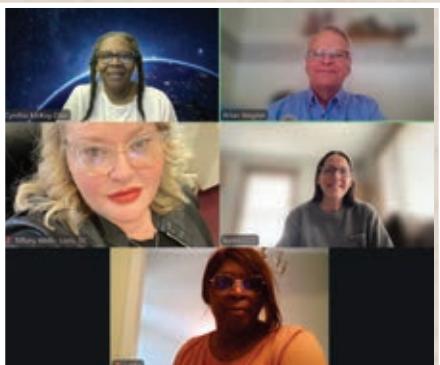


Host Branch 183 President
Michael Belger

In October, Charlotte, NC, Branch 183 held a Western-style dinner dance.



ABOVE: Back row, from left: Capitol-Atlantic Area Vice President Troy Griffin, North Carolina State Branch President Rodney Charles, Branch 183 President Michael Belger and Eastern Region Vice President Richard Green. Front row: Virginia State Branch President Lloyd Cox and Maryland State Branch President Steve Shawn.



Past NAPS President Brian Wagner held a three-day Advocacy Boot Camp training via Zoom. Members from New York City Branch 100, Myrtle Beach, SC, Branch 695 and Illinois North Shore Branch 270 participated. Each attendee received a certificate after completing the intense, 15-hour advocacy training.

NAPS Secretary/Treasurer Jimmy Warden and New England Area Vice President Bill Austin made their annual “New England Swing” in November.

APPROVED

PORTRLAND, ME, BRANCH 96



LEFT PHOTO: Jimmy Warden, with Bill Austin, swore in, from left: Secretary/Treasurer Tammy Rosario, Vice President of Postmasters Brice Roy, Vice President-at-large Derek Lothridge, Vice President of SMP&DC Ryan McDonald and President Arnie Rosario.

SOUTH COASTAL, MA, BRANCH 118



First-timer Hibo Abdirahman with Jimmy Warden and Bill Austin.

From left: Bill Austin, Suann Killackey, Jimmy Warden, President Kim Lewin, Don Sperlot, Tim Carbral, Jamal Sabir, Scottie Elliot and Nick Silva.

NEW HAMPSHIRE STATE BRANCH 932



Jimmy Warden, with Bill Austin, swore in, from left: James Amefre, Treasurer Karen Wu, Executive Board member Harry Cahill, Jean Kampayana, Legislative Director Michael Flynn, Vice President Diane Schunemann and President Barbara LaFlamme.

PROVIDENCE, RI, BRANCH 105



LEFT PHOTO: Jimmy Warden, with Bill Austin, swore in, from left: Treasurer Sue Evans, Executive Board members Joe Laviano, Victor Giorgio and Todd Bertoncini, Vice President Jim Bourque, President Shaun Branch, Secretary Alison Peter, Executive Board members Karl Yetter and Dave Costa, and Legislative Rep Janet LePage. Not pictured: Bob Conroy Sr.

BURLINGTON, VT, BRANCH 235



From left: David Sands, Leonie Forbes, Robert Stetson, Jimmy Warden, Penny Bradley, Shawn Blaine, Carla Jean Nguyen and Bill Austin.

Jimmy Warden, with Bill Austin, swore in President Penny Bradley.

LINDA WAGNER SOUTHEAST MASSACHUSETTS BRANCH 120



LEFT: Jimmy Warden, with Bill Austin, swore in, from left: Executive Board members Paul Foley and Richard Walter, Secretary/Treasurer Patricia Groves, President Charlotte Wright, Vice President Nancy Bouve and Executive Board members Maria Dias-Liam and Helen Kelly.



NAPS members traveled to the San Francisco Bay Area to celebrate California Auxiliary President Yunina Graham's 60th birthday party and attend San Francisco Branch 88's installation of officers, retirement celebration and memorial. California Branches 94, 497, 127, 77, 197, 244, 39, 466 and 159 attended, as well as NAPS Secretary/Treasurer Jimmy Warden, Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum, former NAPS President Louis Atkins and National Auxiliary Secretary/Treasurer Bonita Atkins.



NAPS Secretary/Treasurer Jimmy Warden, with Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum (far right), swore in Branch 88 officers President Linda Thomas, Vice President Debbie Johnson, Treasurer Sally Simpao, Trustees Juanda Sneed, Renita Jones, Carolyn Tate and Lovey Wilson, Sergeant-at-Arms Lelton Gibson and Branch Editor Carolyn Moore.



From left: Branch 88 President Linda Thomas, Vice President Debbie Johnson and Treasurer Sally Simpao honored its retirees Carmen Endom, supervisor, Customer Service; Rochelle Green, tort claim specialist; and Vangie Tiglao, senior plant manager.



A special tribute was made in memory of deceased members Mardina Graham, Larry Compton and Patricia Dangerfield by, from left: Yunina Graham, Linda Thomas, Kecia Graham (Mardina's granddaughter), Marilyn Jones, Debbie Johnson, Carl and Betty Compton, Sally Simpao, Stephnia Campbell, Mariel Murillo, Clarissa Bognot, Marques Ceaser and Felicia Pennington.



NAPS Secretary/Treasurer Jimmy Warden, with California State President Marilyn Jones, Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum, swore in San Jose Branch 94 President Regina Black.



California NAPS members celebrated Yunina Graham's 60th birthday.



Auxiliary members, from left: Pat Grisby, Barbara Kelly (California state secretary), Yunina Graham (California state president), Horace James, Bonita Atkins (National Auxiliary secretary/treasurer), Chanel Dodson (National Auxiliary Western Region vice president) and Ed Simpao (Auxiliary state treasurer). Seated: Betty Compton.

PACIFIC

Margarete A. Grant Branch 127 Trustee Edna Gray (left) and Vice President Glenn Gray attended a holiday party hosted by Rep. Lateefah Simon (D-CA). The Grays hand-delivered an invitation to Simon to attend the California Postal Legislative Coalition's annual meeting in February.





Eastern Region Vice President Richard Green and Branch 20 President Diane Smith



NEW ENGLAND



Stamford, CT, Branch 47 held its annual holiday meeting that was attended by NAPS officers and postal management. District Manager Josh Balcunas said he is a strong believer in engagement and considers NAPS a partner. Chief Retail and Delivery Officer Elvin Mercado reiterated that same message. From left: NAPS New England Area Vice President Bill Austin, Northeast Region Vice President Dee Perez, Secretary/ Treasurer Jimmy Warden, Mercado, Branch 47 President Patrick Lauture, Treasurer Luis Rivera, Balcunas, Branch 47 Executive Vice President Brian Falcha, Secretary Erin Morrisroe, Hartford Plant Manager Franz Lauture, Branch 47 Trustee Cynthia Delaneau, Group E MPOO John Colwell and Group F MPOO Jeffrey Salomon.



Chief Retail and Delivery Officer Elvin Mercado addressed attendees.

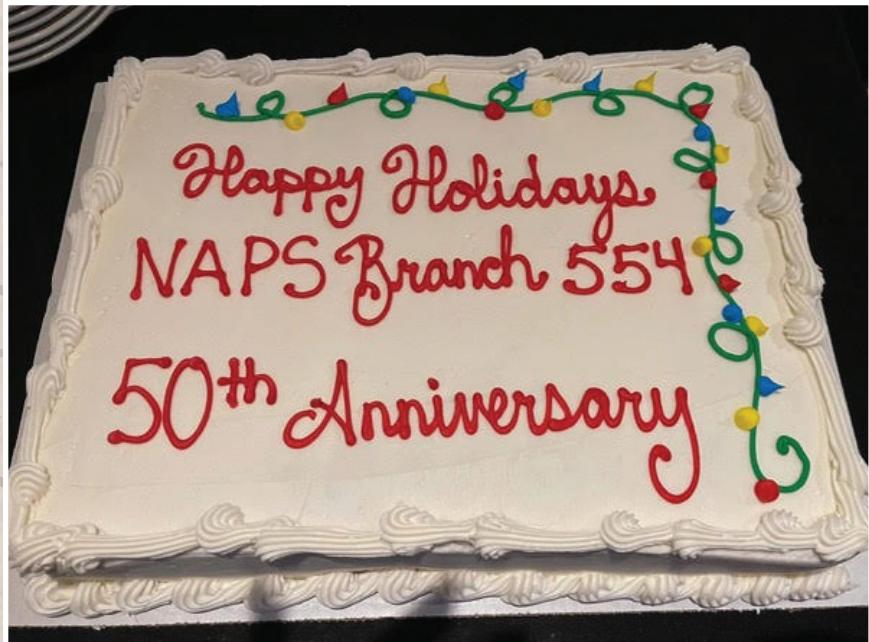


Secretary/Treasurer Jimmy Warden, with Northeast Region Vice President Dee Perez and New England Area Vice President Bill Austin (right), swore in Branch 47 officers, from left: President Patrick Lauture, Treasurer Luis Rivera, Secretary Erin Morrisroe and Executive Vice President Brian Falcha.



MIDEAST

Pittsburgh NDC/BMC Branch 554 celebrated its 50th anniversary. Special thanks to guest Lauren Harkins, plant manager, for a productive meeting. Among issues discussed were the current status of the RIF process the facility is undertaking and various membership concerns.



From left: NAPS Executive Vice President Chuck Mulidore, Pennsylvania State Area 2 Vice President Phylicia Manes, Pennsylvania State Executive Vice President and Branch 554 President Casei Uber and Pennsylvania State President Sue Bartko.

TOYS FOR TOTS!



TOP: West Palm Beach Branch 154 held its holiday meeting with Toys for Tots. The local fire department picked up toys members collected. From left: NAPS Executive Vice President Chuck Mulidore, Southeast Area Vice President Bobby Bock, Diane Goldstein, Nicole Brittain, Suzette James, Karen Caruso, firefighter, Belinda Palmore-Dennard, firefighter, Wayne James, firefighter and Edith Roundtree. BOTTOM: Southeast Area Vice President and NAPS Executive Vice President Chuck Mulidore addressed NAPS members.



NEW ENGLAND

Killackey-Russell Boston Branch 43 held its annual retirement scholarship brunch recognizing retirees and scholarships recipients. Branch 43 Executive Board members, from left: Jose Medina III, Sabir Salih, Anthony Moscaritolo, Tawanda Slayden, James Murphy, Elizabeth Kimble, James I. Rooney and Sandra Martinelli.



New England Area Vice President Bill Austin swore in New Haven, CT, Branch 3 officers, from left: Administrative Vice President Marcia Perkins, Vice President Kettia Pendergrass, President Denis Wright, Secretary Laurie Collins, Vice President Jeanviele Coleman, Treasurer Clenone Irving Jr. and Vice President Joe Viola Jr.

NEW YORK



From left: Long Island Branch 202 President Tom Barone, New York Area Vice President Tom Hughes and Northeast Region Vice President Dee Perez at Branch 202's holiday party.

CAPITOL-ATLANTIC

NAPS President Ivan D. Butts attended a meeting with Myrtle Beach, SC, 695, NAPS' newest branch. From left: New York Area Vice President Tom Hughes, South Carolina State Branch President and Branch 695 President Peggie Bednar, Butts, National Auxiliary President Laurie Butts and Branch 695 Vice President Letha Addison.



