

MARCH 2026

# The Postal. Supervisor

Delivering for Our Members Who Deliver for America



Working Together,  
NAPS and the  
USPS Can Lead  
the Agency Into  
the Future

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Be Engaged  
and Involved!

# The Postal Supervisor

Delivering for Our Members Who Deliver for America

March 2026, Volume 117, Number 3

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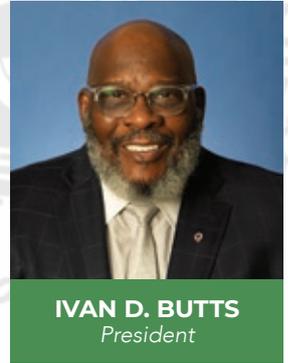
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# Moving Forward With Continued, Focused Leadership



**IVAN D. BUTTS**  
President

**H**ello, my NAPS brothers and sisters. As NAPS Executive Vice President Chuck Mulidore puts the final touches on what will be another great LTS and I prepare to chair my final Executive Board meeting as your president, I want to share some thoughts on leadership.

In every era of change, organizations face a defining question: How do we move forward with clarity, purpose and resilience? The answer lies in leadership that not only is visionary, but also deeply focused leadership that understands momentum is built through intention, not speed.

Focused leadership begins with a clear sense of purpose. When leaders articulate why the work matters, teams gain direction that transcends daily tasks. Purpose becomes the anchor that steadies an organization through uncertainty and the compass that guides strategic decisions.

Leaders who consistently return to purpose create alignment. They help employees see how their contributions fit into a larger mission that strengthens engagement and fuels long-term progress.

In a world full of noise, distractions can masquerade as opportunities. Focused leadership requires discipline to distinguish between what is urgent and what is essential.

## **Effective leaders:**

- Identify the few priorities that will create the greatest impact
- Communicate those priorities clearly and consistently
- Protect their teams from unnecessary complexity
- Say “no” to initiatives that dilute energy or direction

This kind of disciplined prioritization doesn't limit innovation — it amplifies it by ensuring creativity is channeled toward meaningful outcomes.

Forward momentum rarely is created by dramatic gestures. It grows from steady, consistent leadership — leaders who show up, listen deeply and model the behaviors they expect from others.

Consistency builds trust; presence builds connection. Together, they create an environment where people feel supported enough to take risks, share ideas and stretch beyond their comfort zones. Focused leadership is not rigid; it is adaptive. Leaders who move organizations forward understand that improvement is a continuous cycle, not a one-time event.

## **They encourage teams to:**

- Reflect on what's working and what isn't
- Learn from setbacks without assigning blame
- Celebrate progress, even when it's incremental
- Stay curious and open to new approaches

This mindset transforms challenges into opportunities and keeps the organization evolving rather than reacting.

The most effective leaders know that progress accelerates when leadership is shared. Empowering others through mentorship, delegation and trust creates a network of capable decision-makers who can carry the mission forward.

When leadership is distributed, resilience increases. Teams become more agile, more confident and more invested in the organization's success.

Moving forward with continued, focused leadership is not about perfection. It's about clarity, consistency and commitment. It's about choosing direction over distraction, purpose over pressure and people over processes.

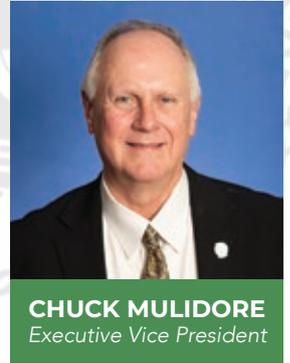
Organizations that embrace this approach don't just navigate change — they shape it. They build cultures where progress is intentional, sustainable and shared.

And, ultimately, they move forward — not because the path is easy, but because their leadership is steady, focused and unwavering.

In solidarity...

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

# NAPS and the Next Era of the Postal Service



**A**s we all have become aware, the Postal Service is changing — whether we like it or not. Mail volume is not what it was, customer expectations are higher than ever and commerce-driven package growth has turned daily operations into a fast-moving business without changing the basic promise of universal service.

In the middle of all this stands the EAS supervisor, manager and postmaster. The leadership of all EAS employees is what will define the difference between “change” and “results.” That’s why the role of the National Association of Postal Supervisors matters now more than ever.

Our mission isn’t only to protect and advocate for EAS employees (essential as that is). It also is to strengthen their leadership that makes the entire Postal Service work — office by office, plant by plant, shift by shift.

For the future Postal Service, supervision cannot be merely a support function; it must be the connection between strategy and service. The truth is this: The mission of the Postal Service didn’t change, but the product mix did.

Many Americans still think of the United States Postal Service as “the mail.” But any EAS employee running or supporting a unit, a plant or Headquarters operation knows they are increasingly managing a blended network: declining letter volume, uneven marketing mail and packages that arrive with constant variability — irregular shapes, heavier weights, higher handling rates, tighter visibility requirements and customers watching tracking updates in real time.

That mix creates a simple operational reality: Small failures show up fast! A missed scan becomes a customer complaint. A late dispatch becomes downstream chaos. A rushed load becomes an injury. The system doesn’t just require solid management; it requires disciplined leadership.

For decades, the daily focus often was “How do we move today’s mail?” Now it’s “How do we run a high-velocity operation while maintaining service and keeping people safe?” EAS employees are expected to understand network flow, scan integrity, customer visibility, staffing

volatility and equipment limitations — all while meeting standards and resolving issues in real time.

The skill set is broader, the stakes are higher and the often-enormous pressure is to “just make it work.” That is where NAPS must keep the conversation grounded. The USPS cannot modernize, diversify and grow by burning out the leaders who make it all work — the proud and steadfast EAS employees of the U.S. Postal Service.

This is how NAPS must shape the future, not just react to it. Making senior postal leadership understand this core principle is the only way its priorities will have relevance in the ever-changing, competitive marketplace. Here are the priorities the USPS must develop to keep the Postal Service strong and relevant:

**1) Let supervisors actually lead without fear.** NAPS will keep pushing for workable staffing and structures that allow supervisors to actually supervise and ensure there is clear accountability, realistic workloads and tools that reduce duplicate and redundant reporting in an environment without retribution, threats or corrective action.

**2) NAPS members must be “in the room” when decisions are made** to procure equipment, whether it’s machines that improve package flow or vehicles that actually make delivery better. Not every change improves operations.

NAPS must advocate for modernization that reduces handling, strengthens training and matches technology to how work actually happens. Supervisors know immediately whether a new process or piece of equipment is a real improvement or creates new problems. They do the work; they know the operations. Use that practical perspective at the decision table — not after the fact.

**3) NAPS will lead by promoting strong supervisor development** that includes training that matches today’s workload and mail mix, mentoring new leaders and best-practice sharing across all USPS functions. Strong, disciplined and unencumbered EAS leadership will drive the Postal Service to better outcomes!

#### 4) Treat reliable service as a competitive advantage.

If service remains inconsistent, customers will seek other options. Reliable service comes from daily discipline: dispatch readiness, clean scans, consistent coaching and leaders who are present, decisive and unafraid to make decisions. NAPS will continue to frame supervision as an engine of reliability. Let EAS employees do what we know how to do better than anyone else — lead!

**5) Oversight from Congress.** Regulators such as the Postal Regulatory Commission (PRC) and auditors such as the Office of Inspector General (OIG) are not going away. NAPS will maintain its strength on Capitol Hill, as well as its steady and professional relations with the PRC and OIG.

The USPS should work with NAPS jointly to deepen these ties, not maintain its “go it alone,” adversarial approach.

The best protection is the reality that clean operations, honest reporting, consistent standards and, most of all, professional supervision will lead to a better, safer and more consistent USPS.

At the end of the day, the future of the Postal Service will be decided by its customers. If the agency cannot partner with NAPS and cannot work with its management leaders to improve the morale of its employees, then the future will be bleak.

Work with NAPS before it's too late! We will decide the future of the Postal Service together with an EAS workforce free to lead the agency into its next 250 years.

NAPS exists for this exact challenge — let's go!

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

## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

# Vince Palladino Memorial Student Scholarships

## Deadline: June 30, 2026

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

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



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

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

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

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

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

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



**JIMMY WARDEN**  
Secretary / Treasurer

# Be Engaged and Involved — A Benefit of NAPS!

In my January column, I suggested a great New Year's resolution would be that everyone approach a non-member and inform them of the benefits of being a NAPS member. In other past columns, I also have talked about getting involved and engaged with your association.

One of the benefits as a NAPS member is the ability to attend local branch meetings. In addition to speaking to one nonmember as a New Year's resolution, how about trying to attend at least one branch meeting a year? One of the great benefits of being a NAPS member is the networking, especially at local branch meetings.

Many branches have guest speakers attend to address members. Speakers include the respective district manager, plant manager, HR manager or, possibly, the manager of Labor Relations, among others. At some branch meetings, a NAPS national officer is in attendance to speak.

Branch meetings are a great opportunity to network with Postal Service superiors and your peers to learn about upcoming events and what changes are on the forefront. Meetings also are a great time to present any questions or concerns you may have. By attending a local branch meeting, you will see that NAPS is not just about consulting with the Postal Service on your pay and benefits or representing you regarding corrective action.

All members need to get engaged with NAPS. This is a positive benefit of which many members don't take advantage. Many branches hold meetings via Zoom to make it easier to attend. If you do not know when your branch has meetings, reach out to your branch president.

On the NAPS website ([naps.org](http://naps.org)), click on the "Members Only" section. Under "Find Your Branch," click on your state to find your branch and the name of your branch president and their contact information. Then, reach out

to your branch president and let them know you want to become more engaged.

In just a couple weeks, NAPS will be holding our yearly Legislative Training Seminar (LTS). For those unaware, LTS is held at the Crystal Gateway Marriott in Crystal City, VA, and run by Executive Vice President Chuck Mulidore with the assistance of Director of Legislative & Political Affairs Bob Levi. There always is talk on the Hill pertaining to privatization of the Postal Service, as well as legislation that could affect our well-earned benefits.

This seminar is when our members engage with their elected lawmakers in the House and Senate and ask them to sponsor or not sponsor specific bills that have a direct effect on you, the member. This opportunity allows you to become engaged and be a voice for change.

We encourage you to meet with your respective representative and senators not just at LTS, but also at their offices where you live. This is just another benefit of NAPS having a platform for your voice as a member in the legislative process.

Being engaged by becoming involved is a benefit that also can help you in your job. It will help you keep ahead of the curve and in the know when new programs are implemented. Being engaged enables you to be proactive and part of the solution by offering suggestions rather than being reactive and becoming part of the problem.

I always have believed that to incorporate change, folks need the two Is: information and inclusion. Become a change-maker and remember, increasing membership demonstrates leadership.

Stay safe!

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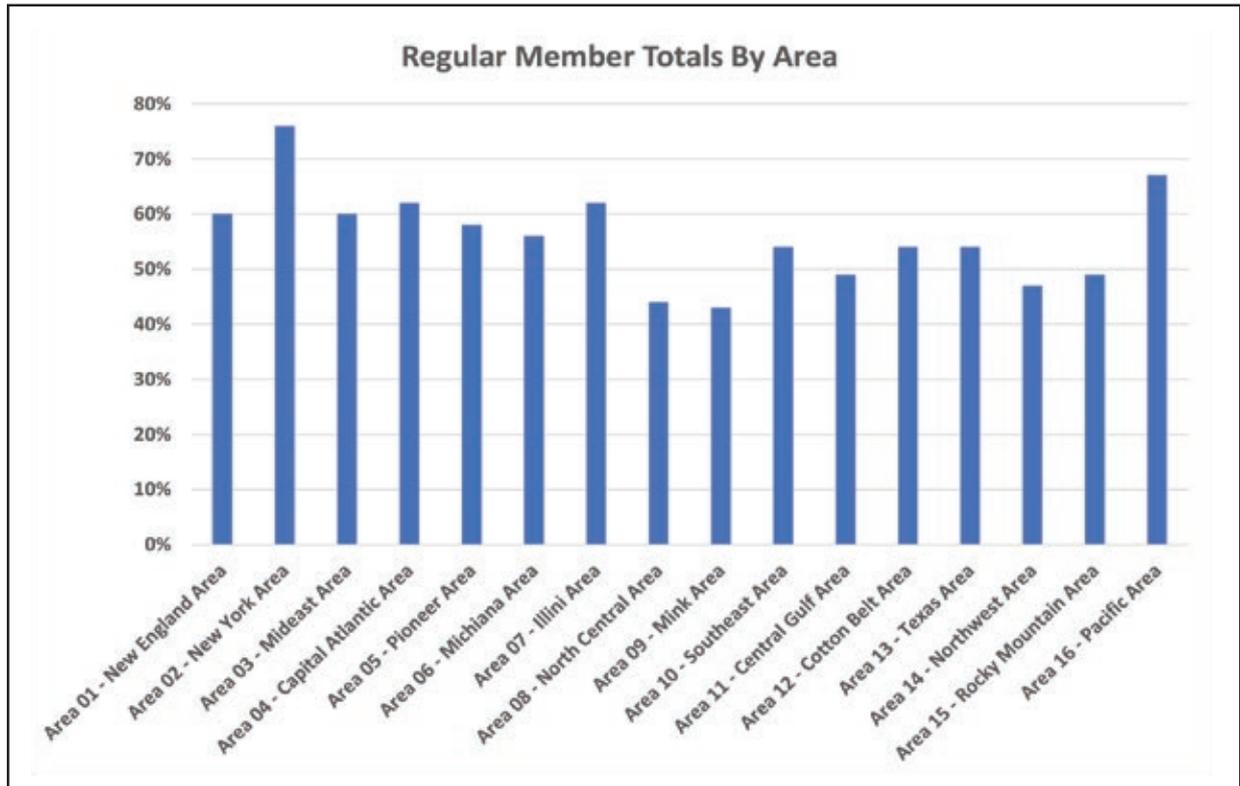
*The Postal Supervisor*

