

FEBRUARY 2026

# The Postal Supervisor

Delivering for Our Members Who Deliver for America

## Be a Powerful Advocate

Attend the 2026 LTS  
and Promote NAPS'  
Legislative Priorities

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Honoring Sacrifice  
to Our Nation

# The Postal Supervisor

Delivering for Our Members Who Deliver for America

February 2026, Volume 117, Number 2

1727 King Street, Suite 400  
Alexandria, Virginia 22314-2753  
(703) 836-9660 | FAX: (703) 836-9665  
[www.naps.org](http://www.naps.org) | [napshq@naps.org](mailto:napshq@naps.org)  
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Reprint requests and other correspondence may be addressed to Karen Young via phone/fax at (540) 636-2569 or [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com).

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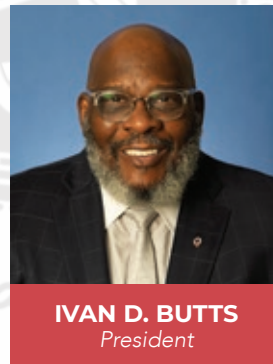
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*The objective of the Association shall be to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve the service,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

# The Closing of a Chapter



**G**reetings, my NAPS brothers and sisters. As I write this column, I have formally announced to my home branch — and, now, to you — that I will not be seeking the nomination to serve another term as your president.

I am deeply grateful for the opportunity to have served the members of this great association. I will cherish every memory and experience from this chapter of my life as a NAPS resident officer.

My journey began in 2007 when I made the decision to run for Eastern Region vice president, then held by my mentor, Dotty Wileman. Our campaign committee consisted of just three people: Darryl Williams, Laurie and me.

Laurie and I loaded up the Toyota Matrix and headed to Louisville, KY, for the NAPS National Convention celebrating our 100th anniversary. With the support of my home state of Pennsylvania and what would become my Eastern Region family, I was blessed with the opportunity to serve.

I remain profoundly thankful to Dotty for creating space for me to grow and the guidance and support she and Ron (God rest them both) provided during my first Executive Board leadership role. Serving on the NAPS Executive Board allowed me to engage with members throughout the Eastern Region while also introducing my leadership style and vision to the broader membership.

To my Eastern Region NAPS family, thank you for the love and support you showed me from the very beginning. I pledged to be accessible and present; from day one, I worked to earn your trust.

My first trip after being elected was to Capitol-Atlantic Area training in Virginia Beach hosted by my NAPS dad, John Geter. Due to not yet being elected, I could not handle pre-event registration. This landed Laurie and me in a rather questionable motel across the street from the beautiful venue, but I had to be there. Being present always has been a cornerstone of my service to NAPS members.

In 2014, with the support of the Eastern Region and members across the country, I was elevated to the office of NAPS executive vice president. At that convention,

I met Jevonda Gilbert. She challenged me to do more than assume I would receive votes; she asked me to explain what I would do to earn her vote.

That moment shaped my leadership philosophy and fueled my commitment to listening to members, being analytical in developing positions and advocating for issues that benefit all EAS employees — every issue, every job.

That commitment to securing more for EAS employees guided my work with USPS leadership and contributed to moving the median EAS salary by 18.24% during my tenure as NAPS president (with FY25 numbers still pending). This is what being focused on membership looks like.

I've often said that changing the direction of NAPS to more intentionally focus on serving members is like turning a supertanker — you don't simply make a sharp turn. The course must be carefully plotted and consistently followed.

That work remains ongoing. We must resist the temptation to focus on clicks or personal gain. If we do, we risk losing sight of what truly matters — our members.

When I was first elected NAPS president, I envisioned creating a President's Summit modeled in part after the Quality of Work Life (QWL) events that were a hallmark of Gloria Gray's legacy. While that did not come to fruition during my tenure, I recognized that a single event would not be enough. We needed a broader, more sustainable approach to mentoring and development in the Postal Service.

With the publication of this issue of *The Postal Supervisor*, we are well on our way to launching the NAPS Training Academy that will offer webinars across all five regions facilitated by NAPS trainers. With special thanks to Dr. Gigi Ernest-Griffin, we will be able to leverage the wealth of knowledge among our members and create meaningful learning experiences for EAS employees — beginning with foundational skills such as writing a proper KSA.

*continued...*



You then will see a recorded version of this and other webinars on our NAPS website in the NAPS Training Academy membership portal. I remain committed to seeing this work through to the end.

In solidarity ...

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



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

# Vince Palladino Memorial Student Scholarships

## Deadline: June 30, 2026

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

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



**NAPS will award 10 \$1,000 Vince Palladino Memorial Student Scholarships.**

Two winners will be randomly selected from each of the NAPS regional areas (Northeast, Eastern, Central, Southern and Western).

Applications must be received no later than June 30, 2026. Online applications only will be accepted using the NAPS website. Go to [www.naps.org](http://www.naps.org) and log into the "Member Portal" (upper right on the home page) to apply for the Vince Palladino Memorial Scholarship.

**Scholarship winners will be announced in August.** In addition, the scholarship winners will be listed in the September/October 2026 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2026. Scholarships may be used to pay expenses in the student's current or following semester.

**ONLINE APPLICATIONS ONLY:** Log into the "Member Portal" at [www.naps.org](http://www.naps.org)



# Honoring Sacrifice to Our Nation

**E**ach year, as we approach our annual Legislative Training Seminar (LTS) in Arlington, VA, I like to remind you that, as part of LTS, we honor four NAPS members who are veterans or who have family members who were or are veterans by placing a wreath at the Tomb of the Unknown Soldier at Arlington National Cemetery. This somber event is a testimonial to the thousands of NAPS members who have served in our nation's armed forces and should be honored for their service.

The event also is a stark reminder that service to our country involves sacrifice — and many have made the ultimate sacrifice as is reflected in cemeteries across our country, as well as cemeteries in far-off lands. That sacrifice is never more evident than at Arlington National Cemetery and particularly the Tomb of the Unknown Soldier.

Just how did this hallowed ground come into being? How did the idea for a memorial honoring unknown, but not forgotten, deceased servicemembers come about? As relayed by Arlington National Cemetery Tours, the idea of the tomb itself initially was inspired by the multitudes of unknown dead amassed by the end of World War I.

On Memorial Day in 1921, four unknown servicemen were exhumed from an American cemetery in France. The four were placed in identical caskets and stationed before a highly decorated World War I veteran tasked with selecting just one of the caskets for burial in Arlington National Cemetery. That veteran was U.S. Army Sergeant Edward F. Younger.



After the ceremonial selection was made, the body was to lie in state in the U.S. Capitol Rotunda until midnight on Nov. 10, 1921. On the following day, Armistice Day, the casket was placed in a caisson and transported to

Arlington National Cemetery. Since that time, servicemen from World War II, Korea and Vietnam have been transported for burial at the Tomb of the Unknown Soldier.

The sarcophagus built above the tomb of the soldier who served in World War I sits in front of the three marble slabs that identify the crypts of the soldiers from World War II, Korea and Vietnam. The tomb was constructed in 1931 out of seven large marble panels collectively weighing 79 tons. On one side is a relief of three Greek figures each representing Peace, Valor and Victory. On the other side, there are sculpted six inverted wreaths, each representing a major campaign from World War I.

The U.S. Army regiment entrusted with tending to and guarding not just the Tomb of the Unknown Soldier, but also the coordination and execution of any and all burials that take place in Arlington National Cemetery, falls to the 3rd Infantry, affectionately known as the "Old Guard." For those select few who answer the sacred call to become a Tomb Sentinel, it is a responsibility taken with the utmost grace.

If there is one reason, besides paying their respects and the historical significance of the grounds, that visitors from all over the world visit Arlington National Cemetery, it is to witness the iconic Changing of the Guard. Since April 6, 1948, the Tomb of the Unknown Soldier has been guarded 24 hours a day, 365 days a year without exception. Every hour during winter and every half hour during the summer and daylight hours, one guard relieves another from their post.

This year, NAPS once again will honor members who served our country by placing a wreath at the Tomb of the Unknown Soldier in remembrance of those who gave the ultimate sacrifice, yet whose names are lost to history. On the west panel of the tomb are inscribed the words, "Here Rests In Honored Glory An American Soldier Known But To God."

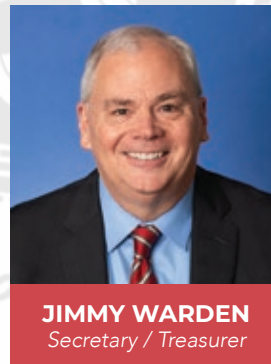
I hope you can join us at this year's Legislative Training Seminar, March 15-18, and help us honor that sacrifice.

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



**CHUCK MULIDORE**  
Executive Vice President

# Be Prepared to File Branch Tax Returns



**T**ax season is almost here — time for branches to file their yearly tax returns. I know you have read this information before, but, due to the many calls I continue to receive, I thought it best to republish the information.

During the past year attending many conventions and training seminars, I always was asked about branches filing tax returns. If your branch has not filed a yearly return, following are the steps you need to take.

The IRS requirement for nonprofit organizations is to file by the 15th day of the 5th month at the end of the branch's fiscal year. For example, most branches' fiscal year ends on Dec. 31. If so, the requirement is to file between Jan. 1 and the May 15 deadline. A branch's gross income for the fiscal year will determine which tax form needs to be filed:

- *Form 990* — Gross receipts over \$200,000
- *Form 990-EZ* — Gross receipts over \$50,000 up to \$200,000
- *Electronic Form 990-N* — Gross receipts less than \$50,000

Gross receipts are determined by all income the branch received for that specific fiscal year (monthly DCO, interest on investments, etc.) The three forms listed above now can be filed electronically. NAPS branches fall under tax-exempt law 501(c)(5).

Prior to 2007, tax filings were not mandated for nonprofits. The law changed in 2007; now, every nonprofit must file a tax return for three consecutive years. A nonprofit organization that fails to file a required *990-N* (or forms *990* or *990-EZ*) for three consecutive years will lose its tax-exempt status. Revocation of an organization's tax-exempt status will not take place until the filing due date of the third year. If you do not file on time, the IRS may assess your branch a late fee.

Each state has different tax laws. Most states do not allow 501(c)(5) tax-exempt organizations to avoid paying state sales tax. I recommend you contact your state Department of Revenue to determine income-tax filing requirements.

Every NAPS branch should have a federal employer identification number (EIN). If your branch does not have a federal EIN, you need to apply using IRS *Form SS-4* before

filing for nonprofit status. When filing for nonprofit status, complete IRS *forms 1024* and *8718*. This now only is performed electronically. Supporting documentation also must be submitted. The IRS charges a filing fee for nonprofit status 501(c)(5). The fee typically is \$600.

*Forms SS-4, 1024* and *8718* can be found on the NAPS website under the "Members" tab under "Forms & Documents;" then scroll down to "Training." The forms also can be found on the IRS website at **IRS.gov**.

I recommend filing for tax-exempt status using the IRS website as it must be submitted electronically. A branch would file a *990* (*990-EZ, 990-N*) after it has been approved for nonprofit status by the IRS.

All tax returns, general ledgers and financial reports should be kept for three years, plus the current year. I strongly recommend you keep all these records for seven years should the IRS request and audit the branch's tax return from three years prior. The IRS can, should deficiencies be found, request another three years prior to the year it is auditing.

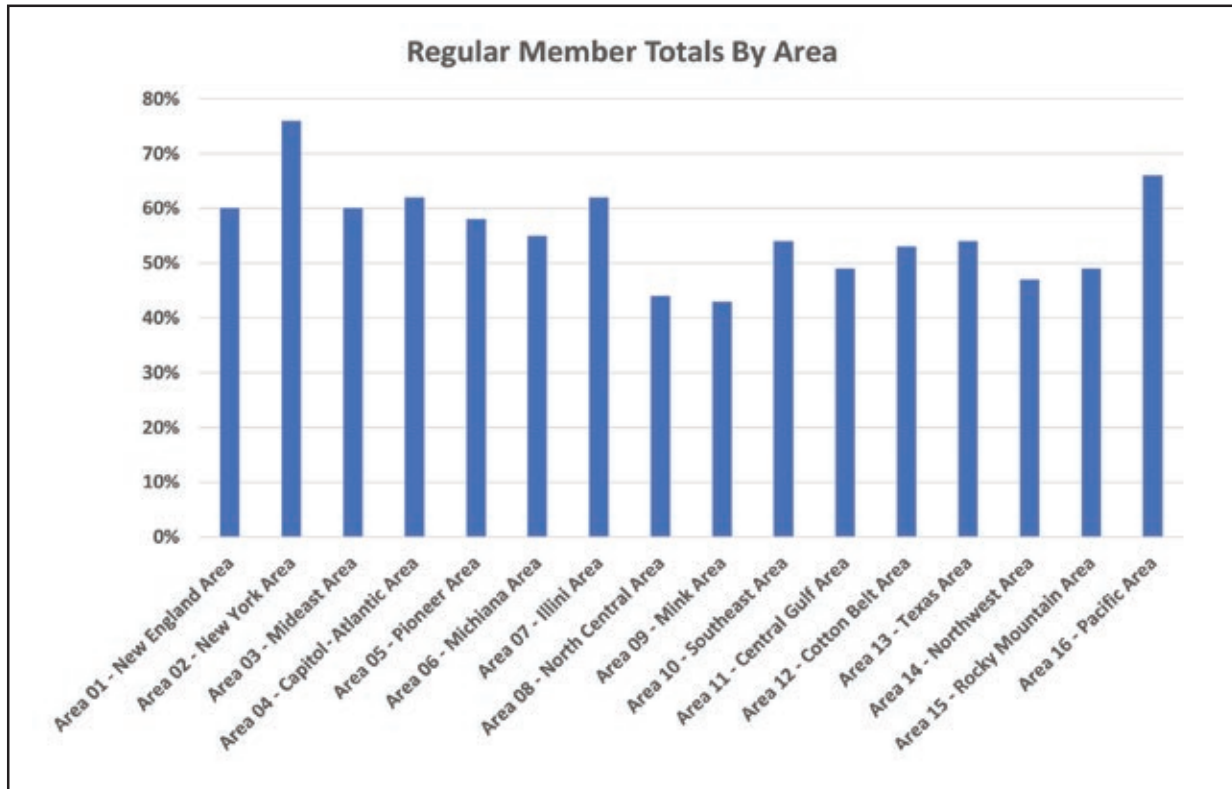
Therefore, records should be retained for at least seven years from the date of filing the applicable return. The IRS requires the organization's past three filed *Form 990*s be maintained at its principal office.