ARRIVAL

Turning the Page — 2026!

Bobby Bock - Southeast Area Vice President



I hope everyone enjoyed a wonderful holiday season. As we enter 2026, what can we expect? The Postal Service celebrated its 250th anniversary in 2025 — an incredible milestone! Just think about how far we have come; we once processed mail entirely by hand. Now, letters and packages move through high-speed sorters at remarkable speed and precision.

At the fall NAPS Executive Board Meeting, we had the pleasure of hearing from Deputy Postmaster General Doug Tulino. He spoke about the "Delivering for America" plan, which now is about halfway through its implementation. This initiative is transforming how we operate and reinventing our network and processes for a stronger, more efficient Postal Service.

The agency is moving full-speed ahead with the establishment of Sorting and Delivery Centers (S&DCs). I'm proud to share that one is coming online near my VMF; it will have over 250 routes.

Consolidating these many routes in one location allows for more efficient vehicle servicing by the VMF. Rather than traveling across several cities, we now can provide maintenance and support from a single hub — a major step forward in operational efficiency.

Tulino also discussed improving service and cutting costs. I raised the issue that many VMFs are in dire need of rollbacks to tow USPS vehicles. Currently, the VMF spends millions of dollars annually on contractors to transport our fleet across the country. Additionally, we must ensure that our spending with contractors — whether for vehicle movement or building maintenance — is managed wisely and we truly are getting the quality for which we pay.

Another important way to control costs is by ensuring our employees work safely — especially when they are behind the wheel. Unfortunately, accidents occur sometimes through no fault of our own. That's when the unsung heroes of the Postal Service's Torts Department step in.

This department works tirelessly to recover losses from third-party accidents. When the Torts Team reaches out, please cooperate fully and provide the information they need. Their efforts protect our resources and help maintain accountability.

When it comes to service, we must continue paying attention to detail — making sure mail is processed correctly the first time and dispatched on time. When I worked in the plant, we reviewed service scores every day and took pride in maintaining strong performance for our customers. Service is the backbone of our reputation; it's something in which we all play a part protecting.

I also would like to give a special shout-out to Chief Retail and Delivery Officer Elvin Mercado for curtailing excessive Zoom meeting hours. I sincerely hope this decision pays off by giving delivery units the time they need to focus on getting carriers out on the street efficiently. For that, I thank you.

As we move forward, I truly believe 2026 will be a great year. We must stay focused, work safely and keep doing what we do best — delivering for America.

For 250 years, the Postal Service has stood as a symbol of trust and service. Let's keep that tradition going strong into the future.

bocknapsseavp@aol.com

Happy New Year

Excessive Emails — Leadership Doesn't Get It!

Dee Perez - Northeast Region Vice President



Nearly every email or phone call I receive recently — during and after work — is from an EAS employee who, metaphorically speaking, is teetering on the edge. When I was hired in 1989, I had no idea my aspiration to become a postmaster would evolve to such a high degree of responsibility.

Now, there are not enough hours in a day or days in a week to do everything required. Nor did I ever think I needed a degree in psychology or had to answer numerous emails from people with fewer responsibilities than I have as a postmaster.

I've mentioned the number of emails to many postal leaders; I understand they receive far more than we do. Compliance is one thing, but repeated emails throughout the day are a waste of time and prevent EAS employees from doing important work with their employees.

Excessive, daily, repeated emails prove the senders have nothing else to do. Instead, they should be in the field helping EAS employees who work open-to-close because there aren't enough of them. Perform a 4584; do an 1838C in an office. I can't believe sending emails is an eight-hour day, yet it is.

The email senders should select two days a week to address NPA compliance concerns, not six — especially after the USPS reduced NPA box scores for FY25.

Responsible EAS employees are required to read each email to determine whether it pertains to them and their office. If the email is superfluous, they may miss an important scheduled meeting or fail to be on time to address/explain a failed process.

Everyone's mind is constantly racing. The challenge is trying to figure out how to accomplish all these tasks while also subconsciously worrying about family and personal relationship concerns and how to balance each.

As a reminder, your family is first! Then it's you and the USPS somewhere thereafter. As our NAPS Secretary/Treasurer Jimmy Warden always says, "When everything is a priority, then nothing is a priority."

EAS employees do not even have time for a meal. God forbid you step out of your office to clear your head for a few minutes, only to return to find your inbox flooded again and you are late for a Zoom meeting.

Solution 1: Those who flood us with emails daily, six days a week, send each topic twice a day. Once in the morning at 10 and again in the afternoon at 3. This five-hour gap between emails will allow the sender to monitor only those who have not yet completed the task.

Then, the email sender can send their next scheduled round of emails at 3 p.m. to those who have not complied, rather than sending them to the entire original email list, thereby reducing email volume.

I understand this will take some time to organize an email list for those who haven't complied with the first email sent at 10 a.m. However, if this becomes an inconvenience — having to look up non-compliant offices and just emailing those who have not obeyed by 3 p.m. — then come back to the AOs. We missed you!

Solution 2: EAS employees need to develop the skill set of recognizing the sender, reading the subject line, determining the importance, then hitting the delete button to manage their voluminous emails. And stop replying "all!" Just reply to the sender.

neravpdee@aol.com



How Would You Like Me to Proceed?

Richard Green - Eastern Region Vice President



While traveling around the country and listening to the concerns of supervisors, one issue has become prevalent. Our supervisors are expected to provide leadership and expectations for the employees who work for them, but can't seem to get the same considerations from their superiors.

The supervisory ranks are under-staffed and overworked. They are asked to do more work than can be completed in an eight-hour day and are being asked by some bosses to not leave until the work is done, yet not being paid for the extra hours worked.

USPS regulations are in place to pay supervisors for every hour of work; no one should be forced to work and not receive pay. If you are being pressured by your superior to work off the clock, please notify your local NAPS branch immediately for assistance.

So let me describe what this looks like and what it means. Here's the scenario:

A supervisor reports to work at 6 a.m. in their delivery unit and starts the day by providing clear instructions to the team. Volume is counted, reports are completed and the supervisor is prepared to receive the carriers scheduled to work on the day. Carriers are greeted, given instructions for the day — everything is in place for a successful day.

Mail is called up and carriers have finalized casing and are pulling down their routes to depart for the street. The window opens and everything is going smoothly. Then, it happens.

The teleconferences start. Someone from the district calls needing something yesterday and the station manager wants you to go on the street to conduct street supervision on a problem carrier. The window operation is out of control, the manager has been called to the postmaster's office for a meeting and you are alone in the unit.

You receive a call from the manager reminding you that you must go to the street to conduct supervision of the under-performing carrier. You let your clerks know you are headed out of the office and will return as soon as you can. If this sounds familiar, welcome to the world of Customer Service supervisors.

Let's get back to our scenario. You have completed the street supervision as instructed. You were able to correct some deficiencies with the problem carrier and, based on the constructive feedback you provided and the way it

was received, you expect to see improved performance moving forward.

You are feeling pretty good about the day and grab lunch and return to the office at 2 p.m. You still have three hours of duties to complete. You are scheduled to end your shift at 3 p.m., yet your manager is telling you no T-time! What do you do?

This is the challenge our supervisors are facing across the country. I suggest you handle the issue this way:

When you have more work than time to complete, send your manager an email providing them a detailed explanation of what you have completed and what you were assigned for the day. Remind them of the instructions you were given and how much time it took to complete them.

Let them know what is left to be completed and how much time you project it will take to finalize the assignments you were not able to finish that day. Ask your manager how they would like you to proceed.

If your manager responds, "Follow the instructions," proceed — as long as they are ethical and professionally sound. If the instructions are not ethical and professionally sound, follow them and contact your NAPS representative immediately to grieve the situation.

If you receive no response, when your end of tour time arrives, go home. You were not approved to work the additional time needed to complete the tasks about which you notified your manager.

Management should be willing to communicate their expectations with you; there should be an open line of communication to ensure you are able to complete the work assigned to you every day. As supervisors, you are expected to provide daily instructions to your employees to complete the scheduled work for the day.

NAPS believes you should be able to expect the same consideration from your supervisors. We should expect no less!

Leading into the future.

rgreen151929@aol.com

North Central Area Training Seminar Was a Success!

Dan Mooney - North Central Area Vice President



You may recall that, at the past national convention, Resolution #35 was approved. This resolution limited NAPS area vice presidents from using their training funds outside their representative area.

This resolution has restricted area vice presidents from pooling their training funds and having a popular regional training seminar. Well, I used that opportunity to host a North Central Area Training seminar open to all NAPS members across the country.

The training seminar was at the InterContinental Minneapolis on Nov. 7 and 8. The seminar attracted over 90 people from 16 states and over 30 branches, mainly from the Central Region, as well as Executive Board members Executive Vice President Chuck Mulidore, Central Region Vice President Craig Johnson, Eastern Region Vice President Richard Green and Capitol-Atlantic Area Vice President Troy Griffin.

It was great to see many familiar faces along with a few, new first-timer faces! The timing of the event was perfect — FY25 USPS fiscal results were finalized and a handful of vendors were there to showcase their 2026 PSHB programs with the new open season beginning two days after the event.

The first day, host Minnesota/North Dakota District Manager Angela Bye welcomed attendees and gave an update on the agency. Mike Calvey from Postal Service Headquarters gave a presentation on FY25 NPA results and answered questions.

Karla Kirby from USPS Headquarters gave a great presentation on the upcoming 2026 open season and the various options available for NAPS members. Her Q&A was very beneficial to those in attendance.



Next up was the local USPS Inspection Service whose representatives talked about the new digital collection box locks and security issues facing the USPS.

Mulidore discussed and explained the new pay package and provided the latest on the lawsuit and congressional news. He also provided a valuable Q&A period for members to interact.

All in all, a great first day was had. We retired to the top floor "altitude room" with 180-degree windows overlooking Minneapolis-Saint Paul International Airport and downtown Minneapolis for a spectacular "meet and greet" for the evening. Members feasted on a full barbecue and pasta buffets.

Day two was a full day of more food with a hot breakfast, hot lunch and many breakouts. Special thanks to Past President Brian Wagner and Central Region Vice President Craig Johnson who were excellent presenters!

Wagner provided breakouts for "650 Basic Representation" and "650 Advanced Representation," along with "Involuntary Reassignment" training. Johnson provided breakout sessions outlining branch officer "Roles and Responsibilities of the President and Vice President," along with branch officer "Roles and Responsibilities of the Secretary and Treasurer."

I provided *PS Form 1723* training. You would be surprised how many do not know the requirements surrounding this form.

NAPS Executive Board members present along with Wagner gathered at the end for a panel discussion to answer questions from the attendees. I also would like to thank Auxiliary members Pat Crowe, Mary Caruso and Sherry Mattfield who worked throughout the two days providing registration, setting up the SPAC table and SPAC ticket sales support. Thanks to their support, along with the many in-kind gifts brought by members, we were able to raise thousands of dollars for SPAC.

It was a lot of work setting up the North Central Area Training Seminar, but, looking back, it was a prime opportunity to back-fill the void left by Resolution #35 — an opportunity I was proud to fulfill.