## 2026 PRODUCTION SCHEDULE

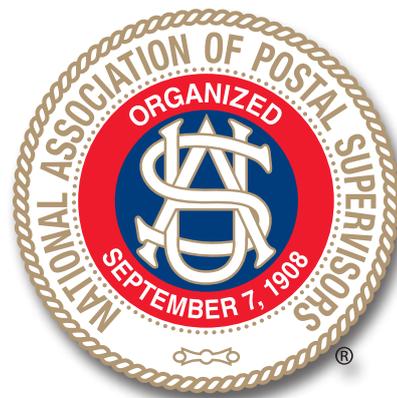
<u>Issue</u>	<u>Deadline*</u>	<u>Mail Date</u>
April	3/2	3/30
May	3/23	4/29
June	5/4	5/29
July	6/8	7/7

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

# DECEMBER 2025 MEMBERSHIP REPORT



Regular Member Totals By Area	
Area 01 - New England Area	60%
Area 02 - New York Area	76%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	62%
Area 05 - Pioneer Area	58%
Area 06 - Michiana Area	56%
Area 07 - Illini Area	62%
Area 08 - North Central Area	44%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	49%
Area 12 - Cotton Belt Area	54%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	47%
Area 15 - Rocky Mountain Area	49%
Area 16 - Pacific Area	67%
<b>Total Regular Member %</b>	<b>57%</b>
<b>Total Regular Members</b>	<b>27,399</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>20,052</b>
<b>Total NonMember %</b>	<b>43%</b>



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

# NAPS Executive Board Directory

## RESIDENT OFFICERS

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



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**Chuck Mulidore**  
Executive Vice President  
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**James "Jimmy" Warden**  
Secretary/Treasurer  
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## REGIONAL VICE PRESIDENTS

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Areas 10, 11, 12 and 13



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### Western Region

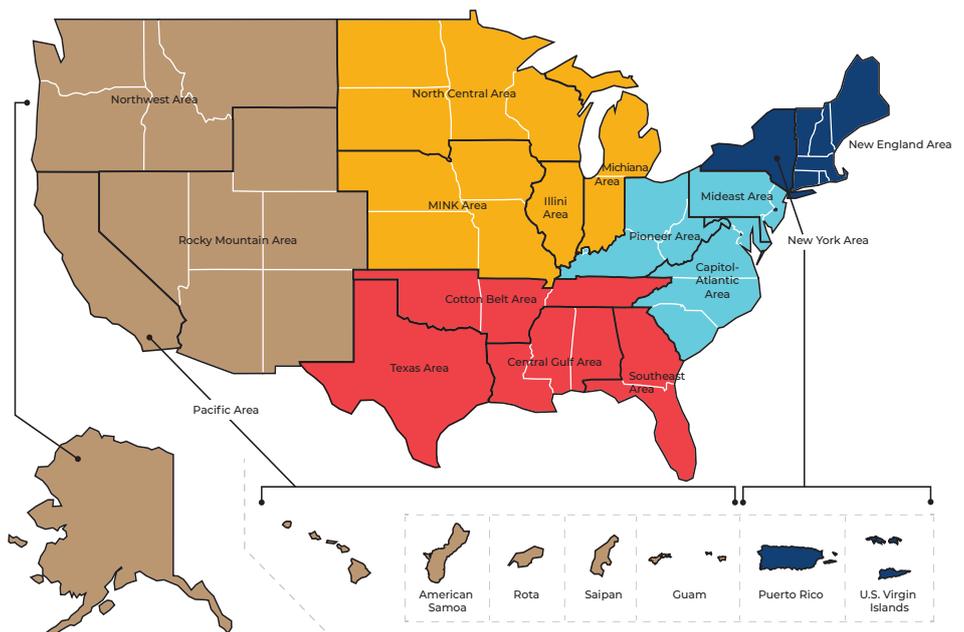
Areas 14, 15 and 16



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## REGIONAL MAP

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



## AREA VICE PRESIDENTS

### 1 – New England Area

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### 3 – Mideast Area

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### 4 – Capitol-Atlantic Area

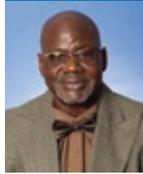
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### 5 – Pioneer Area

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

# NAPS *of* NOTE

Area highlights from  
around the country

## SOUTHEAST



Southeast Area Vice President Bobby Bock (top) with members of Florida's James Dodge Branch 577 members at their January meeting.



## NEW ENGLAND

March 21, 2026, marks the two-year anniversary of the death of former NAPS Secretary/Treasurer Jay Killackey. This photo of Jay in the eagle costume with one of his employee's child was from the annual 1996 Columbus Day parade in East Boston. As manager of the incoming mail center, Jay felt it was important for his employees to be involved in community activities. Employees were asked to volunteer for the parade; the turnout was large. This reflected on the great leadership skills Jay employed and the admiration his team members had for him. Photo from John Russell.

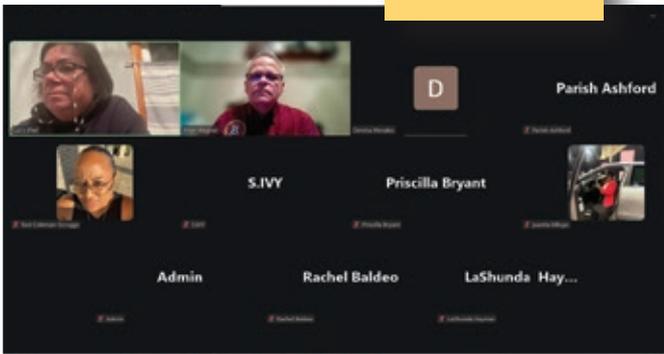
## ROCKY MOUNTAIN



Rocky Mountain Area Vice President Myrna Pashinski swore in Southern Arizona Branch 376 officers Vice President Dawn Rosenberry, President John Eppley and Secretary/Treasurer Laura Carroll.



### ILLINI



Illini Area Vice President Luz Moreno hosted a monthly Zoom training for 23 members on Jan. 20. Past NAPS President Brian Wagner conducted the training that focused on EAS time management and Resolution Writing 101.



Heart of Illinois Branch 255 held its membership meeting on Jan. 18 in Litchfield via in-person and Zoom. Discussions focused on membership initiatives, legislation, the upcoming LTS and state and national conventions.



Past NAPS President Brian Wagner installed the 2026-28 officers. From left: Executive Vice President Shannon Creath, Legislative Representative Dan Rendleman, President David DeNosky, Treasurer Tyler Forby and Vice President 2 Stephanie Peters. Vice President 1 Christine Gillmore was sworn in via Zoom.

### CENTRAL GULF



Central Gulf Area Vice President Dwight Studdard swore in the officers of Huntsville, AL, Branch 399. From left: Alabama State Branch 901 President John Carson, Branch 399 President Rickey Frazier, Vice President Eddie Massey Jr., Treasurer Latisha Hughes, Secretary Nanette Frazier and Studdard.



## Los Angeles Branch 39 held its Retirement/Installation/Scholarship Awards Luncheon on Jan. 24 at the iconic Proud Bird restaurant.



Top left: The 2025 California 5 Los Angeles District Retirees who attended were, from left: Tesa Hodges, Paul Zdanek, Debra Bailey, Don Martin, Lynn Jones, Guillermo Vizcaino (Maintenance), Lois Johnson (supervisor, NDC) and Mauricio Castillo (Maintenance). The retirees received certificates and gave brief remarks.

Top right: Former NAPS President Louis Atkins swore in the 2026-28 Branch 39 officers, shown here with guests. Front row, from left: Legislative Chair Felicia Pennington, Secretary Jodi Rouse, President Marilyn Jones, Vice President Sam Booth Jr. and Atkins. Back row: Former NAPS Secretary/Treasurer John Aceves, Pacific Area Vice President Chuck Lum, Western Region Vice President Marilyn Walton, Trustees Christyana Heath, Kathy Meade, Yuvet Profit and MiChanda Derbigny, Sergeant-at-Arms Steve Prevlusky and LAX ISC Plant Manager Maryvel Gonzalez.

Bottom left: Branch 39 Executive Board members, from left: Auxiliary President Chanel Dodson, Trustee Kathy Meade, Secretary Jodi Rouse, President Marilyn Jones, Vice President Sam Booth Jr., Trustee Yuvet Profit, Legislative Chair Felicia Pennington and Sergeant-at-Arms Steve Prevlusky.

Bottom right: Branch 39 Scholarship Committee members Felicia Pennington and Carol Randle awarded three student scholarships. From left: Pennington; Chanel Dodson accepting for her daughter, Kaylin King; President Marilyn Jones accepting for Jalyn Johnson, daughter of Trinise Johnson; Jordon Booth and father Sam Booth Jr.; and Randle.

APPROVED



Auxiliary members were recognized by Branch 39 Vice President Sam Booth Jr. and President Marilyn Jones. From left: Booth; Barbara Kelly, California State Auxiliary secretary; Evelyn Moore, Branch 39 Auxiliary; Bonita Atkins, National Auxiliary secretary/treasurer; Chanel Dodson, National Auxiliary Western Region vice president; Patricia Jackson-Kelley, past National Auxiliary president and local and state president; and Jones.



California State President Marilyn Jones installed the officers of Mary Burkhart Branch 244. From left: Jones, President Delmy Alarcon, Vice President Karesha Smith, Secretary Clarissa Bognot, Area Vice Presidents Michelle Ortiz, Sherrie Torres and Oscar Salazar, Trustees Martin Patino and Francisco Chavez, and Sergeant-at-Arms Rizwan Chaudry.

**Charlotte, NC, Branch 183  
President Emeritus John Geter  
swore in branch officers at  
the Jan. 22 branch meeting.**

Left: Secretary Brenda Edwards  
Right: From left: Sergeant-at-Arms  
Jean McLaughlin, Vice President  
David Joseph and Legislative Liaison  
Janelle Joseph.

**CAPITOL-ATLANTIC**



**NEW YORK**



Left: Anthony LaGreca Mid-Hudson, NY, Branch 330 Executive Board members were sworn in at the Jan. 18 branch meeting: From left: Trustees William Ferry and Deen Mabinuori, Executive Vice President Daniel White, Secretary/Treasurer Jean Breyer, Trustee Michael Malafronte, Vice President of Plants Veronica Copeland, President Frank Barton and Vice President of Customer Service Marlon Munoz.

Right: At the branch meeting, New York Area Vice President Tom Hughes (left), North-east Region Vice President Dee Perez (right) and Branch 330 President Frank Barton (second from right) honored retirees Jose Estrada and Linda Litz (48 years of service).

APPROVED



# 2026 CAREER CONFERENCES

The Postal Service is offering career conference events across the country in FY26. The events offer USPS employees the opportunity to explore career options and advancement, learn about potential career paths and network with leaders across the organization to prepare them themselves for future roles. **Per NAPS policy, members will be reimbursed for the cost of a table at a conference. Registrations open in March.** Following are the scheduled events.