## Key issues of which most branches are unaware:

- A *Form 1099* must be issued to any branch officer or member who is compensated over \$600 per calendar year; this includes stipends, gratuities and reimbursement of dues and more.
- A *W-2* must be issued to any branch officer or member who is compensated as an employee of the tax-exempt branch where taxes are withheld and transmitted to the IRS.
- Reimbursement for expenses is exempt from this requirement, but documentation must be kept substantiating the amount of the reimbursement. Reimbursement for expenses such as attending a NAPS convention or training seminar should specifically state who may be reimbursed (branch executive board position) and for what expenses

*continued on page 13...*

# NOVEMBER 2025 MEMBERSHIP REPORT



Regular Member Totals By Area	
Area 01 - New England Area	60%
Area 02 - New York Area	76%
Area 03 - Mideast Area	60%
Area 04 - Capitol-Atlantic Area	62%
Area 05 - Pioneer Area	58%
Area 06 - Michiana Area	55%
Area 07 - Illini Area	62%
Area 08 - North Central Area	44%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	49%
Area 12 - Cotton Belt Area	53%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	47%
Area 15 - Rocky Mountain Area	49%
Area 16 - Pacific Area	66%
<b>Total Regular Member %</b>	<b>57%</b>
<b>Total Regular Members</b>	<b>27,424</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>20,183</b>
<b>Total NonMember %</b>	<b>43%</b>



**Thanks to your  
efforts, membership  
keeps rising!**



# No Excuses!

## Be a Powerful Vocal Advocate for Your Interests on Capitol Hill

**Bob Levi**, Director of Legislative & Political Affairs

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

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

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

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

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

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

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

### NAPS' 2026 issues will include:

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

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



OUR  
**VOICE** IS  
OUR **POWER**

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS  
2026 LEGISLATIVE TRAINING SEMINAR

**MARCH 15-18, 2026**

CRYSTAL GATEWAY MARRIOTT HOTEL  
ARLINGTON, VIRGINIA



## 2026 Legislative Training Seminar

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

**REGISTER TODAY!**

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

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

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

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

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



## There are two easy ways to register:

- 1 Visit [naps.org/Legislative-Training-Seminar-2026](https://naps.org/Legislative-Training-Seminar-2026)
- 2 Scan this QR code using your phone's camera



SCAN HERE

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

### Lodging:

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

#### Via Phone:

800-393-3680

Use group code: NAPS

#### Via Web:

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

### Room Rates:

**Special room block rate expires Feb. 19, 2026.**

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

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

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

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

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

**NAPS Headquarters does not confirm lodging reservations.**



# LTS AGENDA

(subject to change)

## Sunday, March 15

8 a.m. – 5 p.m.	Registration & Check-In
12:15 p.m.	Wreath-Laying Ceremony, Tomb of the Unknown Soldier at Arlington National Cemetery
1:45 – 3 p.m.	Nondenominational Worship Service
3 – 4:15 p.m.	First-Timers' Orientation
4:30 – 6 p.m.	Town Hall with Resident Officers and Executive Board
6:30 – 8 p.m.	State Legislative Chairs Dinner

## Monday, March 16

6:30 – 8 a.m.	Full Breakfast Buffet
6:30 – 10 a.m.	Registration & Check-In continues
7:30 a.m. – 5:30 p.m.	SPAC Café
7:45 a.m.	Opening Session and Legislative Training
Noon	Luncheon
1:15 p.m.	Legislative Training continued
4 p.m.	SPAC Photos
4:30 p.m.	Regional Caucus Meetings
6 – 9 p.m.	PAC Reception ( <i>by invitation only for VP Elite and President's Ultimate SPAC contributors</i> )

## Tuesday, March 17

6:30 – 8:30 a.m.	Continental Breakfast
Morning – afternoon	Delegate Meetings on Capitol Hill
2 – 5 p.m.	Capitol Hill Debriefings (Jefferson Meeting Room, Lobby Level)

## Wednesday, March 18

7:30 – 11 a.m.	Capitol Hill Debriefings (Jefferson Meeting Room, Lobby Level)
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# Consultative Report

DECEMBER 2025

## ELM 652 Appeal Rights, Changes in Air Transportation Strategy, Preparing for Planned Leave SWI Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the Dec. 9 Zoom consultative meeting. Representing the Postal Service were Lindsey Butler, James Timmons and Paulita Wimbush, Labor Relations Policies and Programs.

### Agenda Item #1

NAPS noted it has been made aware of a change in practice by the USPS concerning ELM 652 appeal rights for EAS employees promoted from the craft serving an additional one year probationary period and completing a minimum of 12 months of combined service without a break of a workday in the same line of work in the civil service and Postal Service. NAPS contends this is a change in policy and no consultation occurred as required by 39 U.S. Code Section 1004.

NAPS provided an email from former Labor Relations Policies and Programs Director Bruce Nicholson indicating USPS policy agrees there is no need for an EAS employee who has served a probationary period as a craft employee to serve an additional probationary period once promoted:

**From:** Nicholson, Bruce A - Washington, DC  
**Sent:** Wednesday, January 5, 2022, 9:44 PM  
**To:** Ivan Butts  
**Cc:** Chuck Mulidore, Jim Warden  
**Subject:** RE: [EXTERNAL] FW: NAPS Issue with ELM 650 Hearing Correspondence to VP Labor Relations Kate Attridge

"Ivan,

ELM 652.21 requires that an employee meets both A and B of the provision to be eligible to appeal a letter of decision before a hearing officer.

### 652.21 Coverage

Upon receipt of a letter of decision ordering an adverse action, the following employees may appeal:

- a. All nonprobationary EAS and PCES Level I employees; and
- b. EAS, and PCES Level I employees who have completed a minimum of 12 months of combined service, without a break of a workday, in positions in the same line of work in the civil service and the Postal Service

— unless any part of this service followed a temporary appointment in the competitive service with a definite time limitation.

Although an argument was made to the hearing officer that the appellant did not meet the requirements of section A or section B of ELM 652.21, neither the hearing office nor Mr. Farley (and referenced in his attached denied hearing letter) based their decision on whether the appellant met the requirements of section A, a non-probationary employee.

The appellant ... completed his probationary appointment as a bargaining unit employee. An employee must complete a probationary appointment and there are no additional appointments. Therefore, there is no disagreement with NAPS on whether the employee had served his probationary appointment."

NAPS went on to say that, further, the USPS has even denied an ELM Chapter 650 Appeal to employees who fall under this change in USPS policy when facing an adverse action. NAPS requested that the USPS cease this practice and, at minimum, provide ELM Chapter 650 appeal rights to any EAS employee who faces an adverse action with less than a year in the position. NAPS contended that denying ELM 652 appeal rights is in violation of 39 USC 1001(b), specifically tenured employee rights to due process.

**USPS response:** *There has not been a change in policy regarding ELM 650 — Nonbargaining Disciplinary, Grievance, and Appeal Procedures. Furthermore, NAPS' request to provide ELM 650 appeal rights to any EAS employee who faces an adverse action with less than a year in the position is inconsistent with ELM 652.21 (see above).*

*In regard to NAPS' contention that the Postal Service was denying ELM 652 appeal rights in violation of 39 USC 1001(b) regarding tenured employee rights to due process, the Postal Service disagrees; 39 USC 1001(b), in whole, states:*

(b) Officers and employees of the Postal Service (other than those individuals appointed under sections 202, 204, and 1001(c) of this title) shall be in the postal career service, which shall be a part of the civil service. Such appointments and promotions shall be in accordance with the procedures established by the Postal

Service. *The Postal Service shall establish procedures [emphasis added], in accordance with this title, to assure its officers and employees meaningful opportunities for promotion and career development and to assure its officers and employees full protection of their employment rights by guaranteeing them an opportunity for a fair hearing on adverse actions, with representatives of their own choosing.*

*As stated above, pursuant to USC 39 1001 (b), the Postal Service has established these procedures in the form of ELM 650 Nonbargaining Disciplinary, Grievance, and Appeal Procedures, including ELM 652.21a and b.*

### Agenda Item #2

NAPS said it has been made aware of a reduction in force or reorganization that occurred in Air Transportation. New jobs were created and not posted to all in violation of EL-312 section 743. NAPS asked why these newly created jobs were not posted to everyone and why no consultation occurred with NAPS in this RIF or reorganization as required by 39 U.S. Code Section 1004.

**USPS response:** *The changes that were implemented to Transportation Strategy in 2025 were complement-neutral realignments of existing resources. All staff were reassigned to a new reporting relationship in the same job, same level, supporting a new commodity. No encumbered positions were eliminated that resulted in the need for a RIF.*

*The changes were made due to the surface transportation network experiencing significant change, resulting in a dramatic increase in the volume of work. With the rollout of the new air cargo network, the Postal Service's dependency on other air transportation providers has decreased, resulting in opportunities to consolidate teams within the commodity and maintain current levels of support. To increase the responsiveness of Transportation Strategy and improve the support it provides to its business partners, realigning teams within the organization is necessary.*

*No new vacancies were created with this change. All staff were reassigned to a new reporting relationship in the same job, same level, supporting a new commodity. Employees were issued reassignments to the new team in alignment with ELM 353.*

### 353.2 Reassignment

A reassignment is the permanent assignment, with or without relocation, of an employee:

- a. To another position with the same grade, or
- b. To a position with an equivalent grade.

### 353.21 Management Option

Authorized management officials may reassign nonbargaining employees without following regular competitive procedures (see *Handbook EL-312*, section 743.11).

*Additionally for reference, even if the job was vacant, management could choose to select non-competitively. See EL 312 reference:*

### 743.11 When to Consider Noncompetitive Applications

Management may consider qualified employees eligible for a noncompetitive voluntary lateral reassignment or change to a lower level at any of the following times:

- a. When applications are received.
- b. Before the competitive announcement process begins.
- c. During the competitive announcement process.
- d. After the applications have been assessed.

*Employees selected in this manner must meet the qualification requirements for the position. Selection is solely at the discretion of the selecting official. Individuals with a saved grade are considered noncompetitively for positions up to the level of their saved grade.*

*Employees seeking noncompetitive placement into a position at the same or lower level must submit a written request to the selecting official for consideration. If an employee with a disability seeks reasonable accommodation by reassignment to a position at the same or lower level, the employee must work with the appropriate reasonable-accommodation committee at the district, area or Headquarters level.*

### Agenda Item #3

NAPS said it has been made aware by EAS employees in the field of a change in the USPS' new supervisor training program. NAPS was not made aware of any such changes or consulted on these changes in violation of 39 U.S. Code Section 1004.

**USPS response:** *There have been no recent changes to the USPS' new supervisor training program. NAPS will be notified if and when any updates are made.*

### Agenda Item #4

NAPS provided the following correspondence from USPS Headquarters Field HR. NAPS asked if there now is a national requirement that EAS employees must have a replacement to cover their absence prior to approval of annual leave requests. A NAPS member who is a secretary at an area office had approved leave, but has been unable to get a replacement. As

a result, her manager told her she is going to disapprove the leave based on this directive.

NAPS contended this policy is counterproductive to ELM Sections 511.23(c), 512.11 and 512.4. Also, there is not mention in any USPS manuals or handbooks or on Form 3971 that a named replacement is required for approval of annual leave.

NAPS requested this directive be rescinded immediately. If any change of annual leave approval policy is to be implemented, NAPS must be consulted.

**From:** Manning, Desiree - Headquarters Field HR, UT  
**Sent:** Monday, August 25, 2025 12:45 PM  
**Cc:** HQ DIRECTORS FIELD HR; HQ HR DISTRICT FIELD HR  
**Subject:** Immediate Implementation: SWI — Preparing for Planned Leave

“Field HR Team —

Effective preparation for planned leave is essential to maintaining continuity of operations, fostering clear team communication, and supporting a work-life balance.

