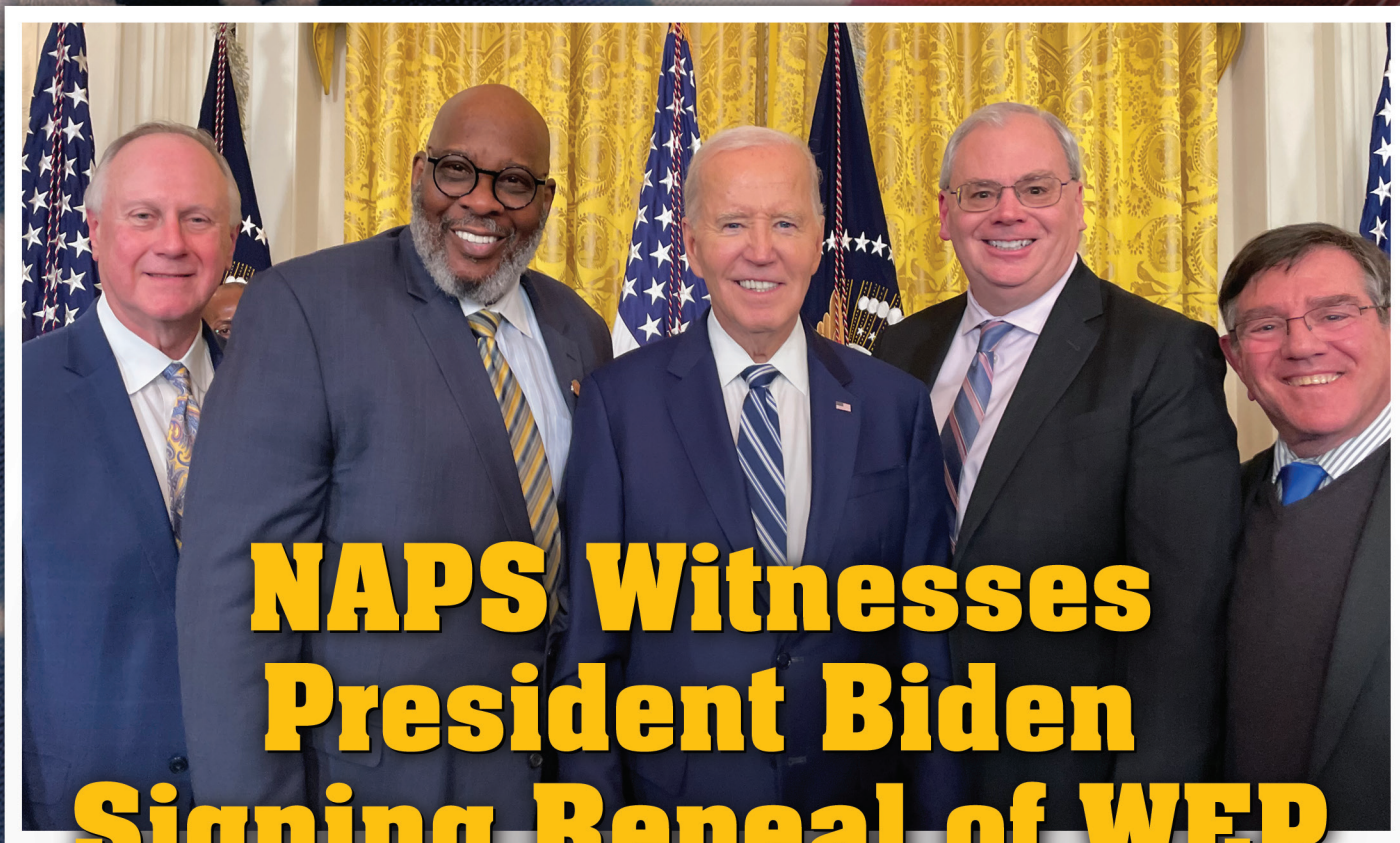
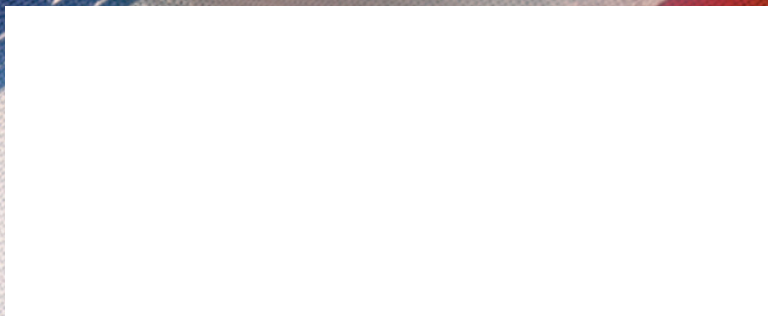


the Postal Supervisor

February 2025



NAPS Witnesses President Biden Signing Repeal of WEP and GPO Into Law



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NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not receiving the publication on a regular basis should notify their branch secretaries. Non-member subscription price: \$25 per year.



Objective

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

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

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

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

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On the cover: NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Director of Legislative & Political Affairs Bob Levi attended the signing of H.R. 82, the Social Security Fairness Act of 2023, by President Biden at the White House Jan. 5.

The Power of Legislative Perseverance Through SPAC

In the intricate web of American democracy where political advocacy and influence intersect, few tools wield as much power as political action committees (PACs). These entities, formed to raise and spend money to influence elections and policy decisions, embody the essence of legislative perseverance. By strategically harnessing resources and maintaining relentless commitment to their causes, PACs have become indispensable players in shaping public policy and ensuring diverse voices are heard in the legislative process.



Ivan D. Butts
President

The NAPS Supervisors' Political Action Committee (SPAC) serves as a bridge between our association's members and the policymakers who represent them. In an era where political campaigns are increasingly expensive and legislative agendas often are influenced by well-funded interests, SPAC provides a platform for NAPS to pool resources and amplify our message.

Legislative change rarely is achieved overnight. The power of SPAC lies in our ability to sustain efforts over the long haul, navigating setbacks in shifting political landscapes and evolving public opinion. This perseverance was on full display Sunday, Jan. 5, 2025, when your NAPS resident officers had the privilege of attending the White House signing of the Social Security Fairness Act of 2023.

There are some keys to this success in which we all shared a part. SPAC has excelled in uniting stakeholders with shared goals. We are thankful for the relationship with the Federal-Postal Coalition. The coalition's Legislative Committee, led by NAPS' own Bruce Moyer at one time, now is led by Katie Maddocks—Legislative & Political director for the National Postal Mail Handlers Union and our former legislative director. The coalition's Political Committee is co-chaired by Bob Levi, our Legislative & Political Affairs director, and Maram

Abdelhamid, National Treasury Employees Union Political Affairs and PAC director.

By forging alliances across federal and postal groups, we strengthen our advocacy efforts, creating a unified front that can withstand political opposition and setbacks. Over time, these coalitions build momentum, fostering public awareness and support for their causes.

Through strategic investments in grassroots campaigns, advertising and public education, SPAC ensures our legislative priorities remain visible by committing to our annual grassroots effort in Washington, DC, with our Legislative Training Seminar. This event helps us keep important issues in the public eye and provides influence to lawmakers to address them, even when immediate progress is not achieved. As a reminder, this year's LTS will be April 6-9.

NAPS SPAC has cultivated long-term relationships with policymakers, contributing to campaigns, organizing fundraisers and providing expert insights on critical issues. These connections have enabled NAPS to advocate effectively, influencing legislative outcomes over time.

The power of legislative perseverance through our SPAC underscores the enduring importance of commitment, strategy and collaboration in shaping policy. In a democracy where the wheels of change often turn slowly, SPAC exemplifies how sustained efforts can overcome obstacles, amplify voices and drive meaningful progress.

As the political landscape continues to evolve, the role of SPAC in championing causes and influencing legislation remains a testament to the resilience and determination required to navigate the challenges of governance. In the end, legislative perseverance is not just about achieving specific goals; it is about ensuring the democratic process remains dynamic, inclusive and responsive to the needs of democracy.

Let's remain SPAC *strong!*

In solidarity ...

naps.ib@naps.org

An Idea Whose Time Has Come!

On Sunday, Jan. 5, 2025, your NAPS resident officers had the privilege of attending the White House signing of the Social Security Fairness Act of 2023. This was the second time we had the honor of representing NAPS members at a historic bill signing, the first being the signing of the Postal Reform Act of 2022.

Witnessing the president of the United States again sign a bill into law that profoundly impacts postal employees and many NAPS members was a tribute to the hard legislative work done by NAPS members for over four decades to right this injustice. How did we get there and why now?



Chuck Mulidore
Executive Vice President

As you know, Social Security is a vital program that provides financial stability to millions of retirees, disabled individuals and survivors in the United States. However, not all beneficiaries receive equal treat-

ment under the current system. The Social Security Fairness Act addresses these disparities and ensures that all Americans are treated fairly when it comes to their Social Security benefits.

The Social Security Fairness Act rectifies two major issues affecting Social Security recipients: the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). These provisions unfairly reduced or eliminated benefits for individuals who also earned pensions from employment not covered by Social Security.

The WEP primarily impacted individuals who worked both in jobs covered by Social Security and in positions where they earned a pension from an employer not participating in Social Security. As a result, their Social Security benefits often were significantly reduced, even though they paid into the system.

Similarly, the GPO affected individuals who receive spousal or survivor benefits from Social Security, but also have their own government pension. In such cases, their Social Security benefits were reduced by an

amount equal to two-thirds of their government pension, leading to decreased financial support in retirement. Thus, these are the key provisions of the Social Security Fairness Act:

1. Repeal of the Windfall Elimination Provision (WEP)—The act eliminates the WEP and ensures that individuals who have paid into Social Security receive their rightful benefits based on their work history.
2. Repeal of the Government Pension Offset (GPO)—Similarly, the act repeals the GPO, providing fair treatment to spouses and survivors who depend on Social Security benefits along with their government pensions.

NAPS has been involved in the legislative efforts to repeal the WEP/GPO provisions for several decades. This includes testimony to the House Ways and Means Committee in Congress in support of the Social Security Fairness Act of 2023 by former NAPS President Louis Atkins and current National Auxiliary Secretary/Treasurer Bonita Atkins on the unjustness of the WEP/GPO.

Finally, after more than 40 years of this fight, we are reminded that legislation can positively affect the lives of ordinary citizens. So, you might ask why, after all these years, did this legislation, which has been introduced in Congress every legislative session for decades, suddenly become law?

The great author Victor Hugo wrote: “Nothing else in the world ... not all the armies ... is so powerful as an idea whose time has come.” Or perhaps you can look to '90s musical group Huey Lewis and the News in their song, “Hip to be Square:” ... “But don’t you try to fight it, an idea whose time has come.”

Either way, sometimes things just work out like that. This is why we have to be patient, persevere and stay in the fight until the end. This is who we are as NAPS members and as leaders in dealing with tough legislative issues. If not us, then who will lead these fights for the common good in Congress?

Even the best and greatest of ideas can take time, but never try to stop an idea whose time finally has come!

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The Postal Supervisor 2025 Production Schedule

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

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

Get Involved—Be a Change Maker

Sunday, Jan. 5, 2025, was the culmination of four decades of waiting. On this date, President Joe Biden signed legislation repealing Social Security provisions impacting the retirement benefits of many police officers, firefighters, nurses, postal workers, public school teachers and government employees.