Stay on the high road; the view and the people are better!

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Support the Postal Employees' Relief Fund

PERF



The United States Postal Service comprises over 630,000 employees. The agency is a critical part of the nation's infrastructure and supports our democracy by delivering election ballots to and from customers. And when natural disasters strike, postal employees are welcome sights, delivering vital supplies and mail.

But who takes care of Postal Service employees who also are victims of natural disasters? Fellow postal employees!

The Postal Employees' Relief Fund (PERF) exists to help active and retired postal employees—management and craft—whose homes are completely destroyed or left uninhabitable as a result of a natural disaster, displacing postal employees and their families for an extended period of time.

The fund provides small relief grants to help qualifying victims of such circumstances reestablish residences and help replenish basic necessities in the aftermath of a devastating loss.

PERF receives the majority of its contributions through payroll deductions authorized by postal employees and other federal employees during the annual Combined Federal Campaign (CFC). PERF also receives group and individual contributions by check or money order sent directly to the fund, as well as by credit card via the fund's website.

PERF stands ready to provide assistance to those impacted by natural disasters. Please make a contribution to help your fellow postal family members.

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



‘A Love Letter to the Postal Service’

A conversation with author and former postal employee Steve Grant

As a special holiday gift, NAPS Director of Legislative & Political Affairs Bob Levi welcomed Stephen Grant, a former Postal Service employee who, about six months ago, released his best-selling book, “Mailman: My Wild Ride Delivering Mail in Appalachia and Finally Finding Home.”

The book recounts his personal experiences and reflections working for the Postal Service and the remarkable people with whom he worked and to whom he delivered mail. The book has earned rave reviews from *The New York Times*, *Washington Post*, *Atlantic Magazine* and others.

Levi: Welcome to NAPSChat, Steve.

Grant: Bob, it’s great to be here.

Levi: In its review of “Mailman,” the *Southern Review of Books* writes that you “Pull back the curtain on the Postal Service, revealing its foibles and idiosyncrasies, alongside its stalwart heart built of devoted service and hard work.” Was that your intention as you began writing the book?

Grant: It was not. And it was not my intention when I began my time as a letter carrier. I took the job at the beginning of the pandemic because no one was hiring but the Postal Service and I needed health care. I remain grateful to the USPS and the National Rural Letter Carriers’ Association for the health care my family and I enjoyed during my time as a carrier.

As I wrote the book, I really just set out to tell the story of my year as a letter carrier. It turned into a love letter, I think, as I researched more about the Postal Service as I was writing the book — I wanted to keep my facts straight.

I realized it is an incredible institution and has incredible people working for it. My book wound up being a love letter for all the things I got out of being a letter carrier.

Levi: This is a letter to the Postal Service?

Grant: I think so. The Postal Service is an imperfect institution, like anything else. As Churchill was quoted, “It has been said, democracy is the worst form of government except for all those other forms ...” The post office doesn’t do everything perfectly, but it does something incredible every day, which is deliver mail to every address in the United States.

And it has incredible people working for it. I don’t think I

appreciated the difficulty of the job being a letter carrier — the difficulty of all the many jobs inside the many post offices — and how seriously everybody took their work.

I wanted to be sure that came across for folks when they read this book who are less familiar with the Postal Service — how earnest and sincerely their carrier took the security and sanctity of the mail and how they held it as their sacred charge, at the risk of being dramatic, to get their letters and parcels to their home every day.

Levi: As you know, a lot of letter carriers, a lot of postal employees, as well as federal employees, probably purchased your book. Federal policy makers will be reading your book, if they haven’t done so already. What would this group of civil service employees gain from reading it?

Grant: For starters, as a guy who was in the private sector his whole career until I was a letter carrier, there was something special about it — something missing from my other work. When you are part of the government, particularly right down there in the front lines, it was a national emergency, but I was doing a service to the American people.

There is a lot of cynicism out there, but I almost never got that from my customers. They always were glad to see me. It’s a tough job when you are learning how to do it. If I made a mistake, my customers were forgiving; they love the U.S. Postal Service.

If I were speaking to executive management in the USPS ...

Levi: I hope they are listening to this!

Grant: I hope they’re listening, too! High up in the organization, you’re looking at org charts, running one of the largest logistical systems in the world, managing labor relations, having to deal with organizational change management, how you are deploying your capital — there are all those challenges. That’s the management consultant in me talking,

But to your customers, this is a beloved service they see as something they love, but also their right as an American. I would start with any decisions you are making with, “Is this improving service to the customer and preserving this endowment that is in Article I of the Constitution for future generations of Americans?” If you use that as your

North Star in your decision-making, you will at least make clearer decisions.

Levi: Your book recounts your transition from being a high-end marketing consultant to a simple rural letter carrier and, finally, back to consulting. Now you are on the speaking circuit. How did being a postal employee change you as a person?

Grant: It was a lesson in humility for a year. I'll be honest and say I had some arrogance coming into the job. Here I am, I have a master's degree, I've consulted with the Fortune 500; surely it can't be that difficult to deliver the mail.

It's a common mistake — if you're good at one thing it's going to transfer into another. I was awful! I was as bad as any other starting carrier; I was as overwhelmed as they were.

A really wonderful man at the Roanoke PD&C, the recruiter when he was onboarding me, told me, "Don't get your blinders on. You're going to be overwhelmed in those first few weeks. Just take your time and follow the mail." I went back to his advice over and over again that year.

You advance in your career and forget what it's like to be the new guy. You forget what it's like not to know everything you are supposed to. I really took that to heart once I left being a carrier to tell myself, alright, the people I'm talking to at the airport or the supermarket are in a front-line position and this might be their first day on the job or they may be having a tough day.

I've got to remember they have to be treated with respect and patience because they probably have as tough a job as I had when I was just a rookie carrier. I think that with my co-workers, too.

Levi: We have a new postmaster general, David Steiner. He's learning a lot about the Postal Service. What should he get out of this book if he were to read it?

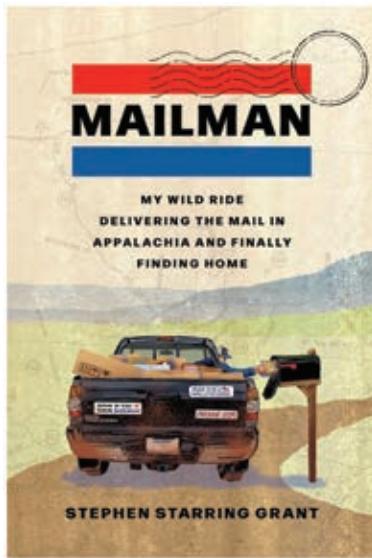
Grant: In some ways, I see he has two sets of customers. He has the American people, of course, but then he has his front-line workers. Letter carriers are the soul of the post office. At one point in the book, I talk about that telling postal workers how to stay hydrated when it's 100 degrees outside is like telling a soldier in World War I to try not to get shelled.

There's a disconnect, I think, sometimes with the way carriers are treated. I would love to see them get more attention from management. I recognize it's a collective-bargaining role; unions are involved. There are a lot of capital restrictions on how the Postal Service can do business. It isn't a normal business; it answers to Congress.

But I would love for the PMG to get creative about how to better support carriers in the city and rural craft. How do you make their driving safer? How do you get them better gear for hot weather, cold weather, wet weather, better footwear? How do you get them enough time to eat a decent lunch?

This is all stuff that, with some flexibility, could be built in and worked out with unions and management. It's easy to get stuck up at 80,000 feet and it's not like the Postal Service doesn't have 80,000-foot challenges, as well. But, at the end of the day, it's those men and women who go out and carry the mail to the front doors of millions of addresses across this country — they have to be taken care of and I would love for them to focus on that.

Levi: Let's move down from the 80,000-foot level to the 5,000-foot level where many of our listeners are — postal supervisors, postmasters and managers. What should they get out of this book? What was your relationship with them? How did you interact with the postmaster, the front-line supervisor — folks like that?



Grant: When I first started at the Blacksburg, VA, MPO, I had a super postmaster; she was great! She is the one who helped me navigate the maze of getting into an open position in Blacksburg versus Cave Spring up the road. If she hadn't done that and I would have had to drive another 50 minutes each way, every day to work, I don't know if I would have made it.

But she went out of her way to help me; what an example of a great postmaster! She was helping her customers and helping other carriers in her office by getting a position filled and she helped me.

I had some crummy postmasters, too, who were not employee-support focused. If you are a good postmaster, you know it. You back your carriers up, you back your clerks up and help them get the job done. And keep doing it because you are doing the Lord's work.

I had some supervisors who were fantastic! They looked after me, even when we were getting smashed by Amazon. They made sure I had time to cool off and get a bite to eat between parcel runs.

The front-line supervisors have tough jobs. There's animosity sometimes between carriers and management, but it doesn't have to be that way. I felt pretty blessed to have a harmonious labor-management relationship in that office.

I got sent to another office; I won't name names. I got TDYed there during peak season and that person was not friendly and it made it really tough. I think the men and women who know they are out there trying to get the mail delivered, but are taking care of their carriers — I know they know who they are. Being treated with respect goes a really long way.

Levi: Let's talk about other folks you dealt with delivering mail — your customers. You had some interesting personalities you talk about in your book. Can you share one or two of those memories most meaningful to you?

Grant: I'll give you good ones and a tough one. I had a couple of great older folks on my route who helped me and I had an opportunity to help them. There was an older women in a remote area. I carried chicken feed down to her chicken coops. She gave me a bag of eggs to take home to my family.

"God bless you, young man," she said. I was 50 at the time and thought I must be doing something okay! Getting that kind of praise and generosity from a customer made me feel 10-feet tall.

There's a little town outside Blacksburg called McCoy. You'll be unsurprised to hear that many people with the last name McCoy live in that town. I couldn't find which McCoy to whom I was supposed to deliver a parcel. It's all dirt roads. There was an old man tending his vegetable garden and I asked him for some direction. I told him I thought the delivery was some kind of body-building stuff. He pointed and said, "Go past that oak tree and there will be a blue trailer and that's where you are going." Then he told me to wait while he ran off and filled a grocery bag with tomatoes. "Bring those to your family," he exclaimed.

One of the things I was shocked by, cynical marketing guy I was going into this, was people are really nice; they will help you if you ask for it. People will take your help if you offer it. The overwhelming majority are kind, generous people looking out for the folks around them.

My other story is I had a really difficult encounter with a customer who wanted to blame me for her parcel being late and, seemingly, the many problems of the world while she was at it. It really bothered me.

Most of the time that stuff is like water off a duck's back, but, on that given day, her hostility really got to me. For managers, I hope you understand that it's not every day, but, sometimes, there is a lot of hate that gets thrown at your carriers. It's not that often, but it can be shocking when it does happen.

It's an additional burden the carrier has to bear. You are representing not only the Postal Service, but the U.S. government and you have to meet people with kindness

and a cool character, but it still hurts. When someone calls you stupid or irresponsible, it hurts and that's something your carriers put up with.

Levi: Let me ask about your experience with postal vehicles. The notorious long-life vehicle — LLV. Can you talk about it?