Attached is the Standard Work Instruction (SWI) titled *Preparing for Planned Leave*. This resource outlines the key actions required to ensure your designated backup is fully equipped and that our processes continue seamlessly during your absence.

Thoughtful planning not only minimizes disruptions, but also creates a valuable development opportunity for your backup, reinforcing team resilience and operational consistency. To fully realize the benefits of this standardized approach, the steps outlined in the SWI are effective immediately. **Please carefully review the document and plan to implement it without delay.**

Thank you for your proactive commitment to preparing for your well-deserved time away.”

Best regards,

Desiree Manning  
Senior Director Field Human Resources Ops

**USPS response:** *The SWI regarding preparing for planned leave is intended to be a resource that outlines key actions required to ensure that a designated backup is fully equipped and that our processes continue seamlessly during an absence.*

*The SWI occurs only after leave has been approved and has no impact on whether a request is approved or denied. The process for reviewing and deciding on leave requests remains unchanged. The SWI comes into play only once approval is granted, to ensure, for example, meetings are forwarded and that systems such as ARIS, eACCESS, eBuy and eRMS continue to function smoothly in the employees’ absence.*

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continued from page 6...

## Be Prepared to File Branch Tax Returns

in the branch’s Constitution & Bylaws or voted on at a branch membership meeting and stipulated in the meeting minutes.

Some branches hire a tax consultant/expert to prepare and file their taxes yearly. This is something your branch may want to consider to at least get you started if your branch has not filed for tax-exempt status or does not have an EIN. At some recent NAPS training seminars, Past President Brian Wagner has held sidebars with branches advising them about obtaining their EIN and other questions.

Brian has offered his services to many branches in obtaining an EIN and nonprofit status. He charges a fee as it is a time-consuming process; contact Brian at [brian4naps@aol.com](mailto:brian4naps@aol.com). Filing yearly tax returns is every branch’s responsibility.

Increasing membership demonstrates leadership. Stay safe!

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





# NAPS Executive Board Directory

## RESIDENT OFFICERS

**Resident officers may be contacted at:** Phone: (703) 836-9660 • Fax: (703) 836-9665  
or 1727 King Street, Suite 400, Alexandria, VA 22314-2753



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



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



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

## REGIONAL VICE PRESIDENTS

### Northeast Region

Areas 1 and 2 (incl. all NJ except Branch 74)



**Dionis "Dee" Perez**  
262 Mallard Road  
Carle Place, NY 11514-2022  
Cell: (516) 503-2220  
neravpdee@aol.com

### Eastern Region

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



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

### Central Region

Areas 6, 7, 8 and 9



**Craig O. Johnson**  
15395 Trailside Drive  
Parkville, MO 64152-8748  
Cell: (816) 914-6061  
craigj23@sbcglobal.net

### Southern Region

Areas 10, 11, 12 and 13



**Jaime Elizondo Jr.**  
PO Box 1357  
Houston, TX 77251-1357  
Cell: (832) 722-3737  
sregionvp@aol.com

### Western Region

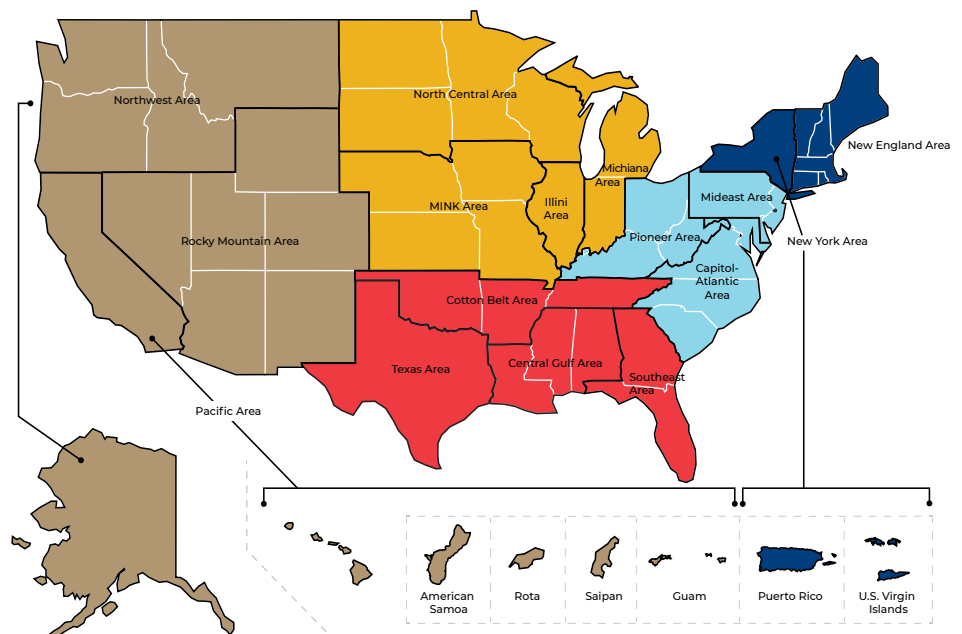
Areas 14, 15 and 16



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

## REGIONAL MAP

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



## AREA VICE PRESIDENTS

### 1 – New England Area

CT/ME/MA/NH/RI/VT



**William "Bill" Austin**  
33 Crab Apple Place  
Stamford, CT 06903  
Cell: (203) 595-1714  
nea.vp.naps@gmail.com

### 2 – New York Area

NY/PR/VI



**Thomas "Tom" Hughes**  
2539 Blue Crane Circle, #105  
Myrtle Beach, SC 29577-9416  
Cell: (917) 841-4827  
tomnaps100@aol.com

### 3 – Mideast Area

DE/NJ/PA



**Tony Dallojacono**  
PO Box 750  
Jackson, NJ 08527-0750  
Cell: (973) 986-6402  
Office: (732) 942-4675  
mideastareavp@gmail.com

### 4 – Capitol-Atlantic Area

DC/MD/NC/SC/VA



**Troy Griffin**  
1122 Rosanda Court  
Middle River, MD 21220-3025  
Cell: (443) 506-6999  
Home: (410) 683-3704  
troyg1970@live.com  
napsavptroyg@outlook.com

### 5 – Pioneer Area

KY/OH/WV/Evansville, IN, Branch 55



**Ed Laster Sr.**  
9721 Steinway Avenue  
Cleveland, OH 44104  
Cell: (216) 965-306  
pioneervp@gmail.com

### 6 – Michiana Area

IN/MI



**Kevin Trayer**  
8943 E. DE Avenue  
Richland, IN 49083-9639  
Cell: (269) 366-9810  
kevintrayer@att.net

### 7 – Illini Area

IL



**Luz Moreno**  
625 Alhambra Lane  
Hoffman Estates  
IL 60169-1907  
Home: (847) 884-7875  
Cell: (773) 726-4357  
romonaps18@yahoo.com

### 8 – North Central Area

MN/ND/SD/WI



**Dan Mooney**  
10105 47th Avenue, N.  
Minneapolis, MN 55442-2536  
Cell: (612) 242-3133  
dan\_9999@msn.com

### 9 – Mink Area

IA/KS/MO/NE



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

### 10 – Southeast Area

FL/GA



**Robert "Bobby" Bock**  
125 Kaywood Drive  
Sanford, FL 32771  
Cell: (407) 687-5707  
bocknapsseavp@aol.com

### 11 – Central Gulf Area

AL/LA/MS



**Dwight Studdard**  
2188 Scenic Drive  
Birmingham, AL 35214-1839  
Cell: (205) 451-5186  
dwightstuddard@yahoo.com

### 12 – Cotton Belt Area

AR/OK/TN



**Shri L. Green**  
4072 Royalcrest Drive  
Memphis, TN 38115-6438  
Home: (901) 362-5436  
Cell: (901) 482-1216  
slbg@comcast.net

### 13 – Texas Area

TX



**Pamela D. Davis**  
3022 Hartsville Road  
Houston, TX 77051-4630  
Cell: (832) 239-0142  
pdavistxavp@gmail.com

### 14 – Northwest Area

AK/ID/MT/OR/WA



**John Valuet**  
7201 W. Hummel Drive  
Boise, ID 83709  
Cell: (208) 871-1904  
jvnwareavp@gmail.com

### 15 – Rocky Mountain Area

AZ/CO/NV/NM/UT/WY



**Myrna Pashinski**  
21593 E. Layton Drive  
Aurora, CO 80015-6781  
Cell: (303) 931-1748  
vprma6state@aol.com

### 16 – Pacific Area

CA/HI/Guam/American Samoa/Saipan/Rota



**Chuck Lum**  
95-1222 Moea Street  
Mililani, HI 96789-5965  
Cell: (808) 227-5764  
lump013@hawaii.rr.com

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

# NAPS *of* NOTE

Area highlights from  
around the country

NEW YORK

## Thomas Roma Brooklyn Branch 68 Holiday Event



From left: Vice Presidents Danika Tai, Rosalie Martial, John Bu, Acting President Walter DeBerry and Vice President Janay Hall.



San Juan, PR, Branch 216 held its annual holiday party and meeting. More than 150 Puerto Rico and St. Thomas members and their spouses attended to celebrate the Three Kings Feast, entertained by an eight-piece orchestra. From left: Branch 216 Vice President Ernesto Irrizary, Treasurer Antonio Cortes, AO Coordinator Juan Velez, New York Area Vice President Tom Hughes, NAPS Secretary/Treasurer Jimmy Warden, Ivonne Warden, Puerto Rico District Manager Carlos Del Toro, Branch 216 President Joaquin Rodriguez, Secretary Gwendolyn O'Garro, MPOO Group B Guillermo Rivera, Northeast Region Vice President Dee Perez, GPO Coordinator Juan Lugo, GPO Backup Coordinator Samuel Fagundo and Sergeant-at-Arms Rafael Correa.

Thomas Roma Brooklyn Branch 68  
celebrated the holidays on Dec. 29.





## NAPS HEADQUARTERS

**NAPS Executive Vice President Chuck Mulidore continued his legislative advocacy with members of Congress and congressional candidates:**



**TOP:** Rep. Mike Turner (R-OH) is a member of the House Oversight and Accountability Committee. He was instrumental in eliminating language from H.R. 1 that would have negatively impacted EAS employees. NAPS is supporting his reelection campaign.

**MIDDLE:** Rep. Lateefah Simon (D-CA) is a member of the House Oversight and Accountability Committee. NAPS is supporting her reelection campaign.

**BOTTOM:** Ammar Campa-Najjar (D) is running for California's 48th District. NAPS is supporting his efforts to win this congressional seat currently held by Rep. Darrell Issa.



Rep. Nikki Budzinski (D-IL) is a founding member of the Congressional Postal Service Caucus.



NAPS Meeting Planner Sheri Davies, vice president of Global Accounts at ConferenceDirect, with NAPS President Ivan D. Butts and National Auxiliary President Laurie Butts at ConferenceDirect's CEO Summit in December.



## CAPITOL-ATLANTIC



Left: Maryland-DC State Branch 923 President Steve Shawn and Sen. Chris Van Hollen (D-MD)  
Right: Charlotte, NC, Branch 183 Executive Board members and spouses met to close its FY25 and plan for FY26.

## ILLINI



Illinois Fox Valley LPC Branch 17 President Juanita Billups (front left), with Illinois State Branch Vice President Katie Levernier (front right) and her members celebrated the holidays at a luncheon on Dec. 17.



Plant Manager Larry Ziwer thanked his EAS employees for their hard work during the year.





Illinois State Legislative Rep Olajide Okedina and Rep. Nikki Budzinski (D-IL) at her annual Springfield holiday party on Dec. 13.

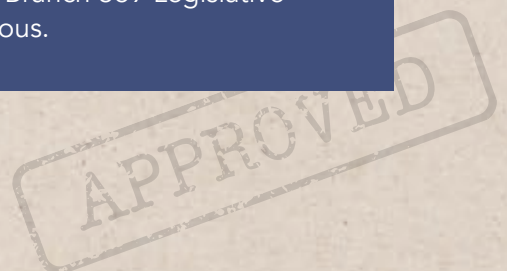
Central Illinois District Branch 369 celebrated the holidays.



Branch 17 President Juanita Billups gave Illini Area Vice President Luz Moreno a branch Christmas shirt that NAPS members wore at the luncheon and work day.



From left: Branch 369 Secretary/Treasurer Suzanne Hankins, Past NAPS President Brian Wagner, Illini Area Vice President Luz Moreno, Branch 369 President Kay Randle, Vice President Mecki Smith-McGee, Central Region Vice President Craig Johnson and Branch 369 Legislative Rep Lee Junious.





## CENTRAL GULF

### Birmingham, AL, Branch 45 celebrated the holidays.



Standing: Branch 45 Vice President Emanuel Long and his wife Valerie. Front row: Central Gulf Area Vice President Dwight Studdard and his wife Shelby.



Dwight Studdard and Executive Administrator Yolonda DeBardleben



From left: Marbry Coleman, Branch 45 Secretary Shanek Madison and Kendall and Naomi McConatha.



From left: Alabama State Branch 901 President John Carson, Alabama/Mississippi District Manager LeGretta Y. Goodwin, Branch 45 President Rafael Braithwaite and Central Gulf Area Vice President Dwight Studdard.



From left: Midfield Station Manager Leonard Wilson, Shanek Madison, John Carson, Rafael Braithwaite, Dwight Studdard and Alabama/Mississippi District HR Manager Daphne McClain.