Field HR District	City	State	Keynote Date	Venue Name	Venue Address
Alaska	Anchorage	AK	Saturday, April 11, 2026	Midtown Crowne Plaza Hotel	109 W International Airport Rd, Anchorage, AK, 99518
AZ-NM	Phoenix	AZ	Sunday, May 17, 2026	Holiday Inn & Suites Phoenix Airport	3220 S. 48th St, Phoenix, AZ, 85040
California 1	Burlingame	CA	Sunday, May 17, 2026	Embassy Suites San Francisco Airport-Waterfront	150 Anza Blvd, Burlingame, CA, 94010
MA-RI	Norwood	MA	Sunday, May 17, 2026	Four Points by Sheraton	1125 Boston-Providence Tpke, Norwood, MA, 02062
ME-NH-VT	Portland	ME	Sunday, May 17, 2026	University of Southern Maine	88 Bedford St, Portland, ME, 040101
Michigan 2	Alma	MI	Sunday, May 17, 2026	Alma College	614 W Superior St, Alma, MI, 48801
Ohio 2	Columbus	OH	Sunday, May 17, 2026	Ohio State University-Fawcett Center	2400 Oientangy River Rd, Columbus, OH, 43210
Texas 2	Houston	TX	Sunday, May 17, 2026	University of Houston	4455 University Dr Ste 271, Houston, TX, 77204
Texas 3	San Antonio	TX	Sunday, May 17, 2026	University of Texas San Antonio	501 W Cesar E Chavez Blvd, San Antonio, TX, 78207
New York 3	Buffalo	NY	Saturday, May 30, 2026	Buffalo State University	1300 Elmwood Ave, Buffalo, NY, 14222
California 4	Fullerton	CA	Sunday, May 31, 2026	Cal State University Fullerton	800 N State College Blvd, Fullerton, CA, 92834
Indiana	Indianapolis	IN	Sunday, May 31, 2026	University of Indianapolis-Schwitzer Student Center	1400 Campus Dr, Indianapolis, IN, 46227
New York 2	Hempstead	NY	Sunday, May 31, 2026	Hofstra University	200 Hofstra University, Hempstead, NY, 11549

Wisconsin	Wisconsin Dells	WI	Sunday, May 31, 2026	Kalahari Resorts & Conventions	1305 Kalahari Dr, Wisconsin Dells, WI, 53965
ID-MT-OR	Caldwell	ID	Saturday, June 6, 2026	College of Idaho - Caldwell	S 20th Ave , Caldwell, ID, 83605
New York 1	New York	NY	Saturday, June 6, 2026	John Jay College of Criminal Justice	524 W. 59th Street, New York, NY, 10019
DE-PA2	Malvern	PA	Sunday, June 7, 2026	Penn State Great Valley	30 East Swedesford Rd, Malvern, PA, 19355
Illinois 2	Joliet	IL	Sunday, June 7, 2026	Joliet Junior College	1215 Houbolt Rd, Joliet, IL, 60431
Tennessee	Olive Branch	MS	Sunday, June 7, 2026	Whispering Woods Hotel & Conference Center	7300 Hacks Cross Rd, Olive Branch, MS, 38654
NV-UT	Salt Lake City	UT	Saturday, June 13, 2026	Salt Lake Community College	4600 South Redwood Rd, Salt Lake City, UT, 84123
California 2	Vacaville	CA	Sunday, June 14, 2026	Sunrise Banquet Hall	620 Orange Dr, Vacaville, CA, 95687
Connecticut	Southbury	CT	Sunday, June 14, 2026	Heritage Hotel and Conference Center	522 Heritage Rd, Southbury, CT, 06488
Virginia	Virginia Beach	VA	Sunday, June 14, 2026	Holiday Inn Virginia Beach-Norfolk Hotel & Conference Center	5655 Greenwich Rd, Virginia Beach, VA, 23462
Washington	Spokane	WA	Sunday, June 14, 2026	Gonzaga University - John L. Hemmingson Center	502 E Boone Ave, Spokane, WA, 99258
Louisiana	Lafayette	LA	Saturday, June 27, 2026	Lafayette High School	3000 W Congress St, Lafayette, LA, 70506
AL-MS	Birmingham	AL	Sunday, June 28, 2026	University of Alabama at Birmingham	1200 10th Avenue S, Birmingham, AL, 35294
California 3	Ventura	CA	Sunday, June 28, 2026	Ventura Beach Marriott	2055 Harbor Blvd, Ventura, CA, 93001
Hawaii	Honolulu	HI	Sunday, June 28, 2026	University of Hawaii Campus Center	2465 Campus Rd, Honolulu, HI, 96822
New Jersey	New Brunswick	NJ	Sunday, June 28, 2026	The Heldrich Hotel	10 Livingston Ave, New Brunswick, NJ, 08901
Pennsylvania 1	Harrisburg	PA	Sunday, June 28, 2026	Harrisburg Area Community College	1 HACC Drive, Harrisburg, PA, 17110
KY-WV	Sissonville	WV	Saturday, July 11, 2026	Sissonville High School	6100 Sissonville Dr, Sissonville, WV, 25312
North Carolina	Raleigh	NC	Sunday, July 12, 2026	NC State University	1101 Gorman Street, Raleigh, NC, 27606
AR-OK	Norman	OK	Sunday, July 19, 2026	National Center for Employee Development	2801 E State Highway 9, Norman, OK, 73071
Tennessee	Knoxville	TN	Sunday, July 19, 2026	UT Conference Center	600 Henley St, Knoxville, TN, 37902

Florida 1	Jacksonville	FL	Saturday, July 25, 2026	Adam W. Herbert University Center	12000 Alumni Dr, Jacksonville, FL, 32224
IA-NE-SD	Newton	IA	Saturday, July 25, 2026	Des Moines Area Community College - Newton Campus	600 N 2nd Ave W, Newton, IA, 50208
California 5	Manhattan Beach	CA	Sunday, July 26, 2026	WestDrift Manhattan Beach	1400 Parkview Ave, Manhattan Beach, CA, 90266
CO-WY	Fort Collins	CO	Sunday, July 26, 2026	Colorado State University - Ft Collins	910 West Plum St, Fort Collins, CO, 80523
KS-MO	St Louis	MO	Sunday, July 26, 2026	Charles F. Knight Center	Throop Dr and Snow Way Dr, St Louis, MO, 63130
Maryland	Potomac	MD	Sunday, July 26, 2026	William F. Bolger Center	9600 Newbridge Dr, Potomac, MD, 20854
Florida 2	Orlando	FL	Saturday, August 8, 2026	Rosen Shingles Creek	9939 Universal Blvd, Orlando, FL, 32819
Puerto Rico	Mayagüez	PR	Saturday, August 8, 2026	Mayagüez Resort & Casino	585 PR-104, Mayagüez, PR, 00682
California 6	San Diego	CA	Sunday, August 9, 2026	San Diego State University	5500 Campanile Dr, San Diego, CA, 92182
Florida 3	Fort Lauderdale	FL	Sunday, August 9, 2026	Fort Lauderdale Downtown Event Center	301 E Broward Blvd, Fort Lauderdale, FL, 33301
Ohio 1	Sandusky	OH	Sunday, August 9, 2026	Kalahari Resorts & Conventions	7000 Kalahari Dr, Sandusky, OH, 44870
Illinois 1	Chicago	IL	Saturday, August 15, 2026	Olive-Harvey College	10001 S Woodlawn Ave, Chicago, IL, 60628
Georgia	Duluth	GA	Saturday, August 22, 2026	Sonesta Gwinnett Place Atlanta	1775 Pleasant Hill Rd, Duluth, GA, 30096
Michigan 1	Detroit	MI	Sunday, August 23, 2026	Double Tree Detroit/Dearborn	5801 Southfield Fwy, Detroit, MI, 48228
MN-ND	Minneapolis	MN	Sunday, August 23, 2026	Delta Hotels Minneapolis Northeast	1330 Industrial Blvd NE, Minneapolis, MN, 55413
Texas 1	Hurst	TX	Sunday, August 23, 2026	Hurst Conference Center	1601 Campus Dr, Hurst, TX, 76054
South Carolina	Columbia	SC	Sunday, August 30, 2026	Columbia Convention Center	1101 Lincoln St, Columbia, SC, 29201

## FY26 NPA Indicators Posted

NAPS received a letter from Timothy Brust, acting director, USPS Labor Relations Policies and Programs, on Jan. 20, 2026, dated Jan. 16, 2026, regarding the proposed fiscal year 2026 National Performance Assessment. The complete proposal is posted at [naps.org](https://naps.org).

NAPS President Ivan D. Butts responded to Brust, requesting a briefing to discuss the proposed indicators and targets. In his letter, Butts noted that NAPS had not been provided adequate time to review the proposal, but suggested the

goals be posted as the agency is well into its fiscal year and EAS employees have been waiting over three months for their goals to review and discuss with USPS leadership.

Butts wrote, "NAPS is requesting a briefing on these proposed indicators and targets due to our exclusion from directly participating in the planning and development of pay policies and schedules, fringe benefits programs and other programs related to supervisory and other managerial employees in accordance with 39 U.S. Code § 1004(b). NAPS looks forward to having the discussion with you on NPA FY26."

# Postal Service VMFs Ensure Safety of NGDVs



**Bobby Bock** - Southeast Area Vice President

The next generation delivery vehicle (NGDV) built by Oshkosh has had what only can be described as a rocky rollout. In a previous column, I discussed quality control issues coming off the assembly line.

On Jan. 29, 2026, at approximately 4:30 p.m., I received a call from my manager regarding a technical bulletin issued by Oshkosh. The bulletin addressed the “NGDV Brake Pedal Clip and Pin” (Caupan 52).

Effective immediately, Tracy Powers, director of Fleet Operations, assembled the VMF team and developed a plan of action. This was a monumental task! Every NGDV needed to be inspected within one day.

VMF technicians were immediately dispatched to the field on the night of Jan. 29 to begin inspections. The

remainder of the VMF staff joined the effort during the early morning hours on Jan. 30. During inspections at my two VMFs, my team identified one NGDV with this defect.

While the Postal Service received a minimal amount of reimbursement for this safety recall, the real costs lie in the labor and travel required for our teams to inspect these vehicles in the field. Once again, Fleet Management stepped up and delivered.

It is my understanding that our technicians were the ones who initially discovered this issue. We are extremely fortunate to have such a dedicated and professional workforce. At the Postal Service, safety is our number-one priority. Some hiccups are expected when deploying a new vehicle, but, as an organization, we must continue to hold Oshkosh accountable to our core values, especially when it comes to safety.

If we do not already, we should consider placing inspectors directly on the assembly line, just like the FAA’s oversight of aircraft manufacturing. I don’t claim to have all the answers, but this issue may only be the tip of the iceberg with these vehicles.

I have spoken with automotive professionals who previously worked with Grumman; they believe the LLVs potentially could be reinvented to meet today’s standards. Additionally, it is my understanding that the Postal Service is currently testing another delivery vehicle. Hopefully, that product will perform better than what we currently are experiencing.

Let’s stay safe out there! And remember, the VMF is your friend.

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



# Partnering for Success at the 2026 Eastern Region Cabinet Meeting

**Richard Green** - Eastern Region Vice President



The 2026 Eastern Region Cabinet Meeting was held in Philadelphia over the Martin Luther King, Jr. holiday weekend — what a great conference it was! Over 150 delegates were in attendance, as well as NAPS resident officers and senior Postal Service leaders. Here's a recap of the event.

**Morning session, day 1:** We kicked off our event with the Philadelphia Postal Employees Choir that lifted the room in song to begin our day. Our first presenter was Michael Rakes, vice president, Retail and Delivery Operations, Atlantic Area. He shared his vision for Operations and how key relationships and communication between NAPS and the USPS will help build a sustainable future for delivering for the American people.

Rakes affirmed that our members are partners on the leadership team. He and his senior leadership team are committed to working with NAPS to create an environment where our members can thrive and grow in the Postal Service.

The next presenter was Dave Webster, vice president, Processing Operations, Eastern Region. He discussed his commitment to give his team the tools to provide a better product to our Customer Service team members to help them be successful in delivering a better customer experience to the American people. By managing to our precision tools, our plant team will be able to meet their goals and achieve success on a daily basis.

Next we heard from Donna Gill, director, Field Human Resources, Atlantic Area. She shared how our members can use the tools available to them to better understand complement management.

**Afternoon session, day 1:** Our afternoon session started with Jill Miniard, director, Field Labor Relations, Atlantic Area, who shared statistics on how the area was performing to targets. There was opportunity for robust questioning with all senior leaders; our members were excited about being able to discuss myriad issues with our guests.

We thank the USPS senior leadership team for supporting our event and look forward to partnering with them at future events.

We closed the day with NAPS President Ivan D. Butts addressing the delegates and the Eastern Region honoring him for his service to our organization and members of the Eastern Region. We concluded the evening with a

“Jersey Night” Meet & Greet. It was great fun for everyone as our members danced the night away.