Grant: Yeah, the death trap! I didn't drive the LLV very much; I drove an FF. There were a lot of great things about it. You had a big sliding door with the ready tray on the left you could pass back through the bulkhead into the cargo area and it was very nimble.

But, you also were struck by the fact that thing was on the road when I was in high school and I am not a young man. If you drive to any post office around the country, for the most part, what you see in the parking lot are LLVs and FFVs.

They don't have airbags, crumple zones or air-conditioning. The heaters don't work sometimes. They don't have all-wheel drive or modern brakes. They don't have any sensors or cameras. They don't have anything. They are an aluminum cracker box on a Chevy S-10 chassis.

It's proof that the Postal Service can't deploy and raise capital the way a company can. UPS is not driving the same trucks it drove 20 years ago; Amazon is out there with electric trucks. But the Postal Service is driving stuff it had 30 years ago.

I know the next-generation vehicles are coming out and I hear they are great. But you are putting men and women in what I consider to be unsafe vehicles and you are doing it every day. And the fact that rural carriers drive civilian vehicles from the right-hand seat, reaching across the controls — I don't understand to this day how that is legal.

It's my one real ding against the Postal Service. For all the training, you have excellent training, but, at the end of the day, you are putting somebody in a vehicle that's not fit for service. I'm glad to see it's starting to change.

Levi: Steve, for most people, they think you stick a stamp on an envelope, put it in the mailbox and it miraculously appears at its destination. In a CBS News interview you had with Major Garrett, he compared the process of delivering and processing mail to food preparation. Isn't it important for Americans to understand how mail is processed?

Grant: I think it's very important. I hated casing mail. During an earlier draft of the book, my editor said, "I wish you would tell me more about how you actually get ready



Steve Grant, author and former Postal Service employee



to go out on the road every morning."

I said okay and wrote the chapter about casing mail. I have had so many people tell me, "That was my favorite chapter! I've always wondered how that happens." A lot of people were surprised that not everything was automated.

My brother John even said, "Yeah, you pick up your truck in the morning and you get out on the road." I told him, "There's no picking up the truck! You have to organize everything."

I have described it as you put a library of random books in order every morning and, over the course of your route, you take it apart again. It's one of the most arcane skills a carrier does. When a carrier has to sub for someone else's route, they will tell you that casing mail when you don't know the route is almost impossible.

Levi: Funny thing is my dad, who was a clerk years ago, would do something called scheming, which was before DPS where you actually had to know the route order almost by heart and where different addresses were. You didn't have the electronic process of scanning the mail and having it presorted for you. The carriers had to do it themselves or have the clerk do it for them.

Grant: And that is such a feat of memory! I became surprised over time that on the routes I was familiar with, I would put the parcels in the vehicle in route order and remember, oh right, 131 Smith has two parcels today. Over time, you would internalize the route. Without that carrier knowledge, I don't think the Postal Service would work; it's that human element.

A reader sent a letter to Blacksburg: To Steve Grant, author of *Mailman, Blacksburg, VA*. It got delivered to me!

Levi: As you are touring the country, promoting your book, do you want to share any comments from readers?

Grant: Sure. You touched on it in one of your questions — I had no idea what all went into delivering the mail and all the things carriers have to do. What an adventure it is for the mail to get delivered every day. I've had so many people come up to me and say, "My father was a letter carrier," "My grandfather was a letter carrier," "My aunt is a letter carrier" or "My uncle is a letter carrier."

In some ways, it's the family business of the country. It's one of those things that, along with military service, ties us all together because so many people have worked for the Postal Service.

I encountered that as I delivered around Blacksburg. I got coffee and was given snacks. Customers shared with me those they knew in their life who had been a letter carrier.

But, as I go around the country and have so many people share their stories, "When I was a kid, my postman said hello to me every day and I looked forward to seeing him," I realize what a part of the fabric of life letter carriers are in this country. They are a tremendous, invisible, everyday treasure we all have.

I hope folks appreciate that; I knew that when I wrote the book. But I've been surprised I've heard so much of that as I've gone around the country.

Levi: Let me mention a phrase and get your reaction to it: "postal patriotism."

Grant: I'll give you two thoughts. The first is I didn't consider myself an unpatriotic person, but being a letter carrier made me a more patriotic person. I was very proud to represent the United States Postal Service and be part of this brotherhood that stretched all the way back to Ben Franklin and the hundreds of years between now and the founding of the country.

I would tell people who are thinking about the Postal Service that they could feel a sense of pride about our Postal Service. I lived in the U.K. and one of my closest friends lives there now. He has told me what a mess privatization has made of the Royal Mail.

I was talking to a guy at the American Enterprise Institute who reviewed my book ...

Levi: Kevin Kosar?

Grant: Yes! A wonderful guy. He had written a glowing article in defense of modernization and the role the Postal Service plays. I had written him because he wrote me a very nice review. I said that, being with the American Enterprise Institute, I assumed he would be gung-ho for privatization because the organization is so free-market.

He responded, "There is nothing in the free market that can take on a country the size of the United States. The puny postal services of Europe will not scale to a nation the size of America." I loved that framing.

And he's right. I left my eyeglasses on a dive boat in Hawaii. They sent them back to me Priority Mail in just a couple days for about \$15. I thought, that's nothing these days — from Hawaii — from the middle of the Pacific Ocean all the way to Virginia.

The package was tracked every step of the way and protected by federal law enforcement from one end to the other. That's remarkable. So to go back to the idea of having patriotic feelings about our postal system, it is a miraculous, economic multiplier that has created tremendous wealth, opportunity and creative output and connections in the correspondence of the American people and small businesses and large enterprise.

It has been something that our founders in their foresight built for us; every generation has reinvented it for a growing, evolving country. I hope it will be there for my grandchildren.

Levi: And I think your book will help preserve this wonderful institution. Steve, I want to thank you for joining me today.

Grant: Bob, it was my pleasure.

THE NATIONAL
ASSOCIATION OF
POSTAL SUPERVISORS

FINANCIAL REPORT

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. 30, 2025

Assets:

Cash and Investments	\$ 8,141,056.12
Dues Withholding Receivable	459,229.71
Prepaid Expenses and Other Assets	257,719.80
Total Current Assets	8,858,005.63
Building and Equipment, Net of Accumulated Depreciation	1,986,490.17
Total Assets	\$ 10,844,495.80

Liabilities and Fund Balances:

Accounts Payable	\$ 70,697.46
Accrued Expenses	208,562.05
Dues to be Remitted to Branches	602,557.67
Total Liabilities	881,817.18
Unrestricted and Designated Net Assets	9,962,678.62
Total Liabilities and Net Assets	\$ 10,844,495.80

Statement of Revenues and Expenses

For the period Sept. 1, 2025 through Nov. 30, 2025

Revenues:

Dues and Assessments	\$ 2,604,981.57
Less: Dues Remitted to Branches	1,238,634.48
Net Dues and Assessment Revenue	1,366,347.09
<i>The Postal Supervisor</i> Advertising	5,100.00
Royalties	581.91
Other Revenues	1,154.32
Total Revenues	1,373,183.32

Expenses:

National Headquarters	369,448.25
Executive Board	227,458.13
Training and Education	34,991.17
Legislative Expenses	7,567.38
Legal/Fact Finding/Pay Consultation	27,697.81
Disciplinary Defense	98,906.51
Membership	8,650.00
<i>The Postal Supervisor</i>	116,060.93
Total Expenses	890,780.18
Net Revenues in Excess of Expenses From Operations	482,403.14
NAPS Property, Inc. (Net Loss)	
Before Depreciation & Amortization	\$ (124,865.60)
Less Depreciation & Amortization	(30,540.00)
NAPS Property, Inc. (Net Loss)	(155,405.60)
Investments Net Income	310,552.43
Total Revenues in Excess of Expenses	\$ 637,549.97

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.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS 70TH NATIONAL CONVENTION

AUGUST 9 – 14, 2026

SAN FRANCISCO MARRIOTT MARQUIS | 780 MISSION STREET | SAN FRANCISCO, CA 94103



70th NAPS National Convention Committees

Preparations continue for the 70th NAPS National Convention in San Francisco, Aug. 10-14, at the San Francisco Marriott Marquis. One of the major requirements for a smooth-running convention is the selection of delegates to serve on various national convention committees.



All members should be mindful of several important rules concerning committee assignments:

- 1) **NAPS members no longer have to get their branch president's recommendation for a national convention committee assignment.** Members may self-nominate for their national convention committee selections. Self-nominations must be made online only through NAPS' committee registration process at www.naps.org. No mail-in, fax or email requests will be accepted.
- 2) **All committee members must be registered for the national convention and certified delegates prior to the NAPS president's selection of committee members.**
- 3) **All national convention committee members must be registered guests of the San Francisco Marriott Marquis from the date of their first committee assignment until the conclusion of the convention on Friday, Aug. 14.** Committee chairs will verify the hotel registrations of their respective committee members.
- 4) **Delegates serving on committees will receive lodging and per diem as follows:**
 - **Credentials & Registration** — two nights' lodging and two days' per diem
 - **Audit, Constitution & Bylaws, Postmaster, Resolutions and Rules** — one night's lodging and one day per diem
 - **Assistant Secretaries and Sergeants-at-Arms** — \$100 per day, no lodging
- 5) **A national convention committee may have only one branch member appointed per committee unless granted an exception by the NAPS president.** Furthermore, committees may have up to 25% of members who never before have served on a national convention committee.

When expressing an interest in serving, members must give careful consideration to the fact that the Credentials & Registration Committee will meet on **Saturday, Aug. 8**, and the others on **Sunday, Aug. 9**, in advance of the convention's opening day. Some committees will meet throughout the national convention.

Moreover, members serving on "advance" committees *must attend all meetings* of their respective committees, which generally begin at 9 a.m. (possibly earlier). *No exceptions will be made to this attendance rule.*

Committee members should make their hotel reservations early enough so they won't have a problem getting a room for an extra day or two in advance of the convention. If members are not selected for advance committee assignments, they simply may cancel their room reservations for the extra days as soon as possible. Do not cancel your entire hotel stay — only the extra days. Otherwise, reserve your hotel room after you have been confirmed to serve on a national convention committee.

If traveling to the convention via airline and you purchase your ticket before being selected for a committee, NAPS Headquarters will not reimburse you for any airline change fees. It is suggested that you purchase an airline ticket after you receive confirmation that you have been selected for a national convention committee.

Self-nominations may be made through NAPS' online committee registration process at www.naps.org only. When nominating yourself for a committee, indicate your first, second and third choice committee assignment (if applicable). Again, no mail-in, fax or email requests will be accepted. **The deadline to request consideration for a committee is midnight, March 31, 2026.** No requests will be accepted after the deadline.