I had the honor of attending this historic event at the White House with NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi. This signing means those covered under the Civil Service Retirement System (CSRS) who also qualify for Social Security now will be able to receive their rightfully earned Social Security payment each month. This is a great achievement as this fight has been going on for over 40 years.



Jimmy Warden
Secretary/Treasurer

President Biden stated: “The bill I’m signing today is about a simple proposition. Americans who have worked hard all their lives ... should be able to retire with economic security and dignity. That’s the entire purpose of the Social Security system crafted by Franklin Delano Roosevelt nearly 90 years ago.”

While waiting to enter the White House and after

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden spoke with supporters of H.R. 82 on their way into the White House Jan. 5 to see President Joe Biden sign the bill into law.

the signing, the NAPS resident officers and Levi had the honor to speak with Rep. Abigail Spanberger (D) of Virginia who co-wrote H.R. 82, thanking her for all her efforts. Among the other Democratic members of Congress with whom we spoke included Rep. Troy Carter of Louisiana (we offered our condolences on the recent tragedy in New Orleans), as well as Reps. Nikki Budzinski of Illinois and Marcy Kaptur of Ohio.

This hard-fought victory is a great reason why folks should be NAPS members. This is one of the many issues NAPS has been successful promoting and working for the betterment of its members.

There is strength in numbers! We were successful by working with folks not just from NAPS, but by joining with unions and public employee associations, including those representing postal employees. In large part, this victory can be attributed to our members attending LTS year after year and advocating for this change.

If you want to see change, you need to get involved!

Continued on page 7



Rep. Troy Carter(D-LA)



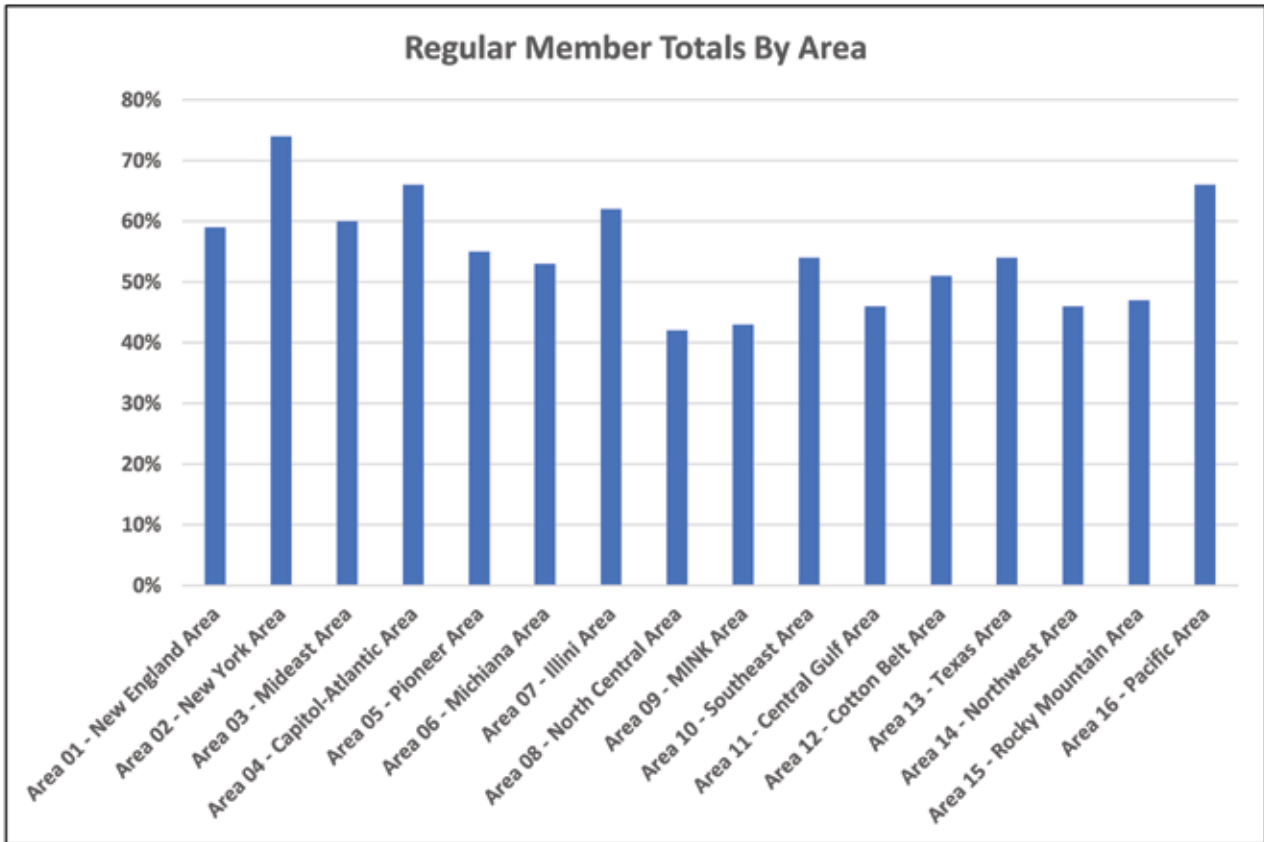
Former Rep. Abigail Spanberger (D-VA), original co-sponsor of H.R. 82



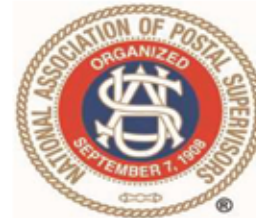
Rep. Marcy Kaptur (D-OH)

National Association of Postal Supervisors Membership Report

November 2024



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	74%
Area 03 - Mideast Area	60%
Area 04 - Capitol-Atlantic Area	66%
Area 05 - Pioneer Area	55%
Area 06 - Michiana Area	53%
Area 07 - Illini Area	62%
Area 08 - North Central Area	42%
Area 09 - MINK Area	43%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	46%
Area 12 - Cotton Belt Area	51%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	47%
Area 16 - Pacific Area	66%
Total Regular Member %	57%
Total Regular Members	27,797
NonMember Totals	
Total NonMembers	20,369
Total NonMember %	43%



Thanks to your
 Efforts
 Membership is
 on the Rise!

Get Involved—Be a Change Maker

Continued from page 5

Our members did just that by annually advocating on the Hill and locally at lawmakers' home offices. More recently, NAPS members used our congressional advocacy tool and emailed their representatives and senators, requesting their support in getting H.R. 82 passed.

After the measure passed the House, it was a little shaky in the Senate whether it would get to a vote, but you—the members—helped push it through. Credit also must be given to Executive Vice President Chuck Mulidore, as well as former Executive Vice Presidents Ivan Butts, Jay Killackey, Louis Atkins, Ted Keating, Margarete A. Grant, Vincent Paladino and Ruben Handelman. They always kept this issue on the NAPS legislative agenda. Thanks also to Bob Levi for always having his finger

on the pulse of Congress.

This is a great victory for those covered by the Civil Service Retirement System who also qualify for Social Security. However, we cannot stop now. For those under the Federal Employees Retirement System (FERS), we now need to have a bill resubmitted in the 119th Congress for COLA equity.

It is not fair for FERS retirees to receive a reduction in COLA compared to CSRS retirees. Milk and bread cost more for both FERS and CSRS retirees. Why should FERS retirees receive less COLA in their retirement checks? We all need to get involved!

I recently listened to a podcast by Robert Wakefield, Middle Tennessee Branch 32 president. He challenged his members by asking them to make a New Year's resolution to attend at least one branch meeting this year. He challenged them to get involved.

I would like to challenge all of you! Attend at least one of your local branch meetings this year and see what NAPS is doing for you. If you are unaware when your branch holds their meetings, log on to the NAPS website at www.naps.org. Under "Members," click the drop-down box and find your branch. Once opened, click the drop-down box and click your state.

A list of branches and respective presidents is shown. Next to your respective branch president's name, you will see their email address and phone number. Give them a call or send them an email, asking when the next meeting is because you would like to attend. Get involved!

By being a member and getting involved, you can be a change maker. And remember, increasing membership demonstrates leadership.

naps.jw@naps.org



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Winning Our Legislative Battles and Safeguarding Our Future, 'Step by Step'

Bob Levi

Director of Legislative & Political Affairs

The outcomes from November's congressional and presidential elections compel EAS postal employees and retirees to be on the frontlines of the effort to protect hard-earned postal benefits; safeguard a universal, governmental postal operation; and secure fairness in consultations with the Postal Service. The 2025 Legislative Training Seminar (LTS), NAPS' hallmark legislative event, will equip attendees with the knowledge and tools to be effective and successful legislative advocates on behalf of the approximately 48,000 active and retired postal supervisors, managers and postmasters NAPS represents. Indeed, it is an immense responsibility and special honor to be an LTS delegate.

The three-day legislative conference enables participants to engage with members of Congress and congressional staff to help influence the trajectory of NAPS' legislative priorities. Whether you are an LTS veteran or a first-timer, you will benefit from the educational, entertaining, enriching and engaging program. Key legislators, congressional staff and policymakers will prepare LTS delegates to deliver NAPS' message not only on Capitol Hill, but also in congressional districts for the year to come.

In 2025, these priorities include:

- Prevent passage of budget bills that would reduce and/or eliminate the hard-earned health and retirement benefits of EAS postal employees.
- Stop proposals to privatize the Postal Service or reduce mail services the American public expects and deserves.
- Achieve a fair consultative process over EAS pay and benefits by streamlining the deliberative timeline and providing for a final, independent expert decision.
- Attain due-process rights for all EAS employees by permitting those facing an adverse personnel action to appeal the decision to the Merit Systems Protection Board.
- Get COLA equity for FERS retirees.
- Promote enactment of legislation to ensure the sanctity of the mail stream and safety of postal employees.



- Ensure appropriate and comprehensive oversight of Postal Service operations and finances.

- Confirm qualified nominees to the Postal Board of Governors who value the historic mission of the agency to provide universal, affordable and accessible mail service

Note that repeal of the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) no longer is among our legislative priorities. That battle was won with the stroke of President Biden's pen on Jan. 5.

NAPS anticipates a highly contentious legislative session as President Trump and his Department of Government Efficiency (DOGE) push for significant government spending cuts and Congress seeks revenue to pay for enhanced border security and offsets for tax reductions. Once again, postal employees and retirees will find themselves in the budget-cutting crosshairs. Therefore, it is important for NAPS members—activists and soon-to-be activists—to climb the steps of the Capitol to educate members of the Senate and House of the importance of protecting postal employee benefits, resisting postal privatization rhetoric and bills harmful to EAS postal employees and passing NAPS-promoted legislation that enhances the Postal Service and its EAS-level employees.

LTS provides the most effective means for supervisors, managers and postmasters to deliver their message directly to their elected members of Congress. Only by personally engaging senators and representatives can we hold them accountable on Election Day. This accountability is based on their support of NAPS' legislative agenda.

LTS will arrive in the nation's capital amid the highly charged budget process where our benefits very well may be on the chopping block. The stakes could not be higher.

So, it is time for NAPS members to once again step up to the plate at the Capitol and accept their responsibility to effect meaningful change for their fellow EAS employees and the Postal Service.



2025 Legislative Training Seminar Registration Information

Hotel room block expires March 13, 2025 • LTS registration closes March 21, 2025

Online registration for LTS will be available on Jan. 21. More information will be available on the NAPS website at naps.org.

LTS Registration Fee—\$300

The 2025 LTS online registration fee is \$300 if registration is submitted on or before March 13. After March 13, the fee is \$350. **No LTS registrations or payments will be accepted after March 21.**

No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS 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.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 28. All approved refunds will be paid on approval.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 28. No substitutions will be honored after March 28. On-site LTS substitutions will not be allowed.