**Day 2:** This was all things NAPS! Training was provided by Mideast Area Vice President Tony Dallojacono on branch officer responsibilities; Executive Vice President Chuck Mulidore on the Disciplinary Defense Fund; Eastern Region Vice President Richard Green on the consultative meeting process; and NAPS Secretary/Treasurer Jimmy Warden on local branch financial responsibilities.

We closed the morning with a moment honoring former Eastern Region Vice President Dotty Wileman. We thank her family for attending and sharing her with the NAPS family.

Our Executive Board members had a roundtable discussion and provided answers to questions and concerns from the delegates. The last order of business was selection of the host city for the 2027 Eastern Region Cabinet Meeting — the winner was Baltimore, MD! We closed the meeting with our banquet and a night of live entertainment with Geno Marriott and the Spirit of Jazz.

I want to thank all the local Philadelphia NAPS branches for their support this year. Your support and contributions to our success are greatly appreciated.

We also thank all our vendors for the great partnership and products they provided our members. And thanks to the Auxiliary for your support this weekend. The work you do for our organization is incredible and you are greatly appreciated.

Lastly, I want to thank my wife, Hazel — not only for her support as my best half, but also her support for our organization as National Auxiliary Eastern Region vice president. Thanks to everyone and see you in Baltimore 2027!

Leading into the future.

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





From left: DE/PA District Manager Ed Williamson, NAPS North Central Area Vice President Dan Mooney, Eastern Region Vice President Richard Green, Executive Vice President Chuck Mulidore, President Ivan D. Butts, USPS Atlantic Area Director of Field Labor Relations Jill Miniard, Eastern Region Vice President of Processing Operations Dave Webster, Atlantic Area Vice President of Retail and Delivery Operations Michael Rakes, NAPS Secretary/Treasurer Jimmy Warden, USPS Atlantic Area Director of Field Human Resources Donna Gill, NAPS Capitol-Atlantic Area Vice President Troy Griffin, Mideast Area Vice President Tony Dallojacono and Pioneer Area Vice President Ed Laster.



A cake was presented to National Auxiliary President Laurie Butts and NAPS President Ivan D. Butts at Ivan's announcement he will not run for reelection.



NAPS Baltimore Branch 42 members with USPS leaders. Front row, from left: Branch 42 Executive Board Member William Neal, 1st Vice President Wilmore Jones, Secretary Marcia Jones and President Maxine Campbell.

Standing: Branch 42 Treasurer Craig Thompson, Executive Board Members Arlene Streeter and Lauren Bland, USPS Eastern Region Vice President of Processing Operations Dave Webster, Atlantic Area Vice President of Retail and Delivery Operations Michael Rakes, Branch 42 Legislative Chair Cheryl Pulley and NAPS Capitol-Atlantic Area Vice President Troy Griffin.

## 2026 EASTERN REGION CABINET MEETING

## 2026 EASTERN REGION CABINET MEETING



Eastern Region Vice President Richard Green and Mideast Area Vice President Tony Dallojacono, with the attending Executive Board officers, participated in a roundtable discussion with members.



NAPS members enjoyed an informative and fun-filled Eastern Region Cabinet Meeting.



A proclamation was signed by NAPS Executive Board officers and presented to NAPS President Ivan D. Butts in honor of his service. From left: Capitol-Atlantic Area Vice President Troy Griffin, Eastern Region Vice President Richard Green, Secretary/Treasurer Jimmy Warden, Butts, Executive Vice President Chuck Mulidore, Mideast Area Vice President Tony Dallojacono and Pioneer Area Vice President Ed Laster.



# Every EAS Employee Has To Be the Cop on the Beat

Dee Perez - Northeast Region Vice President



Why do EAS employees need to be the police on the job? Because upper management holds you accountable. As a result, you need to hold USPS leaders accountable for their behavior toward you. Postal leadership also has to be held accountable to the memorandums of understanding to which NAPS and Postal Service Headquarters have agreed over the years when they are violated.

Everyone understands we are working in an environment where 100% of EAS employees who have been around for a significant time no longer recognize our daily mission. I've said this before: We must adapt and change with the times and accept the technology available or the USPS will become a dinosaur. No matter how difficult it is, you must learn to adapt to how USPS leadership wants to run the Postal Service until you retire.

As the EAS cop on the beat, you have an obligation to monitor your superiors to make sure they are not violating the memorandums of understanding on which NAPS and Postal Service Headquarters have agreed. It also is your obligation to demand that you *always* are treated with dignity and respect.

If a USPS leader violates your rights and treats you disrespectfully, first, stand up for yourself! Second, report them to your branch president so they can investigate. If the branch president can't resolve the issue, it then goes to your area vice president; after that, the regional vice president is involved. Follow the chain of command. Most importantly, don't ignore the disrespect and suffer in silence.

NAPS has a standard operating procedure at naps.org under "Documents" regarding meeting abuse during telecons and Zoom meetings. Please follow this procedure if it applies to you.

As the cop on the beat, you are helping every EAS employee who may be suffering in silence and fear. Some USPS leaders love to intimidate their subordinates and create an atmosphere of intimidation; they think this method gets things done. Instead, this method disengages EAS employees.

The USPS needs engaged EAS leaders. You can stop the abuser, but it takes every EAS employee to participate, stand up for themselves and back each other. NAPS has your back!

I understand that no operation, especially Customer Service — where the search light shines the brightest — is perfect. Obviously, errors occur from time to time, but, before you know it, you are in a Zoom meeting waiting your turn to explain why the failures took place while a simple email could explain it all.

Instead, you are made to wait your turn while the clock ticks (and prevents you from doing the real work needed to accomplish your daily tasks) in order to explain your office business failure while your peers watch and listen. Information shared by leadership is vital during a Zoom meeting, but your day-to-day business is none of the business of other EAS peers or USPS leaders.

The current operational grind is difficult. NAPS understands you don't manage robots; you are not a robot. You can become ill from overworking open to close. It becomes very stressful.

For EAS employees who work open to close, six or seven days a week, insist your nonscheduled days and vacations are honored. It's not your fault you are not allowed to use 204(b)s. However, USPS

Headquarters needs to help each district determine the best way to remedy this situation without giving the APWU a grievance it can win.

This simply cannot continue any longer! You do no one any good if you are sick and stressed out, which also affects your family. The intense, cold-hearted work environment seems justified by leadership, which links it to NPA and seeks to eliminate the agency's \$9 billion in losses.

Fact: 40,000 post offices need to produce a savings of approximately \$225,000 per office to eliminate the \$9 billion debt. EAS employees must be the cops on the beats if they want to work in a respectful atmosphere. This starts and ends with every EAS employee every day!

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



# Are You Looking at Your SWCs Monthly?

Dan Mooney - North Central Area Vice President



NAPS Secretary/Treasurer Jimmy Warden sends a monthly SWCs (supervisor work credit) report to the Executive Board. Hopefully, you, in turn, get it from your Executive Board representative(s).

If you work in Retail and Delivery, are you looking at it closely? Why should you be looking at it every month? This file determines the number of supervisors a delivery unit earns. That should get your attention now!

The massive file lists every delivery unit in the country. I sort it down to just my area and make some appropriate highlights for my people to help them better understand what the file is telling them.

First, make sure the data/numbers showing for a particular delivery unit are accurate. Double check the data/numbers, for columns J – column AB. If they are not accurate, contact your postmaster or MPOO and ask to have them corrected. You can find the definitions for those columns on the first tab of the file named “NOTE” under columns B & C.

**For craft positions**, if a position is authorized, but not vacant, for over two months, it should count. If the position is authorized, but vacant for over two months, then it will not count. Post and fill your vacancies quickly!

**For EAS positions**, if it's an authorized, but an unfilled/vacant position, it should be counted in SWCs.

Once you have validated the numbers in columns J – column AB, the spreadsheet tells you the following:

**Column AC** — Total estimated SWCs or work credits: using a predetermined formula, this column reflects the total work credits the unit earns.

**Column AD** — Exceptions (15 or more): This is for large PECS post offices. For every 15 regular supervisors earned, another exception supervisor is approved. However, the PCES postmaster can use that supervisor(s) basically any way they want from week to week.

**Column AE** — Estimated earned supervisors: This column uses the number in column AC and converts it using the ratio on the first tab of the spreadsheet named “NOTE” and determines the number of earned supervisors the unit gets.

**Column AF** — Relief SCS (1:5 ratio): For every five regular supervisors in column AE, the unit earns one additional relief supervisor. PCES postmaster offices add up all the regular supervisors under the PCES postmaster to determine how many relief supervisors they get.

**Column AG** — Zone of Tolerance: If you look at the first tab of the file titled “NOTE” under columns F, G, H & I, this will show you the minimum and maximum points or WSCs credits to earn a supervisor. Column I is the Zone of Tolerance (ZOT) number the unit needs to remain above to stay within the ZOT.

Once an office falls within the ZOT, it must remain in the ZOT for 12 consecutive months before a supervisor should be removed. If an office is within the ZOT for a period of months and breaks the string of months and rises above the ZOT for a month, then the 12 months consecutive requirement starts over from month number one.

However, if an office falls BELOW the ZOT number, a “bZOT” symbol will appear that means a supervisor can immediately be removed from that office. Under the AG column, you will see a ZOT symbol if the office is within the ZOT for that particular month (ZOT symbol also will show under column BD if that happens). It's critical you keep an eye on the ZOT columns so you are not caught off guard when they want to remove a supervisor.

**Column AI** — Points needed for the next level: This column shows the number of points needed to earn an additional supervisor. If you use the number in column AC and look at the chart on the first tab named “NOTE” (Column F, G, H), you can see the number of WSCs or points needed to earn an additional supervisor.

With route evaluations and adjustments planned this spring, keep in mind that SWC does NOT calculate SWCs by route; it calculates SWCs by number of carriers. So, if you have a route(s) taken out, but no carriers are removed from your unit, you still should get credit for those carriers. Once the carriers are reduced, the SWCs will be impacted accordingly.

Another nugget is a postmaster/manager should be given credit for all units and, therefore, all the SWCs points under their finance number jurisdiction, including contract finance

units. Sometimes, that requires adding up two or three or more units' SWCs total points to determine the final number of earned supervisors.

The SWCs can be intimidating and complex to some, but don't let that stop you from getting the proper number of supervisors and keeping what you earn. If you don't know or understand, ask! There are plenty of resources available to you.

Contact NAPS Headquarters if you need help understanding. State convention time is coming soon. This may be a great opportunity to have some SWCs training at your convention. Knowledge is power — we all need as much knowledge as possible.

As always, stay on the high road; the view and the people are much better!

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



70TH NAPS NATIONAL CONVENTION

# GOLF

*Tournament*

The prestigious Presidio Golf Course has gained a reputation as one of the nation's top public courses. Just minutes from downtown San Francisco, the 18-hole course plays 6,500 yards of challenging golf.

Designed with tight fairways and strategically placed bunkers, the "hilly" course offers a challenge for golfers of all abilities. Located within a national park, the Presidio Golf Course is renowned for its spectacular forest setting offering stunning forest views, cool coastal air and amazing views of the city.

Planning still is underway for the tournament; more information will be coming, as well as registration information. In the meantime, plan on joining your fellow NAPS members for a memorable day of golf at this historic course that originally opened in 1895, making it one of the oldest courses on the West Coast. Initially serving as a private course for Army officers, it opened to the public in 1995 after it became a national park site.



PRESIDIO GOLF COURSE | SAN FRANCISCO

# California Postal Legislative Coalition Event Highlights Concerns

**Marilyn Walton** - Western Region Vice President



Representatives from NAPS, UPMA, NARFE and all the postal unions met for the 27th annual California Postal Legislative Coalition meeting in Sacramento Feb. 1 at the Laborers' Union Hall. The coalition meets quarterly via Zoom to work on California state and national legislative issues that impact postal and federal employees.

This year's theme was "Power of the Vote." Appearing via Zoom, Judy Beard, APWU's national legislative and political director, listed important legislation that is the focus of APWU members. John Beaumont, NALC's special assistant to the president for legislative & political affairs, focused on NALC's national legislative agenda and a list of bills the union is supporting.

Brian Young, National Rural Letter Carriers' Association's legislative director, shared updated information from DC and reviewed bills the organization is supporting. Nels Christenson, president of NARFE's Chapter 1956 in California, was emcee.

Annie Norman, a member of the Save the Post Office Coalition, zoomed in from Detroit. The coalition takes on Wall Street and is very concerned about talks to privatize the Postal Service. The group supports rallies sponsored by postal unions and follows political activities and any proposed changes to processing and delivery of the mail.