Please note: No committee recommendation will be considered unless the delegate has registered and submitted their credential prior to the NAPS president's selection of committees on April 20. All those requesting national convention committee consideration will be subsequently notified whether or not they have been selected for a committee assignment

Listed below are the national convention committees, including tentative dates of first meetings, the minimum number of members on each committee and a brief description of responsibilities:

- **Assistant Secretaries** (no advance meeting, four members) — Sits at the dais during all business sessions and keeps record of the actions taken on all resolutions, including amendments; helps conduct vote counts and assists the national parliamentarian and resident officers, as needed.
- **Audit** (Sunday, Aug. 9; 10 members) — Audits four months of NAPS financial records chosen by the chair and assistant chair from the previous two fiscal years. Discrepancies or errors, if any, are noted and a written report (to the secretary/treasurer) and verbal report (to the entire convention) are made.
- **Ballot and Election** (no advance meeting; 34 members, includes chair and assistant chair and one member from each of the 16 NAPS areas) — Conducts the balloting and election for national officers and site selection for the national convention that will take place four years hence.

Only the Ballot and Election Committee chair and assistant chair are notified of their selection before the convention. Members of this committee do not know they have been selected until their names are read by the NAPS president on Tuesday of convention week.

Ballot and Election Committee members will be sequestered from the time they leave the convention floor with the sealed ballot boxes until the committee chair, alone, later announces the election results before the convention body.

- **Constitution & Bylaws** (Sunday, Aug. 9; 12 members) — Reviews all resolutions pertaining to the NAPS Constitution & Bylaws, as well as those directing NAPS to take action on other matters.
- **Credentials & Registration** (very early Saturday, Aug. 8; 12 members) — Processes registrations of NAPS and Auxiliary delegates and guests. Verifies credentials and hands out name badges, *One Books*, delegate cards, souvenir bags and more.
- **Postmaster** (Sunday, Aug. 9; 12 members) — Reviews matters of particular interest to postmaster members. Meets with members of the NAPS Executive Board Postmaster Committee.
- **Resolutions** (Sunday, Aug. 9; 10 members) — Reviews all resolutions (except those related to the NAPS Constitution & Bylaws) having to do with pay, working conditions and postal policy.
- **Rules** (Sunday, Aug. 9; 6 members) — Reviews and edits the convention rules and ultimately provides each delegate with a copy of the rules.
- **Sergeants-at-Arms** (meeting day and time TBD; 20 members) — Maintains order during convention, escorts guests to the dais, assists in vote count and material distribution, including the convention *Daily Newsletter* and amended resolutions, to delegates. Members of this committee must attend all business sessions.



Resolutions-Writing 101

Learn how to better express yourself by using the proper format to write your national convention resolutions.

Action on resolutions is a major part of the business of NAPS national conventions. But first, those resolutions must be written and acted on at NAPS state branch conventions in the coming months. Then, those resolutions a branch adopts that do not involve local issues will be forwarded to NAPS Headquarters to be included in the convention *One Book*.

That's well and good, you may be thinking, but how do you write a resolution? That's what this article is about. Let's call it Resolutions-Writing 101.

You'll soon discover that writing simple, effective resolutions everyone can understand is not all that difficult if you keep a few pointers in mind. Let's get started.

Before you begin putting your thoughts in "whereas" and "resolved" resolution form, write down — in a short sentence — the action you're requesting. This later will form the basis of the "resolved" of your resolution. Don't give all the reasons ("whereases") just yet why you want the action to be taken. We'll get to all that in a moment.

Let's come up with a sample resolution that will request an action to be taken; in this instance, one by family members. The same basic thought process will apply to any NAPS-related resolution you may later write.

At the dinner table one evening, family members decide they need to get a dog. That "action," in a short sentence, might read: "The Smith family needs to get a dog."

Now, the Smith family needs to state the reasons why that action is desirable. Using the simple-sentence method, family members state all the reasons why the Smith family needs to get a dog:

- *Protection against intruders*
- *A loyal, loving family companion*
- *A reason to get off the couch and get more exercise by walking the dog*

What do you know? We've almost put together a simple resolution. All we have to do now is state everything in resolution format, using "whereases" and "resolveds:"

Whereas, A dog would be protection against intruders, and

Whereas, A dog would be a loyal, loving family companion, and

Whereas, A dog would be a reason to get off the couch and get more exercise walking, now therefore be it

Resolved, That the Smith family needs to get a dog.

Remember, a resolution may have one "whereas" or several. Likewise, it may have one or several "resolveds." In our sample resolution, the "resolved" could have read:

Resolved, That the Smith family needs to get a dog, and be it further

Resolved, That the dog be obtained from a shelter, and be it finally

Resolved, That the dog be housebroken.

Other resolution-writing pointers to keep in mind:

- Resolutions always should request a certain action, never demand or threaten it.
- A "resolved" (or "resolveds") should be a complete, stand-alone statement that clearly and completely states the issue. For example, "The Smith family needs to get a dog." Don't say, "Because of all these reasons, it's important to do this." The reader shouldn't have to reread an entire resolution to know what "this" is.
- Avoid using complex "resolveds" that request unrelated actions. Our sample resolution shouldn't read: "Resolved, That the Smith family needs to get a dog and have the family room remodeled."
- Resolutions should request actions over which the named persons, groups or organizations have control. The Smith family has the ability to get a dog, so a resolution requesting that is in order. However, a "resolved" that reads, "The Smith family needs to make sure everyone on its block gets a dog," would be inappropriate because the Smith family has no control over that request.
- Don't use fancy words when simple ones will do (say "use," instead of "utilize," for example). And don't use long, complex or run-on sentences. The beauty

continued on page 38...



LEGISLATIVE ROUNDUP

Postal Road Trips

Many years ago, I orchestrated, with the sanction and collaboration of the Postal Service and several postal unions, "postal road trips." I piled congressional staff into my dearly departed 1999 Mercury Sable wagon and, if necessary, a staff member-owned vehicle, then traveled to a postal facility within commuting distance of the U.S. Capitol.

More times than not, we visited a Goldilocks post office — not too big, not too small. On such excursions, congressional staff experienced firsthand the complexity of postal operations. They witnessed lobby and retail operations and customer interactions with window clerks and their local postmaster or the manager-in-charge of the facility.

The visitors went behind the curtains to see how mail is sorted for destinations beyond the local ZIP code and how mail is "cased" prior to local delivery. They saw postal machinery and the accountable mail cage. The staff also witnessed the arrival of UPS trucks carrying countless parcels the for-profit parcel giant was transferring to the Postal Service for "last mile" delivery — a function too costly and cumbersome for "Big Brown."

These congressional visits were very useful to help our legislators better understand the vital service the USPS performs. Regrettably, the Postal Service no longer welcomes such visits. It is a lost opportunity to shine bright blue.

Nevertheless, in late November, I invited congressional staff members who have postal issues in their legislative portfolio to a different type of postal road trip — albeit the trip was only two subway stops from the U.S. Capitol.

I asked the staff members to join me and NAPS Executive Vice President Chuck Mulidore at the U.S. Postal Service Board of Governors' final meeting of 2025 that took place in the Benjamin Franklin Room of U.S. Postal Service Headquarters.

In part, this is the meeting during which the governors are publicly briefed on the agency's year-end financial report and operational

performance. This was a unique opportunity for congressional staff to get a bird's-eye view of how postal governance works and policies are discussed in "daylight."

The congressional staff members were attentive to the substantial financial losses the Postal Service continues to suffer as the result of persistent mail volume declines and the unfair application of Civil Service Retirement System accounting rules. They also heard Postmaster General David Steiner call for legislation to permit the agency to invest its Retiree Trust Fund in securities other than just low-interest U.S. Treasury bonds and to raise the agency's credit limit from its current statutory ceiling of \$15 billion.

Chuck and I also had the opportunity to introduce congressional staff members to the Board of Governors, including Chairwoman Amber McReynolds. However, noteworthy were the empty chairs at the conference table in front of the meeting room; in November, there were four vacancies on the board.

On Dec. 8, a fifth vacancy was created with the departure of Ramon Martinez as his term expired. As a result, President Trump may nominate four new governors in 2026. It's important to note that, of the nine presidentially nominated and Senate-confirmed governors, no more than five can be from the same political party.

One nominee, Anthony Lomangino (Republican), has been pending before the Senate Homeland Security and Governmental Affairs Committee since early June. The current board includes Amber McReynolds (Independent), Derek Kan (Republican), Ron Stroman (Democrat) and Daniel Tangherlini (Democrat).

As EAS-level postal employees know, the NAPS government affairs operation always is on the alert for any "risky legislative behavior" that may imperil the rights, benefits or compensation of postal supervisors, managers and postmasters. For this reason, we succeeded in preventing anti-postal provisions being included in Public Law 119-21 — the fiscal year 2025 Reconciliation Act, H.R. 1.

NAPS anticipated the threat in late January 2025 and prepared for it. For this reason, NAPS was attentive to legislation introduced by Rep. Brandon Gill (R-TX) in mid-October. The legislation would double the probationary period of most new, promoted or reassigned federal employees.



BOB LEVI
Director of Legislative & Political Affairs

NAPS communicated with Gill's staff and made sure the legislation would not apply to EAS-level postal employees. In fact, the legislation (H.R. 5750), which was approved by the House Oversight and Accountability Committee, explicitly excludes postal employees. Of course, NAPS was on hand at the committee meeting to make sure that postal supervisors, managers and postmasters were protected.

Lastly, on the legislative front, Rep. James Walkinshaw (D-VA) assumed primary sponsorship of two NAPS legislative priorities. In September, Walkinshaw was elected to succeed our good friend, Rep. Gerry Connolly, who died last May.

The new congressman is the prime sponsor of NAPS-promoted legislation introduced by Connolly to improve the consultative process for EAS-level postal employees (H.R. 1560) and provide all EAS-level postal employees with the right to appeal adverse personnel decisions to the Merit Systems Protection Board (H.R. 1559).

On a related note, in early December, Walkinshaw and Sen. Tim Kaine (D-VA) introduced legislation to rename the post office in Fairfax, VA, after Gerry Connolly. NAPS looks forward to participating in this meaningful recognition of Connolly's efforts on behalf of the U.S. Postal Service and its employees.

naps.rl@naps.org



FROM LEFT: Postal Service Governor Ron Stroman, NAPS Executive Vice President Chuck Mulidore and Matt Brush, postal staffer for Rep. Nikki Budzinski (D-IL), co-chair of the Congressional Postal Service Caucus.

continued from page 36...

of "whereases" is they encourage a listing of simple reasons why an action should be taken. Break up those long sentences into several shorter "whereases."

- Spell out the first reference to any program or initiative, especially postal ones, that might not readily be known to the reader. For example, some newer postal employees may not know that WSCs are work service credits (as opposed to the more familiar SWCs — supervisor workload credits).

If the reader doesn't instantly know what you're talking about, you could lose support for your resolution. It's perfectly okay to refer to an acronym, such as WSCs, in second and subsequent references.

Here's to writing simple, more effective resolutions for consideration at our 70th National Convention, Aug. 9-14, at the San Francisco Marriott Marquis.

A Note About Submitting Convention Resolutions

All resolutions, in a Microsoft Word document, must be emailed to Executive Vice President Chuck Mulidore, naps.cm@naps.org. Receipt of the resolutions will be acknowledged by return email. If you have any questions, contact Chuck by email or phone, (703) 836-9660. If you do not receive an acknowledgement, you can assume your resolutions were not received; please contact Chuck.

All resolutions from states with conventions ending on or before May 22, 2026, must be received by NAPS Headquarters by June 8.