Rafael and Aletha Braithwaite



From left: Branch 45 Second Vice President Jaime Reid, Shanek Madison, Rafael Braithwaite, Dwight Studdard and Emanuel Long.





## Boots on the Ground

**Bobby Bock** - Southeast Area Vice President

Over the years, I have heard President Ivan D. Butts use the term “boots on the ground” when speaking about membership involvement. As we head into 2026, that phrase takes on even greater meaning with our upcoming Legislative Training Seminar, March 15-18. This is where we truly need boots on the ground — on Capitol Hill.

I have attended this event for more than 25 years; it remains one of the most important activities in which NAPS members participate each year. Unfortunately, I missed last year's LTS due to illness, which makes me especially excited to return this year.

This event brings together NAPS members from across the country to meet directly with congressional leaders and discuss legislation that impacts postal supervisors, managers and postmasters. During the seminar, we hear from members of Congress, postal leaders and our own NAPS leaders. We also receive critical legislative updates from NAPS Director of Legislative & Political Affairs Bob Levi.

The 2026 legislative year is a pivotal one for NAPS. Several important issues are on the table, including legislation supporting postal police. As I write this column on New Year's Day, legislation is actively being drafted and intro-

duced. Once these bills are finalized, NAPS will determine what legislation to officially support and advocate for on Capitol Hill.

I understand this also is a national convention year, but, regardless, it is essential we strongly support LTS this year. Now is the time to submit your registration (see page 9), secure your hotel reservations and schedule appointments with your representative and senators.

When we march to Capitol Hill together — as an army unified behind the NAPS legislative agenda — we make our voices heard. Once again, I look forward to standing shoulder to shoulder with my fellow members.

One reminder: Another organization also will be on the Hill during LTS. So, keep a *Form 1187* in your back pocket; you never know when you might sign a new member.

Beyond advocacy, this seminar also provides a valuable opportunity to network with NAPS members from across the country, share ideas and strengthen our organization. Let's make the 2026 Legislative Training Seminar a memorable and impactful event.

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

## THRIFT SAVINGS PLAN

December 2025

Fund	G	F	C	S	I	
December 2025 12-month	0.35%	(0.26)%	0.06%	(0.53)%	3.04%	
	4.44%	7.21%	17.85%	11.38%	32.45%	
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.						
Fund	L Income	L 2030	L 2035	L 2040	L 2045	L 2050
December 2025 12-month	0.51%	0.72%	0.76%	0.80%	0.83%	0.86%
	9.36%	15.17%	16.27%	17.31%	18.20%	19.07%
Fund	L 2055	L 2060	L 2065	L 2070	L 2075	
December 2025 12-month	1.01%	1.01%	1.01%	1.01%	1.01%	
	21.87%	21.88%	21.88%	21.89%		

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.

# USPS Leaders Need to Understand Front-Line EAS Employee Challenges

Dee Perez - Northeast Region Vice President



Based on members' shared concerns, EAS employees feel undervalued by their superiors. Given their daily responsibilities, they believe the USPS places all the blame for problems on them and expects them to bear complete responsibility for its \$9 billion in losses.

During peak season, I received many emails and phone calls from EAS employees across many districts. Their concerns included:

- Being required to attend Zoom meetings for 45-minute sessions multiple times a day, if not longer, when the discussion does not apply to their office. This makes it impossible to complete tasks in their eight-hour day after losing an hour and a half in Zoom meetings.
- USPS leaders showing little to no understanding of or care about how busy EAS employees already are.
- In Customer Service, the mail plant continues to deliver a product not according to the integrated operating plan (IOP). On Monday(s) or days after the holiday, the mail plant provides an additional trip carrying working mail that is not included in the agreed-on IOP.

This inconsistency makes an already difficult Customer Service job even more difficult and, at times, impossible to achieve Monday's goals. Customer Service NPA suffers — not mail plant NPA. This is a significant problem of which USPS Headquarters is aware, but has not addressed for at least 36 years, if not longer.

• USPS leaders daily prioritize compliance and NPA scores and expect EAS employees to become analytical, deep-dive experts on every program rolled out from RADAR. EAS employees do not have time to become drill-down experts.

The NPA push is understood and appreciated, but for whose benefit? After last year's reduction in NPA boxes, it doesn't appear to serve EAS employees.

• A primary concern is there are far too many OICs/PMs, including supervisors, Customer Service, working open-to-close six days during the normal year and seven days a week during peak due to a lack of EAS staffing. The elimination of 204(b)s in some districts has created a significant emergency staffing problem that needs to be resolved now before these employees seek help from the EAP, then submit a doctor's note for a month or two of absences.

I certainly do not want to see this happen, nor do I encourage it. However, these EAS employees must do what is right for their health. Now is the time for USPS leadership to address this issue and begin hiring new EAS employees at the required locations, along with relief supervisors.

• Why are districts using EAS employees in positions not authorized when postmasters and supervisors, Customer Service, are working open to close, six and seven days a week, before and after peak season? Couldn't these non-authorized positions be better used to support those working six and seven days?

Remember: Three new members per branch are required monthly. Has your branch achieved this? If not, why not? MM = membership matters!

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

# Leadership

A graphic featuring a compass rose with a red arrow pointing towards the word "Leadership". The word is written in a large, red, serif font, slanted upwards. The compass rose is partially visible, showing the needle and the circular scale.



# Are Career Aspirations Attainable as a Leader in NAPS and the USPS?

**Richard Green** - Eastern Region Vice President



I often have been asked that question; you, too, may be wondering. You are new to the EAS ranks or working diligently, targeting your next promotion, and have signed up as a member of NAPS. We welcome you to the best management representation organization in the United States Postal Service.

As you adjust and acclimate to your new role, you wonder about all the new things you have to learn — the people with and for whom you will be working and the operations for which you will be responsible and the team you will be leading. You also are wondering what your future can look like as far as upward mobility and career progression are concerned.

And the question I know you are asking is, “Can I actually be active in NAPS and be promoted in my postal career?” There are people out there telling you it’s not possible, but, I can assure you that, yes, absolutely, you can be active in NAPS and excel in your postal career!

I am here to assure you that possibilities are available in both aspects of career progression. Senior leaders in NAPS and the USPS are looking for the next generation of leaders to carry both organizations into the future. The skill sets are transferable across both organizations.

In NAPS, we are looking for leaders who can and want to take on increased leadership opportunities to ensure our organization is ready to represent our members in this challenging environment and into the future. And, in the same way, the USPS is looking for leaders to carry out the same level of commitment to ensure the future success of the agency.

I firmly believe that you, as an EAS employee, can rise above all the challenges to whatever you choose to be in your career in both organizations. How do I know this? Let me share the story of someone I met in NAPS many years ago and what his situation is now after many years in the organization. His story is a testament of what your story could be when taking on leadership roles in NAPS and the USPS.

I met this person many years ago when he started his USPS career as a mail handler in 1988. He was promoted to supervisor, Distribution Operations, in the early 1990s. He had details as a manager, Distribution Operations, before accepting a lateral position as a supervisor, Customer Services.

His career progression continued as he was promoted to manager, Customer Services, where he held many positions with increased levels of responsibility. He then was promoted to postmaster, manager, Post Office Operations, then detailed as a manager, Operations Programs Support.

His last position was senior manager, Post Office Operations; then retired in the past few years. The names of mentors and coaches he had along the way are too numerous to list, but you all know who you are and he is grateful for all you poured into him over the years.

This never was all about him, but, rather, the great team of people he had around him. As he left the USPS, he wanted to thank every one of you for your support and all the success he garnered.

In NAPS, he had great leaders who challenged him to be all he could be for the members. He worked in his local branch as an advocate representing members who were dealing with challenges in their careers. This led to an opportunity to be an officer in the local branch.

Later, he was afforded the opportunity to be a state president, which led to even higher levels of leadership. He eventually served as Capitol-Atlantic Area vice president, then Eastern Region vice president.

The one thing he can assure you is that in the same way he had great coaches and mentors during his postal career, he had even more in NAPS. This is a path available to everyone who wishes to have a great career in NAPS and the Postal Service — just as I have!

So, if you recently were promoted and are active in NAPS, don’t let anyone tell you success is not attainable as a member of NAPS *and* employee of the USPS. There is no doubt in my mind you can be successful in both!

Just remember to lead ready to serve those you are leading. NAPS and the USPS are looking for these type of leaders in the next generation to help navigate the bright future in store for both organizations. The sky’s the limit for you as you help lead NAPS and the USPS into the future!

I look forward to seeing the next generation of success stories in NAPS and the USPS. Let’s go, leaders!

Leading into the future.

**[rgreen151929@aol.com](mailto:rgreen151929@aol.com)**

# Want Change? It's Resolution Time

**Dan Mooney** - North Central Area Vice President



Every two years, NAPS holds its biennial national convention. This year's convention will be Aug. 9-14 in San Francisco; it will be my 16th national convention.

This is where the business of NAPS takes place. Yes, it provides a great networking opportunity and chances to renew friendships abound. But, most importantly, it's where NAPS members decide how the organization will move forward.

NAPS members submit resolutions that are voted on to help establish the direction and path forward for the next two years for this great organization. There is a process to follow to submit resolutions.

Once resolutions are passed at state conventions, they should be submitted to NAPS Executive Vice President Chuck Mulidore to be included in the national convention *One Book*. Now is the time to start thinking about resolutions with many state conventions right around the corner.

Any previously passed resolutions dealing with pay issues have expired and were included in the most recent pay package this past fall. However, this current pay package expires May 2026, so, most likely, there will be another round of pay talks in late summer or early fall.

Is there something you would like NAPS to address? If so, write a resolution, get it passed and forward it to NAPS Headquarters.

Now is the time to start thinking about ways to help this great organization run better, help the members and create a stronger organization. Once resolutions are forwarded to Chuck, they are separated into two categories and submitted to the Constitution and Bylaws Committee and the Resolutions Committee. The proposed resolutions will be reviewed by the two respective committees at the national convention.

Get a copy of the NAPS Constitution & Bylaws (available from NAPS Headquarters) and read it carefully; your branch should be following this document. The Constitution has 15 articles; the Bylaws have 10 articles. Determine if any of them can be improved by making an update.

If so, write the change as a resolution and submit it to your branch to approve. At your branch meetings, work to develop and refine the resolutions. That's what branches are supposed to do!

The same process applies to other resolutions. General resolutions can cover a variety of issues — working conditions, postal policy, NAPS direction/business and more. Of course, your branch has to vote on and pass any resolution to move it up to the next level. Resolutions must be submitted to Chuck by the deadlines (see page 27) in order to be included in the convention agenda.

This is the way NAPS does its business. It's a two-year cycle supported by our biennial national convention. Do your part, with your branch, by actively participating in the resolution process.

Now is the time for individuals and branch leaders to start thinking about ways to help NAPS be stronger for its members and as an organization. Help lead!

Collectively, we are better together when everyone participates in the process. I look forward to seeing what members/branches submit that will be printed in the national convention *One Book*. As always, stay on the high road; the view and the people are much better!

[dan\\_9999@msn.com](mailto:dan_9999@msn.com)





# 70th NAPS National Convention Committees

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



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

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

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

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

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



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

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

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

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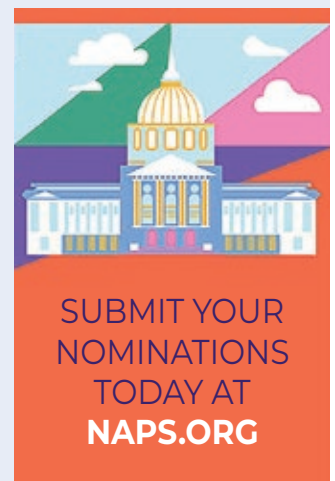
**Listed below are the national convention committees, including tentative dates of first meetings, the minimum number of members on each committee and a brief description of responsibilities:**

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

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

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

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





## 70th NAPS National Convention Registration/ Delegate Credential Process Opens March 16

**Convention registration closes July 17**  
**Hotel room block expires July 17**

The credential process is initiated when a member registers as a delegate for the National Convention online at [naps.org](http://naps.org). **This means a member first must register in order for a credential form to be generated for them.**

So, exactly how will registration work? When Jane Doe registers as a delegate, a new electronic credential form will be created for her in our system. Using information provided during registration, the system automatically will populate the fields on her credential form: name, address, EIN (if applicable), first-timer status, branch number and date.

The respective branch president then will receive an email stating NAPS Headquarters is requesting their signature on Jane Doe's delegate credential form. The branch president will be able to click on that email invitation, provide an electronic signature, then click "submit."

The complete credential form then is saved to our system by the delegate's name. Finally, the delegate, branch president and NAPS Headquarters all will receive an emailed copy of the completed and signed final credential form.

**Important to note:** Under this process, a member must register first so a delegate credential form can automatically be created for them. This guarantees every delegate registered for the National Convention has a completed credential form ahead of their arrival in August. With this process, delegates no longer have to complete a two-part process (registration and credential); the second phase now is automated.

**Branch presidents:** Keep an eye on your inbox for requests for electronic signatures as we begin receiving registrations after March 16. If you have any questions, please reach out to us at [napshq@naps.org](mailto:napshq@naps.org). We are here to help our members!

