

# the Postal Supervisor

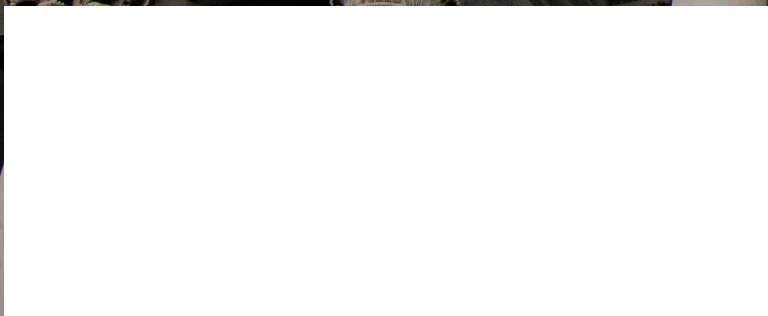
March 2025



## Do Your Part to Effect Meaningful Change for EAS Employees and the Postal Service

Register for the 2025 LTS, April 6-9

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## Objective

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

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

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

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# Helping Create a Sustainable Workplace

**M**any years ago, NAPS, under the leadership of President Vince Palladino, successfully advocated for all EAS job postings to have the structure of set starting times and days off posted on the vacancy announcement. The USPS fulfills the requirement in *ELM 312.743.17*, Posting a Nonbargaining Vacancy Announcement.

NAPS had a clear understanding back then that, in

our fast-paced world, businesses, organizations and employees alike seek structure, efficiency and work-life balance. One of the most critical elements in achieving these goals is having jobs with set starting times and designated days off.

These fixed schedules are not just arbitrary conveniences, but serve practical, psychological and operational purposes for both employer and employees.

Let's explore the reasons why having jobs with these elements is so essential.

Set starting times and days off bring a sense of structure to the workday, making it easier for employees to plan their work and personal activities. When employees know exactly when their workday begins and ends, they can better manage their time and maintain a rhythm that promotes productivity.

For our employer, consistent start times help organize the flow of operations. Whether it's the front line in Operations, a Customer Service team or office, teams that work on the same schedule are more likely to collaborate effectively and meet shared goals. Scheduled days off also help the business streamline staffing needs, prevent burnout and maintain high levels of service or production without overworking employees.

One of the most significant benefits of jobs with set starting times and days off is the promotion of work-life

balance. With a defined schedule, employees have clarity on when they are expected to work and when they are off. This predictability allows workers to plan vacations, personal activities or family time—even social events—without the stress of unpredictable work hours.

For employees with families or other personal commitments, knowing they have time off to rest and recharge is crucial. Additionally, consistent days off ensure workers can pursue personal interests, hobbies and educational opportunities without the conflict of last-minute work obligations.

Without set working hours, employees may struggle with erratic schedules that disrupt their sleep patterns, eating habits and overall physical health. Having a set start time each day helps create routine, which contributes to better sleep hygiene, healthier eating habits and more balanced mental health. Predictable time off can provide a much-needed mental break, reducing stress levels and preventing burnout—all of which are essential for overall well-being.

For the USPS, fostering a healthy workforce should be a priority; mentally and physically healthy employees are more engaged, focused and productive. Allowing workers to rest regularly on designated days off reduces absenteeism and ensures they return to work refreshed and ready to contribute.

When companies adopt a structured approach to work schedules, it becomes easier to manage teams, coordinate tasks and ensure business operations run smoothly. With set starting times and scheduled days off, managers can plan resources, distribute workloads more evenly and make sure they have adequate coverage at all times.

Clear work schedules help maintain fairness in the workplace. When everyone adheres to job-posted start times and days off, it prevents favoritism and ensures work is distributed equally among employees. Having a system of set shifts also reduces conflicts over scheduling, as employees know exactly what to expect; everyone works under the same conditions.

*Continued on page 7*



**Ivan D. Butts**  
President

# Honoring Sacrifice to Our Nation

**A**s we approach our annual Legislative Training Seminar (LTS) in Arlington, VA, April 6-9, I'd like to remind you that each year, as part of the LTS, we honor four NAPS members who are veterans or 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 mem-



**Chuck Mulidore**  
Executive Vice President

bers 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.

But just how did this hallowed ground come into being? How did the idea for a memorial honoring unknown, but not forgotten, deceased servicemen come about? As relayed by Arlington National Cemetery Tours, the idea of the tomb itself was initially inspired by the multitudes of unknown dead amassed by the end of World War I. On Memorial Day in 1921, four unknowns 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 person was U.S.

Army Sergeant Edward F. Younger. After the ceremonial selection was made, the body was to lie in state in the 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 Unknowns.

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. It 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, is 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 that is taken with the utmost grace. If there is one reason, besides paying their respect 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 Unknowns 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 and help us honor that sacrifice.

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

## 2025 NAPS State Conventions

Dates	State(s)	Location
April 24-26	Tennessee	Drury Plaza Hotel, Franklin
April 25-26	Illinois	Hilton Chicago/Oak Brook Hills Resort & Conference Center, Oak Brook
April 30-May 4	California	Sonesta Los Angeles Airport LAX
May 1-4	Missouri/Iowa/Nebraska/Kansas	University Plaza Hotel & Convention Center, Springfield, MO
June 6-7	Michigan	Kewadin Hotel, Sault Ste Marie
June 13-14	Alabama/Louisiana/Mississippi	Embassy Suites by Hilton, Baton Rouge

Please report state convention dates to NAPS Headquarters.

# Are You Ready for Tax Time?

**T**ax season is fast approaching. It is almost time for branches to file their yearly tax returns. While attending many conventions and training seminars, I'm always asked questions on the side about branches filing tax returns. Many of you probably have seen the information in one of my prior columns, but I thought it best to republish.

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 May 15, with the deadline of May 15. The gross income for the branch's fiscal year will determine which tax form needs to be filed:



**Jimmy Warden**  
Secretary/Treasurer

- *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.) These three forms 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; every nonprofit now 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 is performed electronically only. Supporting documentation also must be submitted. The IRS charges a filing fee for nonprofit status 501(C)(5); the latest information I have is the fee is \$600.

Forms *SS-4*, *1024* and *8718* are on the NAPS website under the "Members" tab section under "Forms & Documents." Then scroll down to "Training." The forms also can be found on the IRS website at [IRS.gov](http://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 they are auditing.

Therefore, records should be kept for at least seven years from the date of filing the applicable return. The IRS requires that an organization's past three filed *Form 990s* 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, 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 be specifically stated regarding who may be reimbursed (branch executive board position) and for what expenses in the branch's Constitution & Bylaws or voted on at a membership branch meeting.

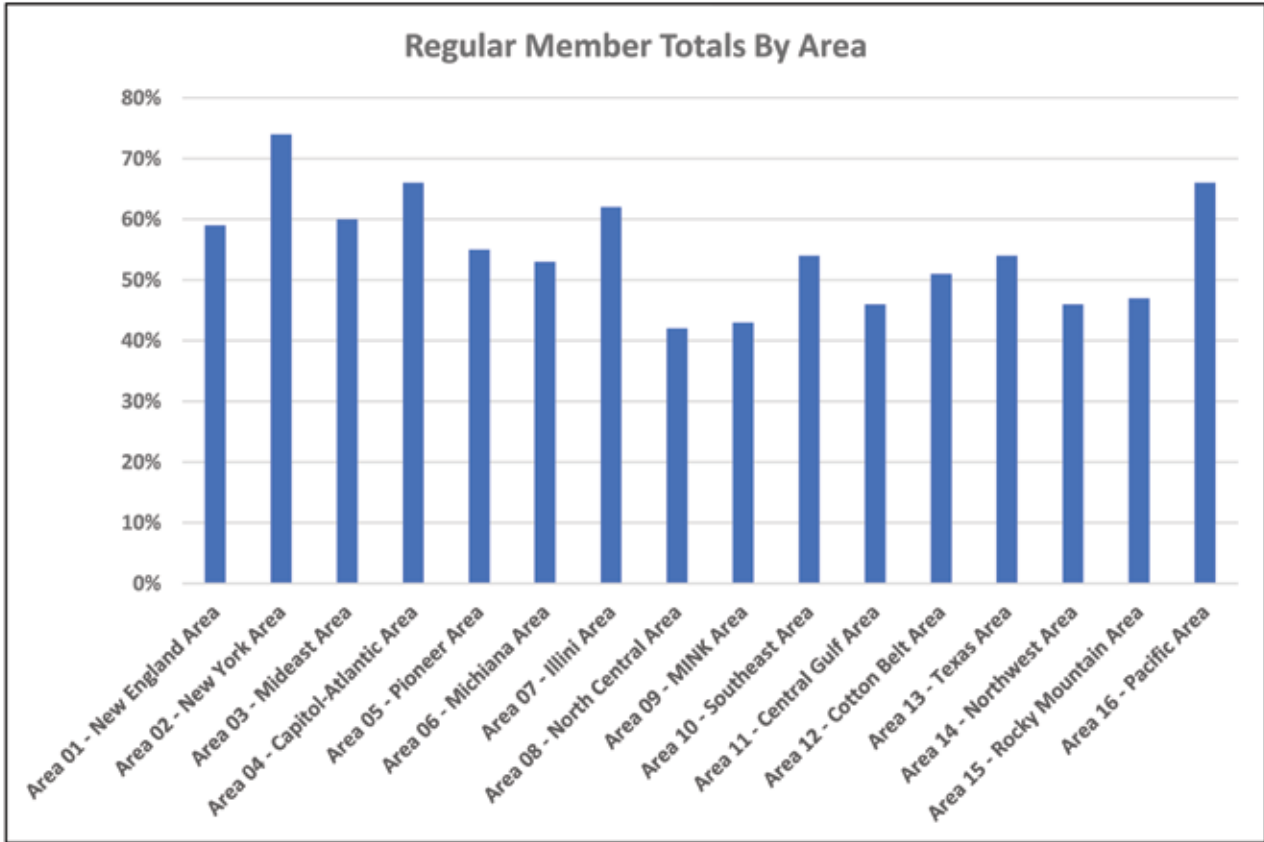
Some branches hire a tax consultant/preparer to prepare and file their taxes yearly. This is something your branch may want to consider to at least get you started if your branch has not filed for tax-exempt status or does not have an EIN. At the recent Capitol-Atlantic Area Training Seminar, Past NAPS President