The deadline for all other resolutions to be received by NAPS Headquarters is **July 6**. Resolutions received at NAPS Headquarters after this deadline will not be printed in the convention *One Book* — no exceptions!

Resolutions not received by the July 6 deadline, including any offered from the convention floor, will need to be submitted to Executive Vice President Chuck Mulidore at the convention for referral to the Resolutions Committee for consideration and assignment of a number.

After assignment of a resolution number — not before — the submitting branch then will need to arrange for a specified number of copies (depending on number of delegates) of each resolution to be made at branch expense. The NAPS Convention Office may not be used to photocopy resolutions.

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 15-18, 2026

Conducted by:

- Eastern Region VP Richard Green
- Capitol-Atlantic Area VP Troy Griffin
- Mideast Area VP Tony Dallojacono
- Pioneer Area VP Ed Laster

Location: Westin Hotel and Resorts
99 South 17th Street at Liberty Place
Philadelphia, PA 19103 • (215) 563-1600

Hotel Rate: \$266.49/night (includes tax)

Parking Fee: \$45/night

Registration Fee: \$325 if postmarked by Nov. 21; \$375 after; \$425 if not registered at the Westin

Training: NAPS resident officers and USPS Headquarters officials

Contact: Eastern Region VP, Richard Green
(804) 928-8261 • rgreen151929@aol.com

POSTMASTER PERSPECTIVE

Do You Truly Understand the Value of NAPS?

Imagine a time when post office supervisors worked with no protection or regard to their rights as employees. They worked without any protection from abuse, harassment or even respect.

That's probably how supervisors felt in 1908 when a group of them gathered in Louisville, KY, to form the National Association of Supervisory Post Office Employees — later renamed the National Association of Postal Supervisors. Fast forward 117 years, the association that, at that time, represented only supervisors, has now grown to over 47,000 EAS employees at every level, including postmasters.

Imagine not having anyone to represent you regarding pay, benefits and disciplinary actions. Imagine not having a voice on Capitol Hill, lobbying for legislation to help the Postal Service and NAPS. Imagine not having a voice at Postal Headquarters to fight for the rights of its members.

Now, imagine a group of individuals (advocates) who represent those who find themselves in disciplinary situations (who, by the way, are unpaid). They do this because of their passion for the rights of others, making sure everyone is being treated fairly.

Imagine the ability to participate in local, state and national conventions, legislative training and regional meetings to share and receive knowledge.

Imagine an organization that values its retirees — so much so, they are included with active working members and not splitting them into a separate retiree group. Imagine needing to use the Disciplinary Defense Fund (DDF) and never having to spend one extra dime out of your paycheck for representation; the costs are covered by your dues. And, when a RIF occurs, training and more are available. The organization works with members to ensure everyone has a landing spot.

Well, that about sums up what NAPS is — and so much more. I think our forefathers would be proud of what the organization has become in continuing the good fight for justice for all.

So, the next time someone says, "NAPS doesn't do much for its members," ask them: "Do you truly understand the value of NAPS?"

Beverly Torain, retired postmaster of Apex, NC, is president of Joseph Butler Winters Jr., Raleigh, Branch 177

pmbev071302@frontier.net



††† Denotes sponsor who signed 30+ new members within 90 days



URGE YOUR MEMBER
OF CONGRESS TO

Co-Sponsor the Postal Police Reform Act (H.R. 2095)

IT'S EASY TO MAKE YOUR VOICE HEARD!

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

ACT NOW!





URGE YOUR MEMBER
OF CONGRESS TO

Co-Sponsor the Postal Supervisors and Managers Fairness Act (H.R. 1560)

ACT NOW!



IT'S EASY TO MAKE YOUR VOICE HEARD!

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

ISSUE
#2



URGE YOUR MEMBER
OF CONGRESS TO

Co-Sponsor H.Res. 70 and S.Res. 147 to Oppose Postal Privatization

IT'S EASY TO MAKE YOUR VOICE HEARD!

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

ACT NOW!



2025 SPAC Contributors

WORKING
FOR YOU!



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

Studdard, Dwight	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Bradley, Roxanne	CA	Branch 77
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Moss, Donald	DC	Branch 135
Bock, Robert	FL	Branch 406
Hoerner, Thomas	FL	Branch 420
Lynn, Patti	FL	Branch 296
Van Horn, Gail	FL	Branch 154
Valuet, John	ID	Branch 915
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Foley, Paul	MA	Branch 120
Devaney, David	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Amergian, Raymond	ME	Branch 96

Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Elyea, Chad	MI	Branch 142
Tessmer, Stephen	MI	Branch 508
Johnson, Craig	MO	Branch 36
Washington, Robert	MO	Branch 131
Olson, Chad	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
Barone, Thomas	NY	Branch 202
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Lester, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Shoemaker, Justin	TN	Branch 165
Christopher, Arthur	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Farmer, Joanne	VA	Branch 526
Jackson, Alice	VA	Branch 526
Gruetzmacher, Bjoern	WA	Branch 61

What is SPAC and why should you contribute?

The Supervisors' Political Action Committee (SPAC) is the legislative fundraising arm of the National Association of Postal Supervisors (NAPS).

Its purpose is to support political candidates who align with NAPS's legislative goals, which include enhancing compensation and benefits for postal employees, protecting due process rights and safeguarding retiree benefits.

Voluntary contributions are used to help fund campaign costs for these legislative allies.

Learn more online at:
naps.org/Legislative-Center-SPAC



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 _____

(Example: 7722555512345678).

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



November Contributors

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

Valuet, John	ID	Branch 915
Elyea, Chad	MI	Branch 142
Johnson, Craig	MO	Branch 36
Englerth, Scott	NY	Branch 11
Gruetzmacher, Bjoern	WA	Branch 61

VIP Elite (\$750)

Wagner, Brian	IL	Branch 255
Kent, Eric	MN	Branch 104
Hill, Mildred	MS	Branch 199
Bartko, Susan	PA	Branch 20
Manes, Phylicia	PA	Branch 20
Green Jr., Richard	VA	Branch 61

Secretary's Roundtable (\$500)

Pierce, Annette	IL	Branch 255
Kuiper, Bruce	MN	Branch 16
O'Donnell, Curt	MN	Branch 16
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Carmona, Richard	TX	Branch 122
Butler, Phillip	VA	Branch 98
Hubbard, Jim	VA	Branch 22
McComas, Christina	WV	Branch 212

Chairman's Club (\$250)

Wright, Marcellus	DC	Branch 135
Tynan, Lawrence	FL	Branch 135
Webb, Marcel	IN	Branch 8
Harmon, Susan	ME	Branch 96
Cavegn, James	MN	Branch 16
Guodace, Jodene	ND	Branch 937
Levis, Gillian	OH	Branch 2
Smith, Ronald	OH	Branch 46
Foster, Debra	TX	Branch 9
Baldwin, Craig	WV	Branch 212

Supporter (\$100)

Walsh, John	IL	Branch 289
Williams, Tawanna	IL	Branch 14
Mosley, Monique	IN	Branch 8
McIntyre, William	KS	Branch 458
Madden, Roy	MA	Branch 6
Patterson, D. Tanyon	MD	Branch 403
Royall, Velinzo	MD	Branch 531
Harger, Gregory	MI	Branch 190
Sadler, Tarnetta	MI	Branch 545
Caruso, Richard	NE	Branch 10
Benjamin, Laquita	TN	Branch 41
Mabon, Valerie	TN	Branch 32
Wakefield, Robert	TN	Branch 32
Martin, Andrew	VA	Branch 526

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 at:

1727 King Street, Ste.400
Alexandria, VA 22314-2753

HELP SPAC WORK FOR YOU!

Contribution Amount: \$ _____ Branch #: _____

Name: _____

Address: _____

City: _____

State: _____ ZIP+4: _____ Date: _____

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



MAKE IT EASY!
Simply scan here using your phone's camera!

Enclosed is my voluntary contribution to SPAC via:

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): _____

Exp. date: _____ / _____ Signature (required): _____

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.

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.



2026 SPAC PINS

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



President's Ultimate

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



VP Elite

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



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level



Drive for 5

Contribute to SPAC by payroll deduction or direct payment

Earn Yours Pins TODAY!

In 2026, SPAC contributors will be sent the pin recognizing their total 2026 contribution at the end of the year; all pins will indicate "2026."

The 2026 "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.

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Nov. 30, 2025

National Aggregate:

\$203,702.39

National Per Capita:

\$7.64

Region Aggregate:

1. Western \$47,427.54
2. Southern \$44,442.10
3. Eastern \$42,701.48
4. Northeast \$37,069.06
5. Central \$32,062.21

Region Per Capita:

1. Western \$6.31
2. Southern \$6.28
3. Northeast \$6.13
4. Central \$5.72
5. Eastern \$5.17

Area Aggregate:

1. Pacific \$32,833.00
2. Capitol-Atlantic \$29,311.20
3. New York \$17,287.44
4. New England \$16,111.62
5. Texas \$14,734.50
6. Southeast \$14,211.10
7. North Central \$ 9,614.56
8. Central Gulf \$ 9,152.50
9. Michiana \$ 8,680.00
10. Pioneer \$ 8,634.80
11. Illini \$ 8,501.50
12. Mideast \$ 8,425.48
13. Northwest \$ 7,848.54
14. Rocky Mtn \$ 6,746.00
15. Cotton Belt \$ 6,647.00
16. MINK \$ 5,266.15

Area Per Capita:

1. Central Gulf \$12.22
2. Pacific \$11.65
3. North Central \$10.74
4. New England \$10.03
5. Capitol-Atlantic \$ 8.78
6. Texas \$ 8.45
7. Northwest \$ 7.55
8. New York \$ 7.51
9. Michiana \$ 7.22
10. Illini \$ 7.02
11. Cotton Belt \$ 6.92
12. Southeast \$ 6.75
13. Pioneer \$ 6.29
14. MINK \$ 4.84
15. Rocky Mountain \$ 4.73
16. Mideast \$ 3.25

State Aggregate:

1. California \$30,808.00
2. New York \$16,477.44
3. Texas \$14,734.50
3. Maryland \$13,264.00
4. Florida \$12,490.10

State Per Capita:

1. Maine \$40.96
2. North Dakota \$27.69
3. Idaho \$25.45
4. Maryland \$21.12
5. Alabama \$19.29



Drive for 5

Members by Region:

1. Southern46
2. Eastern41
3. Western35
4. Central33
5. Northeast29

Aggregate by Region:

1. Eastern \$17,112.00
2. Western \$15,504.54
3. Southern \$14,227.48
4. Northeast \$ 9,920.28
5. Central \$ 9,875.00

Order Your NAPS Banner *Today!*

- Measures 33" w by 81" h
- Highlights some of our most notable accomplishments
- Portable and fully retractable
- Includes carrying case
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\$150

Includes shipping
by Priority Mail

It's easy to order!

Simply log into the **Member Portal** at naps.org,
and locate the **NAPS Store** in the **Members Center**.

Please contact NAPS Headquarters at (703) 836-9660 or naphq@naps.org with questions.

The National Association of Postal Supervisors (NAPS) is the **LARGEST MANAGEMENT ASSOCIATION** within the USPS.