**Marriott Crystal Gateway
1700 Richmond Hwy
Arlington, VA 22208**

Hotel Rates and Reservations

Delegates and guests attending the 2025 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, call the Marriott at 800-393-3680; group code: NAPS. You also can book your reservation online: go to <https://book.passkey.com/e/50861818>.

The LTS single/double room rate is \$330.18, including state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on March 13, 2025. Reservations made after that date may be at a higher room rate, if available at all.

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

Cancellations must be received 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.

USPS Implements 1.7% Increase to Salary Ranges

Despite NAPS' proposed modifications to salary range minimums and maximums of non-bargaining salary schedules, the Postal Service decided to proceed with implementing revisions to the salary range maximums outlined in its Nov. 4 proposal and applied an increase of 1.7%. Each salary range minimum will be modified and reflect the dollar increase of the respective salary range maximum (*see tables*).

In its Nov. 15 response to the USPS, President Ivan D. Butts claimed the Postal Service's proposal did not address the middle of the pay ranges that could provide continuity throughout the salary ranges. He also expressed NAPS' concern over the current EAS salary schedule methodology that suppresses the pay of all EAS employees not at the very top or bottom of the pay ranges.

Butts asked that the agency recognize the fact EAS employees are the only federal employees who receive no financial recognition for their years of service as other federal employees whose pay raises are the basis for EAS employees' increases.

In a Dec. 23 letter, USPS Director of Labor Relations Policies & Programs Bruce Nicholson disagreed that the salary schedule methodology suppresses the pay of EAS employees not at the top or bottom of their salary ranges. "Those individuals have opportunities for salary increases as part of the Pay-for-Performance program and under the same program of other employees of the Executive and Administrative Schedule," he wrote.

"Further, your request to modifications to other pay policies appears to be based on the pay of employees

Executive Administrative Schedule (EAS) Annual Salary Effective January 11, 2025 (Day 1, Week 1, PP 03-2025)		
RSC E		
Grade	Minimum	Maximum
15	\$59,780	\$82,980
16	\$63,420	\$92,820
17	\$67,130	\$96,930
18	\$69,070	\$101,170
43 (18B)	\$74,580	\$102,980
19	\$75,660	\$105,960
20	\$87,120	\$111,750
21	\$88,380	\$117,130
22	\$92,110	\$126,960
23	\$97,180	\$133,880
24	\$102,820	\$140,520
25	\$114,910	\$147,510
26	\$122,830	\$154,830

Part-Time Postmasters Hourly and Annual Equivalent Basic Rates Effective January 11, 2025 (Day 1, Week 1, PP 03-2025)					
RSC F (Des-Act 38-0)					
PM - Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056				
RMPO-56	2301-0057	\$23.43	\$48,734	\$34.48	\$71,710
		\$23.4298	\$48,734	\$34.4760	\$71,710

in the federal sector rather than the private sector."

Special Exempt Agreement Extended

NAPS Headquarters was notified Jan. 8 that USPS Headquarters extended the original Agreement on Exempt Managers and Postmasters Delivering Mail to April 18, 2025. Under the agreement, exempt postmasters, Level-22 and below, and all exempt station managers, Customer Service, are entitled to additional pay should the need arise that requires them to deliver mail. NAPS encourages all EAS employee performing craft work to properly record these hours in RADAR.



Karren Ricci, New Hampshire State Branch 932, attended the swearing-in celebration of Rep. Chris Pappas (D-NH). He invited branch members to thank them for their support.

Central Gulf Area Christmas Celebration



Alabama State Branch 901 President John Carson swore in officers of Birmingham Branch 45. From left: Branch 45 Second Vice President Jaime Reid, Treasurer Carol Dangerfield, Secretary Daphne McClain, Vice President Rev Emanuel Long, President Rafael Brathwaite and Carson.



From left: Central Gulf Area Vice President Dwight Studdard, Jackson, MS, Branch 199 Secretary/Treasurer Linda Turner, President Mildred Hill and Charles Turner.



Central Gulf Area Vice President Dwight Studdard and Alabama State Branch 901 President John Carson



Birmingham, AL, Branch 45 President Rafael Brathwaite and Central Gulf Area Vice President Dwight Studdard



Central Gulf Area Vice President Dwight Studdard with, from left, Mobile, AL, Branch 26 members Trueeva Richardson, Valerie Winchester and President Stacey Cannon



Jackson, MS, Branch 199 members, front row, from left: Pastor Sondra Warner, Viday Graves, Annette James, Kathy Worthy, Shelly Turner, Secretary/Treasurer Linda Turner, Shelby Studdard and Lapearl Ainsworth.

Standing: Charles Turner, Vice President Earnest Turner, Central Gulf Area Vice President Dwight Studdard, President Mildred Hill, Dr. Apostle Terrence Jackson, Walter Ainsworth and Monica Tucker.

Rocky Mountain Area Vice President Myrna Pashinski invited NAPS Secretary/Treasurer Jimmy Warden to Albuquerque, NM, Branch 95's annual holiday celebration. Ivonne Warden (right) also attended.



NAPS Secretary/Treasurer Jimmy Warden, with Rocky Mountain Area Vice President Myrna Pashinski and Western Region Vice President Marilyn Walton, installed the new officers.



San Juan, PR, Branch 216 held its holiday party and meeting at the Grand Hyatt in Grand Reserve, PR. From left: Juan Lugo, GPO coordinator; Antonio Cortez, treasurer; Ernesto Irizarry, vice president; Joaquin Rodriguez, president; Ivonne Warden; Jimmy Warden, NAPS secretary/treasurer; Tommy Roma, Northeast Region vice president; Dee Perez, New York Area vice president; and Rafael Correa, Branch 216 sergeant-at-arms. Also attending were 140 members/guests from around the island.


Killackey-Russell Boston Branch 43 President Vincent Ignoto—seated, with his wife Angela—announced he would not seek reelection at the January branch meeting. Over the past 10 years, Ignoto has guided the branch through many challenges, including EAS RIFs and Covid-19. He has increased branch membership by over 8% and presided over establishing a new leadership team. Vinnie will continue to be active in the branch, sharing his knowledge and supporting the new leadership team. His leadership will be greatly missed.



Steve Dillard (right), Dillard Financial Solutions, awarded two \$500 scholarships to Columbia, SC, Branch 225 members' children. Aidan Canzater, son of Emmaretta Swiggins, is studying cybersecurity IT at Erskine College, Due West, SC. Briana Huff, daughter of Melanie Goodwin, is studying exercise science at Chowan University, Murfreesboro, NC. Next to Dillard is South Carolina State Branch 944 President Darold Dantzler.



From left: NAPS President Ivan D. Butts, Dillard scholarship recipients Aidan Canzater and Briana Huff, and South Carolina State Branch 944 President Darold Dantzler.



The NAPS Membership Blitz Has Begun!

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

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

“Increasing membership demonstrates leadership!”

NAPS Executive Board Directory

Resident Officers

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



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Chuck Mulidore
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James "Jimmy" Warden
Secretary/Treasurer
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Regional Vice Presidents

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



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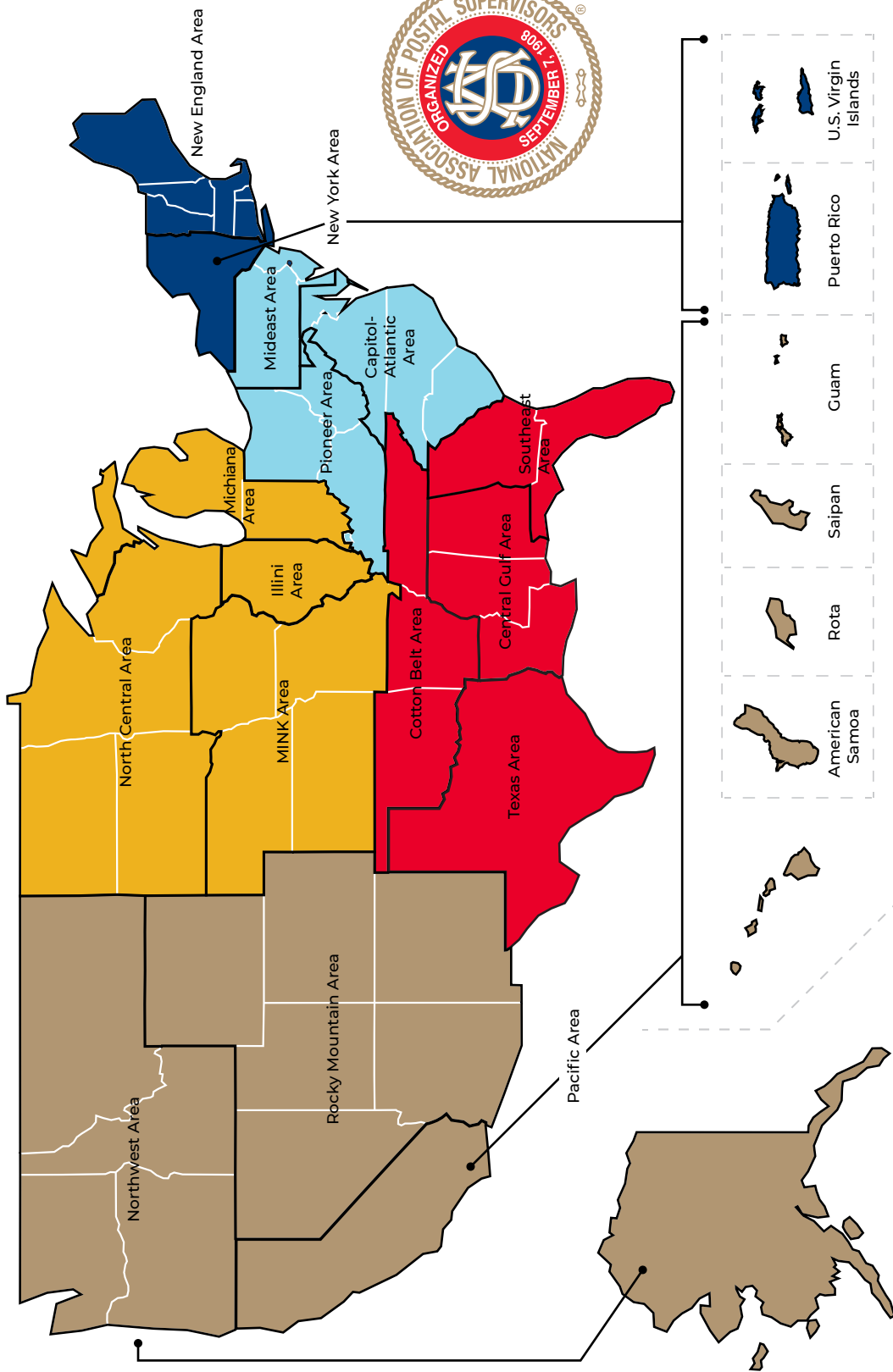
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lump013@hawaii.rr.com



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



Delivering for America—Isn't That What We've Always Done?

Richard Green

Eastern Region Vice President

As a 34-year postal employee with over 25 years as a management official and over 20 years as a NAPS local and national officer, I think back over the years of the different terminology we have used as slogans for providing mail processing and delivery services to the American people. There have been so many, I can't recall them all.