In-person speakers included Crystal Jones, the UPMA California Chapter's legislative representative. She affirmed that their legislative agenda is in step with all the coalition's organizations. UPMA's Legislative Summit in Arlington, VA, will be the same week as NAPS' Legislative Training Seminar.

NAPS' Legislative & Political Affairs Director Bob Levi addressed the coalition via Zoom. NAPS Secretary/Treasurer

Jimmy Warden and Pacific Area Vice President Chuck Lum attended in person.

Levi and Warden provided a great ice-breaker so attendees could see how legislatively smart they were. The six contestants were from the NRLCA, NALC, Mail Handlers, APWU, UPMA and NAPS. The Mail Handlers/APWU Team won.

Levi also presented an extensive overview of the legislative issues on which California coalition members need to focus, as well with Congress.

Katie Maddocks, National Postal Mail Handlers Union's legislative and political director, was sponsored by Local 302 to attend in person. Her presentation dealt with the negative initiatives impacting our brothers and sisters in the federal union. She highlighted that what can be done to federal workers eventually can impact postal workers.

We had the opportunity to recognize UPMA member Clarice Golden, our special founding member and retired postmaster of Hayward, CA. She received a special recognition award. It is because of Clarice the coalition was established.

A special thanks to all the organization's presenters, especially our NAPS national officers who traveled to California to support our event. Also, to coalition volunteers who made this year's event a success.

Attendees gave up a Sunday to share information on how to keep the Postal Service viable and be informed on legislative concerns as our NAPS members travel to DC in March to visit our California legislators on Capitol Hill!

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



The California Postal Legislative Coalition held its 27th annual meeting in February.



Left: NAPS Western Region Vice President Marilyn Walton, National Postal Mail Handlers Union Legislative and Political Director Katie Maddocks and California State NALC's Vice President Ron Jones (co-host with Walton). Center: NAPS Secretary/Treasurer Jimmy Warden, Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum. Right: Clarice Golden, founder of the coalition, received special recognition.

# Northern California Members Engage in Training Seminar

In mid-January, Sacramento Branch 77 hosted training for all the Northern California branches in conjunction with Central Valley (Stockton) Branch 197 and Margarete A. Grant (Oakland) Branch 127. The event was held at the Hilton Garden Inn Sacramento Airport.

Presenters were past NAPS President Brian Wagner and former Secretary/Treasurer John Aceves. Special guests were NAPS Executive Vice President Chuck Mulidore, Pacific Area Vice President Chuck Lum and me.

Training topics included how to stay out of trouble, EAS rights, USPS policies, investigative interviews, workplace bullying, involuntary reassignments and emergency placements. Mulidore provided the latest information

from NAPS Headquarters. Lum encouraged attendees to share the important information learned at the seminar with their area peers.

The NAPS branches represented were from Sacramento, San Francisco, North Bay, San Jose, Oakland, Central Valley and Fresno. Each attendee was provided a folder with copies of all the training materials.

A special shout-out to Branch 77 President Ralph Petty for organizing the event that was provided at no charge to attendees.

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



Sacramento Branch 77 provided valuable training to Northern California NAPS branches.



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS 70<sup>TH</sup> NATIONAL CONVENTION

AUGUST 9 – 14, 2026

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



## 70th NAPS National Convention Committees

Preparations continue for the 70th NAPS National Convention in San Francisco, Aug. 9-14, at the San Francisco Marriott Marquis. One of the major requirements for a smooth-running convention is the selection of delegates to serve on various national convention committees.



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

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

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

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

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

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

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

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

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

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

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

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

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





# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS 70<sup>TH</sup> NATIONAL CONVENTION

AUGUST 9 – 14, 2026

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



## 70th NAPS National Convention Registration/ Delegate Credential Process Now Open at NAPS.org

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

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

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

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

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

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

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

### IMPORTANT CONVENTION DATES

- June 8** Deadline for all resolutions from states with conventions on or before May 22 to be mailed to Executive Vice President Chuck Mulidore at [naps.cm@naps.org](mailto:naps.cm@naps.org)
- June 29** Deadline for entries for the Best Website and Best Newsletter contests to be emailed to Editor Karen Young at [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com)
- July 6** Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 20** Deadline for emailing deceased members' names to Executive Assistant Sheena Williams at [naps.sw@naps.org](mailto:naps.sw@naps.org)
- July 24** Deadline to submit refund and substitution requests to NAPS Headquarters

### Marriott Marquis San Francisco

780 Mission St., San Francisco, CA 94103

RESERVATIONS NOW OPEN

- \$239/night (\$282.72 inclusive)
- Members are responsible for making their own reservations via the hotel link: <https://book.passkey.com/go/NAPSConference2026> or by phone: 1-877-622-3056
- Each reservation must be in occupying guest's name
- **Room cutoff date: July 17**
- Valet parking only: \$91/night per car



# Legislative Tactics – Political Strategies

Seeking a life partner is a long-term strategy for the goal of personal fulfillment. Successful dating, wearing attractive clothing and sharing interests are tactics in pursuit of that strategy and ultimate goal.

NAPS' annual legislative conference, the Legislative Training Seminar (LTS), and associated Capitol Hill visits with our members of Congress are tactics in achieving a long-term strategy of enhancing the professional success of postal supervisors, managers and postmasters, as well as protecting the well-earned pay and benefits of all executive and administrative schedule (EAS) postal employees.

The LTS will take place shortly. Delegates to this multi-day event will strive to sharpen their legislative skills and absorb a tremendous amount of crucial information that will help NAPS in realizing its goals on behalf of EAS employees and the Postal Service itself.

Partisanship — whether Republican, Democratic or Independent — plays no role in our tactics or strategy. It is noteworthy that, despite all the political fire and brimstone exploding throughout the nation's capital, postal issues continue to be immune from congressional partisanship.

In large part, postal common ground can be attributable to the members of Congress most intimately immersed in postal issues. At an early February House Committee on Oversight and Accountability meeting, Chair James Comer (R-KY) publicly stated how well postal subcommittee Chair Pete Sessions (R-TX) and ranking Democrat Kweisi Mfume (D-MD) work together.



**BOB LEVI**

Director of Legislative  
& Political Affairs

In fact, Sessions' and Mfume's collaboration resulted in the introduction and prompt committee approval of one of NAPS' 2026 legislative priorities. On Feb. 4, the Oversight and Accountability Committee passed H.R. 7265, the Vote by Mail Tracking Act. NAPS was on hand to thank committee members for their support.

H.R. 7265 would require election ballots mailed in the

U.S. to be sent in an envelope bearing a unique barcode that permits the Postal Service to track the ballot through the mail stream. In addition, the legislation authorizes the Postal Service to establish a standard design for election ballot envelopes to include an official election mail logo on the envelope.

This bill could have been commandeered and exploited for partisan purposes, but it was not. The House may vote on H.R. 7265 prior to LTS. From a tactical standpoint, this measure further underscores the importance of the U.S. Postal Service.

Another tactical endeavor is the reintroduction of H.R. 1560, the Postal Supervisors and Managers Fairness Act, with a new bill number. NAPS members who have followed the measure know this legislation would accelerate the pay consultation process and make a fact-finding panel's conclusions relating to pay and benefits binding, rather than advisory.

The legislation, as originally introduced last year and in previous years, explicitly referenced the "postal supervisors' organization" as the postmasters' organization did not support the measure. Nevertheless, the bill, in fact, covered all EAS-level postal employees, including postmasters.

Earlier this year, the UPMA president approached NAPS with the request that the "postmasters' organization" be explicitly included in the measure and, thus, the organization would advocate for the bill. Consequently, NAPS Executive Vice President Chuck Mulidore reached out to Reps. James Walkinshaw (D-VA) and Mike Bost (R-IL) requesting the congressmen submit a newly numbered bill and revise it to include clear reference to the postmasters' organization.

As a result, NAPS and UPMA will be able to jointly advocate for the Postal Supervisors, Managers and Postmasters Fairness Act at LTS and the postmasters' Legislative Summit, respectively. Again, a tactical move to advance a strategic goal to enhance the EAS-level consultative process and outcome.

A perennial legislative activity is scouring the pages of congressional, White House and Postal Service financial

*continued...*

documents to identify items that could threaten the job security, livelihood and retirement benefits of supervisors, managers and postmasters. As this issue went to press, President Trump and the congressional budget committees had yet to unveil their fiscal year 2027 budget proposals.

As we successfully resisted proposed benefits cuts last year, NAPS once again will identify and seek to quash legislative devices to reduce retirement benefits, cut pay and undermine EAS-level employee job security. Our tactics will involve alerting congressional allies of the threats and making them accountable for their actions relating to those threats. The strategic goal is safeguarding jobs, benefits and the viability of a universal Postal Service.

Lastly, sober financial news was shared at the Feb. 5 USPS Board of Governors meeting. The USPS reported total first quarter fiscal year 2026 losses totaling \$1.3 billion, as compared with a \$100 million profit for the same period last year. The USPS, in large part, attributed this meaningful loss to the absence of election mail, which boosts volume and associated revenue in election years.

What is most noteworthy is a 243-million-pieces decline in the "Shipping and Packages" category. This is a component of mail volume the Postal Service needs to grow. Board Chair Amber McReynolds and Postmaster General David Steiner both identified a series of actions that Congress and the White House should take to address the USPS' financial situation.

**Requests include:**

1. Eliminating the requirement the USPS invest its trust fund solely in low-return Treasury bills.

2. Recalculating the USPS' pension liability to reflect that the obligation associated with pre-1971 employees of the Post Office Department be attributed to the Treasury.
3. Revising the USPS workers' compensation program to reflect private-sector practices.
4. Granting the USPS increased price flexibility.
5. Increasing the USPS' decades-old debt limit.

These are tactical elements to enable the Postal Service to thrive. There are fundamental questions regarding their political prognosis and how they further the Postal Service's universal service obligation.

NAPS believes attendance at these prescheduled postal governance meetings is vital in representing EAS-level postal employee interests and demonstrating NAPS' concern about a wide variety of issues that directly and indirectly impact NAPS members. Our presence also provides NAPS with unique and crucial opportunities to interact with the postal governors, senior USPS Headquarters officers, including the postmaster general and deputy postmaster general, and high-level postal stakeholders.

Participation is not simply a tactic — it is a vehicle in a long-term strategy to advance EAS-level postal employee interests on Capitol Hill and at Postal Headquarters.

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

# THRIFT SAVINGS PLAN

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January 2026

Fund	G	F	C	S	I
<b>January 2026</b>	0.37%	0.20%	1.45%	2.41%	5.94%
<b>12-month</b>	4.42%	6.88%	16.32%	8.64%	35.33%

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

Fund	L Income	L 2030	L 2035	L 2040	L 2045	L 2050
<b>January 2026</b>	1.12%	1.94%	2.19%	2.34%	2.48%	2.62%
<b>12-month</b>	9.27%	14.87%	16.05%	17.07%	17.94%	18.80%

Fund	L 2055	L 2060	L 2065	L 2070	L 2075
<b>January 2026</b>	3.11%	3.11%	3.11%	3.11%	3.11%
<b>12-month</b>	21.58%	21.58%	21.58%	21.60%	

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

## NAPS Training Calendar

### Illini Area Training

**April 23, 2026**

In conjunction with the Illinois State Convention

**Conducted by:**

Illini Area VP Luz Moreno

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

**Hotel Rate:** \$129 plus tax

**Registration Fee:** \$200; \$250 after April 4

**Training:** TBA

### Northwest Area Five-State Training Seminar

**April 24-25, 2026**

**Conducted by:**

Northwest Area VP John Valuet

**Location:** Hilton Motif Seattle  
1415 5th Ave., Seattle, WA 98101  
(206) 971-8000

**Hotel Rate:** TBA

**Registration Fee:** TBA

**Training:** TBA

## *We All Can Help Build Membership*

### **November High-Five Club Members**

**Regina Black**, Branch 94, CA  
**David DeNosky**, Branch 255, IL  
**Marilyn Jones**, Branch 39, CA  
**Curt O'Donnell**, Branch 16, MN  
**Brian Wagner**,\*\* Branch 255, IL



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

## POSTMASTER PERSPECTIVE

# Are You Taking Care of Yourself?

I'm going to talk about something on which I need to work in my life and career — taking care of yourself. In my 31 years of service, I can't begin to count the times I placed the Postal Service before my family and my physical and mental health. I've really begun to feel this lately.

The pressure comes from all around — from our managers, employees and customers; it seems non-stop. I have one supervisor who reports to me and, together, we must cover from open to close six days a week, plus Amazon on Sunday.