### IMPORTANT CONVENTION DATES

- |                 |   |
|-----------------|---|
| <b>March 16</b> | Convention registration/ credential process opens at <a href="http://www.naps.org">www.naps.org</a>   |
| <b>June 8</b>   | Deadline for all resolutions from states with conventions on or before May 22 to be mailed to Executive Vice President Chuck Mulidore at <a href="mailto:naps.cm@naps.org">naps.cm@naps.org</a> |
| <b>June 29</b>  | Deadline for entries for the Best Website and Best Newsletter contests to be emailed to Editor Karen Young at <a href="mailto:kbalentyoung@gmail.com">kbalentyoung@gmail.com</a>                |
| <b>July 6</b>   | Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore   |
| <b>July 20</b>  | Deadline for emailing deceased members' names to Executive Assistant Sheena Williams at <a href="mailto:naps.sw@naps.org">naps.sw@naps.org</a>  |
| <b>July 24</b>  | Deadline to submit refund and substitution requests to NAPS Headquarters  |

### Marriott Marquis San Francisco

**780 Mission St., San Francisco, CA 94103**

- \$239/night (\$282.72 inclusive)
- Members are responsible for making their own reservations via the hotel link: <https://book.passkey.com/go/NAPSConference2026>
- **Room cutoff date: July 17**
- Valet parking only: \$91/night per car



# ‘Something Is Rotten in the State of Denmark’

In Shakespeare’s “Hamlet,” Act 1, Scene IV, Marcellus, a Danish guard, proclaimed something was rotten in Denmark. I doubt very much he was talking about the Danish postal service — but I am. On Dec. 30, 2025, after four centuries — that’s about 150 years older than our United States postal system — Denmark’s postal operation ceased accepting, transporting and delivering letter mail and periodicals.

PostNord Denmark, the government-owned postal corporation, began dismantling letter operations six months ago by removing its iconic red and yellow mail collection boxes from cities such as Copenhagen. In defending the action, the Danish postal operator’s chief executive officer declared, “The market for letters is no longer profitable.”

A private company has replaced PostNord in carrying letter mail, charging 23 Danish kroner, the equivalent of \$3.63, to carry a single letter. For this high price, a letter can take up to five days to reach its domestic destination in a country the size of Massachusetts.

Yes, this is the homeland of fairy-tale author Hans Christian Andersen who also wrote countless, published letters recounting his travels, thoughts, struggles and loves. He also wrote a short fairy tale entitled, “Twelve by the Mail,” which involved 12 mysterious passengers on a mail coach, each representing a month of the year.

NAPS and other U.S. postal stakeholders that value a universal, affordable and accessible postal system are alert to any attempt to replicate failed foreign postal experiments on American soil. For this reason, NAPS is prepared for 2026 — a year that already is presenting

threats to the USPS and its products and services that our fellow citizens deserve, expect and on which they depend.

As you recall, last year, NAPS, in cooperation with several postal unions, led the way in repelling many postal perils, including attempts to undermine postal independence, governance and mission. These threats — whether legislative, regulatory or

administrative — have returned with increased intensity.

NAPS agrees with many postal academics, policymakers, legislators, postal unions, members of the postal community and the Postal Service itself that it’s crucial that the agency’s operating model adapt to enhanced parcel competition, the cratering volume of letter mail and the mounting number of delivery points. However, we cannot permit these challenges to negate the postal mission.

Current proposals to allow the Postal Service to invest its Retirement Health Trust Fund in conservatively managed, nongovernment securities (rather than be shackled to low-yield U.S. Treasury Bonds), use a fair method to calculate postal retirement liabilities and increase its credit limit will provide temporary financial relief and increase the agency’s ability to update its infrastructure. These proposals will not solve the agency’s underlying problems and ongoing predicament, but they represent the beginning of potential solutions.

In December 2025, the Government Accountability Office (GAO) highlighted the challenges confronting the Postal Service in a new report entitled, “U.S. Postal Service: Action Needed to Fix Unsustainable Business Model.” In part, Congress’ independent watchdog agency called on the Postal Service “to develop publicly available financial projections of revenue and expenses.”

In recent years, the Postal Service has been reluctant to share this data because the agency has argued such information can be unreliable and would contribute to misperception about its ongoing initiatives. Additionally, the GAO urged Congress to determine the “level of postal service the nation requires, the extent to which the USPS should be self-sustaining and a sustainable path for retiree health benefits.”

About the same time the GAO released its report, House Government Operations Subcommittee Chair Pete Sessions (R-TX) convened a closed-door subcommittee “roundtable” with Postmaster General David Steiner to discuss the status of postal operations and finances. After the confab, Sessions advised NAPS that he envisions a public hearing with Steiner early this year.

*continued...*



**BOB LEVI**

Director of Legislative  
& Political Affairs



At this congressional huddle, it is unclear to what degree Steiner communicated his plans to initiate “postal auctions” for mailer access to delivery destination units (DDUs) to boost last-mile deliveries. Also, how this proposal differs from past incentives to drop mail at DDUs, how it impacts the entire postal network and how it is intended to influence Amazon’s behavior regarding its own emerging delivery network.

The other major USPS initiative involves a proposal before the Postal Regulatory Commission that seeks to deregulate a major part of its rate-setting process by expanding its authority to raise postage beyond the established inflation-based system. There will be a lot to chew on at the anticipated congressional hearing as the Postal Service proceeds with its initiatives to address its sad finances.

Fundamental to many postal questions are the nature of the agency’s universal service obligation and the integrity of its national logistics network. An area of primary concern to many is the elevated attention in the for-profit sector and certain members of Congress to privatize distinct operations performed by the currently integrated postal network.

For example, as mentioned in previous columns, at a June House Government Operations Subcommittee hearing, support was voiced for a private-sector-type spinoff of mail processing. Private-sector freight companies are seeking to reclaim mail transport between mail processing plants.

Although contract postal units have waned over the past decade, there could be a resurgence of contracting-out retail operations. To illustrate this effort, a representative of the USPS Office of Inspector General explored the evolution of the post office network and future possibilities during a fall episode of *NAPS Chat*.

Finally, Amazon is pressing ahead with last-mile deliveries — even in rural areas — and has the potential to open its emerging delivery enterprise to parcel shippers that could pose a threat to the USPS network. Many postal analysts believe Steiner’s plan to auction DDU access to mailers, large and small, is in response to Amazon’s last-mile delivery effort.

Consumer confidence in the Postal Service could be further compromised by continued problems with timely deliveries, especially as suffered in rural America. Moreover, the recent change regarding “postmarks” could bode ill for postal reliability and accountability.

For about seven decades, government agencies, utilities and financial institutions have trusted the postmark as evidence of the date on which the USPS accepted custody of mail. A new USPS regulation that went into effect on Dec. 24 “clarified” that the postmark now represents merely the date on which the letter was first processed by a USPS sorting device.

This postmark could be days after the letter was deposited in a mail collection box or rural mailbox. (Postal customers

still may request a manual postmark at their local post office.) The postmark change could lead to penalties being imposed on Americans by financial institutions and government agencies (e.g., the IRS). Also, the change could negatively affect the acceptance and popularity of mailed election ballots.

Indeed, Congress, postal regulators and the American people need to decide what they want from our Postal Service, how much they are willing to pay for it and whether the agency actually should be self-sufficient or request Congress to provide the resources necessary to sustain its universal service obligation.

Hopefully, years from now, a Hamlet-like legislator will not hold a battered old mailbox and utter the words, “Alas, poor USPS! I knew it, America.”

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

## *We All Can Help* **Build Membership**

### **October High-Five Club Members**

**Regina Black**, Branch 94, CA  
**Reginald Hughes**,\* Branch 135, DC  
**Mariel Murillo**, Branch 466, CA  
**Malcolm Rawls**, Branch 589, TX  
**Karen Tillman**,\* Branch 421, LA  
**Brian Wagner**,\*\*\* Branch 255, IL



\*Denotes sponsor who signed  
10+ new members within 90 days.

# The Importance of ‘Whereas’ in Formal Resolutions

In formal resolutions, the word “Whereas” plays a foundational role. It introduces the background, context and reasoning that justify the actions a resolution ultimately proposes. Far from being decorative or archaic, whereas clauses provide the logical framework that connects facts to decisions.

Each whereas statement sets forth a condition, fact or principle that explains why a governing body, organization or group is acting. When written clearly, these clauses document prior events, existing circumstances, legal authority or shared values. Collectively, these clauses establish transparency and credibility, showing that the final resolution is grounded in reason rather than impulse.

Equally important, whereas clauses create continuity and record. Long after a resolution is adopted, readers can understand the motivation behind it by reviewing the prefatory statements. This is especially valuable in legal, nonprofit and governmental settings where institutional memory and accountability matter.

Finally, well-crafted whereas clauses naturally lead to the resolving statement. They guide the reader step by step toward the conclusion, ensuring the final action appears

necessary and justified. In this way, “whereas” is not merely a formal convention — it is the backbone of effective, persuasive and durable resolutions.

As we approach our upcoming state/bi-state conventions in preparation for our national convention in San Francisco, be prepared and write your resolutions now.

Bruce Lee, actor and martial artist, said: “If you always put limits on everything you do, physical or anything else, it will spread into your work and into your life. There are no limits. There are only plateaus; you must not stay there, you must go beyond them.”

*JJ Wong, North Coast, CA, Branch 497 president, is postmaster of Talmage.*

[naps497@gmail.com](mailto:naps497@gmail.com)



## What is SPAC and why should you contribute?

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

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

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

**Learn more online at:**  
[naps.org/Legislative-Center-SPAC](https://naps.org/Legislative-Center-SPAC)



# 2025 SPAC Contributors

WORKING  
FOR YOU!



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

Studdard, Dwight	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Bradley, Roxanne	CA	Branch 77
Campbell, Stephnia	CA	Branch 159
Gibson, Lelton	CA	Branch 88
Jones, Marilyn	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
Moss, Donalda	DC	Branch 135
Bock, Robert	FL	Branch 406
Hoerner, Thomas	FL	Branch 420
Lynn, Patti	FL	Branch 296
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
Wagner, Brian	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Foley, Paul	MA	Branch 120
Brandt, Junemarie	MD	Branch 526
Devaney, David	MD	Branch 42
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Amergian, Raymond	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96

Elyea, Chad	MI	Branch 142
Tessmer, Stephen	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Washington, Robert	MO	Branch 131
Olson, Chad	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
Scales-Bradley, Constance	NJ	Branch 53
Barone, Thomas	NY	Branch 202
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Warden Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
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
Manes, Phylcia	PA	Branch 20
Green, Shri	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Christopher, Arthur	TX	Branch 122
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Peters, Diana	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526
Gruetzmacher, Bjoern	WA	Branch 61

## December Contributors

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

Gibson, Lelton	CA	Branch 88
Meana, Frances	CA	Branch 159
Lum, Chuck	HI	Branch 214
Wagner, Brian	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Brandt, Junemarie	MD	Branch 526
Griffin, Troy	MD	Branch 42
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16

Scales-Bradley, Constance	NJ	Branch 53
Forde, Nicholas	NY	Branch 202
Lahmann, Joseph	OR	Branch 276
Manes, Phylcia	PA	Branch 20
Green, Shri	TN	Branch 41
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Peters, Diana	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98



### VIP Elite (\$750)

Mannings, Judy	AL	Branch 45
Austin, William	CT	Branch 47
Moore, Kevin	GA	Branch 595
Lum, Laurie	HI	Branch 214
Velez, Mark	NY	Branch 164
Aldape, Pamela	OR	Branch 66
Bednar, Margaret	SC	Branch 695
Kukulka, Vivian	TX	Branch 124
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Butler, Phillip	VA	Branch 98

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

Kiszcak, Sharon	AZ	Branch 246
Blythe, Stephanie	CA	Branch 127
Tynan, Lawrence	FL	Branch 478
Kindsvatter, Leo	MT	Branch 929
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Clark, Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Simmons, Brandi	WI	Branch 213

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

Aceves, John	AZ	Branch 376
March, Wendell	AZ	Branch 246
Gavin, Angela	CA	Branch 159
McClinton, Velma	CA	Branch 39
Moore, Olin	CO	Branch 65
Spence, Sharon	MD	Branch 403
Bradley, Anthony	MI	Branch 142
Hardin, Donald	MI	Branch 130
McFowland, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Pixley, George	NV	Branch 249
Needham, Timothy	OH	Branch 186
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
Williams, Arthur	WA	Branch 61



## SPAC

### CONTRIBUTION FORM

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

**\$1,000** - President's Ultimate

**\$750** - VP Elite

**\$500** - Secretary's Roundtable

**\$250** - Chairman's Club

**\$100** - Supporter

*Current as of February 2019*

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

#### Mail to SPAC at:

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

## HELP SPAC WORK FOR YOU!

**Contribution Amount:** \$ \_\_\_\_\_ **Branch #:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City:** \_\_\_\_\_

**State:** \_\_\_\_\_ **ZIP+4:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Employee ID (EIN) or Civil Service Annuitant (CSA) Number** \_\_\_\_\_

#### Enclosed is my voluntary contribution to SPAC via:

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

Card number: \_\_\_\_\_

Security code (three- or four-digit number on back of card): \_\_\_\_\_

Exp. date: \_\_\_\_ / \_\_\_\_ Signature (required): \_\_\_\_\_

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

Describe gift: \_\_\_\_\_ Value: \_\_\_\_\_



**MAKE IT EASY!**

Simply scan here using your phone's camera!