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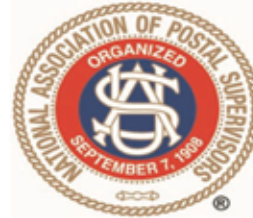


# National Association of Postal Supervisors Membership Report

## December 2024



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	74%
Area 03 - Mideast Area	60%
Area 04 - Capitol-Atlantic Area	66%
Area 05 - Pioneer Area	55%
Area 06 - Michiana Area	53%
Area 07 - Illini Area	62%
Area 08 - North Central Area	42%
Area 09 - MINK Area	43%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	46%
Area 12 - Cotton Belt Area	51%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	47%
Area 16 - Pacific Area	66%
<b>Total Regular Member %</b>	<b>57%</b>
<b>Total Regular Members</b>	<b>27,222</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>20,556</b>
<b>Total NonMember %</b>	<b>43%</b>



Thanks to your  
 Efforts  
 Membership is  
 on the Rise!

# NAPS Training Calendar

## Helping Create a Sustainable Workplace

*Continued from page 3*

Employers also benefit from having a predictable workforce. They can plan and track attendance, review work performance within set time-frames and make sure projects are completed in a timely manner. In industries, such as the USPS, where deadlines and customer expectations are critical, punctuality and availability should be non-negotiable.

While flexible working hours and remote work options have gained popularity, jobs with set starting times and days off remain a vital part of the workplace structure. These schedules not only benefit the operational and financial aspects of a business, but also promote the health, well-being and work-life balance of employees.

By providing clear expectations, reducing stress and promoting fairness, set work schedules are essential in creating a productive and sustainable work environment for all. Whether in a 9-to-5 office setting, shift-based roles or Customer Service positions, these structured schedules are foundational to the success of both individuals and organizations.

In solidarity ...

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

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## Are You Ready for Tax Time?

*Continued from page 5*

Brian Wagner held a couple sidebars to advise branches that had questions about the process.

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

Increasing membership demonstrates leadership! Stay safe.

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

## New England Area Training March 7-9, 2025

**Conducted by:** New England Area VP Bill Austin

**Location:** Hampton Inn, 1 Hampton Way, Fairhaven, MA 02719; 508-990-8500

**Hotel Rate:** \$124, plus tax

**Registration Fee:** \$25

**Training:** TBA

## Mideast Area Training March 27-29, 2025

**Conducted by:** Mideast Area VP Tony Dallojacono

**Location:** Sheraton Valley Forge Hotel, 480 N Gulph Rd., King of Prussia, PA 19406; 484-238-1800

**Hotel Rate:** \$163.90, including tax

**Registration Fee:** \$150

**Training:** TBA

## Illini Area Training Seminar April 24, 2025

*In conjunction with the Illinois State Convention*

**Conducted by:** Illini Area VP Luz Moreno

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

**Hotel Rate:** \$140.97, including tax

**Registration Fee:** TBA

**Training:** TBA

## Cotton Belt Area Training Seminar April 25-26, 2025

*In conjunction with the Tennessee State Convention*

**Conducted by:** Cotton Belt Area VP Shri Green

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

**Hotel Rate:** \$139, plus tax

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

**Training:** TBA

## MINK Area Training Seminar May 1-4, 2025

*In conjunction with the MINK State Convention*

**Conducted by:** MINK Area VP Bob Washington

**Location:** University Plaza Hotel & Convention Center, 333 John Q. Hammons Pkwy., Springfield, MO 65806; 417-203-2298

**Hotel Rate:** \$119, plus tax

**Registration Fee:** \$75

**Training:** TBA

## Michiana Area Training Seminar

June 6-7, 2025

*In conjunction with the Michigan State Convention*

**Conducted by:** Michiana Area VP Kevin Trayer

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

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

**Registration Fee:** \$150

**Training:** TBA

## New England Area Training May 29-June 1, 2025

**Conducted by:** New England Area VP Bill Austin

**Location:** DoubleTree by Hilton Nashua, 2 Somerset Pkwy., Nashua, NH 03063; 603-886-1200

**Hotel Rate:** \$205.66, including tax

**Registration Fee:** \$150

**Training:** TBA

## Central Gulf Area Training Seminar

June 12, 2025

*In conjunction with the Alabama/Louisiana/ Mississippi State Convention*

**Conducted by:** Central Gulf Area VP Dwight Studdard

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

**Hotel Rate:** \$129

**Registration Fee:** \$50

**Training:** TBA

## Northeast Region Training Seminar

June 27-28, 2025

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

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

**Hotel Rate:** \$378.75, including tax and fees; rooms must be booked by June 7; <https://www.marriott.com/event-reservations/reservation-link.mi?id=1738688937168&key=GRP&guestreslink2=true&app=resvlink>. The earliest to book an extended stay at the same rate is June 25-30.

**Registration Fee:** \$325, due no later than May 5; mail to Dee Perez, 262 Mallard Rd., Carle Place, NY 11514-2022. An additional \$100 is added to fee if you don't stay at the host hotel.

**Training:** TBA

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

**Bob Levi**

*Director of Legislative & Political Affairs*

**T**he outcomes from November's congressional and presidential elections compel EAS postal employees and retirees to be on the frontlines of the effort to protect hard-earned postal benefits; safeguard a universal, governmental postal operation; and secure fairness in consultations with the Postal Service. The 2025 Legislative Training Seminar (LTS), NAPS' hallmark legislative event, will equip attendees with the knowledge and tools to be effective and successful legislative advocates on behalf of the approximately 48,000 active and retired postal supervisors, managers and postmasters NAPS represents. Indeed, it is an immense responsibility and special honor to be an LTS delegate.

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

In 2025, these priorities include:

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



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

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

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

NAPS anticipates a highly contentious legislative session as President Trump and his Department of Government Efficiency (DOGE) push for significant government spending cuts and Congress seeks revenue to pay for enhanced border security and offsets for tax reductions.

Once again, postal employees and retirees will find themselves in the budget-cutting crosshairs. Therefore, it is important for NAPS members—activists and soon-to-be activists—to climb the steps of the Capitol to educate members of the Senate and House of the importance of protecting postal employee benefits, resisting postal privatization rhetoric and bills harmful to EAS postal employees and passing NAPS-promoted legislation that enhances the Postal Service and its EAS-level employees.

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

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

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





# 2025 Legislative Training Seminar Registration Information

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

**Online registration for LTS will be available on Jan. 21. More information will be available on the NAPS website at [naps.org](https://naps.org).**

## LTS Registration Fee—\$300

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

## No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, contact NAPS Headquarters immediately.

## Refund Requests

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

## Substitutions

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



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

## Hotel Rates and Reservations

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

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

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

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

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

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

NAPS Headquarters does not confirm lodging reservations.

# Time Management Training, Timely Processing of 1187s, Relief Supervisors' Need for Regular Schedules Among Items Discussed

**N**APS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the Nov. 25 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulette Wimbush, Labor Relations Policies & Programs; Nashelle Dukes, employment policy specialist.

## Agenda Item #1

NAPS requested that EAS employees receive training on time management in the form of a “Learn and Grow” to help them handle the large workload volume they face each day.

*This request is overly broad because it's a request for every EAS employee. Any employee who feels they are having difficulty handling their assignments and workload should discuss that with their manager. In turn, managers should evaluate the workload and discuss it with the employee to make any necessary adjustments, if needed.*

*Training material is available in MyHR on time management. “Learn and Grow” sessions are a helpful way to communicate information. If NAPS can provide specific topics for sessions, they will be considered.*

## Agenda Item #2

Currently, there is approximately a two-month period before new NAPS members are not listed as nonmembers on NAPS membership rolls. NAPS asked if USPS Headquarters could

expedite the process so when new 1187s are sent into HRSSC they can be processed within the next pay period.

*HRSSC indicates there is no delay in processing 1187s, which are processed in seven days. In accordance with ELM 924.5, 1187s are processed to be effective in the next full pay period following the receipt of a properly completed SF 1187 at the HRSSC.*

## 924.5 Implementation of Dues Withholdings

The Eagan Accounting Services begins dues withholdings with the first full pay period following the receipt of a properly completed SF 1187 at the HRSSC. In the event that an SF 1187 is received at the HRSSC without the date of delivery filled in, the HRSSC enters the date of receipt as the “date of delivery,” and proceeds to process the form, using the “date of delivery” as the anniversary date. The HRSSC sends a copy of this annotated form with an appropriate explanation to the installation of origin for transmittal to the organization.

## Agenda Item #3

NAPS asked for the percentage of customers who take the RCE survey. Also, what is the average national score for RCE/CSV?

*FY23 POS survey response rate:  
0.3593%*

*FY24 POS survey response rate:  
0.3713%*

*FY23 RCE overall score: 92.86%*

*FY24 RCE overall score: 92.11%*

*FY24 CSV average national score:  
94.34%*

## Agenda Item #4

NAPS requested the percentage, nationally, of rural routes considered overburdened in their evaluations.