I'm told I must cover for the supervisor on her days off. So, that puts me in the office by myself from open to close for two days during the week. The emails are flowing, 360s ASAP, DCV, Eagle Clean — the list goes on.



**KEVIN MOORE**  
Branch 595

I ask myself how we went from Level 21s having two supervisors, but, as soon as one was promoted or retired, the job went away. But the work didn't go away! In fact, we have more work today than ever.

I'm trying to answer to all the reports that come out, but, at the same time, I'm having to help my staff; otherwise, the mail wouldn't leave the building. We have to get the mail out no matter the circumstances, then answer why were we out delivering late.

Mentally, I understand I'm never going to win because we are tired and frustrated. I have to force myself to step away, put the postal phone down, leave the office and just take a small break.

The work still will be there. Someone would be in my chair the next day if something happened to me. It truly is a matter of give and take.

I plan to give my best to the Postal Service for my time remaining. I just need to continue to work on the taking-what-I-have-earned part.

*Kevin Moore is postmaster of Toccoa, GA, and a member of North Georgia District Branch 595.*

[kevinmoore324@gmail.com](mailto:kevinmoore324@gmail.com)

# Is the Postal Service Sustainable?

**O**n his Jan. 23 NAPS Chat, Director of Legislative & Political Affairs Bob Levi talked with Government Accountability Office (GAO) Director of Physical Infrastructure David Marroni about key policy decisions Congress must make if the U.S. Postal Service is to be sustainable and continue to provide Americans the essential service to which they are entitled and expect.

*Marroni, a 22-year veteran of the GAO, discussed choices Congress needs to make and reviewed recent GAO evaluations of the USPS. Among the issues discussed were the agency's universal service obligation and finances. Following are highlights of the discussion.*

Marroni explained that GAO's mission is to support Congress in carrying out its constitutional duties. The GAO examines how federal dollars are spent and how effectively and efficiently federal programs work.

He stressed the results are objective, nonpartisan, fact-based recommendations to agencies and, sometimes, Congress, in how to make improvements. Recommendations are not binding, but, often, are ultimately implemented by the agencies.

Levi noted the Postal Service long has been categorized by the GAO as high-risk. "Why is the agency so important to our nation and why is it at risk?" he asked.

Marroni affirmed the USPS helps bind the nation together and is important to our economy for communication and connecting every American across the country. The USPS has been on the GAO's high-risk list since 2009 because of its fundamentally unsustainable business model and poor financial condition.

"There is a tension between the level of services the Postal Service is required to provide versus its ability to fund those services," Marroni said. "That has been a long-standing challenge going back even before 2009. It continues to be the case as mail volumes have declined over the past 20 years, but the number of delivery points has increased across the country and the agency has been in an increasing financial crunch."

Levi observed that government agencies that provide essential services typically are not considered businesses or have a business model. He asked why the Postal Service is different.

Marroni said the USPS is unique. It's an independent establishment of the executive branch and is expected to be financially self-standing. "The Postal Service is expected to generate enough revenue from its business to cover expenses," he explained. "That means it's not getting appropriations from Congress, except for some very explicit things.

"The problem with that model is the revenue the USPS has been generating for the past two decades has not been sufficient to cover its expenses. So you continue having this fundamental gap that keeps adding up to losses and, ultimately, if not resolved, could have real impacts on taxpayers, users of the USPS and its employees and retirees."

Levi asked Marroni if the GAO ever has explored whether it is appropriate for an agency such as the Postal Service to be self-sufficient inasmuch as it provides such an essential public service.

Marroni responded the GAO has identified that as a matter for Congress to consider. "Ultimately, it's a policy choice," he said, "whether the USPS maintains its self-sustaining model or moves to a model that existed prior to the creation of the USPS — the Post Office Department before 1971 — where it was appropriated money by Congress. Another option would be to go a more-privatized route.

"All these scenarios have tradeoffs; there are pros and cons with each. But the fundamental issue is the model that exists today is not working. The agency needs to continue to take actions to get its finances in as good shape as it can within its own power, but, ultimately, we think Congress is going to need to act to decide what level of services the nation requires and how those services are going to be funded."

Levi noted 1982 was the last year the USPS received a congressional appropriation for a public service subsidy, which still is authorized under current law, although it is a modest subsidy. Regarding the importance of the Postal Service and the universal service obligation, he asked, "How deep does Congress need to get involved?"

Marroni responded that Congress, as the legislative body, needs to make some fundamental decisions about the structure of the Postal Service, how it is to be funded and the services it is to provide. "What level of service is

expected and, based on that, how are you going to fund it — what structure will support it?” he offered.

“That could be a range of different options. It could mean more appropriations from Congress for specific items. Again, it could mean moving toward a more-privatized model or something in between; pros and cons for both.

“When you are talking about congressional appropriations, one advantage is it would help the USPS with its financial condition, particularly with some money-losing services. On the flip side, though, being part of the appropriations process can add some uncertainty that might be challenging for the Postal Service that operates more like a business.

“The appropriations process takes longer to resolve in some years than others; there can be gaps in funding. Adding that into the mix could be a challenge. There definitely are tradeoffs for Congress to consider in making these decisions.”

Levi referred to former PMG Louis DeJoy’s complaint that the agency has too much oversight — he had to report to Congress, the Postal Regulatory Commission, the USPS Office of Inspector General, GAO, the Office of Personnel Management and the Office of Management and Budget. “Is there too much oversight, evaluation, regulation — even intergovernmental entanglement — that could potentially impair the agency’s ability to perform?” Levi asked.

Marroni agreed there is a significant amount of oversight, but noted the USPS is a very large, significant public organization. “Even as an independent establishment, oversight is important,” he affirmed. “And those entities you listed generally perform different roles. The OIG and GAO are conducting audits, the PRC is there as the regulator and Congress is there in its policy-making and legislative roles.

“The level of oversight and regulation can introduce challenges the agency has to manage compared to a private-sector business. And it also can get caught in the push and pull of stakeholder interests that can create challenges for how it operates. That’s something Congress and these other entities must recognize.

“Oversight is important for any public institution, especially one as important as the Postal Service, so count me in for saying oversight is going to remain key. But how that oversight is done always can be considered, as well as how much is appropriate; people have different views.”

Levi asked if oversight improves performance or undermines performance.

“It depends,” Marroni responded. “The oversight that GAO does — recommendations on how to improve performance and achieve efficiency in other ways — can lead to improved performance. Also, regarding regulation, the goal may not be to just improve performance; there may be other goals oversight is trying to accomplish.

“There are multiple goals when it comes to public institutions — performance being key. But there also is transparency, ensuring compliance with rules and regulations. It depends on the situation.”

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Levi circled back to the universal service obligation and asked, "Who should define what the Postal Service ought to do? Where it delivers, the speed and frequency of delivery — where does that come from?"

Marroni responded that Congress, at the fundamental level, decides how many days a week the USPS delivers; it's in statute that the agency must deliver, as far as practicable, to every American. There are certain high-level requirements that Congress sets out.

"In terms of the details, more specifics about routes, where things go, that generally will fall to the USPS in line with its Board of Governors in making those decisions," he offered. "But there will be plenty of views expressed; it's a complicated picture."

Levi asked, "What is the universal service obligation?"

"It's defined in statute, but not in a single place," Marroni responded. "At a high level, I think of it as the requirement for the Postal Service to deliver mail, as far as practicable, to the American public six days a week. There are other aspects to it, but that's the fundamental point — to deliver to the entire nation."

Levi mentioned the state of postal services in other parts of the world, specifically Denmark that recently ceased governmental mail services because it did not make any money. "Are we in danger of falling into that type of trap?" he asked.

Marroni said the Postal Service and Congress have consistently emphasized the importance of the USPS mission of delivering mail and he doesn't have any sense of that ending. Rather, the issues are defining exactly how service is provided and how it is going to be paid.

"I don't see an end to letter mail as happened in Denmark," he affirmed. "But I think there needs to be some serious considerations of the current model to ensure letter mail is delivered in a way the American public needs and is financially sustainable."

Levi referenced the GAO's report on USPS sustainability that recommended the PMG develop publicly available financial projections of revenue and expenses, although the Postal Service pushed back on that recommendation.

The "Delivering for America" (DFA) plan was intended to reduce expenses and improve performance. "Why does the GAO feel such long-term projections are essential for postal financing and performance?" he asked.

Marroni said projections are a key practice for any organization — linking near-term goals for a transformation like the DFA is trying to accomplish to longterm outcomes — where the organization wants to end up.

"The USPS noted correctly that projections are inherently uncertain, particularly the further out you get," he observed. "But they still are valuable. Projections give a sense of how the organization is doing against what it hopes to achieve — changes may need to be made based on whether goals are being met or not. What may be the causes of goals not being met?"



"It's also an important communication tool to Congress and other stakeholders regarding where the USPS sees its actions and communicating how it is doing. It's also important communication to Congress — if there are clear points when certain things happen and the USPS would be in worse financial condition — when it needs to act.

"You do not have a single, perfect projection 10 years from now that you are going to hit exactly and nothing changes between now and then. You can have projections that have a range of different assumptions about inflation, potential congressional action and how your initiatives played out that still can give you a sense of how to adjust going forward,

making sure you are achieving the results you hope to while also communicating to Congress and others how you are doing and what additional actions may be needed.

"So, we think it's really important for the Postal Service, particularly given its financial condition, to have these types of long-term projections."

Levi noted the GAO has done a lot of work in evaluating the DFA plan and its implementation. "Currently, where do these evaluations stand — plant reorganizations, performance, finances?"

Marroni said the DFA plan is a work in progress and has been a mixed bag in terms of results. The GAO has found, as have the IGO and others, the USPS has increased some of its revenues and reduced some of its costs and, at a fundamental level, has taken action.

"That's important to emphasize," Marroni offered. "It's

important for the agency to have bold ideas to, within its own control, try to return to financial sustainability as it can; stasis is not an option.

"But, on the flip side, expenses continue to exceed revenue. Unfunded benefits liabilities continue to increase. Service performance has taken a hit over the past several years during the course of the transformation. There have been some significant bumps in the road. And the agency's financial condition continues to fall, so our fundamental assessment has not changed on that front.

"Ultimately, while we emphasize in our latest report that the USPS should continue to take whatever actions it can within its own authority to improve its financial situation, we believe Congress is going to have to take action and consider the level of services required by the nation, how to fund those services and what the appropriate institutional structure is going forward."

Levi referenced the GAO's efforts over the years looking to reduce costs and expenses by the Postal Service. "Has the GAO looked at opportunities for enhanced revenue generation?"

Marroni responded that revenue generation is another opportunity, including additional services the agency potentially could offer at post offices. "PMG David Steiner has been looking at ways to increase revenue with some action at the last mile," he observed. "There certainly are steps the USPS could take on its own to further increase revenue.

"We encourage them to do so. It's important for the agency to continue and try to reduce costs and increase revenues. But it gets back to that fundamental issue we've been discussing that, while those actions are important, we do not think on its own the USPS is going to be able to raise enough revenues to exceed expenses and, therefore, get back to a sustainable business model. Ultimately, we think congressional action is going to be required."

Levi told Marroni to assume Levi was chairman of a combined House/Senate committee with oversight of

the Postal Service. "What are the three most important issues I should deal with in a postal bill?"

"In our report, we identify a number of options for Congress to consider when it comes to ways to increase revenue, reduce expenses and address the funding structure," Marroni emphasized.



"The three big issues are, one, what is the level of service? Right now it's six days a week across the nation. What services are required? Take a look at that. Is that the level of service you want? Is it something different?"



"Second, once you have determined that, ask how we are going to fund that. Right now, the current model where the USPS is meant to be self-sustaining is not working. Does that mean Congress subsidizes it — provides appropriations for certain money-losing services important for public reasons but are not profitable lines of business? Does it go with a more-privatized model or does it make other adjustments?"

"And third, does the current structure as an independent establishment of the executive branch continue to make sense? Does that allow a balance between service levels and funding to work?"



"Those are three big areas I would ask Congress to consider. Ultimately, those are policy choices. The GAO does not weigh in on the specifics of which of those is the right approach.

"They all come with pros and cons; that's for Congress to decide. But really getting into the details of those and deciding, as a Congress — where they want the nation's Postal Service to be — is important.

"Let me paraphrase," Levi offered. "Congress needs to do its job — decide the level of service, how they will pay for that service and the structure by which that service is delivered to the American public. Would that be accurate?"

"Those are the matters we put before Congress in 2020 and in our most recent report," Marroni affirmed.

# 2026 SPAC Contributors

WORKING FOR YOU!