*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.*

# 2026 SPAC PINS

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



## President's Ultimate

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



## VP Elite

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



## Secretary's Roundtable

\$500 level



## Chairman's Club

\$250 level



## Supporter

\$100 level



## Drive for 5

Contribute to SPAC by payroll deduction or direct payment

## Earn Your Pins TODAY!

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

The 2026 "Drive for 5" pins will continue to be mailed at the end of the month in which the contributor made their first withholding contribution, either through PostalEASE or OPM Retirement Allotment.

There will be no change in *The Postal Supervisor's* listing of SPAC contributors who progress through the pin categories over the course of the year.

# SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Dec. 31, 2025

## National Aggregate:

\$215,587.83

## National Per Capita:

\$8.09

## Region Aggregate:

1. Western .....	\$50,579.96
2. Southern.....	\$47,237.68
3. Eastern .....	\$45,336.48
4. Northeast.....	\$38,986.00
5. Central.....	\$33,447.71

## Region Per Capita:

1. Western .....	\$9.52
2. Southern.....	\$8.50
3. Northeast.....	\$7.80
4. Central.....	\$7.61
5. Eastern .....	\$7.33

## Area Aggregate:

1. Pacific.....	\$33,845.50
2. Capitol-Atlantic....	\$31,357.30
3. New York .....	\$17,562.38
4. New England .....	\$17,033.62
5. Texas .....	\$16,468.00
6. Southeast .....	\$14,615.68
7. North Central .....	\$10,152.06
8. Mideast .....	\$ 9,551.48
9. Central Gulf.....	\$ 9,173.00
10. Michiana.....	\$ 9,150.00
11. Pioneer .....	\$ 8,817.70
12. Illini .....	\$ 8,668.50
13. Northwest.....	\$ 8,528.46
14. Rocky Mtn. ....	\$ 8,206.00
15. Cotton Belt.....	\$ 6,981.00
16. MINK .....	\$ 5,457.15

## Area Per Capita:

1. Central Gulf.....	\$12.25
2. Pacific.....	\$12.14
3. North Central .....	\$11.34
4. Capitol-Atlantic .....	\$10.56
5. New England .....	\$10.46
6. Texas .....	\$ 9.16
7. Northwest.....	\$ 8.39
8. Michiana.....	\$ 7.61
9. New York .....	\$ 7.55
10. Cotton Belt.....	\$ 7.53
11. Illini .....	\$ 7.17
12. Southeast .....	\$ 7.09
13. Pioneer .....	\$ 6.87
14. Rocky Mtn .....	\$ 5.54
15. MINK .....	\$ 5.01
16. Mideast .....	\$ 3.68

## State Aggregate:

1. California .....	\$31,680.50
2. New York .....	\$16,752.38
3. Texas .....	\$16,468.00
3. Maryland .....	\$13,835.00
4. Florida .....	\$12,806.68

## State Per Capita:

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

## Drive for 5

## Members by Region:

1. Southern.....	46
2. Eastern.....	41
3. Western .....	34
4. Central.....	32
5. Northeast.....	29

## Aggregate by Region:

1. Eastern .....	\$18,559.00
2. Western .....	\$16,866.96
3. Southern.....	\$15,581.06
4. Central.....	\$10,743.00
5. Northeast.....	\$10,739.22

*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.

- ❶ Go to <https://liteblue.usps.gov> to access PostalEASE.
- ❷ Under Employee App-Quick Links, choose PostalEASE.
- ❸ Click on "I agree."
- ❹ Enter your employee ID number and password.
- ❺ Click on "Allotments/Payroll NTB."
- ❻ Click on "Continue."
- ❼ Click on "Allotments."
- ❽ 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.
- ❾ 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.

- ❶ When prompted, select one for PostalEASE.
- ❷ When prompted, enter your employee ID number.
- ❸ When prompted, please enter your USPS PIN.
- ❹ When prompted, press "2" for payroll options.
- ❺ When prompted, press "1" for allotments.
- ❻ When prompted, press "2" to continue.
- ❼ Follow prompts to add a new allotment.
- ❽ 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): \_\_\_\_\_.





# YEAR-END LISTING



# 2025 SPAC Contributors

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

Studdard, Dwight	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Bradley, Roxanne	CA	Branch 77
Campbell, Stephnia	CA	Branch 159
Gibson, Lelton	CA	Branch 88
Jones, Marilyn	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
Moss, Donalda	DC	Branch 135
Bock, Robert	FL	Branch 406
Hoerner, Thomas	FL	Branch 420
Lynn, Patti	FL	Branch 296
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
Wagner, Brian	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Foley, Paul	MA	Branch 120
Brandt, Junemarie	MD	Branch 526
Devaney, David	MD	Branch 42
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Amergian, Raymond	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96

Elyea, Chad	MI	Branch 142
Tessmer, Stephen	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Washington, Robert	MO	Branch 131
Olson, Chad	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
Scales-Bradley, Constance	NJ	Branch 53
Barone, Thomas	NY	Branch 202
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
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
Manes, Phylcia	PA	Branch 20
Green, Shri	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Christopher, Arthur	TX	Branch 122
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Peters, Diana	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526
Gruetzmacher, Bjoern	WA	Branch 61

## VP Elite (\$750)

Brathwaite, Rafael	AL	Branch 45
Mannings, Judy	AL	Branch 45
Austin, William	CT	Branch 47
Moore, Kevin	GA	Branch 595
Lum, Laurie	HI	Branch 214
Lum, David	MA	Branch 6
Kent, Eric	MN	Branch 104
Hill, Mildred	MS	Branch 199
Muhammad, Jamaal	NY	Branch 68

Velez, Mark	NY	Branch 164
Aldape, Pamela	OR	Branch 66
Bartko, Susan	PA	Branch 20
Bednar, Margaret	SC	Branch 695
Kukulka, Vivian	TX	Branch 124
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Butler, Phillip	VA	Branch 98
Thomas, Carlos	VA	Branch 98

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Kiszcza, Sharon	AZ	Branch 246
Blythe, Stephanie	CA	Branch 127
Bradley, Dorothea	CA	Branch 127
Fuston, Barbara	CA	Branch 77
Murillo, Mariel	CA	Branch 466
Nguyen, Nicole	CA	Branch 373
Trevena, April	CA	Branch 94
Tynan, Lawrence	FL	Branch 478
Williams, Carolyn	FL	Branch 146
Lech, Stephen	IL	Branch 493
Pierce, Annette	IL	Branch 255
Smith, Reba	KY	Branch 1
Moreno, Richard	MA	Branch 498
Rafuse, Renee	MA	Branch 102
Burke, Yolanda	MD	Branch 42
Kuiper, Bruce	MN	Branch 16
O'Donnell, Curt	MN	Branch 16
Kindsvatter, Leo	MT	Branch 929
Stephens, Patricia	NC	Branch 936

Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Amash, Joseph	NY	Branch 83
Arroyo, Victor	NY	Branch 85
Bailey, Christine	NY	Branch 459
Paige, Lillie	OH	Branch 46
Timothy, Pat	PA	Branch 941
Brooks, Lamarcus	TN	Branch 41
Bradford, Robert	TX	Branch 203
Clark, Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Mitchell, Annie	TX	Branch 124
Barrett, Teresa	UT	Branch 139
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

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Carson, John	AL	Branch 901
Hardwick, Andrew	AL	Branch 208
Aceves, John	AZ	Branch 376
March, Wendell	AZ	Branch 246
Barfield, Frances	CA	Branch 127
Black, Regina	CA	Branch 94
Booth, Samuel	CA	Branch 39
Cruz, Cheryl	CA	Branch 497
Dominguez, Sylvia	CA	Branch 373
Francisco, Daryl	CA	Branch 159
Garcia, Victor	CA	Branch 77
Gavin, Angela	CA	Branch 159
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
James, Jan	CA	Branch 127
Johnson, Deborah	CA	Branch 88
Johnson, Patrick	CA	Branch 266
Lewis, Yolanda	CA	Branch 127
McClinton, Velma	CA	Branch 39
Odell, Heather	CA	Branch 159
Patterson, Charles	CA	Branch 127
Profit, Youvet	CA	Branch 39
Rahming, Karyn	CA	Branch 77
Simpao, Sally	CA	Branch 88
Thomas, Linda	CA	Branch 88
Torres, Sherrie	CA	Branch 244
Hickerson, Lucy	CO	Branch 141
Moore, Olin	CO	Branch 65
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Cuadrado, Hector	CT	Branch 5
Beckhum, Regina	DC	Branch 135
Wright, Marcellus	DC	Branch 135
Brock, Tammy	FL	Branch 81
Goldstein, Diane	FL	Branch 156
Gucmeris, Algimantas	FL	Branch 420
LeCounte, Michael	FL	Branch 146

Long, Pamela	FL	Branch 577
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Gardner, Brian	ID	Branch 915
Dittmann, David	IL	Branch 17
Webb, Marcel	IN	Branch 8
Boudreaux, Charla	LA	Branch 209
Moreau, Steven	MA	Branch 102
Berger, Ricky	MD	Branch 531
Jones, Marcia	MD	Branch 42
Lawson, Lisa	MD	Branch 531
Spence, Sharon	MD	Branch 403
Harmon, Susan	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Byrum, Jimmy	MI	Branch 508
Hardin, Donald	MI	Branch 130
Krzycki Jr., Kenneth	MI	Branch 508
Baker, Neil	MN	Branch 104
Cavegn, James	MN	Branch 16
Hellermann, Regina	MN	Branch 16
McFowland, Latasha	MO	Branch 131
Price-Booker, Virginia	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Robinson, Theresa	NC	Branch 299
Guodace, Jodene	ND	Branch 937
Wu, Karen	NH	Branch 932
Busciglio, Michael	NJ	Branch 287
Pixley, George	NV	Branch 249
Cusyk, Kathleen	NY	Branch 7
Tu, Tu	NY	Branch 100
Allen, Peggy	OH	Branch 46
Burgasser, Ted	OH	Branch 29
Kimbrough, Marcia	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Needham, Timothy	OH	Branch 186
Smith, Ronald	OH	Branch 46
Skjelstad, Aric	OR	Branch 66

Yut, Lynn	OR	Branch 66
Lehman, Jason	PA	Branch 554
Erickson, David	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Blakely, Kathy	TN	Branch 41
Hibbler, Marilyn	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Austin, Jessie	TX	Branch 122
Foster, Debra	TX	Branch 9
Jones, Charleen	TX	Branch 122

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Billingsley, Mary	AL	Branch 208
Brooks, Rita	AL	Branch 208
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Cannon, Stacey	AL	Branch 26
Carter, Pamela	AL	Branch 901
Coleman, Marby	AL	Branch 45
Crenshaw, Angela	AL	Branch 208
Dangerfield, Carol	AL	Branch 45
Finch, Shaquila	AL	Branch 26
Jalloh, Ibrahim	AL	Branch 901
Long, Emanuel	AL	Branch 45
Madison, Shanek	AL	Branch 45
Massey, Eddie	AL	Branch 399
McClain, Daphne	AL	Branch 45
Nash, Leon	AL	Branch 45
Reid, Jaime	AL	Branch 45
Sullivan, Tyjuana	AL	Branch 26
Wilson, Leonard	AL	Branch 45
Winchester, Valerie	AL	Branch 26
Sims, Carolyn	AR	Branch 173
Neal, Rebecca	AZ	Branch 246
Alacron, Delmy	CA	Branch 244
Anderson, Frances	CA	Branch 466
Barba, Gilbert	CA	Branch 373
Bognot, Clarissa	CA	Branch 244
Brown, Carl	CA	Branch 94
Bulacan, Michael	CA	Branch 466
Ceaser, Marques	CA	Branch 159
Dangerfield, Patricia	CA	Branch 88
Danzy, Marsha	CA	Branch 197
Derden, Margaret	CA	Branch 39
Donnelly, Linda	CA	Branch 497
Edwards, Jonathan	CA	Branch 159
Florentin, Diana	CA	Branch 244
Gholston, Rachel	CA	Branch 127
Graham, Mardina	CA	Branch 88
Lee, Shirley	CA	Branch 39
Maginnis, Gary	CA	Branch 466
Martinez, Lynda	CA	Branch 94
Oregel, Esther	CA	Branch 373
Ortiz, Michelle	CA	Branch 244
Raulston, Henry	CA	Branch 127
Salazar, Mauricio	CA	Branch 94
Stifle, Rick	CA	Branch 373
Tate, Carolyn	CA	Branch 88
Villasenor, Aracely	CA	Branch 244
Walker, Robin	CA	Branch 39
Warren, Cherie	CA	Branch 466

Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Van, Nathaniel	UT	Branch 139
Brown, Lorraine	VA	Branch 98
Mott, George	VA	Branch 132
Aragon, Ramon	WA	Branch 61
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Baldwin, Craig	WV	Branch 212