*The approximate percentage of overburdened rural routes as of PP25 is 18%. This percentage changes after each semi-annual route evaluation. We currently are working through a phased approach to adjust overburdened rural routes, with the most recent adjustments effective Saturday, Nov. 16, 2024. The next phase will be scheduled in the beginning of CY25.*

## Agenda Item #5

NAPS conveyed that members in Ohio 1 District are concerned about the large numbers of EAS employees on various unauthorized details. This concern was brought to the attention of the district manager; her response was they were approved by the Central Area vice president. If the workload justifies these positions, NAPS asked that the USPS formally create authorized EAS positions to address these ongoing needs.

*NAPS should direct this inquiry to the Central Area. It's a local issue that is not suitable for this forum.*

## Agenda Item #6

NAPS said it has received information that EAS special-exempt and non-exempt employees currently on auto-rings should not be. NAPS also has been told by members in the field that USPS Headquarters Payroll is working to clean up deviations from policy where employees eligible for

pay premiums need to record their time. No new requests for auto-rings for these two categories should be granted. Headquarters Payroll has a plan in place to, over time, remove the designation for non-exempt/special-exempt employees currently on auto-rings. NAPS asked for clarification on what process EAS employees will be directed to follow to record their workhours.

*The Postal Service is considering expanding the Mobile Delivery Device-In Office (MDDIO) timekeeping in CY25 to field EAS employees in Retail and Delivery who are classified as FLSA non-exempt or special exempt in those facilities.*

#### **Agenda Item #7**

NAPS observed that the USPS has been conducting F4 reviews over the past several months, particularly at newly opened S&DCs. NAPS Headquarters is notified of these impending reviews, yet has been denied the results on completion of the reviews. As these F4 reviews potentially impact EAS staffing, NAPS requested that these results be provided on completion of the reviews.

*Function 4 reviews consist of reviews of activities performed by bargaining-unit employees. We are not modifying how we determine EAS staffing. The results of the Function 4 reviews are shared with EAS employees in the installation.*

#### **Agenda Item #8**

NAPS once again brought up the issue of proper work schedules for EAS relief supervisors. NAPS is under the impression, based on an attached memo, that each relief supervisor should have a base schedule relieving five regular supervisors.

NAPS provided documentation that this policy is not being followed in districts. NAPS asked that USPS Headquarters reiterate to the field

that EAS relief supervisors are to have a regular schedule with established nonscheduled days.

*As discussed with NAPS on previous occasions, the relief supervisor positions should be created and scheduled in accordance with the Doug Tulino Memorandum dated June 28, 2023, Establishment of Relief Supervisor Jobs. Specific allegations of establishing jobs inconsistent with the Tulino memo should be reported through the appropriate channels to be investigated.*

#### **Agenda Item #9**

NAPS requested clarification of ELM 353.2, which was changed in September 2021. NAPS is concerned the language can lead to abuse of EAS employees by having their schedules randomly changed without operational rationale.

##### **353.2 Reassignment**

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

To another position with the same grade, or

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).

##### **353.22 Employee Self-Nomination**

Employees who desire noncompetitive reassignment may nominate themselves by making a written request to the selecting official.

##### **353.23 Unassigned Employees**

Unassigned nonbargaining employees (i.e., employees whose positions have been abolished) are reassigned in accordance with 354.

##### **353. Temporary Assignment**

See *Handbook EL-312*, 716.1, Temporary Assignments.

#### **353.4 Realignment or Reevaluation**

In a realignment or reevaluation involving nonbargaining positions, Headquarters Employee Resource Management determines the effect on individual positions. Based on those determinations, the following general rules apply when assigning incumbents and filling affected positions:

a. The incumbent is automatically assigned to the position if there is no significant change in duties or responsibilities and no change in grade.

b. The incumbent is promoted noncompetitively if the position is upgraded with no significant change in duties or responsibilities.

c. The incumbent has no assignment or promotion right to the new position if there is a significant change in duties and responsibilities that result in the authorization of a new position at the same or higher grade and abolishment of the present position. The new position is filled in accordance with regular procedures, and the incumbent of the abolished position is assigned in accordance with 354.

d. The incumbent is treated in accordance with 354.241 in any situation where a position is evaluated at a lower grade.

##### **354.12 Nonbargaining Employees**

Assignment of unassigned career nonbargaining employees must be in accordance with the procedures described in 354.2, as appropriate. Postal Service policy provides equal opportunities for all employees without discrimination because of race, color, religion, sex, national origin, disability, or age.

*Nashelle N. Dukes, Employment Policy specialist (TL), provided the clarification.*



**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 30, 2025**

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

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

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



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

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

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

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

### USPS Modifies Telework Policy

In a Feb. 5 letter, Deputy PMG Doug Tulino announced the Postal Service will be rescinding and modifying its existing telework policy. In his letter, Tulino noted that improving efficiencies across all operational and administrative functions is key to the Postal Service's success. "Driving that improvement and increasing the level of collaboration and innovation requires that our policies are consistent with industry trends," he noted.

Participating employees may continue to telework three days a week for the next 30 days. Effective March 10, 2025, telework will be reduced to a maximum of two days per week for a period of 90 days.

Beginning June 9, 2025, participating employees may telework only one day per week. Nonbargaining employees and PCES are expected to report to their assigned stations at

least four days a week.

Employees who telework due to a reasonable accommodation and approved by the Reasonable Accommodation Committee may continue to telework.

### NAPS Responds to Proposed FY25 NPA Indicators

In a Feb. 3 letter to Bruce Nicholson, director, Labor Relations Policy & Programs, NAPS President Ivan D. Butts took issue with the time period afforded NAPS to review the 2025 NPA indicators. NAPS received the FY25 NPA assessment on Jan 25.

He wrote: "The review of approximately 167 pages of documentation, as well as the date on which these documents were received at NAPS Headquarters beginning 116 days beyond the start of FY25 demonstrates the flawed pay-for-performance process that continues to disenfranchise EAS employees in receiving fair and equitable pay raises.

"NAPS also contends that EAS employees delivering for America

again are being placed in the untenable position of having a PFP system that does not afford fair opportunities for achievement. Another factor in this flawed process is the inability of USPS leadership to publish these NPA indicators and related information in a timely manner prior to the beginning of the fiscal year."

Butts went on to say that, despite these concerns, the Postal Service post the suggested goals; EAS employees are waiting for their goals in order to review and discuss with USPS leadership. He requested a meeting with Don Flak, executive director, Performance and Field Operations Support, to review and discuss the 2025 PFP targets and indicators.

NAPS received a letter from Nicholson dated Feb. 11 indicating the USPS will continue implementing proposed FY25 NPA goals, but will provide updates to NAPS regarding NPA performance, as well as accept feedback from NAPS for FY26 NPA goals. The complete proposal is available at [www.naps.org](http://www.naps.org).



Former Rep. Barbara Lee (second from right) with Margarete A. Grant Branch 127 members Nicole Pope, Glenn Gray and Edna Gray

Newly elected Rep. Lateefah Simon (D-CA) was sworn in by former Rep. Barbara Lee on Jan. 19 in Oakland, CA. Her mother, Vicki Simon, held the Bible and Quran.



Branch 127 Vice President Glenn Gray with Rep. Lateefah Simon







Anthony LaGrecia Mid-Hudson, NY, Branch 330 held a membership meeting on Sunday, Jan. 19. From left: President Frank Barton; Vice President, Customer Service, Marlon Munoz; Vice President, Plant, Veronica Copeland; retired honorees Robert Brennan and Leon Griffin; and New York Area Vice President Dee Perez.

Alabama State Branch 901 President John Carson (left) with Central Gulf Area Vice President Dwight Studdard (right) installed the Montgomery District Branch 208 officers, from left, President Mary Billingsley, Vice President Tanya Kelly, Treasurer Rita Brooks and Secretary Brenda Bell.



Montgomery Branch 208 members with Alabama State President John Carson (front) and Central Gulf Area Vice President Dwight Studdard (back)



Central Region Vice President Craig Johnson (right), with Illini Area Vice President Luz Moreno (left), installed North Suburban, IL, Facility Branch 489 officers, from left: Treasurer Cynthia Stone-Mobley, Sergeant-at-Arms Fran Shaw, President Edgar Young, Legislative Rep Esther Mendoza, Secretary Josie Barlow-Flowers and Vice President Robbin Gillespie.



Branch 489 President Edgar Young presented a plaque of appreciation to Thelma Montgomery for her dedication as a member of the Branch 489 Auxiliary.



Branch 489 President Edgar Young presented a retirement certificate and NAPS watch to Secretary Josie Barlow-Flowers who retired from the Postal Service with 38 years of service, 24 years as an EAS employee.



Illinois North Shore Branch 270 members participated in the special branch elections on Feb. 9.



Branch 270 Election Committee members Johnson Joseph, Agnes Bien and Melisa Hall.



Illini Area Vice President Luz Moreno swore in newly elected Branch 270 officers President Katie Levernier, Vice President Shanika Ivy and Secretary Jasmine Harper. Not pictured: Treasurer Gayle Mayo.

Los Angeles Customer Care Center Manager Terri Ruffin held a business review and recognition town hall meeting with Customer Care Enterprise Director David Colon, Executive Manager Kevin Bankston and Command Ops Manager Brian Holbrook from USPS Headquarters. Front row, from left: Branch 39 Vice President Sam Booth Jr., Uriel Trijillo, IT Client Support manager; Yolanda Sardin, Team A Operations manager; Holbrook; Bankston; Colon; Ruffin; Shawn Gooding, supervisor; Beverly Balbarino, manager, Operations Support; Alex Uyleman, Workforce Management specialist; and Albert Mencias, Workforce Management specialist. All of the Customer Care Center managers and specialists in the front row and various staff pictured are NAPS members.