I just know that, as a front-line manager/supervisor, our daily objective was the efficient processing and delivery of every piece of committed mail each and every day. As I watch the transformation of the agency I loved working for and the people I loved working with, I am concerned the senior leaders of this great American treasure have forgotten those objectives. In the midst of trying to transform the Postal Service, I am sad to say it looks like senior leaders have lost their way to the detriment of this

great institution.

I am not against change. Change is a good thing when everyone is brought to the table, the vision is shared so everyone knows their roles and feels equipped and ready to bring forth their best efforts to enact the changes required for success. What I am against is not bringing all stakeholders to the table to have input in the "Delivering for America" (DFA) plan and having open and honest discussions on how to implement the changes being made.

NAPS represents over 40,000 managerial and supervisory employees who are expected to implement the DFA. As of yet, we have not been engaged or asked to be at the table with senior postal officials to have a voice in the changes we are expected to manage on a day-to-day basis. Our members across the country are confused and frustrated; every day, they

come to work to an operation where success never is in reach or attainable.

Their pay raises are tied to ambiguous and ever-changing goals. They are not provided the tools they need to be successful. And they continually are degraded, sometimes even abused by some managers. I can't call these managers leaders because leaders, of



which there are many in the USPS, uplift their teams and bosses; well, you get the point.

I would like to encourage our senior postal leaders that it's not too late to engage with NAPS. It's not too late to bring all stakeholders to the table to enact the vision for the future. It's not too late to communicate the vision to the managers and supervisory staff who will bring your vision of the new USPS to fruition.

And it's not too late to change how some managers and supervisors are treated. Our members are ready and willing to be the change agents needed for the success of this great institution.

I want to let all the EAS managers and supervisors across the country know we are with you! The American public appreciates the service you provide every day. The work you do managing the day-to-day operations of the Postal Service is recognized and respected.

You are the backbone of this great agency. Keep delivering for America as you have for over 240 years!

Fighting for membership ...
rgreen151929@aol.com

2025 NAPS State Conventions

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

Please report state convention dates to NAPS Headquarters.

Northeast Area Training—Come One, Come All!

Dee Perez

New York Area Vice President

Our Northeast Area training is open to every NAPS member, whether you are an active or inactive branch member. As the late, great Jay Killackey told me many times, training and networking are the fundamental building blocks of postal relationships that can help you get promoted, resolve concerns and provide answers to your questions.



Even if you do not seek a promotion, which is fine if that's where your comfort zone is, training still is beneficial. In my opinion, if you are happy, that's the bottom line. Life is too short to be constantly stressed five or six days a week. But there's no getting away from it because this is the new USPS working environment.

Everything needs to be done every day, at every level. Being a NAPS member and attending branch meetings, national conventions and local and state training provide relief from these stressful tensions for a few days and reminds you that you are not alone in these feelings.

If you start attending NAPS events, you may walk away with a few, new NAPS friends. Regardless where they live, they are only a phone call away. Having NAPS friends with whom to vent and discuss problems helps bring down stress and anxiety; these friends are priceless.

The leader in the Northeast Region, Tommy Roma, is a NAPS legend who has served the organization for over 40 years. Only one other Execu-

tive Board member has more years than him—Western Region Vice President Marilyn Walton; both are legends. Who else would serve NAPS members without pay and sacrifice so much of their personal time over all these years? God bless them both for their service to us all.

Postal Service upper-echelon leaders always have supported training in the Northeast Region; we are grateful. They provide excellent presentations and are willing to answer questions and listen to your concerns because they, too, want to hear from you.

NAPS regional and area vice presidents throughout our association bring many subject matter experts in many different areas to the various venues where they conduct their training. Following are examples:

- NPA
- Attendance by USPS Headquarters leadership
- F-4 Retail and F-2 Delivery
- SPM, Radar Library of reports, Triangulation/Power BI reports
- Transportation/Logistics
- USPS federal benefits expert
- Mail Plant operations/presentations
- VMF presentations
- Rural Delivery *Form 150* presentations
- Labor and HR presentations
- Member representation and advocacy
- Gembas
- Branch officer responsibilities
- Membership recruitment

The training is designed to attract *you*—regular NAPS members. You always are welcome to attend these training events; you are our future.

Continued on page 32

Thrift Savings Plan						
Fund	G	F	C	S	I	
December 2024	0.36%	(1.71%)	(2.39%)	(7.05%)	(2.83%)	
12-month	4.40%	1.33%	24.96%	16.93%	4.27%	
<small>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.</small>						
Fund	L Income	L 2025	L 2030	L 2035	L 2040	L2045
December 2024	(0.66%)	(0.81%)	(1.86%)	(2.08%)	(2.30%)	(2.49%)
12-month	7.37%	8.28%	11.52%	12.18%	12.85%	13.42%
Fund	L 2050	L 2055	L 2060	L 2065	L2070	
December 2024	(2.66)	(3.14%)	(3.14%)	(3.14%)	(3.13%)	
12-month	14.02%	16.28%	16.28%	16.28%		
<small>These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.</small>						
Visit the TSP website at www.tsp.gov						

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2025

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

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

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



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

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

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

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

Bob Levi

Director of Legislative & Political Affairs



This column is a bit different from others you may read in this issue of *The Postal Supervisor*. Other columns reflect on NAPS' success in helping repeal the financially

ing legislative initiatives are episodic attempts to “privatize” postal operations and perpetual efforts to gut the earned benefits of dedicated public service employees, including postal employees. For the most part, the relentless grassroots campaigns conducted by the federal and postal communities have successfully derailed

sure that NAPS will be well-armed to battle harmful and punitive legislative actions against active and retired EAS postal employees and retirees.

It is important to note that postal privatization is nothing new and can take many forms; we need to be on guard. The “Delivering for America” plan’s apparent operational failures, combined with congressional frustration with Postal Service Headquarters, Oshkosh’s inability to deliver contracted postal vehicles on time, UPS reclaiming small parcel volume (i.e., SurePost), the government-cutting entity partnered by Elon Musk and Vivek Ramaswamy (DOGE) and the incoming White House’s clamor for “privatization” are poisonous.

There’s a lot to consider. I can recall former Rep. Phil Crane (R-IL) proposing replacing our governmental postal operation with an employee-owned organization and former Rep. Bill Green (R-NY) recommending opening and franchising residential mail receptacles to private delivery services. There also was a push for post office operations to be performed by department stores, as well as other unwise ideas.

Clearly, these proposals were short of a wholesale governmental sell-off, which also has been suggested, but they would have been harmful to universal, affordable mail service. Also, revisiting six-day and door delivery could be in the cards.

Under current law, USPS employees participate in FERS, TSP and, now, PSHB. Congress and the White House could, with the stroke of a pen, close off these

We Must Be on Guard to the Threat of Privatization

discriminatory Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), sections of the Social Security law that have impacted millions of federal, state and local government employees over the past four decades.

The 1983 amendments to the Social Security Act, which included the WEP and GPO reduction formulas, were signed into law within months of my arrival in Washington, DC. As a young congressional staff member, I lobbied vigorously for repeal almost immediately on enactment of the two provisions. So it was gratifying that I was present at the White House on Jan. 5 when the WEP and GPO finally were repealed with the stroke of President Biden’s pen.

Nevertheless, over the 40-plus years working the halls of Congress as a House staff member and, subsequently, representing Postal Service employees, I have found two of the most madden-

these ill-conceived and vindictive efforts.

However, one-party control of the Executive Branch and both houses of Congress will seriously test our collective resilience and strength. By early April, the time of the NAPS Legislative Training Seminar, the White House and Congress will have birthed their strategies to wage war on the Postal Service and slash federal and postal employee benefits. You can be



During the Jan. 5 signing of the Social Security Fairness Act, C-SPAN’s coverage showed President Biden with NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Director of Legislative & Political Affairs Bob Levi.

benefit programs to Postal Service employees and encourage the agency to create a distinct health plan (i.e., completely independent of the FEHBP) and a separate, defined-contribution retirement program to save postal costs. Such actions could smooth the way for privatizing the agency.

Skeptics may say, “No way!” But, in these perilous and unstable times, postal EAS employees need to be prepared for anything.

As if the threat of postal privatization is not enough, NAPS needs to ward off efforts to slash earned benefits. In early January, Republican members of the House Budget Committee circulated a menu of between \$5.3 trillion and \$5.7 trillion in possible spending cuts to accommodate President Trump’s legislative priorities. Included among these potential reductions:

- \$45 billion attributed to an increase in employee contributions to the Federal Employees Retirement System (FERS)
- \$47 billion from a cut in the index used to calculate Thrift Savings Plan G Fund earnings
- \$32 billion associated with non-specified reductions in federal benefits (e.g., health and retirement)

The risk associated with these proposals is real as the legislative vehicle for the cuts would be in the form of a reconciliation bill. In the House, individual committees are assigned budget-cutting targets by the Budget Committee, which the committees must report back to the Budget Committee. The bill then is brought to the House floor for a vote. Assuming the reconciliation bill passes the House, it is sent to the Senate for consideration.

Unlike other bills, a reconciliation bill is not subject to a Senate filibuster or 60-vote Senate supermajority. As such, the bill could be

NAPS Training Calendar

Illini Area Training Seminar

April 24, 2025

In conjunction with the Illinois State Convention

Conducted by: Illini Area VP Luz Moreno

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

Hotel Rate: \$140.97, including tax

Registration Fee: TBA

Training: TBA

Michiana Area Training Seminar

June 7-8, 2025

In conjunction with the Michigan State Convention

Conducted by: Michiana Area VP Kevin Trayer

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

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

Registration Fee: \$150

Training: TBA

Cotton Belt Area Training Seminar

April 25-26, 2025

In conjunction with the Tennessee State Convention

Conducted by: Cotton Belt Area VP Shri Green

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

Hotel Rate: \$139, plus tax

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

Training: TBA

Central Gulf Area Training Seminar

June 12, 2025

In conjunction with the Alabama/Louisiana/ Mississippi State Convention

Conducted by: Central Gulf Area VP Dwight Studdard

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

Hotel Rate: \$129

Registration Fee: \$50

Training: TBA

MINK Area Training Seminar

May 1-4, 2025

In conjunction with the MINK State Convention

Conducted by: MINK Area VP Bob Washington

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

Hotel Rate: \$119 plus tax

Registration fee: TBA

Training: TBA

Northeast Region Training Seminar

June 27-28, 2025

Conducted by: Northeast Region VP Tommy Roma and New York Area VP Dee Perez

Location: San Juan Marriott Resort & Stellaris Casino, 1309 Ashford Ave., San Juan, PR 00907

Hotel Rate: \$325 plus taxes

Registration Fee: TBD

Training: TBD

approved by a simple majority of 51 votes. Also, amendments and debate are limited. Since 1980, Congress has forwarded 27 reconciliation bills to the president. Of those, four were vetoed and 23 were signed into law.

The bottom line is your participa-

tion is not only desired, but also required to advance the interests of postal supervisors, managers and postmasters. Please join in this year-long campaign, starting with LTS 2025.

naps.rl@naps.org

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'A Rose by Any Other Name'

Beverly Torain

Happy Valentine's Day! As we settle into a new government administration, I'm reflecting on how much things have changed, but, in the same vein, how much they remain the same. As the old saying goes, "People who don't know their history are subject to repeat it."

The same holds true for the U.S. Postal Service. In my daily commitment

as a branch president, but, more importantly, an advocate, I constantly encounter members who try to convince me things have changed. Have they really?