Our Association represents over 47,000 Supervisors, Managers and Postmasters and other Managerial employees working in over 500 EAS job titles.

Scan to Join NAPS  Scan to Join NAPS

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

NAPS Disciplinary Defense Fund

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

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

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

MEMBERSHIP

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

Leading Through Crisis: What Every Supervisor Should Know About CIRs

Submitted by the USPS Employee Assistance Program

Supervisors are the front-line leaders who set the tone during times of uncertainty. When a crisis strikes — whether it's a workplace accident, natural disaster, threat or sudden loss — employees look to their supervisor for direction, reassurance and stability. Understanding how to activate and support a Critical Incident Response (CIR) is essential to maintaining safety, morale and continuity of operations.

What Is a CIR?

A Critical Incident Response (CIR) is a structured, professional intervention provided after a traumatic or significantly distressing event in the workplace. The USPS offers CIR support 24 hours a day, seven days a week through the Employee Assistance Program (EAP), ensuring employees never have to navigate a crisis alone.

The purpose of a CIR is to:

- Help employees process emotional reactions to the event
- Restore a sense of safety and stability
- Reduce the risk of long-term stress reactions
- Strengthen coping skills and resilience
- Support a healthy return to routine and mission readiness

Early intervention can prevent confusion, fear and misinformation from escalating. And it encourages employees to seek help before stress becomes overwhelming.



What Events May Require a CIR

Critical incidents can take many forms, including:

- Employee accidents or injuries, such as slips, falls, machinery entanglements or serious vehicle incidents
- Sudden medical emergencies, including seizures, strokes or heart attacks witnessed by co-workers
- Security threats or acts of violence, whether internal or external
- The unexpected death of an employee, regardless of the cause
- Large-scale community emergencies, including hurricanes, wildfires, flooding or other natural disasters
- Events that significantly disrupt operations or create high emotional impact, even if no physical harm occurs

Such events can create lingering stress reactions among individuals and entire teams. Promptly requesting CIR support allows the workforce to regain emotional balance and maintain focus during recovery.

Why CIRs Matter for Supervisors

Supervisors serve as the critical link between employees and organizational leadership. In the immediate aftermath of a crisis, supervisors' words, actions and decisions shape how employees interpret what happened and how secure they feel moving forward.

A supervisor's key responsibilities include:

1. Recognizing the need for support — Some employees may show visible distress, while others may remain quiet. Supervisors should pay attention to changes in behavior, concentration or performance following a critical event.
2. Ensuring immediate safety — Before anything else, confirm that employees are out of danger and that emergency procedures are followed.
3. Activating the CIR process — Contacting the EAP to report a CIR brings trained professionals to assist — relieving supervisors from trying to manage emotional reactions alone. This support may involve on-site response, telephonic assistance, group sessions or follow-up care.

4. Communicating calmly and clearly — Employees look for guidance. Offering clear instructions, acknowledging the emotional impact and avoiding speculation provide reassurance in uncertain moments.
5. Supporting recovery over time — A CIR is not a one-time event. Continued check-ins, flexibility where appropriate and awareness of lingering stress help employees fully regain stability.

When supervisors handle crises thoughtfully, they not only support the immediate workforce, but also contribute to long-term organizational resilience.

Avoiding Common Missteps

Even well-intentioned leaders can inadvertently make a crisis more difficult to navigate.

Supervisors can strengthen their effectiveness by avoiding these pitfalls:

- Delaying action. Waiting to call the EAP or report the incident may allow distress and confusion to grow. Reach out to 800-327-4968 (800-EAP-4YOU) as soon as possible to initiate the CIR process and determine the best response for the situation.
- Focusing only on operational tasks. Overlooking emotional needs leaves employees feeling unsupported.
- Trying to manage everything alone. A CIR is a specialized service — use it.
- Minimizing the event. Employees need acknowledgment that the experience was difficult.
- Failing to follow up. Healing continues after operations resume; checking in shows employees they're valued.
- Communicating inconsistently or unofficially. Clear, factual updates prevent rumors and anxiety.
- Intentional, compassionate leadership reduces the likelihood of long-term stress or workplace disruption.

Best Practices for Leading Through Crisis

Effective crisis leadership can transform a difficult event into an opportunity to strengthen trust and teamwork.

Supervisors can lead with confidence by:

- Staying composed and modeling calm behavior
- Activating a CIR early to ensure appropriate support
- Offering empathy and validating employees' reactions
- Providing structure, routine and clear expectations during recovery
- Encouraging employees to use EAP services for individual support
- Reflecting on the incident afterward to identify lessons learned and improve future readiness

When employees feel cared for and supported, they recover more quickly and return to work with renewed commitment.

The Supervisor's Impact

Postal supervisors who understand and apply CIR principles demonstrate leadership that goes far beyond operational oversight. They show employees the organization values their well-being and stands with them during difficult moments. This support builds trust, strengthens morale and helps maintain continuity of service — even under pressure.

Crises always will arrive in unexpected forms, but the way supervisors respond does not have to be uncertain. By **staying calm, engaging the CIR process early** and **putting people first**, every supervisor can lead through crisis with clarity, confidence and compassion.

Every CIR is a chance to support growth, strengthen trust and reinforce the values that define great leadership. By approaching these moments with fairness, clarity and compassion, supervisors can help shape a workplace where employees feel guided — not just managed.

And remember, you don't have to navigate these challenges alone.

The Employee Assistance Program is available to provide additional guidance, resources and consultation to help you address concerns effectively and confidently.



Happy New Year! Embracing Change

John Aceves - Former NAPS Secretary/Treasurer



As the new year begins, the Postal Service and NAPS will face a variety of challenges and changes. One significant development in NAPS will be the installation of new officers across the NAPS branches.

These incoming officers will join the NAPS officer corp, bringing with them a mix of experience levels — some stepping into leadership roles for the first time, while others bring a wealth of prior experience to the table. This period of transition presents an excellent opportunity to focus on training and professional development.

For new NAPS officers, targeted training sessions are provided with essential guidance and support as they adapt to their roles. At the same time, these initiatives will offer experienced officers a valuable chance to refresh and enhance their leadership tool kits, ensuring they remain effective and informed in their responsibilities.

There are many areas to look for information, but the quickest is the *NAPS Officer Training Manual (OTM)* — about 130 pages covering vital information for NAPS officers. This includes duties and responsibilities, as well as member representation information on discipline, debt collections and other training. There also are USPS-NAPS agreement position documents that still are relevant and easy to view on the website.

Also, the *Employee Labor Relations Manual (ELM)*, section 650, references how to appeal various disciplinary actions taken against EAS employees. The *ELM*, version 55, can be found on the postal Blue page, as well as the NAPS website — naps.org/training.

Of course, there is a lot more advocacy information available. In addition to these valuable resources and scheduled seminars, ongoing communication among officers and members remains essential. By fostering an environment where questions are welcomed and experiences are shared, NAPS officers can continually strengthen their knowledge base and leadership abilities.

Regular updates, open forums and peer mentoring not only help new officers acclimate, but also encourage seasoned leaders to stay engaged and informed. As the year progresses, a commitment to continual learning and teamwork ensures every branch rises to meet new challenges and serves its members.

Speaking of training, the 2026 NAPS Legislative Training Seminar (LTS) will be March 15-17 at the Crystal Gateway Marriott in Arlington, VA. This is our annual visit to Capitol Hill and another excellent opportunity to get legislatively smart on issues that affect the USPS, as well as USPS employees and retirees.

By staying proactive and informed, we not only improve our effectiveness in NAPS, but also strengthen our collective voice in advocating positive changes that impact the Postal Service, our organization and its members. This is a great way to build a network with other NAPS officers and representatives.

I hope to see you at the LTS in March. Until next time.

Taking care of business the “NAPS Way.”

napstheace@msn.com

THRIFT SAVINGS PLAN

As of November 2025

Fund	G	F	C	S	I
November 2025	0.34%	0.64%	0.24%	(0.45)%	0.42%
12-month	4.46%	5.65%	14.96%	4.08%	24.91%
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 2030	L 2035	L 2040	L 2045
November 2025	0.35%	0.31%	0.30%	0.30%	0.29%
12-month	8.08%	12.22%	12.99%	13.70%	14.31%
Fund	L 2055	L 2060	L 2065	L 2070	L 2075
November 2025	0.23%	0.23%	0.23%	0.23%	0.23%
12-month	16.87%	16.87%	16.87%	16.90%	

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. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.

A NAPS New Year Resolution

Brian J. Wagner - Past NAPS President



Happy New Year! You know what that means? It's "resolution time." You may be thinking, here we go again — another New Year's column with a list of resolutions encouraging members to eat better, exercise more, lose weight, take a vacation and your daily lunch, submit your T-time, stop working for free and, of course, my personal favorite — eat more ice cream.

You are correct. This column is about making resolutions, but not the kind you think. Here's the scoop!

In August 2026, our NAPS National Convention will be in San Francisco. The biggest part of national conventions, besides the great food and NAPS fellowship, is discussing and voting on national convention resolutions submitted by local and state branches or the NAPS Executive Board. Many national convention resolutions involve changes to the NAPS Constitution & Bylaws.

There also are resolutions that direct NAPS Headquarters how to conduct association business, submissions for NAPS/USPS consultatives or lobby Capitol Hill to support legislation NAPS supports. The intent of all these resolutions is to promote the welfare of NAPS members.

You may be asking, "Why am I writing this column in January when the national convention isn't until Aug. 10?" Also, national resolutions usually are not due until the end of June. Lots of time, right?

Remember, though, it takes time to prepare a well-crafted national convention resolution. So, what better time to begin thinking about and preparing national convention resolutions than at the start of a new year?

As I have stated in past columns, the NAPS Constitution & Bylaws is our association's primary governing document. Traditionally, changes to the document occur every two years during the national convention after resolutions are submitted for floor discussion and vote. This includes non-constitution and bylaws resolutions that direct NAPS resident officers and Executive Board members how to conduct association business between conventions.

Therefore, researching, writing and submitting a resolution intended to improve our association and/or promote the welfare of NAPS members takes time. So, when is the best time to start? Now.

Don't let procrastination be a bad reason for when you have a good idea for a national convention resolution. The national convention will come sooner than you think. As Ben Franklin once said, "You may delay, but time will not." Therefore, let's get started.

First, think about what kind of resolution you think can make NAPS better and more successful. Start by reviewing the current NAPS Constitution & Bylaws to see where you think changes may be necessary. You can find the document on the NAPS website at www.naps.org.

Second, if your national resolution idea is not related to the Constitution & Bylaws, what changes would you recommend as to how NAPS Headquarters conducts association business? What is something you would want NAPS to implement?

Third, research and acquire facts, information or feedback to ensure your respective resolution is well thought out, succinct and written in the "whereas" and "resolved" resolution format.

Fourth, write down in a short sentence(s) the action or change being requested. Ensure the certain action/change is understandable and well-defined, but not a demand for such action or change.

Fifth, don't overthink resolution-writing. Avoid fancy words when simple ones will do (for example, say "use" instead of "utilize"). And don't use long, complex or run-on sentences.