Los Angeles Branch 39 held its Retirement & Annual Scholarship Awards luncheon Jan. 25 at Sonesta Los Angeles LAX. Three retirees were present to receive special recognition: Margie Myers, Yvonne Ray and Doris Porter. Four \$500 scholarships were awarded.

California state and branch officers attended from Northern and Southern California. The event was just a week after the Los Angeles fires. Branch 39 President Marilyn Jones accepted gift card contributions to donate to EAS employees directly impacted by the fires. Several guests who won gift card prizes donated them to fire victims.



From left: former NAPS Secretary/Treasurer John Aceves, Pacific Area Vice President Chuck Lum, California State Secretary Stephnia Campbell, Area Vice President Mariel Murillo, NAPS Western Region Vice President Marilyn Walton, California State and Branch 39 President Marilyn Jones, NAPS Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, California State Vice President John Wong, Area Vice President Marques Ceaser, Area Vice Presidents Clarissa Bognot and Debbie Baker and Legislative Chair Felicia Pennington.



Branch 39 Executive Board members, from left: Secretary Robin Walker, Trustee MiChanda Derbigny, Trustee Carol Randle, Legislative Chair Felicia Pennington, Sergeant-at-Arms Stephen Pervulsky, Vice President Sam Booth Jr., President Marilyn Jones, Trustees Shirley Lee, Yovvet Profit and Velma McClinton and Treasurer Alvetia E. Smith.

From left: NAPS Pacific Area Vice President Chuck Lum, former NAPS President Louis Atkins, LA District Manager of Customer Service Operations MiChanda Derbigny, Branch 39 President Marilyn Jones, NAPS Western Region Vice President Marilyn Walton, Ivonne Warden, NAPS Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore.







Branch 39 honored Patricia Jackson-Kelley, past National Auxiliary president and Western Region vice president, with an excellence award for her dedicated years of service to Branch 39. She also was recognized for her military service. Jackson-Kelley was a member of the Army's 6888th Central Postal Directory Battalion that was deployed overseas to ensure mail reached American troops. From left: Branch 39 Auxiliary President Chanel Dodson, Branch 39 President Marilyn Jones, Patricia Jackson-Kelley and National Auxiliary Secretary/Treasurer Bonita Atkins.



Yvonne Ray retired from the Los Angeles Customer Care Center.



Branch 39 President Marilyn Jones and Treasurer Alvetia E. Smith with Margie Myers who retired from the Postal Service with 37 years of service.



Retiree Doris Porter



Branch 39 Vice President Sam Booth, President Marilyn Jones (left) and Scholarship Committee Chairs Carol Randle and Felicia Pennington (right) with scholarship recipients: Branch 39 Auxiliary President Chanel Dodson accepted for her daughter Kaylin King, Jaylen Lightfoot, Jordan Booth and Dylan Tramel.



Jordan Booth with his mother Monette and father Sam Booth Jr.



Dylan Tramel with his mother, LA District Maintenance Supervisor Gwen Carter, and Scholarship Committee Chairs Carol Randle and Felicia Pennington.



# NAPS Executive Board Directory

## Resident Officers

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



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



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



**James "Jimmy" Warden**  
Secretary/Treasurer  
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## Regional Vice Presidents

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



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



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### Western Region (Areas 14, 15 and 16)



**Marilyn Walton**  
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## Area Vice Presidents

### 3—Midwest Area (DE/NJ/PA)



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



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### 6—Michiana Area (IN/MI)



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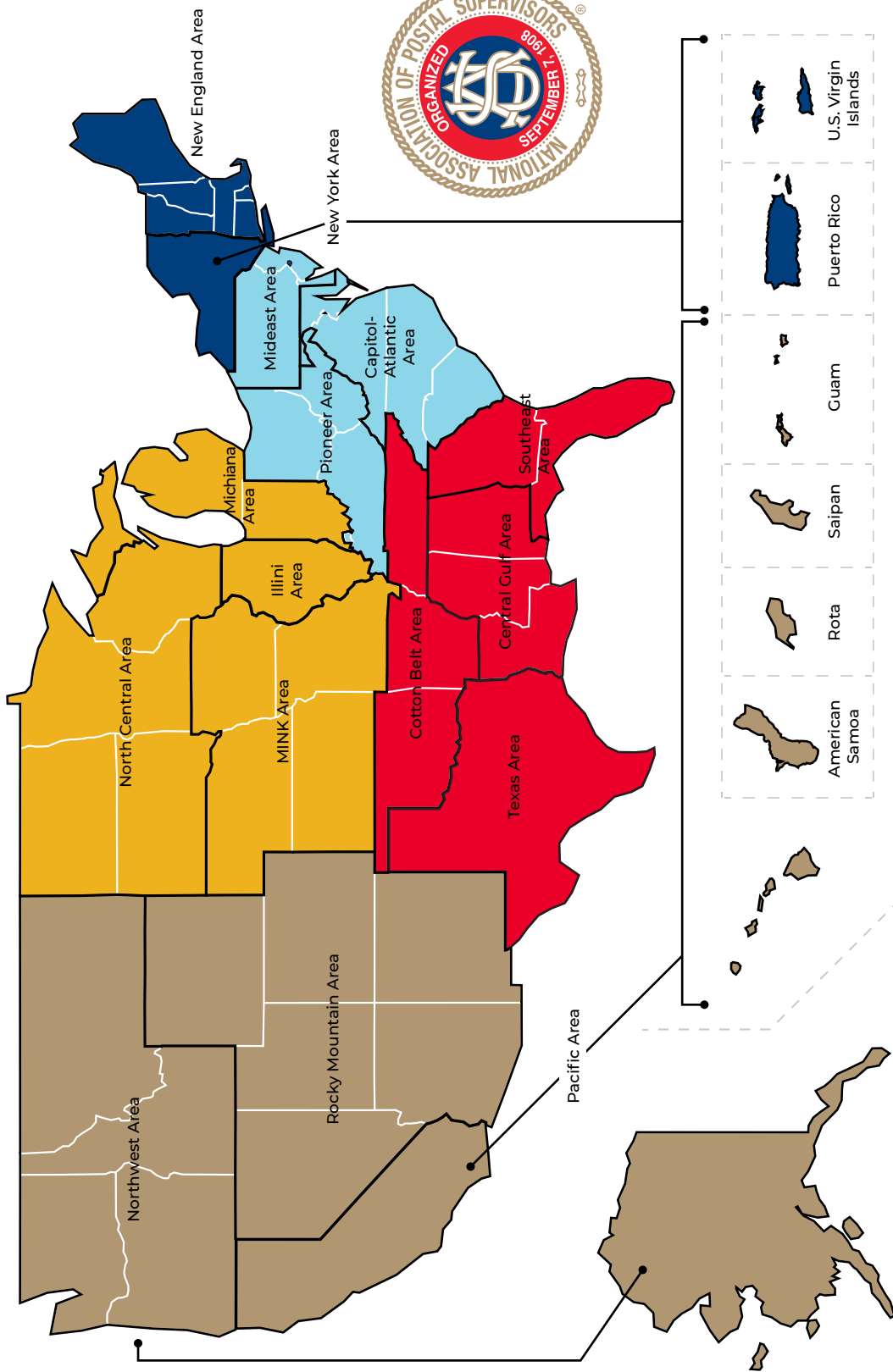
### 16—Pacific Area (CA, HI, Guam, American Samoa,



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



# Order Your NAPS Banner Now!

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Go to the NAPS store at [www.naps.org](http://www.naps.org) and download the order form. The form either can be mailed with payment to NAPS Headquarters or emailed to [naphq@naps.org](mailto:naphq@naps.org), with a phone call to NAPS Headquarters to pay by credit card. Information, including contact information, is on the order form.

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

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

Scan to Join NAPS

Scan to Join NAPS

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

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

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

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

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



# You Raised Your Hand, but Not for This!

**Dee Perez**

*New York Area Vice President*

**U**nderstand things can't stand still; otherwise, we become dinosaurs. The workplace needs to evolve to avoid becoming extinct. With the advent of technology and analytics data for everything imaginable in the workplace, the entirety is justifiably scrutinized.

It's in one's nature to be the best they can be and as efficient as possible. The USPS is no different.



However, the lack of understanding when someone is overwhelmed and pulled in so many different directions six/seven days a week is the Achilles' heel of the Postal Service. It needs to be recognized and fixed.

The PMG often discusses changing the culture. I sure hope the following example does not represent the culture for which he is looking; I believe it to be something different. In Customer Service, you turn your computer on before 8 a.m. and find 40 to 50 emails already waiting for you. On a Monday, it could be 100 emails.

Everyone is stressed *every* day over the constant pressure and second-guessing. I don't believe I've ever seen it so bad. I've received feedback from many branch presidents and attended membership and Zoom meetings with my Postmaster's Committee members. Things are spiraling out of control in Customer Service.

MPOOs' responsibilities have become everything under the sun, with no help from Operations Program

Support. Oh, wait! I forgot! Those positions were RIFed a few years ago. This, despite the fact the tasks they performed still are required and now are being done by much-higher-level employees than the previous Level-19s. What's that all about?

MPOOs have had no choice but to delegate their tasks of compliance and monitoring programs to postmasters and managers, while also allowing them to hold Zoom meetings on their behalf because the MPOOs are on Zoom meetings all day. The result of this stellar job being done by their mini MPOOs is threatening corrective action with "paper" and being flat-out disrespectful to their peers in Zoom meetings that include yelling.