Don't get me wrong. I have sense enough to know there have been tremendous technological advances. But have the core mission and goals

of the Postal Service really changed? I listen to our current EAS staff and wonder if they understand the changes they say have occurred really are changes or just a rose by a different name.



We have made great strides technologically, but can you honestly say things have changed? Today, work that used to require hours now can be done with the stroke of a computer key. Do we process mail any differently?

No!

No more having to leave the office to find a carrier (city or rural) to observe to ensure they are working. You now can look at their actions through RIMS and observe street inactivity and stationary events, as well as see when and where a package was scanned. No more torturous mail

NAPS Store Offers Online Orders

NAPS members now can shop online at the NAPS Store. Instead of using the former hard-copy form, members can browse and pay online. Among the items available are NAPS lapel pins, jewelry, window decals, retirement certificates, watches, business cards, the NAPS retractable membership recruitment banner and more. Go to naps.org and click on "NAPS Store" under the "Members" tab.

counts having to count every piece of mail (letters, flats, parcels, dismounts, steps, etc.).

Now, this all can be done from the comfort of your computer. But (there's always a "but"), how many current EAS employees embrace these changes and recognize how far we truly have come? Better still, how many know a lot of this new technology is nothing more than a rose by a different name? DCV is nothing more than CSDRS with a new name.

As I navigate through different situations as an advocate, this sentiment is the same from our current EAS employees: "We don't have time to get everything done daily." But you're doing the same work you've always done, just with a different name.

Then I ask, "Have things really changed that much or is it just a rose by a different name?"

pmbbev071302@frontier.net

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



Biometrics for the TSP Mobile App

You can now log in to the TSP Mobile App quickly and securely with your device fingerprint or facial recognition! If you download the latest version of the TSP Mobile App on a device that supports biometric authentication, you can set up this security feature in the TSP Mobile App settings.

With the TSP Mobile App on your personal device, you can access your TSP information anywhere, anytime. Download the TSP Mobile App from the Apple App Store and the Google Play Store, the only authorized sources for our app.

Whether you use the TSP Mobile App or access the TSP from your favorite browser, you can experience the latest enhancements we made to tsp.gov with you in mind. At tsp.gov, you can now toggle between the dark and light mode to change the color contrast, change your font size preferences, and see the progress bar as you scroll a page.

2025 SPAC Pins

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



President's Ultimate

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

Drive for 5

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



VP Elite

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



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level

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

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



2024 SPAC Contributors



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

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Salmon, James	AZ	Branch 246
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Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
McClinton, Velma	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Moss, Donalda	DC	Branch 135

Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
McHugh, James	FL	Branch 386
Long, Pamela	FL	Branch 577
Lynn, Patti	FL	Branch 296
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Lum, Chuck	HI	Branch 214
Valuet, John	ID	Branch 915
Coleman-Scruggs, Toni	IL	Branch 493
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McCartney, Kelly	KS	Branch 919
Foley, Paul	MA	Branch 120
Griffin, Troy	MD	Branch 42

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.

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City _____ State _____

ZIP+4 _____ Date _____

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Civil Service Annuitant (CSA) Number _____



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

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- Credit card (circle one): Visa American Express MasterCard Discover

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

Describe gift _____ Value _____

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

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Dec. 31, 2024)

National Aggregate:

\$237,222.65

National Per Capita:

\$8.90

Region Aggregate:

1. Eastern	\$55,317.34	1. Western	\$10.32
2. Western	\$54,803.92	2. Southern	\$ 9.50
3. Southern	\$52,765.46	3. Eastern	\$ 8.95
4. Northeast	\$40,450.49	4. Northeast	\$ 8.09
5. Central	\$33,885.44	5. Central	\$ 7.70

Region Per Capita:

1. Eastern	\$55,317.34	1. Western	\$10.32
2. Western	\$54,803.92	2. Southern	\$ 9.50
3. Southern	\$52,765.46	3. Eastern	\$ 8.95
4. Northeast	\$40,450.49	4. Northeast	\$ 8.09
5. Central	\$33,885.44	5. Central	\$ 7.70

Area Aggregate:

1. Capitol-Atlantic	\$38,565.40	1. Southeast	\$13.19
2. Pacific	\$36,092.46	2. Capitol-Atlantic	\$12.98
3. Southeast	\$27,178.46	3. Pacific	\$12.95
4. New England	\$19,434.50	4. North Central	\$12.51
5. New York	\$15,165.99	5. New England	\$11.93
6. Texas	\$13,348.00	6. Northwest	\$ 9.69
7. Mideast	\$13,053.24	7. Central Gulf	\$ 7.81
8. North Central	\$11,192.54	8. Pioneer	\$ 7.44
9. Northwest	\$ 9,856.96	9. Texas	\$ 7.42
10. Pioneer	\$ 9,548.70	10. Illini	\$ 7.41
11. Illini	\$ 8,974.00	11. Michiana	\$ 7.16
12. Rocky Mountain	\$ 8,854.50	12. Cotton Belt	\$ 6.89
13. Michiana	\$ 8,610.00	13. New York	\$ 6.52
14. Cotton Belt	\$ 6,387.00	14. Rocky Mountain	\$ 5.99
15. Central Gulf	\$ 5,852.00	15. Mideast	\$ 5.03
16. MINK	\$ 5,108.90	16. MINK	\$ 4.69

Area Per Capita:

1. Capitol-Atlantic	\$38,565.40	1. Southeast	\$13.19
2. Pacific	\$36,092.46	2. Capitol-Atlantic	\$12.98
3. Southeast	\$27,178.46	3. Pacific	\$12.95
4. New England	\$19,434.50	4. North Central	\$12.51
5. New York	\$15,165.99	5. New England	\$11.93
6. Texas	\$13,348.00	6. Northwest	\$ 9.69
7. Mideast	\$13,053.24	7. Central Gulf	\$ 7.81
8. North Central	\$11,192.54	8. Pioneer	\$ 7.44
9. Northwest	\$ 9,856.96	9. Texas	\$ 7.42
10. Pioneer	\$ 9,548.70	10. Illini	\$ 7.41
11. Illini	\$ 8,974.00	11. Michiana	\$ 7.16
12. Rocky Mountain	\$ 8,854.50	12. Cotton Belt	\$ 6.89
13. Michiana	\$ 8,610.00	13. New York	\$ 6.52
14. Cotton Belt	\$ 6,387.00	14. Rocky Mountain	\$ 5.99
15. Central Gulf	\$ 5,852.00	15. Mideast	\$ 5.03
16. MINK	\$ 5,108.90	16. MINK	\$ 4.69

State Aggregate:

1. California	\$33,962.46	1. Maine	\$49.93
2. Florida	\$25,000.46	2. North Dakota	\$26.56
3. Maryland	\$14,319.00	3. Idaho	\$26.43
4. New York	\$14,020.99	4. South Dakota	\$23.32
5. Texas	\$13,348.00	5. Maryland	\$22.80

State Per Capita:

1. California	\$33,962.46	1. Maine	\$49.93
2. Florida	\$25,000.46	2. North Dakota	\$26.56
3. Maryland	\$14,319.00	3. Idaho	\$26.43
4. New York	\$14,020.99	4. South Dakota	\$23.32
5. Texas	\$13,348.00	5. Maryland	\$22.80

Drive for 5

Members by Region:

1. Southern	41	1. Western	\$19,662.96
2. Eastern	41	2. Eastern	\$18,372.00
3. Western	37	3. Southern	\$15,495.46
4. Central	34	4. Northeast	\$11,267.22
5. Northeast	27	5. Central	\$ 9,908.00

Aggregate by Region:

1. Southern	41	1. Western	\$19,662.96
2. Eastern	41	2. Eastern	\$18,372.00
3. Western	37	3. Southern	\$15,495.46
4. Central	34	4. Northeast	\$11,267.22
5. Northeast	27	5. Central	\$ 9,908.00

Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Lothridge, Derek	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Washington, Robert	MO	Branch 131
Getter, John	NC	Branch 183
Dallojacono, Anthony	NJ	Branch 568
Scales-Bradley, Constance	NJ	Branch 53
Amash, Joseph	NY	Branch 83
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Perez, Dioenis	NY	Branch 202
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Lahmann, Joseph	OR	Branch 276
Butts, Ivan	PA	Branch 355
Gill, Kathy	PA	Branch 50
Bednar, Margaret	SC	Branch 695
Green, Shri	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526
Thomas, Carlos	VA	Branch 98
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61

December Contributors

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

Pennington, Felicia	CA	Branch 39
Gonzalez, Ernesto	FL	Branch 406
Long, Pamela	FL	Branch 577

Lum, Chuck	HI	Branch 214
Griffin, Troy	MD	Branch 42
Elyea, Chad	MI	Branch 142
Mooney, Dan	MN	Branch 16
Englerth, Scott	NY	Branch 11
Forde, Nicholas	NY	Branch 202
Laster, Jacshica	OH	Branch 46
Bednar, Margaret	SC	Branch 695
Elizondo Jr., Jaime	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61

VP Elite (\$750)

Ayon, Celia	CA	Branch 88
Bradley, Roxanne	CA	Branch 77
Fuston, Barbara	CA	Branch 77
Loera, Valerie	CA	Branch 94
Profit, Youvet	CA	Branch 39
Williams, Carolyn	FL	Branch 146
Lum, Laurie	HI	Branch 214
Wagner, Brian	IL	Branch 255
Moreau, Steven	MA	Branch 102
Moreno, Richard	MA	Branch 498
Hill, Mildred	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Aldape, Pamela	OR	Branch 66
Timothy, Pat	PA	Branch 941
Brooks, Lamarcus	TN	Branch 41
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Brandt, Junemarie	VA	Branch 526
Butler, Phillip	VA	Branch 98
Garrett, Donald	VA	Branch 98
Mott III, George	VA	Branch 132
Simmons, Brandi	WI	Branch 213

Secretary's Roundtable (\$500)

Mannings, Judy	AL	Branch 45
O'Donnell, Curt	MN	Branch 16
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Taylor, Georgia	WA	Branch 31

Chairman's Club (\$250)

Gavin, Angela	CA	Branch 159
Moore, Olin	CO	Branch 65
Billups, Juanita	IL	Branch 17
Dittmann, David	IL	Branch 17

Handy, Truman	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Hardin, Donald	MI	Branch 130
Shumate, Melisande	MO	Branch 131
Pixley, George	NV	Branch 249
Lewis, Gillian	OH	Branch 2
Needham, Timothy	OH	Branch 186
Smith, Ronald	OH	Branch 46
Lehman, Jason	PA	Branch 554
Mitchell, Denise	TN	Branch 41
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61

Supporter (\$100)

Kindle, Delloria	GA	Branch 82
Noble, Sandra	KY	Branch 322
Hsueh, Julie	MD	Branch 403
Jones, Anita	MD	Branch 42
Gibbs, William	NY	Branch 100
Barnes, Marilyn	TX	Branch 86
Sederholm Marti, Susan	WI	Branch 72



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

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

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

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

2024 SPAC Contributors



Year-End Contributor Listing

President's Ultimate (\$1,000+)		
Studdard, Dwight	AL	Branch 45
Salmon, James	AZ	Branch 246
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
McClinton, Velma	CA	Branch 39
Meana, Frances	CA	Branch 159
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
Austin, William	CT	Branch 47
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
Long, Pamela	FL	Branch 577
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Lum, Chuck	HI	Branch 214
Valuet, John	ID	Branch 915
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
McCartney, Kelly	KS	Branch 919
Foley, Paul	MA	Branch 120
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Lothridge, Derek	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142

Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Washington, Robert	MO	Branch 131
Geter, John	NC	Branch 183
Dallojacono, Anthony	NJ	Branch 568
Scales-Bradley, Constance	NJ	Branch 53
Amash, Joseph	NY	Branch 83
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Perez, Dioenis	NY	Branch 202
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Lahmann, Joseph	OR	Branch 276
Butts, Ivan	PA	Branch 355
Gill, Kathy	PA	Branch 50
Bednar, Margaret	SC	Branch 695
Green, Shri	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Green Jr, Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526
Thomas, Carlos	VA	Branch 98
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61

VP Elite (\$750)		
Brathwaite, Rafael	AL	Branch 45
Ayon, Celia	CA	Branch 88
Bradley, Roxanne	CA	Branch 77
Dominguez, Jesus	CA	Branch 373
Fuston, Barbara	CA	Branch 77
Gibson, Lelton	CA	Branch 88
Loera, Valerie	CA	Branch 94
Profit, Youvet	CA	Branch 39
Brock, Tammy	FL	Branch 81

Goldstein, Diane	FL	Branch 156
Williams, Carolyn	FL	Branch 146
Wittic, Eileen	FL	Branch 231
Moore, Kevin	GA	Branch 595
Lum, Laurie	HI	Branch 214
Wagner, Brian	IL	Branch 255
Moreau, Steven	MA	Branch 102
Moreno, Richard	MA	Branch 498
Hill, Mildred	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Olson, Chad	ND	Branch 937
Conover, David	NY	Branch 100
Aldape, Pamela	OR	Branch 66
Bartko, Susan	PA	Branch 20
Timothy, Pat	PA	Branch 941
Brooks, Lamarcus	TN	Branch 41
Austin, Jessie	TX	Branch 122
Peters, Diane	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Brandt, Junemarie	VA	Branch 526
Butler, Phillip	VA	Branch 98
Garrett, Donald	VA	Branch 98
Mott III, George	VA	Branch 132
Simmons, Brandi	WI	Branch 213

Secretary's Roundtable (\$500)

Mannings, Judy	AL	Branch 45
Grisby, Patricia	CA	Branch 77
Kelly, Barbrara	CA	Branch 77
Patterson, Charles	CA	Branch 497
Rahming, Karyn	CA	Branch 77
Trevena, April	CA	Branch 94
Garland, Angela	DE	Branch 909
Gilbert, Belinda	FL	Branch 425
Gucmeris, Algimantas	FL	Branch 420
Lech, Stephen	IL	Branch 493
Pierce, Annette	IL	Branch 255
Burke, Yolanda	MD	Branch 42
Gramblin, Reginald	MD	Branch 531
O'Donnell, Curt	MN	Branch 16
Stephens, Patricia	NC	Branch 936
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Paige, Lillie	OH	Branch 46
Neal, Linda	TN	Branch 555
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Mitchell, Annie	TX	Branch 124
Hubbard, Jim	VA	Branch 22
Taylor, Georgia	WA	Branch 31

McComas, Christina	WV	Branch 212
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Chairman's Club (\$250)

Carson, John	AL	Branch 901
Jalloh, Ibrahim	AL	Branch 901
Burton, Dawn	AZ	Branch 246
Alarcon, Delmy	CA	Branch 244
Baker, Debra	CA	Branch 197
Blythe, Stephanie	CA	Branch 127
Booth, Samuel	CA	Branch 39
Cruz, Cheryl	CA	Branch 497
Florentin, Diana	CA	Branch 244
Francisco, Daryel	CA	Branch 159
Gavin, Angela	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Hodges, Leticia	CA	Branch 39
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Lewis, Yolanda	CA	Branch 127
Maggiore, Dana	CA	Branch 127
Murillo, Mariel	CA	Branch 466
Ortiz, Michelle	CA	Branch 244
Torres, Sherrie	CA	Branch 244
Bailey, Virgil	CO	Branch 561
Moore, Olin	CO	Branch 65
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Donegan, Margie	CT	Branch 5
McNeil, Yvette	CT	Branch 3
Beckhum, Regina	DC	Branch 135
Wright, Marcellus	DC	Branch 135
Brady, Catherine	FL	Branch 420
Gary, Robert	FL	Branch 386
King, David	FL	Branch 420
LeCounte, Michael	FL	Branch 146
Leon, Yanier	FL	Branch 146
Maytin, Raymond	FL	Branch 146
McKinsey, Laurie	FL	Branch 81
Paisley, Sabrena	FL	Branch 146
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Billups, Juanita	IL	Branch 17
Crowe, Patricia	IL	Branch 14
Dittmann, David	IL	Branch 17
Hartman, Stephanie	IL	Branch 14
Walsh, John	IL	Branch 289
Wesley, Nancy	IL	Branch 493
Carter, Tonious	LA	Branch 421
Duplessis, Tomica	LA	Branch 73

Capobianco, Christopher	MA	Branch 6
Berger, Ricky	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Jones, Marcia	MD	Branch 42
Martin, Larry	MD	Branch 42
Spence, Sharon	MD	Branch 403
Streeter, Arlene	MD	Branch 42
Wright, Natalie	MD	Branch 42
Handy, Truman	ME	Branch 96
Harmon, Susan	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Byrum, Jimmy	MI	Branch 508
Cogar, Laurie	MI	Branch 268
Hardin, Donald	MI	Branch 130
Hommerson Jr., David	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
Krzycki Jr., Kenneth	MI	Branch 508
Orloski, Rose	MI	Branch 508
Baker, Neil	MN	Branch 104
Kent, Eric	MN	Branch 104
Miller, Kadee	MN	Branch 104
Moore, Robert	MN	Branch 104
Soukey, Louis	MN	Branch 104
McFowland, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Robinson, Theresa	NC	Branch 299
Leingang, Michael	ND	Branch 937
D'Martino, Pasquale	NJ	Branch 548
Kofsky, Jonathan	NJ	Branch 568
Clayton, Jackie	NV	Branch 463
Pixley, George	NV	Branch 249
Krempa, Keith	NY	Branch 11
Maynard, St. Clair	NY	Branch 51
Morrissey, Phyllis	NY	Branch 164
Allen, Peggy	OH	Branch 46
Kimbrough, Marcia	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Mayes, Sean	OH	Branch 29
Needham, Timothy	OH	Branch 186
Smith, Ronald	OH	Branch 46
Skjelstad, Aric	OR	Branch 66
Lehman, Jason	PA	Branch 554
Rodriguez, Joaquin	PR	Branch 216
Evans-Atkins, Deborah	SC	Branch 225
Moore, Delisa	SC	Branch 228
Nation, Linda	SD	Branch 946
Sawhney, Wanda	SD	Branch 946
Blakely, Kathy	TN	Branch 41
Hibbler, Marilyn	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Austin, Jacqueline	TX	Branch 122

Berlan, Francisco	TX	Branch 124
Hill, Earnest	TX	Branch 203
Howard, Marsha	TX	Branch 9
Irving, Mary	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Brown, Lorraine	VA	Branch 98
Holley, Deborah	VA	Branch 526
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Joers, Julie	WI	Branch 72
Sprewer, Victoria	WI	Branch 72
Baldwin, Craig	WV	Branch 212

Supporter (\$100)

Melchert, Pamela	AK	Branch 435
Dangerfield, Carol	AL	Branch 45
Nash, Leon	AL	Branch 45
Reid, Jaime	AL	Branch 45
Aceves, John	AZ	Branch 376
March, Wendell	AZ	Branch 246
Anderson, Frances	CA	Branch 466
Barba, Gilbert	CA	Branch 373
Bognot, Clarissa	CA	Branch 244
Bradley, Dorothea	CA	Branch 127
Brown, Carl	CA	Branch 94
Ceaser, Marques	CA	Branch 159
Chavez, Danilo	CA	Branch 77
Dangerfield, Patricia	CA	Branch 88
Derbigny, Mi Chanda	CA	Branch 39
Hawkins, Willie	CA	Branch 266
Johnson, Patrick	CA	Branch 266
Lee, Shirley	CA	Branch 39
Merrill, Robin	CA	Branch 497
Odell, Heather	CA	Branch 159
Perez, Marco	CA	Branch 77
Prevulsky, Stephen	CA	Branch 244
Salazar, Mauricio	CA	Branch 94
Simpao, Sally	CA	Branch 88
Swygert, Vontina	CA	Branch 127
Tate, Carolyn	CA	Branch 88
Wright, Alphonso	CA	Branch 127
Hickerson, Lucy	CO	Branch 141
Impinna, Frank	CO	Branch 65
Summerfield, John	CO	Branch 65
Collins, Lori	CT	Branch 3
Douglas, Lisa	CT	Branch 5
Irvin, Clemon	CT	Branch 3
Wright, Denis	CT	Branch 3
Despertt, Tonya	DC	Branch 135

Harper, Alvin	DC	Branch 135
Milner, Mary	DC	Branch 135
McCloud, Regina	DE	Branch 909
Olliviere, Blanche	DE	Branch 909
Calhoun, Clothelia	FL	Branch 354
Delucia, Keith	FL	Branch 386
Dsouza, Johnson	FL	Branch 296
Fulcher, Sandra	FL	Branch 146
Guyton, Patricia	FL	Branch 146
Hearn, Tammy	FL	Branch 354
Hutt, Jeff	FL	Branch 478
Jackson, Deborah	FL	Branch 146
James, Suzette	FL	Branch 154
McCants, Beverly	FL	Branch 146
McNeal, Jullian	FL	Branch 420
Metcalfe, Thomas	FL	Branch 146
Michael, Aaron	FL	Branch 406
Murray, Donald	FL	Branch 93
Rose, Nancy	FL	Branch 420
Ross, Randy	FL	Branch 81
Roundtree, Edith	FL	Branch 154
Ruckart, Kenneth	FL	Branch 386
Scriven, Bernice	FL	Branch 146
Toney, James	FL	Branch 296
Virgil, Kimberly	FL	Branch 231
Vorreyer, Leslie	FL	Branch 353
Walters, Donald	FL	Branch 420
Woods, Diana	FL	Branch 93
Cox, Elvina	GA	Branch 82
Kindle, Delloria	GA	Branch 82
Coy, Daniel	IA	Branch 172
Gardner, Brian	ID	Branch 915
Ayoodugbesan, Felix	IL	Branch 255
Cook, Carol	IL	Branch 14
Denosky, David	IL	Branch 255
Edwards-Bender, Cynthia	IL	Branch 14
Hankins, Suzanne	IL	Branch 369
Rendleman, Daniel	IL	Branch 255
Singleton, Barbara	IL	Branch 14
Travis, Bette	IL	Branch 14
Winters, Michael	IL	Branch 255
Helfrich, Robert	IN	Branch 8
Malone, Tammy	IN	Branch 8
Norton, Paul	IN	Branch 8
Webb, Marcel	IN	Branch 8
Waddell, Corey	KS	Branch 52
Wickline, Christian	KS	Branch 52
Noble, Sandra	KY	Branch 322
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209