Ximenez, Karen	CA	Branch 244
Flores, Maureen	CO	Branch 65
Summerfield, John	CO	Branch 65
Morrisroe, Erin	CT	Branch 47
Hughes, Reginald	DC	Branch 135
Garland, Angela	DE	Branch 909
McCloud, Regina	DE	Branch 909
Olliviere, Blanche	DE	Branch 909
Bivins, Rosena	FL	Branch 296
Brady, Catherine	FL	Branch 420
Calhoun, Clothel	FL	Branch 354
Delucia, Keith	FL	Branch 386
Dsouza, Johnson	FL	Branch 296
Gilbert, Belinda	FL	Branch 425
Gonzalez, Ernesto	FL	Branch 406
Hearn, Tammy	FL	Branch 354
Hutt, Jeff	FL	Branch 478
King, David	FL	Branch 420
McKinsey, Laurie	FL	Branch 81
McNeal, Jullian	FL	Branch 420
Meadors, Joan	FL	Branch 146
Paisley, Sabrena	FL	Branch 146
Quinn, William	FL	Branch 296
Rhodes, Virginia	FL	Branch 296
Ross, Randy	FL	Branch 81
Roundtree, Edith	FL	Branch 154
Vera-Millan, Yolanda	FL	Branch 321
Kindle, Delloria	GA	Branch 82
Billups, Juanita	IL	Branch 17
Byrd, Scheronda	IL	Branch 14
Cook, Carol	IL	Branch 14
Crowe, Brian	IL	Branch 14
Hartman, Stephanie	IL	Branch 14
Lanford, Sheryl	IL	Branch 14
May, Charles	IL	Branch 14
Pitts, La Neda	IL	Branch 14
Rendleman, Daniel	IL	Branch 255
Toles, Francee	IL	Branch 14
Walsh, John	IL	Branch 289
Williams, Tawanna	IL	Branch 14
Helfrich, Robert	IN	Branch 8
Malone, Tammy	IN	Branch 8
Mosley, Monique	IN	Branch 8
Norton, Paul	IN	Branch 8
Webb, Trina	IN	Branch 8
McIntyre, William	KS	Branch 458
Waddell, Corey	KS	Branch 52
Wickline, Christian	KS	Branch 52



*Make Contributing to SPAC a Habit:*

# OPM Contributions to SPAC (for Retired EAS Employees)

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

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment

will depend on the time of the month it was requested. If you make your request during the first two weeks of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

## By internet:

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov), then:

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

## By telephone:

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



Clark, Cinderella	LA	Branch 209
Clarke, Shirley	LA	Branch 73
Gardner, Michael	LA	Branch 73
Hamilton, Larry	LA	Branch 209
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Patterson, Lydia	LA	Branch 73
Anderson, Paul	MA	Branch 498
Lewin, Kim	MA	Branch 118
Madden, Roy	MA	Branch 6
Moscaritolo, Anthony	MA	Branch 43
Hammond, Lajuana	MD	Branch 403
Hsueh, Julie	MD	Branch 403
Jackson, Edward	MD	Branch 531
Martin, Larry	MD	Branch 42
Mayo, Jennifer	MD	Branch 531
Patterson, D. Tanyon	MD	Branch 403
Pinthiere, Dewan	MD	Branch 403
Pollock, Angela	MD	Branch 531
Reid, Angel	MD	Branch 403
Royall, Velinzo	MD	Branch 531
Streeter, Arlene	MD	Branch 42
Taylor, Stephanie	MD	Branch 42
Thompson, Craig	MD	Branch 42
Waddy, Eric	MD	Branch 403
Simpson, Erich	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Burcar, Robert	MI	Branch 508
Cogar, Laurie	MI	Branch 268
Easterwood, Roberta	MI	Branch 130
Harger, Gregory	MI	Branch 190
Hommerson Jr., David	MI	Branch 130
Hughes, Carmen	MI	Branch 925
Hunsanger, Laurianne	MI	Branch 508
Hurless-Byrum, Ruth	MI	Branch 508
Orlando, Carmelo	MI	Branch 268
Orloski, Rose	MI	Branch 508
Pryjowski, Cheryl	MI	Branch 268
Sadler, Tarnetta	MI	Branch 545
Schneider, Irene	MI	Branch 508
Turner, Michele	MI	Branch 508
Erickson, Andrea	MN	Branch 104
Lama, Tashi	MN	Branch 16
Moore, Robert	MN	Branch 104
Nelson, Matthew	MN	Branch 104
Setterberg, Mark	MN	Branch 104
Soukey, Louis	MN	Branch 104
Vail-Rimer, Tamera	MN	Branch 16
Vance, Julianne	MN	Branch 926
Gilbert, Jevonda	NC	Branch 183
Joseph, David	NC	Branch 183
Leingang, Michael	ND	Branch 937
Caruso, Richard	NE	Branch 10
LaFlamme, Barbara	NH	Branch 932
Ayers-Cohen, Pamela	NJ	Branch 79
Breese, Stephen	NJ	Branch 568
Grasso, Salvatore	NJ	Branch 568
Henkel, Tammy	NJ	Branch 287
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463

Clayton, Jackie	NV	Branch 463
Sjolie, Evelyn	NV	Branch 463
Barton, Frank	NY	Branch 330
Bu, John	NY	Branch 68
Conover, David	NY	Branch 100
Gawron, Dennis	NY	Branch 27
Geritano, Anthony	NY	Branch 202
Gibbs, William	NY	Branch 100
Martial, Rosalie	NY	Branch 68
Moy, Woodley	NY	Branch 100
Thorbjornsen, Steven	NY	Branch 330
Vazquez, Francisco	NY	Branch 110
Walston, Richard	NY	Branch 100
Yuen, John	NY	Branch 100
Zimolka, Paul	NY	Branch 83
Caffey, Jacquelyn	OH	Branch 133
Jackson, Deborah	OH	Branch 46
Price, Jonathan	OH	Branch 46
Thompson, Pleas	OK	Branch 174
Walker-Hoffman, Denise	OR	Branch 940
Kolecki, Michele	PA	Branch 941
Robinson, Andrea	PA	Branch 35
Smith, Mary	PA	Branch 44
Cabrera, Antonio	PR	Branch 216
O'Garro, Gwendolyn	PR	Branch 216
Villalobus, Fransisco	PR	Branch 216
Branch, Shaun	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Peters, Leitrim	RI	Branch 105
Moore, Delisa	SC	Branch 228
Blanck, Deborah	SD	Branch 946
Heberlee, Carrie	SD	Branch 946
Nation, Linda	SD	Branch 946
Nielson, Tracey	SD	Branch 946
Weier, Craig	SD	Branch 946
Bell, Andrew	TN	Branch 32
Benjamin, LaQuita	TN	Branch 41
Brewington, Angela	TN	Branch 32
Brown, Andrea	TN	Branch 41
Jackson, Edward	TN	Branch 32
Mabon, Valerie	TN	Branch 32
McMurry, Robert	TN	Branch 165
Morgan, Richard	TN	Branch 32
Stigall, Tamera	TN	Branch 555
Wakefield, Robert	TN	Branch 32
Berlan, Francisco	TX	Branch 124
Butler, Renee	TX	Branch 122
Cousins, Wiley	TX	Branch 9
Dirden, Cedric	TX	Branch 589
Hammock, Alessandra	TX	Branch 86
Hensley, Sheila	TX	Branch 124
High, Gwendolyn	TX	Branch 86
Hill, Earnest	TX	Branch 203
Howard, Marsha	TX	Branch 9
Hunter, Arlisa	TX	Branch 86
Irving, Mary	TX	Branch 122
Lee, Amaryllis	TX	Branch 589
Miller, Ovetta	TX	Branch 9

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# Rumination: How to Stop Overthinking and Support Employees Who Ruminate

Submitted by the USPS Employee Assistance Program

Excessive overthinking, also known as rumination, is a common experience among employees – particularly during periods of high workload, stress or uncertainty. Rumination occurs when a person repeatedly replays the same thoughts, situations or concerns without moving toward a solution.

This pattern of thinking often feels automatic and difficult to stop. Employees may find themselves revisiting past conversations, worrying about mistakes or anticipating negative outcomes. Over time, rumination can affect focus, mood and productivity, making it difficult to remain engaged and present during the workday. Understanding what rumination is and recognizing the early signs can help employees and supervisors interrupt the cycle.

Rumination often develops when someone is attempting to make sense of a stressful situation. The individual may believe that continued thinking will lead to clarity or resolution. In reality, rumination rarely results in effective problem-solving. Instead, it keeps the mind stuck in a loop, increasing stress and emotional fatigue.

An employee who is ruminating may appear distracted, struggle to shift between tasks or remain preoccupied with issues already addressed. Common indicators include replaying the same event or conversation, difficulty letting go of mistakes, persistent “what if” thinking, trouble concentrating on current responsibilities or feeling mentally “stuck.” These warning signs are important to notice as they often indicate when support or intervention may be beneficial.

Stopping rumination requires intentional strategies that disrupt repetitive thought patterns. One effective approach is refocusing attention. Shifting to a task that requires active engagement — such as organizing a workspace, reviewing a checklist or taking a short walk — can interrupt the cycle and allow the mind to reset.

Structured thinking is another helpful tool. Employees can ask themselves whether the situation they are worried about is something on which they can act. If the answer is “yes,” identifying a specific, manageable next step can restore a sense of control. If the answer

is “no,” redirecting attention to tasks within their control helps prevent continued dwelling.

Setting boundaries around thinking time also can be effective. Rather than allowing rumination to dominate the day, employees can designate a short, specific period to reflect on a concern. Once that time has passed, shifting to another activity helps contain the overthinking.

Grounding techniques are equally useful for bringing attention back to the present moment. These strategies may include focusing on what can be seen, heard or felt in the immediate environment or practicing slow, intentional breathing. Grounding reduces the intensity of racing thoughts and helps stabilize focus.

Challenging negative assumptions is another important component. Individuals who ruminate often engage in self-criticism or worst-case scenario thinking. Replacing thoughts such as “I should have done better” with more balanced, realistic perspectives can reduce emotional strain and support clearer thinking.

Maintaining healthy routines also plays a key role. Regular breaks, hydration, movement and consistent sleep help promote mental clarity and reduce the tendency to overthink. Employees also should be encouraged to seek support when needed. The Employee Assistance Program (EAP) is a valuable resource, offering confidential\* guidance, coping strategies and stress-management tools for employees struggling with rumination or related concerns.

Supervisors play a critical role in supporting employees who may be experiencing rumination. The first step is listening without immediately trying to “fix” the issue. Allowing an employee to briefly express a concern helps them feel heard. However, supervisors should avoid encouraging repeated retelling, which can unintentionally reinforce rumination.

Instead, supervisors can gently redirect the conversation toward action by asking “What is within your control right now?” or “What is the next step you can take?” These questions promote forward movement rather



than continued dwelling.

Supervisors also can suggest practical grounding strategies, such as taking a short break, stepping outside for a brief walk or focusing on a task that naturally shifts attention. Modeling balanced thinking is equally important. Calm, factual reassurance helps employees gain perspective without feeding into worst-case interpretations.

For example, instead of focusing solely on what went wrong, a supervisor might emphasize what already has been resolved or what steps currently are underway. When appropriate, supervisors should also remind employees of available resources, including the EAP, particularly if rumination is affecting performance or well-being.

Maintaining a supportive and steady tone is essential. Employees who struggle with rumination may be more sensitive to perceived criticism or pressure. Supervisors should strive to create an environment that is understanding while still reinforcing expectations and accountability. Clear communication, patience and consistency help build trust and reduce the anxiety that often fuels rumination.

Rumination is a common response to stress, but it becomes counterproductive when it interferes with focus, decision-making and job performance. By recognizing the signs early, applying practical strategies and fostering a supportive workplace culture, employees and supervisors can reduce its impact.

When employees feel equipped to manage their thoughts and supported by their supervisors, the entire organization benefits from a healthier and more-

productive and resilient workforce. For additional guidance and confidential assistance, leaders are encouraged to reach out to the Employee Assistance Program, which provides professional resources to support well-being and effective leadership.



*\*EAP counselors have master's degrees and are licensed professionals. Your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors. Information you share with the EAP may not be released to anyone without your written consent, except as required by law (e.g., when a person's emotional condition is a threat to themselves or others or there is suspected child or elder abuse) or the issuance of a court order on a showing of good cause.*

YEAR-END LISTING  
2025 SPAC Contributors

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Richardson, Elizabeth	TX	Branch 86
Shawver, Stephen	TX	Branch 122
Soders, Melanie	TX	Branch 122
Young, Carla	TX	Branch 86
Fratto, Jeff	UT	Branch 139
Beasley, Darryl	VA	Branch 526
Farmer, Deborah	VA	Branch 526
Fordham, Francine	VA	Branch 98
Hale, Donna	VA	Branch 526
Holley, Deborah	VA	Branch 526
Martin, Andrew	VA	Branch 526

Reedy, James	VA	Branch 526
Wade, Harold	VA	Branch 526
White Jr., Juan	VA	Branch 526
Lafoe, Liane	VT	Branch 235
Emmett, Denise	WA	Branch 31
Haslett, James	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Sprewer, Victoria	WI	Branch 72

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# Managers and Leaders in the USPS

**John Aceves** - Former NAPS Secretary/Treasurer

A clear distinction exists between a manager and a leader in the United States Postal Service — a difference that is equally significant in any successful, large company. Although both positions involve authority, their methods and influence on an organization can differ considerably.