I'm hearing this from both coasts; it's a sign of the times in the USPS. I'm often reminded these anointed leaders are a reflection of whoever appointed them to represent them in a Zoom meeting. Those leaders own their behavior.

The problem with all the MPOO helpers is they are not at any higher level. Let's be real—to send a report or monitor a compliance task six days a week is just a small fraction of MPOOs' responsibilities. The helpers are not doing MPOOs' entire jobs, just a small fraction, so there is no higher-level reward allowed.

Can these voluntary favors lead to a promotion? Perhaps. This is why being an MPOO's little helper may result in anger from your peers—and rightfully so—when they see you

## The Postal Supervisor 2025 Production Schedule

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

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

have been promoted by performing all these tasks.

Promotions are not supposed to work like this, but, unfortunately, they sometimes can. That's the culture of the Postal Service. Unless MPOOs are given proper staffing, such as administrative assistants, these preconceived notions will continue to linger and eat away at the morale of front-line EAS employees, as is happening today.

I'm learning that postmasters are conducting office visits on behalf of MPOOs, which is not a new concept. But some are taking these duties much further than their *Form 50* indicates they can. They need to know their place.

*Form 1723* tells you who's in charge. The *ELM* tells us that, from manager to postmaster of the same level, you are not each other's new boss.

As a reminder to every active member reading this column:

- You have a voice; respectfully stand up for yourself. NAPS has your back.
- You can voice your disagreement; just be respectful. NAPS has your back.

Please sign three new members per branch per month! MM = membership matters!

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

# Eastern Region Holds Successful Cabinet Meeting

**Richard L. Green Jr.**  
*Eastern Region Vice President*

The annual Eastern Region Cabinet Meeting was held in Cleveland, OH, over the Martin Luther King Jr. holiday weekend. The meeting was attended by 140 leaders from local branches across the Eastern Region. Cleveland Branch 46, our host branch, did an outstanding job providing great hospitality, as well as scheduling an enjoyable night out where our members showed off their singing voices with karaoke!

Now, to the business. We had great representation from the Postal Service. Elvin Mercado, newly appointed acting chief Retail and Delivery officer and executive vice president, shared his vision of how the Postal Service would be moving forward to address and improve safety for employees across the scope of

his responsibilities.

Todd Hawkins, vice president, Processing Operations, Eastern Region, shared information on performance from the previous fiscal year. He thanked our delegates for their outstanding performance during



peak season. We also had the opportunity to hear from Mark Wilson, newly appointed acting Lakeshores director.

Bruce Nicholson, director, Labor Relations Policies & Programs, shared with our delegates

the work that was done last year that resulted in a \$13 million reduction in Article 8 payments. He also discussed where the agency was regarding the new contract agreement with the National Association of Letter Carriers and how that impacts talks with NAPS in relation to a new pay agreement. I want to thank Bruce for working with me to provide a great representation of senior postal leadership to speak to our delegates.

I also want to thank our resident officers who took time out of their busy schedules to be with us. President Ivan D. Butts shared information concerning the lawsuit still being litigated between NAPS and the Postal Service. He also shared his thoughts on pay talks and how soon (best-case scenario) or how far out (worst-case scenario) that could be. He reminded us of his core beliefs: Everything he does is focused on the betterment of members.



Eastern Region Cabinet Meeting Facilitator and Eastern Region vice president Richard Green thanked Shearly Shawn, Capitol-Atlantic Auxiliary vice president, for the great work her team did during the event.



At the end of the banquet, Eastern Region branch officers were installed.



Lorraine Brown, Arnold Navarre, VA, Branch 88, asked a question of one of the Postal Service speakers.



Eastern Region Vice President Richard Green and USPS Eastern Region Vice President of Processing Operations Todd Hawkins



NAPS President Ivan D. Butts addressed delegates.

Executive Vice President Chuck Mulidore shared a legislative update that included the results of the 2024 elections and the impact of those results for NAPS. He thanked delegates for their work with their respective representatives that led to passage of the Social Security Fairness Act that repealed the WEP/GPO. He shared how proud the resident officers were

to attend the signing of the bill by President Biden.

We had a wealth of great training presentations from Steve Dillard of Dillard Financial Solutions and Arvella Collins from the Federal Thrift Investment Board. We thank them for their wealth of knowledge shared with our delegates.

Lastly, I want to personally thank

every delegate who took time to attend this event. Your attendance and support are greatly appreciated. Thanks again to Cleveland for a great weekend. I know you won the NATI by beating my team, but I still got love for ya! See you in Philadelphia in 2026.

Fighting for membership!  
[rgreen151929@aol.com](mailto:rgreen151929@aol.com)

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# Productive Weekend in Hawaii

**Marilyn Walton**  
*Western Region Vice President*

**H**onolulu Branch 214 hosted NAPS national officers at its annual, post-Christmas party and one-day training event over the Martin Luther King Jr holiday weekend. Special guests were NAPS Secretary/Treasurer Jimmy Warden and his wife Ivonne, Past President Brian Wagner and his wife Carol, California State President Marilyn Jones and me. Pacific Area Vice President Chuck Lum

and Branch 214 President Laurie Lum were our hosts for this special weekend in Hawaii.

We attended a welcome dinner on our first day and enjoyed a lovely Hawaii feast on a patio of a local restaurant as we watched the beautiful sunset. As part of the annual, post-holiday dinner, the branch celebrated the retirements of Laurie Lum, Corallynn Rodrigues and Leah Duey.

The branch treated members to a great post-holiday meal and used the time to thank members for their ongoing support and congratulations for a successful peak mailing season. The branch officers hosted a day of NAPS training facilitated by Wagner.



We had a great time in Honolulu. It's always good to see old friends and make new friends while enjoying the Aloha spirit!

From left: California State President Marilyn Jones, Branch 214 Trustee LaRissa Kalamalama, NAPS Secretary/Treasurer Jimmy Warden, Ivonne Warden, Branch 214 Trustee Kalei Lorenzo, President Laurie Lum, Treasurer and State Legislative Chair Kanani Alos, Carol Wagner, past NAPS President Brian Wagner, Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum and Branch 214 Vice President Keliinani Eberhart.



NAPS Secretary/Treasurer Jimmy Warden addressed attendees at Branch 214's annual post-Christmas party.



Past President Brian Wagner provided one day of training.



Branch 214 celebrated its retirees, from left: President Laurie Lum, Corallynn Rodrigues and Leah Duey.

# Postal Coalition Stresses Communicating with Lawmakers

The California Postal Legislative Coalition met Sunday, Feb. 2, at the Laborers Hall in Sacramento, CA. Over 90 members attended, with many more participating via Zoom. All postal unions, the two postal management associations, NARFE and the AFL-CIO were represented.

APWU California State President Gaare Davis led the discussion. The special guest was NAPS Executive Vice President Chuck Mulidore. NAPS Director of Legislative & Political Affairs Bob Levi was the keynote speaker. Co-

alition members refer to Levi as the dean of Washington, DC, political information and knowledge.

There were Zoom presentations from national legislative directors representing the APWU, NARFE, Rural Letter Carriers' Association and the California Alliance of Retired Americans, as well as remarks from the California Federation of Labor Unions, AFL-CIO. A Zoom presentation also was made by the Save the Post Office Coalition.

Levi's presentation, "Washington, DC, Danger Ahead," carried over the theme of all the presenters. Concerning the future, the coalition will be on hold regarding proposed changes coming from the new administration.

This year's overall theme was making a commitment to contact congressional representatives and

## On the Move?

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

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

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

senators. Everyone must interact with all lawmakers, regardless of party. It is important to make friends in Congress and continue to educate them on postal and federal issues.

We had a productive and informative meeting with a lot of information to take back to our organizations. We appreciate the commitment from our local, state and national NAPS members for their attendance and continued support of the California Postal Legislative Coalition's annual events.

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



NAPS Executive Vice President Chuck Mulidore



Keynote speaker Bob Levi, NAPS director of Legislative & Political Affairs



California Postal Legislative Coalition continued its advocacy at annual meeting.



## Bob Levi

Director of Legislative & Political Affairs



I cannot overstate the gravity of the challenges confronting postal supervisors, managers and postmasters during the first few months of 2025. There are toxic ap-

has happened to the U.S. Agency for International Development (USAID). President Trump shuttered the agency last month. While I take no position on the merits of USAID's mission or work, it is instructive to note the agency was established under the Foreign Assistance Act of 1961 as an independent establishment of the federal government.

The U.S. Postal Service

was created as an independent establishment a decade later in 1971. Although a national postal operation is firmly rooted in the U.S. Constitution (Article 1, Section 8), our postal legacy is no protection from those who seek to dismantle fundamental governmental functions.

For this reason, NAPS not only will be vigilant regarding postal privatization, we also will fight proactively to safeguard a government-run postal operation whose mission continues to be binding the nation together. Consequently, NAPS is strongly promoting H. Res. 70, a congressional resolution to support the USPS as an independent establishment of the federal government and not subject to privatization. Rep. Stephen Lynch (D-MA) introduced H.

Res. 70, with Reps. Nick LaLota (R-NY), Andrew Garbarino (R-NY) and Gerald Connolly (D-VA) as original co-sponsors.

Some of the motivation for weakening the Postal Service has been fueled by the operational failures resulting from the so-called "Delivering for America" (DFA) initiative. In the eyes of postal policymakers, mailers and the American public, confidence in postal leadership's ability to deliver for America has been seriously compromised.