Laurendine, Kyle	LA	Branch 73
Gallagher, Michelle	MA	Branch 6
Lewin, Kim	MA	Branch 118
Madden, Roy	MA	Branch 6
Murphy, Gregory	MA	Branch 102
Rafuse, Renee	MA	Branch 102
Chavis, Geraldine	MD	Branch 42
Dabney, Troy	MD	Branch 403
Hammond, Lajuana	MD	Branch 403
Hsueh, Julie	MD	Branch 403
Jones, Anita	MD	Branch 42
Jones, Anthony	MD	Branch 923
Lawson, Lisa	MD	Branch 531
Pinthiere, Dewan	MD	Branch 403
Reid, Angel	MD	Branch 403
Thompson, Craig	MD	Branch 42
Archibald, James	MI	Branch 268
Austin, Marcel	MI	Branch 268
Bodary, Joseph	MI	Branch 268
Glenn, Sandra	MI	Branch 140
Hill, Larene	MI	Branch 268
Hughes, Carmen	MI	Branch 925
Kingsley, Steve	MI	Branch 142
Schneider, Irene	MI	Branch 508
Tessmer, Stephen	MI	Branch 508
Torres, Alfredo	MI	Branch 142
Choi, Scott	MN	Branch 16
Hellermann, Mark	MN	Branch 16
Kuiper, Bruce	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Sundstrom, Arika	MN	Branch 104
Vail-Rimer, Tamera	MN	Branch 16
Albright, Daniel	MO	Branch 36
Bye, Kevin	MO	Branch 119
Price-Booker, Virginia	MO	Branch 131
Felicioni, Dora	MT	Branch 929
Klostermeier, Shanna	MT	Branch 929
Lien, Brandi	MT	Branch 929
Perman, Kally	MT	Branch 929
Belger, Michael	NC	Branch 183
Boggan, Kim	NC	Branch 183
Brooks, Dallas	NC	Branch 151
Charles, Rodney	NC	Branch 157
Douglas, Karen	NC	Branch 183
Gilbert, Jevonda	NC	Branch 183
Hicks, Angie	NC	Branch 157
Joseph, David	NC	Branch 183
Guodace, Jodene	ND	Branch 937
Weiand, Heather	ND	Branch 937
Caruso, Richard	NE	Branch 10
LaFlamme, Barbara	NH	Branch 932

Ruggiero, Joseph	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Ayers-Cohen, Pamela	NJ	Branch 79
Breese, Stephen	NJ	Branch 568
Grasso, Salvatore	NJ	Branch 568
Henkel, Tammy	NJ	Branch 287
Kennerly, Tareyah	NJ	Branch 548
McKiernan, Michael	NJ	Branch 74
Robinson, Tywanda	NJ	Branch 75
Rutter, Gary	NJ	Branch 74
Tillyer, Patrick	NJ	Branch 343
Fields, Andrea	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
Doruth, Patrick	NV	Branch 249
Patterson, Sherry	NV	Branch 463
Barone, Thomas	NY	Branch 202
Bu, John	NY	Branch 68
Danzo, Richard	NY	Branch 68
Gibbs, William	NY	Branch 100
Jackson, Penny	NY	Branch 336
Jessmer, Spencer	NY	Branch 11
Thorbjornsen, Steven	NY	Branch 330
Yuen, John	NY	Branch 100
Hinton, Daphane	OH	Branch 46
Kopcash, Timothy	OH	Branch 133
Paige, William	OH	Branch 46
Saunders, Leslie	OH	Branch 33
O'Donnell, Daniel	OR	Branch 66
Yut, Lynn	OR	Branch 66
Benford, Debra	PA	Branch 50
Kolecki, Michele	PA	Branch 941
Robinson, Andrea	PA	Branch 35
Uber, Casei	PA	Branch 554
Williams, Darryl	PA	Branch 554
Cabrera, Antonio	PR	Branch 216
Evans, Susan	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Peter, Alison	RI	Branch 105
Ravo, Steve	RI	Branch 105
Croswell, Darnel	SC	Branch 225
Quinton, William	SC	Branch 228
Blanck Lovelace, Deborah	SD	Branch 946
Butterfield, Linda	SD	Branch 946
Erickson, David	SD	Branch 946
Heberlee, Carrie	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Nielson, Tracey	SD	Branch 946
Weier, Craig	SD	Branch 946
Amos, Nathan	TN	Branch 41
Barbee, Johnny	TN	Branch 41

Bell, Andrew	TN	Branch 32
Brown, Andrea	TN	Branch 41
Mc Murry, Robert	TN	Branch 165
Newberry, Deener	TN	Branch 41
Shoemaker, Kathy	TN	Branch 165
Barnes, Marilyn	TX	Branch 86
Bradford, Robert	TX	Branch 203
Fletcher, Mae	TX	Branch 9
Foster, Debra	TX	Branch 9
Hensley, Sheila	TX	Branch 124
High, Gwendolyn	TX	Branch 86
Hunter, Arlisa	TX	Branch 86
Jones, Charleen	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Richardson, Elizabeth	TX	Branch 86
Seals, Johnny	TX	Branch 122
Shawver, Stephen	TX	Branch 122
Soders, Melanie	TX	Branch 122
Fratto, Jeff	UT	Branch 139
Gerber, Stevan	UT	Branch 139
Archer, Eddie	VA	Branch 98
Driscoll, Darcy	VA	Branch 526
Ferguson, George	VA	Branch 22
Hale, Donna	VA	Branch 526
Martin, Andrew	VA	Branch 526
Reedy, James	VA	Branch 526
White Jr., William	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Sands, David	VT	Branch 235
Harrell, Ronald	WA	Branch 61
Haslett, James	WA	Branch 31
Johnson, Stanley	WA	Branch 60
Patterson, La Tanya	WA	Branch 61
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Sederholm Marti, Susan	WI	Branch 72

Views from the Vice Presidents

Continued from page 17

Read the *Postal Supervisor* and register for a training event. This is an investment in yourself and your career. You are worth it!

Remember, the NAPS National Membership Blitz continues through February. You will receive \$50 for every new member signed. The goal is to reach 30,000 members in NAPS. Every branch must strive to sign at least six new members through February.

MM = membership matters!

nyavpdee@aol.com

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.





Substance Use and Its Impact

A Guide for Supervisors

Submitted by the USPS Employee Assistance Program

As a leader, you are responsible for ensuring a safe, productive and supportive environment for your team. One of the most critical areas to address is substance use.

Substance use disorders can affect employee performance, safety and overall workplace morale. By understanding the signs of substance misuse, implementing effective policies and offering support to employees, postal supervisors can help maintain a healthy, efficient work environment.

Understanding Substance Use and Its Impact

Substance use encompasses the use of legal and illegal substances, such as alcohol, prescription medications or illicit drugs that may impair an employee's ability to perform their job duties safely and effectively. Substance use can manifest in various ways, from occasional misuse to addiction.

The effects on workplace safety and performance can be severe, especially in roles that require attention to detail, time-sensitive tasks and physical coordination. Key effects of substance use in the workplace include:

1. Impaired decision-making and cognitive function. Substance misuse can affect an individual's judgment, memory and ability to make sound decisions, all of which are essential for postal employees who need to follow delivery instructions and safety protocols.
2. Decreased productivity. Employees dealing with substance misuse may experience fatigue, lack of focus or absenteeism, leading to decreased productivity.
3. Increased risk of accidents. Substance use, especially alcohol and drugs, impairs coordination and reaction time, increasing the likelihood of accidents and injuries on the job.
4. Strained workplace relationships. The social and emotional impacts of substance use can

lead to conflict with co-workers, which could erode team dynamics and morale.

Signs of Substance Misuse in Employees

Recognizing signs of substance use or misuse early can prevent further issues in the workplace. Managers should be alert to the following:

- Physical signs: Bloodshot eyes, slurred speech, excessive sweating, poor hygiene or unusual body odors.
- Behavioral changes: Increased absenteeism, tardiness, unexplained disappearances during work hours or erratic behavior.
- Work performance: Declining quality of work, missed deadlines, mistakes or an inability to focus.
- Mood swings: Unexplained irritability, aggression or periods of extreme euphoria followed by depression or anxiety.
- Health issues: Frequent illnesses, unexplained injuries or sudden weight loss/gain.

Supporting Employees with Substance Use Disorders

As a Postal Service manager, it is important to balance enforcement with empathy. Employees struggling with substance use disorders often need guidance and support. Offering resources and creating a culture of care can help employees find the assistance they need and potentially return to full health and productivity. Steps for offering support include:

1. Employee Assistance Programs (EAPs) offer confidential support for employees dealing with substance misuse. Managers should ensure that employees know about these resources and how to access them.

2. Open communication fosters an environment of trust where employees feel comfortable discussing issues like substance misuse. Encourage employees to reach out for help

before their problems impact their job performance.

Education and Awareness

Managers should be proactive in educating themselves and their teams about substance use and its impacts. Regular training can help reduce stigma, raise awareness of the signs of substance misuse and inform employees about available resources. Key training elements include:

- Substance misuse awareness. Help employees recognize the risks of misuse, the effects on their health and safety and the resources available for help.
- Stress management and wellness. Encourage employees to adopt healthy coping mechanisms, such as stress management techniques and wellness practices, which can reduce the likelihood of substance misuse.
- Dealing with a substance-impacted employee. Equip managers with strategies for addressing sub-

stance misuse in a nonconfrontational and supportive manner. This includes how to approach an employee when you have concerns, how to talk about substance misuse and how to offer assistance.

Managing substance use in the workplace is a critical responsibility for Postal Service managers. With the right combination of clear policies, early intervention, support and education, managers can foster a safe and productive environment where employees are empowered to seek help when needed. By prioritizing awareness and support, postal supervisors not only ensure workplace safety, but also contribute to the well-being of their teams, creating a healthier and more resilient workforce.

For more information and guidance, reach out to the EAP at 800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341. We are here to support you in your efforts to support others.



We All Can Help **Build Membership**



November High-Five Club members

Kenneth Bunch, Branch 23, MI
Darold Dantzler, Branch 225, SC
Marilyn Jones, Branch 39, CA
Paul Ross,* Branch 7, NY
Brian Wagner,** Branch 255, IL

*Denotes sponsor who signed 10+ members in the past 90 days.

What About EAS-18 and Above?

Brian J. Wagner

Past NAPS President

My January *Postal Supervisor* column focused on EAS-17-and-below employees having the right to file a grievance under Section 652.4 of the USPS *Employee Labor Relations Manual (ELM)*. But what is the process for EAS-18-and-above employees who are the subject of postal policy violations that result in negative impacts administratively, financially or personally? Here's the scoop!

In part, *ELM* 652.4, Other Appealable Actions, Section 652.41, Coverage, reads: "PCES Level I, and EAS-18 and above employees have access to these procedures only to appeal discipline in the nature of a letter of warning and emergency placement in a nonduty status."

Therefore, because EAS-18-and-above employees are not allowed to file a grievance under *ELM* 652.4, they must seek another strategy or avenue to address, appeal or *protest* postal policy violations that directly impact them. Following is a section from the *ELM* that NAPS advocates and/or members can use as a strategy to address postal policy violations that have a negative impact on EAS employees, including being given questionable orders—*ELM* 665.15, Obedience to Orders.

Under *ELM* 665.15: "Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order

and may immediately file a *protest* (emphasis added) in writing to the official in charge of the installation or may appeal through official channels."

For example, when an EAS-18-and-above employee is given an order to report to a different office, operation or assignment outside their official *EAS Form 50* position without a written valid operation or training reason, it could be deemed an "involuntary reassignment." There is a "Temporary Involuntary Reassignment Memo" (policy) dated Aug. 31, 2015, that explains the procedures for such temporary involuntary reassignments.