Sixth, I encourage those interested in resolution-writing to review "Resolutions-Writing 101" on page 36 or attend training on resolution-writing. Be astute and resolute about resolution-writing for the good of our association.

Today's takeaway: Resolution-writing doesn't need to be complicated; start sooner rather than later. Make your resolution clear, concise and understandable regarding the action or change being sought. Time will tell — including how much time and thought you put into the resolution — if it is worth passing.

That said, there is no time like the present for me to be resolute and astute about wishing everyone a happy new year. My resolve is to continue providing my ice-cream-flavor-of-the-month recommendation: Seaside Caramel!

Be safe and eat more ice cream in 2026!

brian4naps@aol.com

INTERVIEW WITH A TSP MILLIONAIRE

TSP Millionaire Takeover: TPS 2026 Contribution Limits

BY AARON OYA

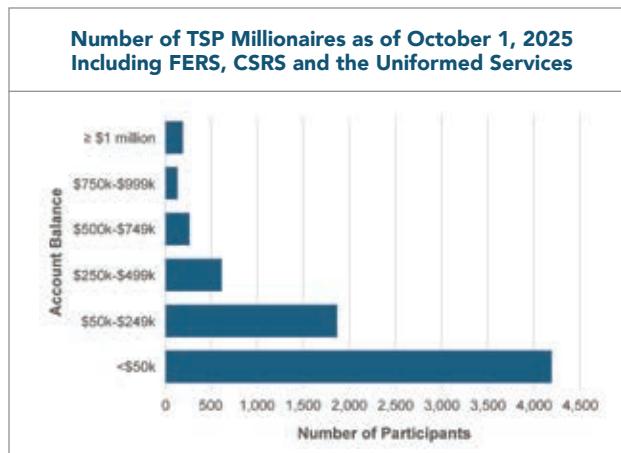
Membership in the Thrift Savings Plan "Million Dollar Club" is rising. Almost 19,000 TSP participants crossed the \$1 million threshold between June and September 2025.

This surge in TSP millionaires is more than a statistical anomaly. It's a trend! Two recently interviewed TSP millionaires expressed confidence this growth will continue and the data backs them up.

QUARTERLY UPDATE: October 2025 Snapshot

Each quarter, the Federal Retirement Thrift Investment Board releases updated statistics on TSP account balances. As of Oct. 1, 2025, the distribution of participants by account balance was as follows:

- Total participants: 7,262,208
- TSP millionaires (\$1 million or greater): 189,836
- Average contribution years for millionaires: 27.87



Account Balance	Number of Participants	Average Years of Contributions
<\$50k	4,193,635	6.02
\$ 50k - \$249k	1,865,794	14.07
\$250k - \$499k	613,671	19.70
\$500k - \$749k	264,164	22.51
\$750k - \$999k	135,108	24.48
≥\$1 million	189,836	27.87
Total	7,262,208	10.76

NOTES:

1. Values as of October 01, 2025
2. Includes FERS, CSRS, and Uniformed Services participants. Participants with civilian and Uniformed Services accounts grouped together to reflect total TSP investment per individual.
3. Does not include beneficiaries.

This is a significant shift. Just five years ago, reaching \$1 million in TSP savings typically required over 29 years of contributions. Today, that average is dropping due to:

- Strong market performance
- Higher salaries and matching contributions
- Increased IRS contribution limits

WHAT YOU CAN CONTROL

While market conditions are beyond our control, two key levers remain in your hands:

- Maximizing pay with promotions and performance-based compensation
- Maximizing contributions

Higher pay directly boosts your 5% agency match, increasing your TSP contributions each pay period. But the real opportunity lies in understanding — and reaching — the IRS maximum elective deferral limit.

2026 CONTRIBUTION LIMITS: Know Your Numbers

A simple, but revealing, question to ask your peers is "What is the maximum you can contribute to TSP in 2026?" Following are the IRS elective contribution limits for 2026. Go to tsp.gov for an explanation of the catch-up limits:

- \$24,500 — effective deferral limit
- \$8,000 — catch-up limit if you are 50 or older
- \$11,250 — catch-up limit for ages 60-63

These limits are powerful tools for accelerating retirement savings. Whether you are early in your career or nearing retirement, understanding and maximizing these thresholds can make a significant difference.

FINAL THOUGHT

The path to becoming a TSP millionaire is clearer than ever. With strategic planning, disciplined contributions and awareness of IRS limits, the "Second Comma" is within reach for many postal employees. Let's make 2026 the year of financial milestones!



AARON OYA, USPS
Headquarters Labor Relations,
is domiciled in Hawaii and a
member of Honolulu Branch 214
aaronoya005@gmail.com
(808) 386-3050

4. Includes rollovers from other qualified plans.
5. Largest account balance is \$9.93M
6. Tenure is measured by taking an average of the participant's plan entry date to quarter ending date for the report. An exception is for termed participants, where tenure is the plan entry date to the date of termination.



NAPS NATIONAL AUXILIARY

Hazel Cochran Scholarship

In memory of their Founder, the NAPS National Auxiliary will be offering the Hazel Cochran Educational Scholarship to be awarded to two recipients in 2026. Hazel Cochran Founded the NAPS National Auxiliary in 1933 and served until 1939. Recipients of the scholarship will receive \$500 to be used towards their educational expenses.

Hazel Cochran
FOUNDER

HOW TO APPLY?

Email Laurie Butts for an application
Laurie.butts5615@gmail.com

APPLICANT CRITERIA

Applicants for this scholarship must be a child or grandchild of a living, active in good standing NAPS Auxiliary member. Applicants must be attending or have been accepted to an accredited two or four-year college or university. Applicants must also submit their current GPA and any community service works they have performed. There are two \$500 scholarships available. Two winners will be randomly chosen.

DEADLINE

Completed applications must be emailed by May 31, 2026

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**RECIPIENTS WILL BE
ANNOUNCED AT THE
2026 NAPS NATIONAL
CONVENTION**

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY

Reflection as a Means to Renewal

As we approach a new year, we find ourselves at a moment of renewal and a chance to start anew and move forward with greater purpose. The transition into a fresh year invites us to pause and look inward, taking time to consider the patterns and experiences that have shaped us over the past 12 months. Through reflection, we move beyond simply reviewing what has happened; we acknowledge both our achievements and challenges.

This process of honest reflection brings clarity. It allows us to recognize what we need to release — those habits or commitments that no longer serve us — and to make room for what we hope to nurture in the coming year. Renewal is not about immediate transformation. Rather, it is about shifting our mindset, realigning our priorities and stepping into the future with renewed energy and intention.

As the National Auxiliary looks ahead to 2026, our enduring mission is to strengthen our organization and expand our positive impact. We remain dedicated to supporting NAPS in its legislative efforts, as well as fostering greater interest in the association and the important work of the Auxiliary.

By renewing our commitment to this mission and each other, we set the stage for continued growth, innovation and deeper connections in our community. Every contribution supports our shared success — whether:

- writing articles
- organizing conferences
- leading and participating in fundraising initiatives
- engaging in meetings

As we move forward, reflection becomes the cornerstone of our fresh start, grounding us in awareness, guiding our intentions and giving us the confidence that comes from understanding our journey—where we have been and where we aspire to go.

braustin50@gmail.com



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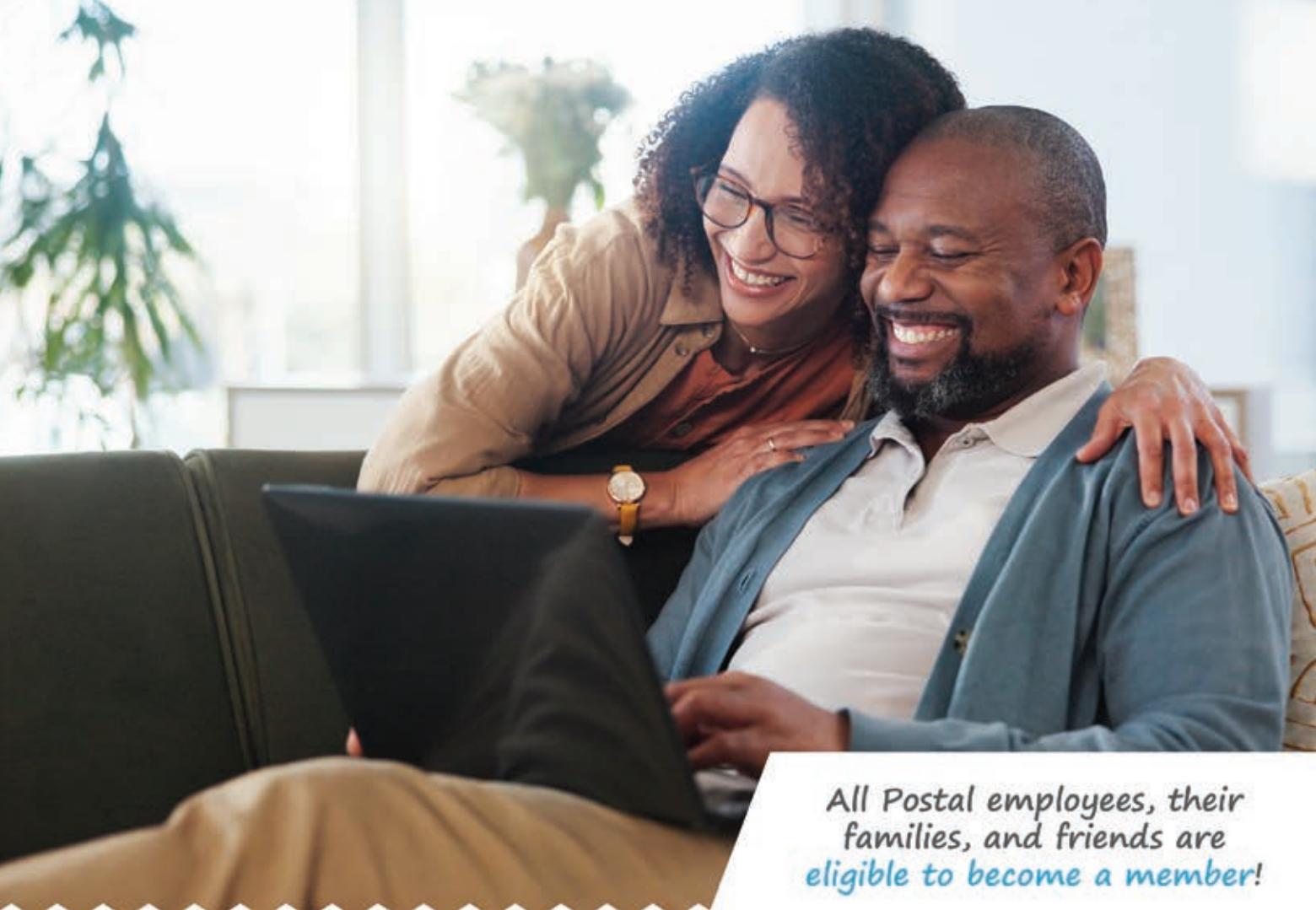
Jerry Eckert

Pacific Area

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

Region vacant: Northeast

Areas vacant: New England, New York, Central Gulf, Northwest, Rocky Mountain



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