The most recent evidence of the plan's shortfalls was starkly enumerated in the Postal Regulatory Commission's much-anticipated advisory opinion regarding the DFA. The PRC published its unanimous opinion on Jan. 31. In sum, the five commissioners concluded that "the Postal Service is irreversibly changing its network *without laying the foundation for success* (emphasis added)."

In its well-documented, 301-page opinion, the PRC found the USPS' plan relies on a flawed design whose implementation is premature. The commission opined that the DFA relies on inflated and uncertain cost-savings, which is unlikely to impact the agency's financial condition.

Most importantly, the PRC determined the plan is having and will continue to have a negative impact

## A Year Like None Other

peals to privatize the U.S. Postal Service, postal management continuing to misdeliver for America and the punitive congressional recommendations to slash postal employee health and retirement benefits.

At the same time, the delay in the National Association of Letter Carriers to ratify a collective bargaining agreement aptly demonstrates the need for prompt passage of the Postal Supervisors and Managers Fairness Act, which, in part, would accelerate the process by which EAS-level postal employees can secure an updated pay and benefits schedule. Also, we will seek to secure COLA equity for Federal Employees Retirement System (FERS) annuitants. These key issues are among those that will be addressed at NAPS' upcoming Legislative Training Seminar (LTS) April 6-9.

Prying away the U.S. Postal Service from being a governmental responsibility is being floated by Elon Musk and his crew of faceless, nameless, reckless technocrats. This monstrous idea needs to be shot down now. Should this idea gather any steam, universal, affordable mail service provided by well-trained and trusted public employees would be in dire jeopardy.

In case you believe this fear is far-fetched, you need only turn to what

## Government Pension Offset Alert

An overlooked benefit of the repeal of the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) is it does not only apply to "survivor" benefits, but also applies to regular spousal benefits. The spousal benefit, whether survivor or not, can total 50% of the other spouse's Social Security entitlement.

Eligible spousal annuitants should apply for the spousal benefit as soon as possible because retroactive benefits can be paid only for the six months preceding application for the benefits. This six-month limit on retroactive benefits only applies to those who have yet to apply for WEP and GPO benefits.



on timely mail delivery, especially in and to rural communities. Finally, the panel concluded the method for evaluating the DFA is unreliable. The PRC urged the Postal Service to reconsider whether the speculative, small gains from the DFA outweigh the certain downgrade in service for a significant portion of the nation.

Additionally, at the February USPS Board of Governors meeting, the agency heralded a \$144 million net profit for the first quarter of FY25. The large volume of election mail and modest growth in Ground Advantage plowed the way for the surplus; however, on-time performance continued to lag.

Finally, in early February 2025, the Government Accountability Office (GAO) published its formal response to a request by two House Appropriations Subcommittee chairs to audit the projected cost-savings the USPS claimed would result from its redesigning mail processing facilities, one of the key elements of the DFA. In sum, the GAO cast doubt on the projected cost savings.

Now, permit me to move to the emerging congressional budget process. It does not offer any good news for postal employees and retirees. To bolster border security, finance corporate and individual tax cuts and cut the federal deficit, congressional budget vultures have targeted federal employees and retirees, including those of the Postal Service.

In mid-February, the House Budget Committee unveiled a budget bill that tasks the House Committee on Oversight and Accountability with coming up with cuts to the postal and federal community totaling \$50 billion over the next decade. Among the proposals is a 3.6% pay cut for federal and postal employees who began federal employment be-

*Continued on page 34*

# Jay Killackey—a Mentor and Leader to Many

**John Russell**

Soon after I started working as an LSM operator in the 1980s, the federal government announced there were going to be major changes made to the Civil Service Retirement System. As a young man, I didn't give it much thought. However, many of my co-workers were excited about the idea of being able to manage their own retirement funds. It was at this time I was approached by a man called Jay who told me I absolutely not should change my retirement plan. I took his advice.

The years progressed and I became a mail processing supervisor. During that time, I made a bad judgment call and put myself in a position where I could potentially lose my job. Sitting in the Labor Relations office, contemplating the possibility of losing my job, my future looked bleak.

That was when the door opened and in walked Jay. I had completely forgotten about my membership in NAPS. The next few months were very trying, but my membership in NAPS entitled me to my pay, as well as representation by Jay.

Much to my relief, I was given a second chance by the Postal Service. I was so thankful for Jay's help and, because I'm a Boston guy, I approached him with an

envelope. He smiled and said, "Put that away. All I want you to do is start coming to NAPS meetings."

I started attending meetings and became a member of the Boston Branch 43 Executive Board. During my tenure, I met many NAPS officers from around the country and shared postal experiences, as well as friendship. None of that would have happened without Jay's influence.

Over the years, I watched Jay rise from Branch 43 president to New England Area vice president and on to NAPS Headquarters as secretary-treasurer and then executive vice president.

As we approach the one year-anniversary of Jay's passing on March 21, I mourn his loss greatly. But I am so thankful for his guidance, as are so many others throughout the country who benefited from his wisdom.

*Editor's note: In 2024, Boston Branch 43 was renamed Killackey-Russell Branch 43 in honor of the two longtime members. Killackey joined in 1979 and mentored a generation of branch members, serving as a NAPS DDF advocate. Russell served as Branch 43's sergeant-at-arms from 1992 through 2015. He, too, has mentored a new generation of members, as well as being a tireless advocate.*



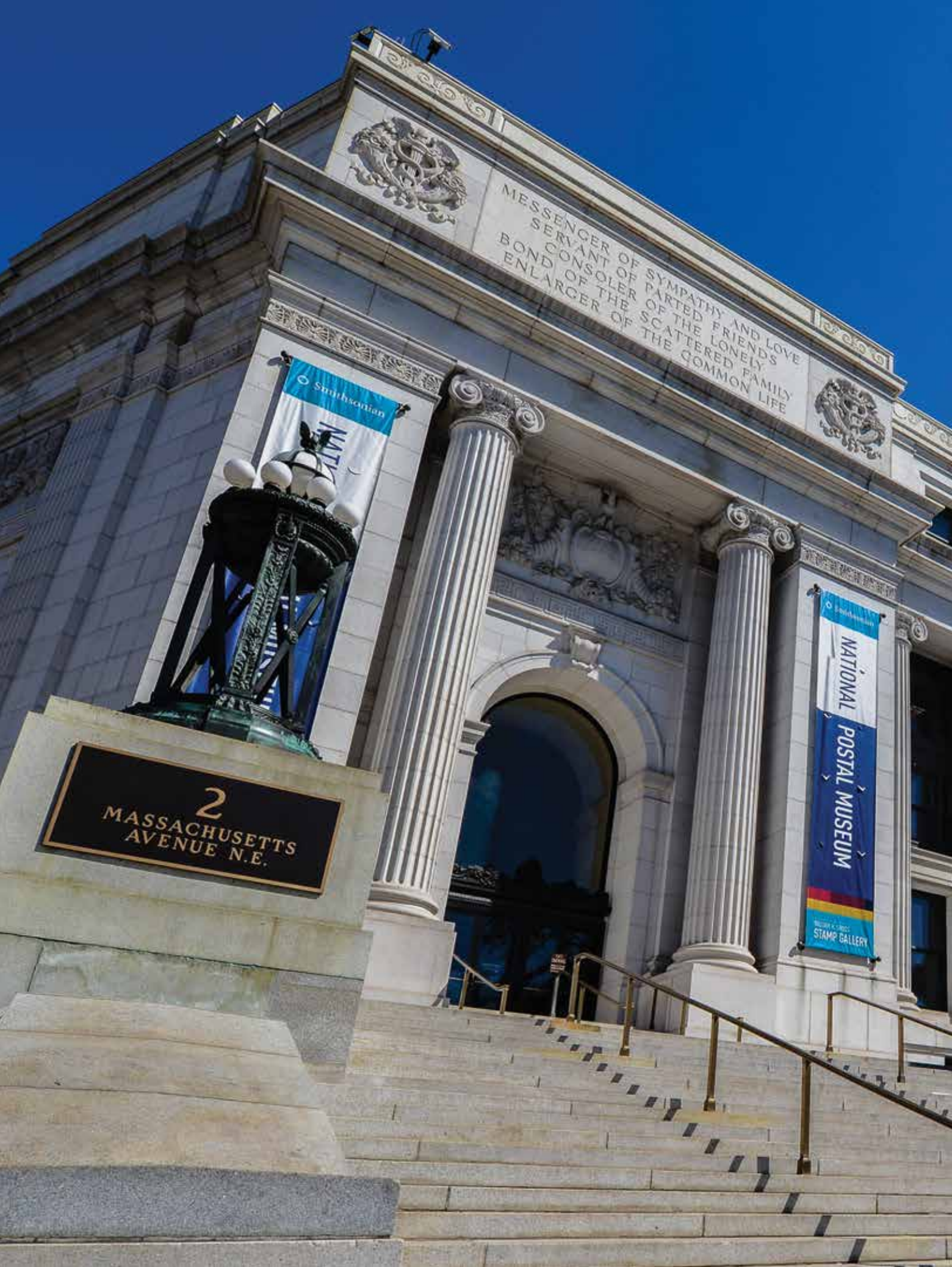


MESSENGER OF SYMPATHY AND LOVE  
SERVANT OF PARTED FRIENDS  
CONSOLER OF THE LONELY  
BOND OF THE SCATTERED FAMILY  
ENLARGER OF THE COMMON LIFE

Smithsonian  
NATL

Smithsonian  
NATIONAL  
POSTAL MUSEUM  
MUSEUM & GALLERY  
STAMP GALLERY

2  
MASSACHUSETTS  
AVENUE N.E.





# National Postal Museum: A Beacon of Postal Service Research

By Jordanna Garland

*Photos courtesy of  
National Postal Museum,  
Smithsonian Institution*

**L**ocated just 20 minutes from the White House sits the Smithsonian's National Postal Museum, home to the vastly rich history of the Postal Service. The museum invites visitors to delve into the culture of the Postal Service with its 14 exhibitions highlighting its dedication to philately research.