In this example, the EAS employee follows the involuntarily reassignment order. They also should contact a NAPS representative immediately to file a protest under *ELM* 665.15, as the "employee has reason to question the propriety of the order" because it violates an established written postal policy/letter/memo.

In another example, unless established in the initial EAS job posting, there is a postal policy where EAS employees may not be required, directed or mandated by USPS management to use their personally owned vehicle (POV) to conduct postal business. There is a March 12, 2004, letter from the USPS law department referencing this postal policy.

If instructed to use their POV to conduct postal business (i.e., deliver mail, transport mail, perform street supervision, etc.), the EAS employee must follow the order. Then contact

a NAPS representative immediately to file a *protest* under *ELM* 665.15, as the "employee has reason to question the propriety of the order" because it violates an established written postal policy/letter/memo.

Besides the examples above, consider the following scenarios where an EAS-18-and-above employee has reason to question the propriety of the order when it involves:

- deleting TACS clock rings of craft employees to avoid paying overtime or penalty overtime,
- not reporting all approved hours worked beyond 8.5 on a scheduled workday or all workhours on a non-scheduled day in accordance with *ELM* 434.143, Eligible for FLSA-Exempt EAS Additional Pay,
- being "on call" or answering one's personal or postal-issued phone without compensation on a non-scheduled day or while on leave,
- using another employee's USPS computer login/password to do any postal-related work,
- not reporting curtailed or delayed mail or pre-scanning packages in an office as delivered when they were not.

From these examples and other workplace situations EAS-18-and-above members have experienced in the field, be aware of your right to immediately file a *protest* in accordance with *ELM* 665.15 when you have reason to question the propriety of the order.

When a member is given orders or instructions that are in violation of common sense postal policies, it should be a red flag to the member that the order could be questionable. Yes, per *ELM* 665.15, follow the order,



but then immediately file a *protest* of the order if you have reason to question the propriety of the order.

Who do you think will be held accountable if you follow a questionable order that is in violation of a postal policy that results in falsification, deleted clock rings, denied pay to a craft employees, inappropriate use of postal funds or equipment or an illegal act?

Don't run the risk of being investigated by postal officials or the USPS OIG for following what you believe to be a questionable order without immediately filing a *protest* under *ELM* 665.15. Such a risk could lead to disciplinary or adverse action charges that could result in an indefinite non-pay suspension or removal from the USPS.

If a member is given an order they believe jeopardizes their health, safety or is deemed illegal, notify the person issuing the order of your concern(s) as to why you cannot follow the order, contact your NAPS representative and immediately file a *protest* of the order under *ELM* 665.15. Be sure to have documentation ready to support your claim.

If the order is illegal, contact the USPS OIG Hotline to report it and get it officially on the record. The OIG hotline is open Monday through Friday from 7:30 a.m. to 4 p.m., Eastern Time, except on federal holidays. A NAPS advocate or member also may email the OIG Hotline at hotline@uspsig.gov.

When else should you contact the USPS OIG? If a member cannot get resolutions to constant violations of *ELM* 434.143, Eligible for FLSA-Exempt EAS Additional Pay, (T-time) for denied EAS pay, contact the USPS OIG. Why? NAPS consulted with the USPS almost 30 years ago for EAS T-time. The OIG is aware that qualifying EAS employees were denied T-time.

The OIG even prepared a Feb. 16, 2023, audit report titled, "Supervisor Timecard Administration." The OIG also published a previous Audit Report on Dec. 14, 2014, titled, "Extra Hours Worked by Supervisors in the Greater Indiana District." After the OIG's February 2023 report on "Supervisor Timecard Administration," Dr. Joshua Colin, USPS Chief Retail and Delivery Officer, issued a policy

related to paying special-exempt EAS employees.

Today's takeaways: No postal leader should be above not following USPS policy, directive, memo or management instructions without being held accountable to the EAS employees who have been administratively, financially or personally harmed.

ELM 652.4 needs to be changed through the USPS/NAPS consultative process to allow for *all* EAS employees, besides EAS-17 and below, to file an official EAS grievance when impacted by postal policy violations.

For all active NAPS members: Under *ELM* 665.15, Obedience to Orders, you have a right to *protest* an order if there is reason to question the propriety of the order. Exercise this right when necessary. Contact the USPS OIG hotline at 1-888-USPS-OIG (1-888-877-7644) after you have protested an illegal order.

It would be a violation of my policy not to provide my ice-cream-flavor-of-the-month recommendation: triple chocolate fudge cookie. Be safe and eat more ice cream!

brian4naps@aol.com

Involuntary Reassignments—Again?

John Aceves

Former NAPS Secretary/Treasurer

I hope everyone had a great holiday and safe and happy New Year's.

The threat of being reassigned from your *EAS Form 50* awarded position affects you in several ways.

You might have applied for a specific job position because it's close to home, your children's school, spouse's job or other reasons. Suddenly, someone in senior leadership wants to move or reassign you from the position for which you applied for a justifiable operational reason or,

sometimes, for pure spite.

Either way, this is what I call a "constructed involuntary reassignment." It's amazing how one USPS document takes on different interpretations at local levels.

Different USPS senior managers may have signed these USPS Headquarters Involuntary Reassignment Position letters, but they explicitly outline the process. There are letters dating back to 1999 with the most current being a 2015 letter on involuntary reassignments.



In addition to these letters, there are other USPS Headquarters letters on requirements for EAS vacancy announcements, such as duty station, non-scheduled days off and hours of work.

EL-12, Section 743.17, is extremely specific on EAS job-posting requirements.

In my NAPS travels, I have been given excuses by some who are trying to rationalize or justify the involuntary reassignment, such as "We are trying to right size, right place or better fit the office," or "We can do this." But

the most outrageous excuse has been, “USPS Headquarters policy letters on this subject do not apply to us locally.”

My quick response to that was, “The last time I looked at the sign outside on the postal building, it said ‘USPS’—not the person’s name who is using this excuse.” If USPS Headquarters is writing the rules and regulations, local leadership should at least follow them.

Keep in mind if you are moved from your assigned position, *Form 1723* should be used and your TACS time reflects your duty schedule. You do not want to receive compensation

for workhours for which you do not qualify.

An example is getting night differential while working Tour 2, which could place you in a debt collection arena. *ELM 450* has the specifics and appeal process on collection of monies owed by an employee the USPS deems not entitled.

If you make some type of agreement or deal to be moved from your *Form 50* position, be careful what you ask for; you may not be able to rectify the situation. Take time to look through your *Form 50* on eOPF to make sure your information is correct and that no one has stealth-

ily changed your awarded position location. There are many moving parts when addressing or appealing a “constructed” (my term) involuntary reassignment.

Get familiar with the topic of involuntary reassignments; attend your local branch meetings. There also is information on the NAPS website on this topic. I highly recommend you attend training at NAPS local, state, area or regional training events when the topic of involuntary reassignments is on the agenda.

Hasta luego.

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Treat EAS Employees Like Friends—Not Foes

Peter Piteira

Orlando Branch 321 President

Contract negotiations between the USPS and the unions now are in a period where union membership will vote to accept or reject the proposed contract. It is time for NAPS to get ready to soon meet with postal leadership to begin consultations on the agreement that will set EAS pay/benefits and working conditions for the next few years.

NAPS leadership, as they have done in past pay consultations, will ask for EAS employees to be treated in the same manner as the USPS treats the craft. NAPS will ask for COLAs and step increases and overtime pay for entry-level management (EAS 17-20).

And as it has been in the past, the USPS unilaterally will tell NAPS, “We have consulted with you and have decided to continue to use the National Performance Assessment (NPA).” NPA is a complex, antiquat-

ed, complicated, convoluted and byzantine system used by the agency to collect and monitor performance-related metrics. NPA determines the annual pay adjustment of the supervisors and managers covered under the USPS Executive and Administrative Schedule (EAS).



Basically, EAS employees will continue to work under a system that is easily manipulated by postal executives to suit their purposes. We will continue to make less money compared to supervisors and man-


agers who work for our competitors. The USPS will continue to treat NAPS not as partners who want the Postal Service to succeed, but as a nuisance organization that can be a pain in the rear end to the royalty sitting at L’Enfant Plaza.

It is time NAPS stops consulting with the Postal Service when it comes to EAS pay and, instead, start to negotiate. That means, of course, the law would have to be changed. This is why I urge NAPS to find congressional co-sponsors to reintroduce

H.R. 594 in the 119th Congress.

If NAPS succeeds in getting H.R. 594 reintroduced, then we must call our lawmakers’ offices and ask them to support what I assume would be called H.R. 594-119th Congress: Postal Supervisors and Managers Fairness Act of 2025. Passing H.R. 594 would be a great first step for the USPS to start listening to NAPS in a serious manner when it comes to our pay.

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On the Move?

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

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

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

Notes

from the National Auxiliary

The Power of Participation

Chanel Dodson

Western Region Vice President

Just a few years ago, I attended my first NAPS national convention, unsure of what to expect. From the moment I arrived, I was greeted with warmth and kindness. Everyone was so welcoming and friendly.

While I was eager to connect with members from branches across the country, I couldn't help but feel a little nervous. However, that initial apprehension quickly melted away as I immersed myself in the convention experience. From the excellent accommodations and exciting 50/50s and gift card raffles to the inspiring meetings and events with fellow Auxiliary members, I knew right away this was a community of which I wanted to continue being a part.

Now, it is both an honor and a privilege to have been nominated and elected as the National Auxiliary Western Region vice president at the 2024 National Convention at Foxwoods Resort Casino in Connecticut. This role carries the responsibility of representing the Western Region while working collaboratively with other Auxiliary members across the country to make meaningful contributions to our mission.

The National Auxiliary always has been a vital part of supporting NAPS' mission and goals. Through advocacy, fellowship and service, the Auxiliary lays a strong foundation for advancing the interests of postal supervisors, managers and postmasters nationwide. One of the Auxiliary's



key priorities is the continued recruitment of new members, ensuring our collective strength and influence grow with each passing year.

Expanding our membership allows the Auxiliary to amplify its advocacy, broaden its community outreach and build a welcoming environment for all members. Joining the Auxiliary not only helps further the NAPS mission, but also offers the chance to connect with like-minded individuals who share a passion for strengthening the postal community.

Auxiliary members play a critical role in our efforts. We communicate directly with Congress to convey NAPS' positions on Postal Service legislation, support the Supervisors' Political Action Committee (SPAC) and assist with local meetings, state conventions, training seminars and national conventions.

To those considering joining, I encourage you to explore opportunities in the Auxiliary. It's a chance to make a tangible difference, connect with others and ensure the legacy of NAPS endures. Together, we can strengthen our community and uphold the values that make the Postal Service a cornerstone of our nation.

Let's work to ensure the Auxiliary remains not just an organization, but a family united in purpose and passion. Together, we can make 2025 a year of significant growth and progress for NAPS and the Auxiliary.

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Region vacant: Northeast

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



Support the
**Postal
Employees'
Relief
Fund**

PERF



On Jan. 7, Los Angeles declared a state of emergency in response to the devastating Palisades Fire and ongoing wind storm. The city also was responding to four additional fires. Eight days later, the fires continued to burn, with thousands of emergency responders on the ground.

A Jan. 17 update from the Postal Service reported that employees remained safe and accounted for; 49 employees in three districts and one division were evacuated from their homes; 16 employees lost their homes.

As of Jan. 16, no timeline had been announced for lifting evacuation orders affecting tens of thousands of Southern California residents. Firefighters were continuing their efforts to contain the biggest fires.

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



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.