## January Contributors

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

Lawson, Lisa	MD	Branch 531
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403

Douglas, Karen	NC	Branch 183
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
Tynan, Lawrence	FL	Branch 478
Valuet, John	ID	Branch 915
Brownfield, Patricia	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Martin, Larry	MD	Branch 42
Amergian, Raymond	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Tessmer, Stephen	MI	Branch 508
Kent, Eric	MN	Branch 104
Belger, Michael	NC	Branch 183
Dallojacono, Anthony	NJ	Branch 568

Forde, Nicholas	NY	Branch 202
Burgasser, Ted	OH	Branch 29
Caffey, Jacquelyn	OH	Branch 133
Laster, Edward	OH	Branch 46
Ravo, Steve	RI	Branch 105
Amos, Nathan	TN	Branch 41
Barbee, Johnny	TN	Branch 41
Brown, Andrea	TN	Branch 41
Castillo, Christine	TX	Branch 9
Kukulka, Vivian	TX	Branch 124
Van, Nathaniel	UT	Branch 139
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Jackson, Alice	VA	Branch 526
Thomas, Carlos	VA	Branch 98
Gruetzmacher, Bjoern	WA	Branch 61

**Editor's Note:** Derek Lothridge, Branch 96, Maine, was inadvertently left off the 2025 year-end SPAC listing; he contributed at the President's Ultimate (\$1,000+) level.

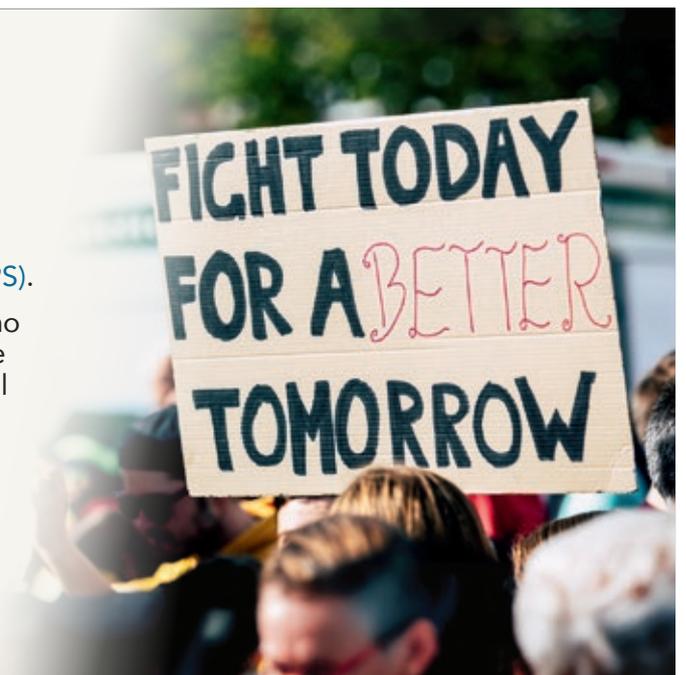
## What is SPAC and why should you contribute?

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

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

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

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



# 2026 SPAC PINS

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



### President's Ultimate

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



### VP Elite

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



### Secretary's Roundtable

\$500 level



### Chairman's Club

\$250 level



### Supporter

\$100 level



### Drive for 5

Contribute to SPAC by payroll deduction or direct payment

## Earn Your Pins TODAY!

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

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

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

# SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Jan 31, 2026

### National Aggregate:

\$14,556.28

### National Per Capita:

\$0.52

### Region Aggregate:

1. Eastern.....	\$7,751.50
2. Southern.....	\$1,962.49
3. Western.....	\$1,880.88
4. Northeast.....	\$1,787.41
5. Central.....	\$1,174.00

### Region Per Capita:

1. Eastern.....	\$1.28
2. Northeast.....	\$0.34
3. Western.....	\$0.33
4. Southern.....	\$0.32
5. Central.....	\$0.24

### Area Aggregate:

1. Capitol-Atlantic.....	\$5,331.15
2. Pioneer.....	\$1,474.35
3. Mideast.....	\$1,336.00
4. Pacific.....	\$817.50
5. New York.....	\$790.41
6. Texas.....	\$652.50
7. Cotton Belt.....	\$649.00
8. New England.....	\$607.00
9. Northwest.....	\$578.38
10. Rocky Mtn.....	\$485.00
11. Southeast.....	\$462.49
12. Michiana.....	\$445.00
13. North Central.....	\$330.00
14. MINK.....	\$206.00
15. Central Gulf.....	\$211.50
16. Illini.....	\$193.00

### Area Per Capita:

1. Capitol-Atlantic.....	\$1.84
2. Pioneer.....	\$0.96
3. Cotton Belt.....	\$0.61
4. Mideast.....	\$0.52
5. Northwest.....	\$0.50
6. New England.....	\$0.36
7. North Central.....	\$0.35
8. Texas.....	\$0.35
9. Michiana.....	\$0.33
10. New York.....	\$0.31
11. Rocky Mtn.....	\$0.30
12. Pacific.....	\$0.29
13. Central Gulf.....	\$0.25
14. Southeast.....	\$0.19
15. MINK.....	\$0.18
16. Illini.....	\$0.14

### State Aggregate:

1. Maryland.....	\$2,433.00
2. Virginia.....	\$1,739.50
3. Ohio.....	\$1,353.00
3. Pennsylvania.....	\$800.00
4. California.....	\$727.50

### State Per Capita:

1. Maryland.....	\$3.83
2. Virginia.....	\$2.42
3. Idaho.....	\$2.10
4. Maine.....	\$2.09
5. Puerto Rico.....	\$1.59

## Drive for 5

### Members by Region:

1. Southern.....	45
2. Eastern.....	40
3. Western.....	34
4. Central.....	32
5. Northeast.....	29

### Aggregate by Region:

1. Eastern.....	\$1,981.50
2. Western.....	\$1,790.88
3. Southern.....	\$1,477.49
4. Northeast.....	\$1,062.41
5. Central.....	\$1,054.00



# SPAC

## CONTRIBUTION FORM

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

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

**\$750** - VP Elite

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

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

**\$100** - Supporter

*Current as of February 2019*

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

### Mail to SPAC at:

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

## HELP SPAC WORK FOR YOU!

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

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

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

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

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

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



**MAKE IT EASY!**

Simply scan here using your phone's camera!

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

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

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

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

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

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

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

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



# 2026 NAPS STATE CONVENTIONS

DATES	STATE(S)	LOCATION
April 23-24	Illinois	Hilton Chicago/Oak Brook Hills Resort & Conference Center, Oak Brook
May 1-2	North/ South Dakota	Springhill Suites, Fargo, ND
June 4-6	Texas	Cambria Hotel Waco
June 12-13	Michigan	Bay City Valley Resort & Conference Center, Bay City

Please report state convention dates to NAPS Headquarters.





## Resources Are Available for Financial Literacy and Wellness

Submitted by the USPS Employee Assistance Program

**Financial wellness is a topic that touches nearly every employee, regardless of role, tenure or income level.** At various points in life, most people experience financial uncertainty — whether related to daily expenses, unexpected emergencies, family responsibilities or long-term planning such as retirement. For many employees, these concerns exist quietly in the background, even as they continue to report to work, perform their duties and support their teams.

This month's focus on financial literacy and wellness is intended to acknowledge that reality. It is not about evaluating employees' financial choices or promoting specific financial behaviors. Rather, it is about increasing awareness, reducing stigma and reminding employees that support is available when financial stress begins to affect their overall well-being.

As supervisors, understanding the purpose and tone of this focus is important. Financial stress is deeply personal and conversations about money can be sensitive. The goal is not to engage in employees' private financial matters, but to help foster an environment where employees feel informed, supported and aware of available resources.

### Why Financial Wellness Matters in the Workplace

Financial stress is one of the most common sources of ongoing stress for working adults. Rising costs, caregiving responsibilities, health-related expenses and uncertainty about benefits or retirement planning all can contribute to persistent pressure. While these stressors may originate outside the workplace, their effects often appear on the job.

Employees experiencing financial stress may have difficulty concentrating, experience fatigue due to poor sleep or feel overwhelmed and distracted. Over time, unmanaged stress can affect morale, engagement and overall well-being. Importantly, these reactions are not a reflection of an employee's commitment, work ethic or capability.

### Understanding the Scope of Financial Wellness

Financial wellness looks different for everyone and often changes over time. An employee early in their

career may be focused on managing student loans or daily expenses, while another may be concerned about retirement planning or supporting family members. Others may be navigating unexpected medical bills, changes in household income or major life transitions.

**This monthly focus emphasizes several key ideas:**

- Financial wellness is about awareness and preparedness — not perfection.
- Small, manageable steps can reduce stress and build confidence.
- Understanding available benefits and resources can make decision-making easier.
- Seeking support is a practical and healthy response to stress.

Supervisors are not expected to be financial experts or advisers. The intent of this focus is simply to share information and point employees toward resources that can help them manage financial stress in a healthy, constructive way.

### Recognizing Signs of Financial Stress

While supervisors never should assume the cause of an employee's behavior, it can be helpful to recognize how financial stress may present itself. Common signs may include difficulty concentrating, increased irritability, fatigue or avoidance of conversations related to finances or benefits. In some cases, employees may openly express worry or frustration about bills, costs or future planning.

These behaviors are not disciplinary issues in themselves. They may signal that an employee is under strain and could benefit from additional support.

Maintaining a respectful, supportive approach — while honoring privacy boundaries — can help employees feel safe accessing resources on their own.

### Supervisors' Role

Supervisors play an important role in setting the tone around this monthly focus. That role is not to inquire into personal finances or offer advice, but to:

*continued...*

- Share information about the focus topic and available materials
- Normalize the idea that financial stress is common
- Encourage awareness of support resources without singling out individuals
- Reinforce that accessing support is confidential and voluntary

Even brief acknowledgment — such as mentioning the topic during a meeting — can signal to employees that the organization recognizes real-life challenges and values their well-being.

### Employee Assistance Program (EAP)

The EAP offers free, confidential services to employees and their families and can assist with:

- Financial stress and budgeting concerns
- Short-term counseling related to stress or anxiety
- Financial education and referrals to trusted resources

EAP services are voluntary and confidential.\* Employees may access support without notifying their supervisor; participation does not affect employment status or performance evaluations.

Supervisors can support this process simply by reminding employees that the EAP exists and can be used proactively — not only during times of crisis.

### Additional Financial Wellness Resources

In addition to EAP support, employees may benefit from the following trusted financial education and resource tools:

- **U.S. Postal Service Federal Credit Union (USPS FCU)** provides USPS employees and their families with access to banking services, financial education, budgeting tools and savings and loan options — <https://uspsfcu.org/>

- **MyMoney.gov** is a U.S. government website offering reliable information on budgeting, saving, managing debt and planning for retirement, organized by life stages and financial goals — <https://mymoney.gov/>
- **F3E (Federal Employee Education & Engagement)** is an online resource designed specifically for federal employees offering financial education, tools and guidance related to benefits and long-term planning — <https://f3eonline.org/>

Sharing these resources helps reinforce that employees have multiple options for learning, planning and support — at their own pace and comfort level.

### Encouraging Small, Manageable Steps

One of the central messages of this monthly focus is that financial wellness does not require solving everything at once. Encouraging small, manageable actions — such as reviewing a benefit, tracking spending for a short period or exploring one of the available resources — can help employees feel more in control without adding pressure.

Employees who feel supported and informed are better equipped to manage stress, make thoughtful decisions and maintain focus at work. Even incremental progress can contribute to greater stability and confidence over time.

### Closing Perspective

The **financial literacy and wellness** focus is an opportunity to reinforce the Postal Service's commitment to employee well-being. By acknowledging financial stress as a common experience and highlighting available resources, supervisors help create a culture of awareness, respect and support.

Supervisors are not expected to resolve financial challenges or engage in personal discussions. Simply sharing information, setting a supportive tone and reminding employees that help is available can make a meaningful difference.



### Reach out to the EAP or visit the EAP website to learn more.

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



# The Power of NAPS Membership

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

NAPS membership offers members a sense of affiliation and provides access to exclusive benefits that foster personal and professional growth. By engaging in NAPS, members gain opportunities for peer networking and participating in specialized events such as branch meetings, state and regional convention training, LTS and national conventions.

Members also have access to valuable resources such as the NAPS website. NAPS has the right to represent *all* EAS employees — supervisors, managers, postmasters and other managerial personnel — regarding pay and benefits.

The collective strength of a membership community often leads to increased influence, reciprocal support and shared accomplishments. The NAPS website offers a wide selection of USPS memos and position papers that can serve as policy references in various situations regarding adverse effects.