Having worked at the museum for nearly 20 years, Curator Lynn Heidelbaugh researches various topics and collections related to philately. As a public historian, Heidelbaugh was drawn to research the Postal Service because it touches on so many aspects of the American experience and our day-to-day lives.

"I can look at very many different topics from how did

the customer experience change over time? How did they respond to things like the introduction of parcel post?"

Heidelbaugh explained. "There's always something new for me to find out and that's what I enjoy."

Although the museum was established in 1993, the building's history goes back much further. Formerly known as the City Post Office, the Postal Square Building once served as Washington's main post office from 1914 to 1986, before reinventing to become the Smithsonian National Postal Museum seven years later. In 2013, the museum expanded to house larger exhibition spaces with





the addition of the William H. Gross Stamp Gallery.

The gallery houses the museum's National Philatelic Collection, which tells the history of postage stamps and mail throughout time and their impact on mailed communication. In exhibitions such as "World of Stamps" and "Mail Markings," visitors can see artifacts that include the 1840 Penny Black stamp and a letter mailed aboard the *Titanic* during its fateful voyage.

The museum offers new exhibits, including permanent and temporary displays. One upcoming exhibit set to debut in 2026 will focus on the work



of postage stamp designers, examining how the stamps are designed and how they become postage.

When reminiscing on prior projects at the National Postal Museum, Heidelbaugh described examining

World War II military mail as one of her favorite research experiences. When curating an exhibit on victory mail (V-mail), a specialized type of mail that allowed for letters to be photographed onto microfilm, she met two veterans who worked in the V-Mail System during the war.

"It really showed me the intricacies of the postal work, the postal

network and why people are doing the work to get the mail to someone," Heidelbaugh said. "To get that personal insight and their lived experiences really was rewarding and brought a deepening of perspective on that subject."

In her research, Heidelbaugh continues to learn more about the personal experiences of postal workers. In collaboration with a professor from New York University, Heidelbaugh and Assistant Curator Alison R. Bazylnski, a colleague at the museum, currently are working on an oral history project examining postal workwear and how postal workwear prepares the worker for their position. Together, they collect stories from active and inactive postal workers about their workwear and how their cloth-







ing and accessories shape how they perform their postal responsibilities.

“What it means to go about your daily work in the Postal Service, present yourself and be equipped to do your work in whatever environment you are in,” Heidelbaugh offered.

“It’s a great way to get that breadth and depth of the Postal Service. The agency is an amazing workforce in terms of numbers and diversity. We are really striving to get more people to help us out and share their stories.”

To bring a more immersive element to the National Postal Museum,

the curatorial and media departments have created short, one-minute videos, aptly titled “One-Minute Wonders,” that share backstory information about many of the museum’s various objects. These videos are available to watch on the museum’s YouTube page, SmithsonianNPM, and also

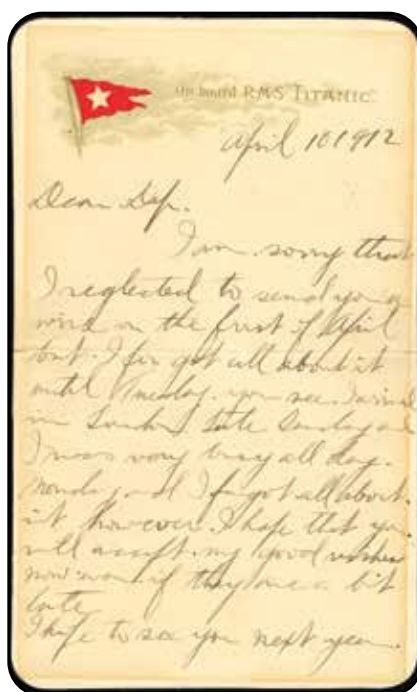
are accessible through QR codes found throughout the museum.

The Smithsonian’s National Postal Museum is open daily from 10 a.m. through 5:30 p.m.; entrance admission always is free. For more information, visitors can find its website at <https://postalmuseum.si.edu/>.

“I’ve given some tours where somebody says, ‘I’ve worked with that,’ or we’ve had postal inspectors walking through who said, ‘I worked on that investigation,’” Heidelbaugh said. “We’re hoping there are moments where something will resonate with somebody’s experience.”

NAPS members attending the Legislative Training Seminar in early April should make time to visit this fascinating museum!

*Jordanna Garland graduated last year from the University of Delaware with a bachelor’s degree in English. She currently works as a freelance writer for APG Chesapeake, a media company in Easton, MD, as she strives to establish her journalism career.*





# 2025 SPAC Pins

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



## President's Ultimate

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

## Drive for 5

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



## VP Elite

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



## Secretary's Roundtable

*\$500 level*



## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*

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



# 2025 SPAC Contributors



## January Contributors

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

Shawn, Steve	MD	Branch 403
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### Chairman's Club (\$250)

Randle, Carol	CA	Branch 39
Randall, C. Michele	MD	Branch 531
Scales-Bradley, Constance	NJ	Branch 53
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46

### Supporter (\$100)

Campbell, Stephnia	CA	Branch 159
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Moss, Donalda	DC	Branch 135
Valuet, John	ID	Branch 915

Amergian, Raymond	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Elyea, Chad	MI	Branch 142
Dallojacono, Anthony	NJ	Branch 568
Forde, Nicholas	NY	Branch 202
Burgasser, Ted	OH	Branch 29
Walker-Hoffman, Denise	OR	Branch 940
Bartko, Susan	PA	Branch 20
Erickson, David	SD	Branch 946
Weier, Craig	SD	Branch 946
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Farmer, Joanne	VA	Branch 526
Jackson, Alice	VA	Branch 526
Thomas, Carlos	VA	Branch 98
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	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  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

ZIP+4 \_\_\_\_\_ Date \_\_\_\_\_

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



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

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

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

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

Card expiration date: \_\_\_\_/\_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

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

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

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

# SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Jan. 31, 2025)

## National Aggregate:

\$12,723.37

## National Per Capita:

\$0.48

### Region Aggregate

1. Eastern .....	\$5,402.50
2. Western .....	\$2,229.38
3. Central.....	\$1,815.00
4. Southern.....	\$1,694.08
5. Northeast.....	\$1,582.41

### Region per Capita

1. Eastern .....	\$0.87
2. Western .....	\$0.42
3. Central.....	\$0.41
4. Northeast.....	\$0.32
5. Southern.....	\$0.30

### Area Aggregate:

1. Capitol-Atlantic .....	\$3,307.15
2. Pioneer .....	\$1,724.35
3. Pacific.....	\$1,072.50
4. Mideast .....	\$1,031.00
5. Northwest.....	\$ 770.88
6. North Central .....	\$ 696.00
7. New England .....	\$ 597.00
8. Illini .....	\$ 573.00
9. Texas .....	\$ 553.00
10. Cotton Belt.....	\$ 413.00
11. Southeast .....	\$ 389.58
12. Rocky Mountain....	\$ 386.00
13. Michiana.....	\$ 355.00
14. Central Gulf .....	\$ 351.50
15. New York .....	\$ 325.41
16. MINK .....	\$ 191.00

### Area Per Capita:

1. Pioneer .....	\$1.26
2. Capitol-Atlantic .....	\$0.99
3. North Central .....	\$0.78
4. Northwest.....	\$0.74
5. Illini .....	\$0.47
6. Central Gulf.....	\$0.47
7. Cotton Belt.....	\$0.43
8. Mideast .....	\$0.40
9. Pacific.....	\$0.38
10. New England .....	\$0.37
11. Texas .....	\$0.32
12. Michiana.....	\$0.30
13. Rocky Mountain.....	\$0.27
14. Southeast .....	\$0.19
15. MINK .....	\$0.18
16. New York .....	\$0.14

### State Aggregate:

1. Ohio.....	\$1,533.00
2. Maryland .....	\$1,454.00
3. Virginia .....	\$1,134.50
4. California .....	\$ 952.50
5. New Jersey.....	\$ 710.00

### State Per Capita:

1. South Dakota.....	\$4.21
2. Idaho .....	\$2.59
3. Maryland .....	\$2.32
4. Maine .....	\$2.09
5. Ohio.....	\$1.63

## Drive for 5

### Members by Region:

1. Southern.....	41
2. Eastern .....	40
3. Western .....	37
4. Central.....	33
5. Northeast.....	27

### Aggregate by Region:

1. Eastern .....	\$2,082.50
2. Western .....	\$1,846.88
3. Southern.....	\$1,526.58
4. Northeast.....	\$1,107.41
5. Central.....	\$ 944.00

## Legislative Update

Continued from page 27

fore 2014. This would result from setting FERS employee contributions at 4.4% for all employees, not those hired in 2014 and thereafter.

Another proposal would replace the current formula for calculating a retirement annuity from the average salary of the highest three years to the highest five. Also under consideration is a plan to create a fixed-dollar, tax-free voucher to pay for health insurance, rather than use the weighted average premium method.

This idea would shift a significant portion of the health insurance burden from the government to its employees and retirees. Of course, there are other anti-employee proposals, but these stick out as impacting the postal community most significantly.

We also are attuned to the NALC rank-and-files' rejection of the collective bargaining agreement negotiated between USPS and NALC leadership. This rebuff delays the commencement of NAPS' pay consultations with the USPS on behalf of EAS-level postal employees.