Individuals in leadership positions bear the critical responsibility of communicating effectively and consistently upholding ethical standards for their teams. Competent leaders deliver instructions that are clear and unequivocal, fostering trust, motivation and direction in organizations such as the USPS.

Nevertheless, when employees are advanced to roles in which they may lack adequate preparation or expertise, it can pose significant challenges for them, the organization and the EAS cadre under their supervision.

I have seen cases in which promotional decisions appeared to be influenced by personal relationships or subjective judgment. For instance, an EAS employee was promoted from a lower-level EAS position to a higher role, subsequently received disciplinary action, was downgraded, then later reinstated, fast-tracked and promoted back to a similar, higher-level position.

Another instance involved a senior manager who created a hostile and toxic atmosphere for employees while upper management seemed reluctant to intervene until the situation was brought to the attention of USPS Headquarters. To address the situation, this person had to participate in professional development training, informally referred to as “charm school.” Really?

In another case, a plant manager had 30% of their EAS employees with recorded discipline; others were appealing proposed disciplinary measures. The manager subsequently was informed and surprised that an Initial

Management Inquiry Process (IMIP) regarding a toxic work environment was being requested.

I could continue with other stories, but the point is made. These recurring patterns can raise important questions about an organization’s transparency and consistency of promotional practices.

In a Nov. 12 USPS Headquarters letter from Deputy Postmaster General Doug Tulino, he stated:

“Having leaders that are effective, professional and understand their role in protecting the organization and its employees is essential to the ongoing success of the Postal Service. As I recently shared in connection with your FY2026 Performance Accountabilities and Goals, our leaders are stewards of our service mission and the public’s trust. We achieve our mission by creating a safe, civil, and high-performing workplace, and we are accountable for both achieving our desired results and the leadership style we demonstrate. Creating proper work environments by demonstrating appropriate leadership is the right thing to do and will help us achieve our objectives of improved financial stability and excellent service.”

I offer a sincere “thank you” to Tulino for issuing such a letter. Now, I hope this message filters down to leadership in the field. I’m all for upward mobility, but when you knowingly promote unqualified employees, well, that’s when problems start.

A copy of this letter and other information can be found on the NAPS website, [www.naps.org](http://www.naps.org). Until next time.

Taking care of business the “NAPS way.”

[napstheace@msn.com](mailto:napstheace@msn.com)



*The Postal Supervisor*

## 2026 PRODUCTION SCHEDULE

<u>Issue</u>	<u>Deadline*</u>	<u>Mail Date</u>
March	2/2	2/27
April	3/2	3/30
May	3/23	4/29
June	5/5	5/29

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



# NAPS — I Could Go On and On!

Brian J. Wagner - Past NAPS President



I received an email from a newly promoted supervisor after they received my personal letter congratulating them on their EAS promotion. Along with my letter was a “Why Join NAPS?” brochure and 1187 membership form. In their email, the new supervisor asked if NAPS had a social media presence and in what kind of activism was NAPS involved. My reply was direct and to the point — where do I start? Here’s the scoop!

First, I could have gone on and on about how NAPS is second to none when it comes to representing all active EAS members at the local, state and national levels. I could explain that NAPS’ representation is all encompassing when it comes to handling EAS postal workplace issues.

I could have gone on and on about how NAPS advocates for its members regarding filing EAS grievances on members’ behalves, appealing their discipline, adverse action or debt collect charges and supporting members during USPS reductions-in-force (RIFs).

It was a good thing I didn’t continue to go on and on about how NAPS represents the best interests of its members — really *all* EAS employees — during USPS and NAPS Headquarters monthly consultative meetings. Also, how NAPS aggressively advocates for better EAS pay and benefits for all active members during USPS pay consultations. So, I better move on to this supervisor’s questions.

NAPS’ social media presence and information-sharing is front and center and second to none. NAPS Headquarters provides its members with regular news and association updates through memos emailed to NAPS Executive Board members to share with their respective membership.

NAPS’ strong social media presence can be seen through its Facebook, Instagram, YouTube and LinkedIn accounts. NAPS also sends a monthly electronic *NAPS News Update* to members’ emails on file at NAPS Headquarters.

Note to current members: If NAPS Headquarters and your Executive Board member do not have your personal, non-government email address, send it to them. You are missing out on a social media presence that is totally socially acceptable.

I kept going on and on about members having access to the NAPS website, [www.naps.org](http://www.naps.org), linked to all NAPS’ social media so there is no missing out — socially. The website also contains a vast amount of information on USPS policies and procedures, USPS memos and directives that support EAS employees, training material, membership support and plenty of legislative action. I could go on and on, again.

Speaking of legislative activism, NAPS definitely is

legislatively active. The organization has a full-time lobbyist on its payroll —Director of Legislative & Political Affairs Bob Levi. He and Executive Vice President Chuck Mulidore are regularly on Capitol Hill to lobby Congress on members’ behalf. Legislatively, NAPS always is at the forefront protecting EAS employees’ careers, pay and postal retirement.

I went on to say that, each year, NAPS hosts a Legislative Training Seminar (LTS) in the Washington, DC, area. NAPS members visit Capitol Hill to meet with their legislators and congressional aides to put their LTS training and lobbying and activism skills into action to ensure their legislative voice is heard.

I went on and on about how NAPS was very active in getting some poisonous provisions out of the Budget Reconciliation Bill, H.R. 1, passed last year. Without the studious review by Bob Levi, those provisions affecting Postal Service employees and annuitants would have been enacted. And that does not include some proposed postal health benefit changes that would have harmed all active and retired NAPS members. Thank you, Bob.

I started to go on and on about other NAPS benefits not asked about, but which I felt compelled to share. Members have a subscription to *The Postal Supervisor* magazine as part of their membership. Children and grandchildren of NAPS members have a chance to receive financial aid via two national student college scholarships.

I could go on and on about all the training — in-person and via Zoom — NAPS members receive. Whether it’s EAS career development, understanding their representation, appeal and workplace rights, members have access to a plethora of information, but I had to stop because they only asked about NAPS’ social media presence and activism.

I could have gone on and on and on — well after the cows came home and went to bed — about all the other benefits NAPS offers members, besides a strong social media and activism or legislative presence.

Today’s takeaway: NAPS will continue to go on and on to ensure it represents the best interests of its members in the USPS workplace and EAS pay and benefits, as well as on Capitol Hill — all while being social-media present and socially responsible. Mic drop!

Did I mention cows? That means dairy, which means ice cream! It’s time to go on and on about my ice-cream-flavor-of-the-month recommendation: cherry chocolate chip. Be safe and eat more ice cream.

[brian4naps@aol.com](mailto:brian4naps@aol.com)

## Strategies to Increase TSP Contributions

BY AARON OYA

In my past few articles, I've focused on IRS elective contribution limits and increases for 2026. The millionaires interviewed for this series are hyper-aware of those limits every single year. You might assume they began their careers contributing the maximum, but that isn't exactly true; well, sort of.

If you recall, our millionaires contributed the maximum early in their careers. But, back then, the maximum was percentage-based. Employees were originally limited to contributing 10% of pay, with that cap increasing by 1% per year until it reached 15% in 2005.

That same year, the IRS shifted from percentage-based limits to a dollar-based, elective deferral maximum — starting at \$15,000 and increasing annually. And remember, pay scales were significantly lower at the turn of the century, so hitting those new dollar-based maximums was not always feasible early on.

So, what did they do? What can the rest of us do? The answer is simple:

### Start and plan.

For years, there was one milestone to be aware of when working toward maximum contributions: the year you turn 50. That's when catch-up contributions allow you to invest beyond the IRS elective contribution limit — an additional \$8,000 in 2026.

Ideally, you want to work your way up to the under-50 maximum before age 50, then gradually build toward the catch-up maximum. With implementation of the SECURE 2.0 Act in 2025, TSP investors ages 60-63 now qualify for a "super catch-up" contribution of \$11,250. This creates a new planning window — and a powerful opportunity — for those approaching retirement.



**AARON OYA**, USPS  
Headquarters Labor Relations,  
is domiciled in Hawaii and a  
member of Honolulu Branch 214

[aaronoya005@gmail.com](mailto:aaronoya005@gmail.com)  
(808) 386-3050

**There are several strategies that can help you move toward the maximum.** If you invest by percentage, increase your contribution rate when your pay increases. Annual raises, promotions or higher-level details all create natural opportunities to bump up your TSP without feeling the impact.



If you invest by dollar amount, determine how much you can increase each pay period and adjust on a schedule similar to percentage-based contributors. And regardless of which method you use, it's essential to know your dollar contributions per pay period.

Recently, I spoke with a peer who felt overwhelmed by the idea of working toward the \$24,500 under-50 maximum. They were contributing by percentage and never had translated that percentage into actual dollar contributions per pay period. Once they checked, they realized they already were much closer to the maximum than they thought. Suddenly, the goal felt achievable — because it was.

**Reaching the TSP maximum isn't about perfection or starting your career at the top. It's about steady progress, informed decisions and understanding the milestones that matter.** Whether you're early in your career, approaching 50 or eyeing the new "super catch-up" window, the path forward is the same: Start where you are, increase when you can and stay aware of the increasing limits that shape your long-term retirement success.

Every NAPS member has the potential to build a strong retirement — one adjustment, one raise, one contribution increase at a time. The TSP millionaires didn't get there overnight; neither will you. But, with a plan, awareness and consistent action, you'll be surprised how quickly "intimidating" goals become realistic achievements.

If you have reached significant TSP milestones yourself and would be willing to share your experience, I'd love to hear your story.





# NAPS NATIONAL AUXILIARY

## *Hazel Cochran Scholarship*

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

*Hazel Cochran*  
**FOUNDER**

### **HOW TO APPLY?**

Email Laurie Butts for an application  
[Laurie.butts5615@gmail.com](mailto:Laurie.butts5615@gmail.com)

### **APPLICANT CRITERIA**

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

### **DEADLINE**

Completed applications must be emailed by May 31, 2026

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

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY



# Happy Birthday to America and to You!

The United States is celebrating its 250th birthday this year, marking the anniversary of the signing of the Declaration of Independence (July 4, 1776) with nationwide events, programs and initiatives throughout the year focusing on history, ideals and the future. This is a momentous occasion for our country! We can reflect on our nation's history and celebrate our semiquincentennial separation from Great Britain.

As a country, we celebrate a birthday every July 4th — Independence Day. We humans also celebrate a birthday each year. Our birthdays remind us that time is precious and never should be wasted; what we do with that time creates our family history and traditions.

Birthdays celebrate our existence, boost our self-worth and strengthen social bonds while looking forward to new goals in the coming year. Birthdays mark the gift of life, offer fresh starts and build identity — especially for children — by showing them they are loved and valued. It is important that, no matter how many years are being celebrated, we acknowledge that person and their special day.

We just celebrated the holiday season with friends and family. Having spent time together and exchanging stories of the previous year, we can reflect on our successes and sacrifices — creating our own family history. Gathering together helps make memories that create happiness in remembrance of our loved ones, whether living or deceased.

We build connections, feel like we belong and interact with each other, making life richer, more meaningful and more manageable. We mark milestones and strengthen bonds when we gather; foundational memories are created, history is preserved.

Celebrate our country's birthday with loved ones and foster the community it has created. Share in rituals such as feasts and gifts and always offer well-wishes.

Celebrate your birthday with your family and friends because you are loved!

[daveh.heatherh@yahoo.com](mailto:daveh.heatherh@yahoo.com)



**HEATHER HOMMERSON**  
Michiana Area  
Vice President

## NATIONAL AUXILIARY EXECUTIVE BOARD

### National Officers

#### Laurie D. Butts

*President*

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

#### Beverly Austin

*Executive Vice President*

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

#### Bonita R. Atkins

*Secretary/Treasurer*

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

### Regional Vice Presidents

#### Hazel Green

*Eastern Region*

(804) 248-9916; hazel.green5@icloud.com

#### Elly Soukey

*Central Region*

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

#### Felecia Hill

*Southern Region*

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

#### Chanel Dodson

*Western Region*

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

### Area Vice Presidents

#### Cathy Towns

*Mideast Area*

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

#### Shearly Shawn

*Capitol-Atlantic Area*

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

#### Evelyn Spears

*Pioneer Area*

(216) 374-1902; evelynspears1@gmail.com

#### Heather Hommerson

*Michiana Area*

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

#### Linda Rendleman

*Illini Area*

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

#### Sherry Mattfield

*North Central Area*

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

#### Mary Caruso

*MINK Area*

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

#### Jane Finley

*Southeast Area*

(404) 403-3969; mjfarms100@aol.com

#### Ruth Cushenberry

*Cotton Belt Area*

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

#### Melva Seals

*Texas Area*

(832) 260-2271; melvaeseals@sbcglobal.net

#### Jerry Eckert

*Pacific Area*

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

**Region vacant:** Northeast

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

# Support the Postal Employees' Relief Fund **PERF**



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

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

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

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

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

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

#### DONATIONS CAN BE MADE:

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

*All donations are tax-deductible.*

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