Qualified NAPS members can use the Disciplinary Defense Fund that provides national advocates or attorneys for adverse actions and alleged debt-collection claims owed to the USPS. NAPS members also have local representation in other issues listed in *ELM 650*.

Membership serves as a powerful means of establishing a sense of affiliation among individuals. By joining NAPS, members become part of a management organization that extends exclusive advantages designed to encourage personal and professional advancement.

Through engagement with their chosen community, members benefit from expanded opportunities to network

with peers. This interaction cultivates valuable relationships that promote personal development and ensures members remain informed about industry trends and best practices.

Instances of mistreatment or abuse of authority occurring locally also may be present elsewhere. The connections established in NAPS can provide crucial support in addressing and mitigating such challenges.

NAPS membership grants access to specialized events and valuable resources often unavailable to nonmembers. These offerings enhance the member experience, providing tools and information that contribute to ongoing development.

The unity found in NAPS membership amplifies its influence and effectiveness. Members can offer mutual support, collaborate on shared goals and achieve success that would be more difficult to attain individually. This collective strength is a defining feature of NAPS membership.

Regularly attend your local NAPS meetings. If you know someone who is not a member, share with them the advantages of joining NAPS. If you know a nonmember who has been invited to join more than once and then requests representation, direct them to the *ELM 650* section at [naps.org](http://naps.org) and wish them good luck. You never know, they may decide to join! Until next time.

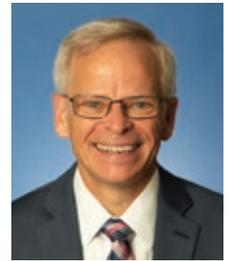
Taking care of business the “NAPS way.”

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



# A Mix of Monthly Membership Madness

**Brian J. Wagner - Past NAPS President**



After reading the title of this column, you may be saying, "Not another article about membership!" Don't worry, I won't write about how NAPS membership is the backbone, lifeblood and, above all, the main strength of NAPS — though it is.

I won't mention how increasing NAPS membership strengthens our association financially — though it does. No need to fret about me citing how increasing NAPS membership adds value to our representation, legislation and consultation abilities, but it's the truth.

So, what I am writing about? Membership! Here's the scoop.

This column is about encouraging NAPS branches to develop monthly, magnetic messaging and ideas to encourage current members to march into NAPS meetings and events with a mission of being more motivated and involved, as well as mesmerized about all the membership benefits NAPS offers.

Let's give credit where credit is due. NAPS Branch 32 President Robert Wakefield and its members initiated the September SPAC-tacular Drive this past September. It was a month of encouraging NAPS members to donate to SPAC. What a SPAC-tacular idea!

Capitalizing on Branch 32's SPAC-tacular idea, maybe branches could motivate more membership involvement through a NAPS membership theme each month. Following are just a few examples to consider each month to motivate your membership. However, feel free to motivate your NAPS minds with a mix of more mission-possible ideas.



- Make a Nonmember Contact Month
- Bring a Nonmember to Branch Meeting Month
- \$25 Gift Card for Sponsoring a New Branch Member Month
- Branch Constitution & Bylaws Resolutions Writing Month
- NAPS Community Volunteer Month
- SPAC-tacular Month (thanks, Branch 32)
- Coach and Mentor a NAPS Member Month
- Share NAPS Website Information Month
- Write an article for *The Postal Supervisor* Month
- NAPS Training Month (provide membership training via Zoom or in person)
- Invite a NAPS National Officer to a Meeting Month
- Submit a Consultative Item to NAPS Headquarters Month
- Update Member Contact Information Month (requires contact with members to update addresses and emails)
- Membership Appreciation Month
- Join a NAPS Branch Committee Month
- Become a NAPS Branch Officer Month (during election of officers)
- Thank a NAPS Member for Being a NAPS Member Month
- NAPS Family-Friendly Activity Month (for members and their families)
- Invite a Postal Leader to a Branch Meeting Month
- Free Ice Cream for Attending a NAPS Branch Meeting Month (my favorite!)

For the record, if this month is officially recognized as Mustache March, April is Second Chance Month and May is Zombie Awareness Month, some of my ideas may seem pretty reasonable and others a little crazy. However, my idea for free ice cream for attending a meeting month is extremely reasonable (insert eye roll).

Today's takeaway: Take a chance, either a first or second, to get creative by establishing monthly ideas your NAPS branch can promote and message to motivate members to be more involved in the business and mission of NAPS.

I am going to take a chance and establish a NAPS Ice-Cream-Flavor-of-the-Month Recommendation Month. Wait! I already have. See how successful this monthly concept is!

Consider this a second chance or second scoop to enjoy my ice-cream-flavor-of-the-month recommendation: Banana Macadamia Nut Crunch. Be safe and eat more ice cream!

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

# Support the Postal Employees' Relief Fund

# PERF



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

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

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

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

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

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

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



#### 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.*

## 5%: The Most Misunderstood Number in the TSP

BY AARON OYA

When I asked a colleague how much they were contributing to their TSP, they confidently responded, "I'm investing maximum!" Something didn't sound quite right, so I asked, "How much is maximum?" They responded, "5%!"

In recent articles, we've focused on IRS elective deferral limits and how to work toward them. This time, let's look at the opposite end of the contribution spectrum — 5%. Why is this number so common among TSP participants? Is it enough to reach long-term retirement goals?

Logging into PostalEASE or the TSP site reveals this familiar statement: "If you are a FERS employee, you must contribute at least 5% of your basic pay each pay period to receive the maximum matching contribution from the Postal Service."

The TSP website reinforces this: "If you are a FERS participant who began or rejoined federal service on or after Oct. 1, 2020, you were automatically enrolled at 5% of basic pay (up from the previous 3%) unless you elected to change it."

Most retirement seminars repeat the same message: Contribute at least 5% to receive the full agency match. By the time a new employee reaches the point of choosing investment funds, the 5% figure already is deeply ingrained; it becomes "the number." And for many, it becomes the lifelong contribution rate.

**The problem is simple:** When many employees say they are investing "maximum," what they really mean is maximum matching — not maximum contribution. It's an easy misunderstanding — and a potentially costly one over a 30-year career.

The TSP has done a better job in recent years of highlighting IRS contribution limits by age, but that alone hasn't been enough to move many employees

beyond the 5% mindset. That's why these conversations matter.

Is 5% a strategy or just a starting point? Contributing 5% is good; it earns the full match. And if that 5% is invested in the G Fund, generally, you are shielded from market fluctuations. With matching contributions, you are effectively doubling your investment every pay period.



**But is 5% enough? Let's take it further with a quick challenge. Run this scenario:**

- Base salary: \$100,000
- Annual salary increase: 5%
- Employee contribution: 5%
- Agency match: 5%  
(an effective total contribution of 10%)
- Investment: G Fund
- Assumed average G Fund return: 4%
- Career length: 30 years

With these assumptions, your total contribution rate is effectively 10% of salary every year — 5% from you and 5% from the Postal Service. Even using the conservative G Fund return, this level of steady investing should allow you to break into the Million Dollar Club over a 30-year career.

This example highlights the power of the match: Your 5% contribution is doubled every pay period and the G Fund shields your balance from market downturns. But remember, the scenario assumes a starting salary at the high end of EAS-17 and a consistent 5% raise every year. It's a helpful benchmark — not a guarantee.

Here's one more challenge. Since Sept. 5, 2015, new employees are automatically invested in their age-appropriate Lifecycle Fund under the Smart Savings Act of 2014. The intent was simple: Improve long-term financial outcomes for federal employees and their retirement income.



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Headquarters Labor Relations,  
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(808) 386-3050

*continued on page 46...*



# NAPS NATIONAL AUXILIARY

## *Hazel Cochran Scholarship*

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

*Hazel Cochran*  
**FOUNDER**

### **HOW TO APPLY?**

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

### **APPLICANT CRITERIA**

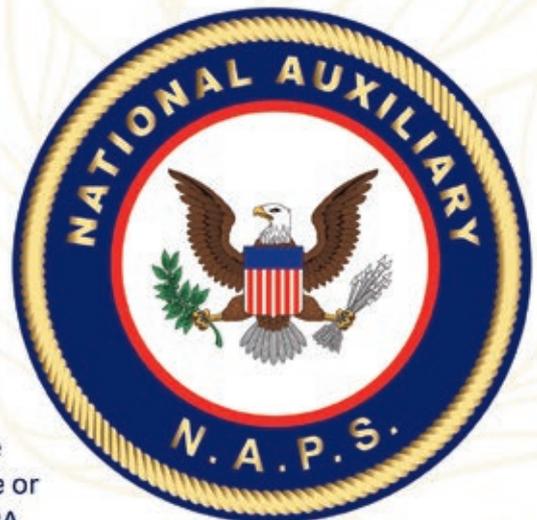
Applicants for this scholarship must be a child or grandchild of a living, active in good standing NAPS Auxiliary member. Applicants must be attending or have been accepted to an accredited two or four-year college or university. Applicants must also submit their current GPA and any community service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

### **DEADLINE**

Completed applications must be emailed by May 31, 2026

**SPONSORED BY:**

*Dillard*  
Financial Solutions, Inc.



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

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY

continued from page 44...

**Take advantage of the tools available. Go to the TSP website, open the calculators and run projections based on:**

- Your actual salary
- Your current contribution rate
- Potential increases in contributions
- Your chosen investment funds
- Your expected rate of return

You may discover you are right on track or you need or want to make adjustments.

Whether you stay at 5% or work your way up the contribution ladder, the key is involvement. Understand what 5% will (and won't) do for you. Know your numbers. And build a plan that gets you to the retirement you want — not just the one handed to you.



REGISTRATION FORM

# Auxiliary Luncheon

Noon | Friday, Aug. 14 | San Francisco Marriott Marquis

**ATTENDEE:**

Name (Please PRINT): \_\_\_\_\_ Auxiliary#/Branch #: \_\_\_\_\_  
 Street Address/PO Box: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_  
 Email: \_\_\_\_\_ Phone: \_\_\_\_\_

**TICKET REQUEST:**

I'd like to purchase \_\_\_\_\_ advance-order tickets at \$50 each.  
 The total is \$ \_\_\_\_\_.

**SPECIAL DIETARY REQUESTS:**

- Allergic to shellfish number of tickets = \_\_\_\_\_
- Vegetarian number of tickets = \_\_\_\_\_

**CHECK ONE:**

- Auxiliary Member
- Auxiliary State President
- NAPS Member
- Visitor

**Advance ticket orders MUST be received on or before July 15, 2026.**

Group name: \_\_\_\_\_  
Last Name/Auxiliary Name/Branch Name

Pick up by: \_\_\_\_\_  
The above-named person must pick up the tickets at the Auxiliary registration table.



**There will be no ticket sales at the convention.** Advance tickets will be available for pickup Sunday, Aug. 9, through Tuesday, Aug. 11.

**Advance Sales:** Please mail this form, with a check or money order payable to "National Auxiliary to NAPS," to: **Bonita Atkins, National Auxiliary Secretary, PO Box 80181, Baton Rouge, LA 70898**

# Auxiliary Luncheon Tickets Now on Sale

It's that time again. The 2026 NAPS National Convention will be held Aug. 10-14 at the San Francisco Marriott Marquis.

The National Auxiliary will sell tickets in advance for the Auxiliary Luncheon to be held at noon on Friday, Aug. 14; no tickets will be sold at the convention. Tickets are \$50 per person and will be on sale through July 15.

I urge all branches and members to please send your registration form and payment as soon as possible.

Do not wait until the last day to send payments as I may not be home when your mail arrives. **All sales are final.** Each person must have their own ticket before entering the ballroom for the luncheon.

Please complete the form (make copies, if necessary) and return it with your check or money order, payable to "National Auxiliary to NAPS" and mail to Bonita Atkins, Secretary/Treasurer, PO Box 80181, Baton Rouge, LA 70898. In addition, *please indicate if you are allergic to shellfish or if you are a vegetarian.*

The person listed on the "pick up by" line on the registration form is the only person authorized to pick up the tickets. Tickets will be available for pickup on Sunday, Aug. 9, through Tuesday, Aug. 11.

We look forward to having you join us!

[latkins326@aol.com](mailto:latkins326@aol.com)



**BONITA R. ATKINS**  
Secretary/Treasurer



## NATIONAL AUXILIARY EXECUTIVE BOARD

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**Region vacant:** Northeast

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

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**25<sup>TH</sup>**

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*'Happy Birthday, America!'*

*The Supervisors' Political Action Committee (SPAC) will neither favor nor disadvantage a member based on the amount of a contribution or the decision not to contribute to non-partisan political action fund.*