Current law tethers EAS pay consultations to the conclusion of a collective bargaining agreement with the largest postal union, presently the NALC. Legislation for which NAPS has strongly advocated for the past five years would, among its provisions, tie the beginning of pay talks to the conclusion of the pay and benefits schedule, rather than wed it to a union collective bargaining agreement.

Moreover, the legislation would mitigate the need for expensive and lengthy legal actions should the USPS not comply with a mediation panel's decision, if mediation is triggered. The legislation would make the mediation panel's decision binding. We expect Rep. Connolly to reintroduce the bill prior to LTS.

Finally, NAPS will be working to secure the same full COLA for FERS annuitants as provided Civil Service Retirement System (CSRS) annuitants. Under current law, if the Consumer Price Index (CPI) is greater than 3%, the FERS COLA is 1% less than the CSRS COLA. If the CPI is between 2% and 3%, the FERS COLA will be frozen at 2%. If the CPI is 2% or less, the FERS and CSRS COLAs are the same. H.R. 491 would ensure that FERS and CSRS COLAs reflect the full Social Security COLA. Connolly introduced this bill.

It is quite evident this year will be like none other in recent memory. For this reason, we need every postal supervisor, manager and postmaster to become exemplary legislative advocates—not only for NAPS, but for themselves, as well.

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



*Make Contributing to SPAC a Habit:*

# Contributions via USPS Payroll Deduction

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

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

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

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



## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 \_\_\_\_\_

(Example: 77225555512345678).

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



*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.





# Mad About Membership

**Brian Wagner**  
Past NAPS President

**A**s I have said many times at meetings and in past columns in *The Postal Supervisor* magazine, membership is the lifeblood of the NAPS organization. At the time of this writing, NAPS has over 20,000 potential new members. Unfortunately, sometimes recruiting new members is not as easy a task as we would like it to be. However, it doesn't have to be if you are prepared. Here's the scoop.



I recently did a follow-up call to a potential new NAPS member (recently promoted supervisor from the craft), asking if they had any questions about the *Why Join NAPS* brochure and the *Don't Go It Alone* one-page insert I included with my recruitment letter. This potential member was just as interested in what else NAPS had to offer, besides representing them in postal pay and benefits at the national level and locally during investigative interviews or OIG investigations.

I shared that, as a dues-paying member, the benefits of NAPS membership are tangible, but also intrinsic. I consider all NAPS benefits to be priceless. Over the phone, I reiterated the same benefits listed in my recruitment packet, but shared additional benefits, as well.

In the short time I had to talk, I took a couple of quick sips of my Kona coffee and shared the following NAPS benefits:

- Monthly representation at the USPS/NAPS consultative meetings where NAPS addresses member work-

place issues and other matters impacting EAS jobs and careers.

- NAPS is heavily involved in pay consultations with the USPS, always seeking better pay and benefits for its members.

- A monthly subscription to *The Postal Supervisor*.

- A network of 270 local and state NAPS branches with whom to network. A network of approximately 29,000-plus NAPS members to call on for guidance and assistance to move up in your EAS postal career.

- A team of national, state and local officers and advocates to call on for guidance, counsel, representation and to know your EAS rights.

- Access to the "Members Only"

section of the NAPS website filled with USPS policy letters that reflect the rights of EAS employees.

- A legislative network with funding from NAPS' Supervisors' Political Action Committee (SPAC) used to influence congressional leaders to pass legislation that will provide a better workplace, postal pay and retirement benefits for all EAS employees.

- A Disciplinary Defense Fund (DDF) that is second to none and free with membership if ever an EAS employee is subject to an adverse action or debt collection.

- Many opportunities to attend branch meetings, training conferences and state and national conventions to learn more about NAPS, how to get more involved and to further understand your rights as an EAS employee.

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



### **December High-Five Club members**

Ruqayyah Bobo, Branch 23, MI  
Patricia Johnson, Branch 72, WI  
Paul Ross, Branch 7, NY  
Victoria Sprewer,\* Branch 72, WI  
Brian Wagner,\*\* Branch 255, IL

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

- NAPS scholarships for members' children, grandchildren and great-grandchildren.

- Very reasonable membership dues for all the tangible and intrinsic benefits that come with NAPS membership.

Some nonmembers may be non-committal at first in joining NAPS because they are unaware of the benefits and value of membership. I encourage all NAPS members to use this information and tips, along with the ones I have shared in past columns, to enthusiastically promote and be “mad about membership,” with the goal to sponsor at least one new member in 2025.

Today’s takeaway: Benefits of NAPS membership are realistic, tangible and intrinsic in value. With all that NAPS has offer, it would not be unrealistic or maddening to think NAPS’ nonmember list would someday become nonexistent.

Thrift Savings Plan						
Fund	G	F	C	S	I	
<b>January 2025</b>	<b>0.39%</b>	<b>0.51%</b>	<b>2.78%</b>	<b>4.99%</b>	<b>3.68%</b>	
<b>12-month</b>	<b>4.46%</b>	<b>2.04%</b>	<b>26.32%</b>	<b>25.80%</b>	<b>8.35%</b>	
<small>The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.</small>						
Fund	L Income	L 2025	L 2030	L 2035	L 2040	L2045
<b>January 2025</b>	<b>1.20%</b>	<b>1.28%</b>	<b>2.21%</b>	<b>2.38%</b>	<b>2.56%</b>	<b>2.71%</b>
<b>12-month</b>	<b>8.26%</b>	<b>9.26%</b>	<b>13.52%</b>	<b>14.39%</b>	<b>15.27%</b>	<b>16.03%</b>
Fund	L 2050	L 2055	L 2060	L 2065	L2070	
<b>January 2025</b>	<b>2.86%</b>	<b>3.36%</b>	<b>3.36%</b>	<b>3.36%</b>	<b>3.36%</b>	
<b>12-month</b>	<b>16.80%</b>	<b>19.65%</b>	<b>19.65%</b>	<b>19.64%</b>		
<small>These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.</small>						
Visit the TSP website at <a href="http://www.tsp.gov">www.tsp.gov</a>						

However, it would be maddening and unrealistic for me not to provide you with my ice-cream-flavor-of-the-

month recommendation: Hawaiian Mud Pie.  
**brian4naps@aol.com**

# Get Involved: Be a NAPS Representative

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

Local NAPS representation is essential for the success of the Postal Service and NAPS, especially where the “rubber meets the road.” NAPS needs representatives at all levels. Being a local branch representative is challenging, but can be rewarding.

It is unfortunate when a member becomes a NAPS officer or representative and someone in certain senior leadership positions stealthily tells them this will affect their career. After all, when a member takes on a NAPS officer/representative role, it demonstrates their qualities in leadership, communication, negotiation,



professionalism and other abilities in their tool kits.

*ELM*, version 55, Section 651.2, reads, in part:

### 651.2 Representation

Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24 ... Employees covered under these provisions may request representation during inves-

tigative questioning if the employee has a reasonable belief disciplinary action may ensue.

Sometimes, disciplinary actions issued to EAS employees are self-inflicted because of some type of performance issue or bad behaviors. However, a few in leadership roles issue frivolous discipline out of spite. In fact, some higher-level officials encourage this, with no accountability to these types of actions.

Consider becoming a local NAPS branch officer or advocate. Your expertise in this process can help a fellow NAPS member during their time of need, as well as your local branch.

Yes, being a local branch officer or representative can be difficult. Advocates play a crucial role in representing NAPS at various levels, ensur-

*Continued on next page*



# Notes

from the National Auxiliary

## Time to Rebuild Our NAPS National Auxiliary

**Hazel Green**

*Eastern Region Vice President*

**A**s we embark this year with our NAPS family activities, it is imperative that we commence replenishing Auxiliary membership at the local and state levels. Our Auxiliary has a rich history of excellence, having been in existence for many years and consistently delivering innovative fundraising ideas to support NAPS' legislative agenda locally and on Capitol Hill.

NAPS members: Our Auxiliary members have worked tirelessly over the years. It now is essential that we revitalize our ranks with new members and fresh perspectives to support NAPS' legislative initiatives. The role of the Auxiliary has evolved significantly over the years.

In the 1970s and 80s, the Auxiliary conducted letter-writing campaigns to politicians, advocating for



NAPS legislative priorities. However, with the advent of new technology since the 90s, our approach must adapt to remain effective.

I am taking the initiative to recruit spouses, partners, children aged 18 and older, family members and significant others of NAPS members from

my local branch. I'm taking the first step by personally recruiting new members and asking for support from our NAPS members to ensure our National Auxiliary continues to flourish.

If each of us recruits one new member, we can fortify our National Auxiliary and enhance support for NAPS with innovative ideas. With your support, we can ensure the continued prosperity of our Auxiliary and its effective support for NAPS' legislative initiatives.

Let's make 2025 a year of revitalization, growth and success for our National Auxiliary.

[hazel.green5@icloud.com](mailto:hazel.green5@icloud.com)

ing the organization's interests and USPS goals are effectively pursued. There is a small number in senior leadership roles who feel USPS and NAPS Headquarters agreements/position documents do not affect them at the local level. Really?

Please contact your local NAPS branch officers. Advocacy training and support are available for those interested in these roles. You can play a vital part in ensuring the success of being a NAPS representative for your branch.

NAPS representatives are needed. Stay informed and updated regarding your EAS rights. Encourage local NAPS involvement and attend your branch meetings!

*Hasta luego.*

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

*Editor's note: In John Aceves' column on p. 37 of the February Postal Supervisor, he refers to EL-12. It should be EL-312.*

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*Region vacant: Northeast*

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



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

# PERF



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

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

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

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



## DONATIONS CAN BE MADE:

- Online at [postalrelief.com](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).**