

# the Postal Supervisor

April 2024

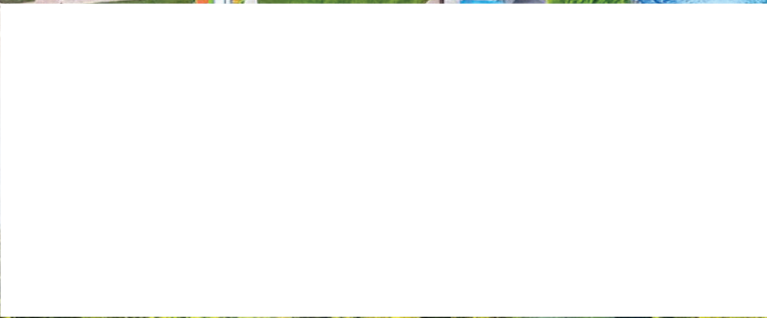
**Enjoy the Perfect  
Blend of Recreation and  
Business at  
Foxwoods Resort  
& Casino**

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**Register for  
the 69th  
NAPS National  
Convention**

**Aug. 11-16**

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## Objective

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

## Submissions—

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

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

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# Impending RIF Actions Will Impact Our Members

**H**ello, NAPS brothers and sisters. At the writing of this column, we just received notification of what could be many reduction-in-force (RIF) actions in 2024 that will impact NAPS members across the country.

This is coming as the staffing model—part of the “Delivering for America” plan—is being implemented for the Regional Processing and Delivery Centers (RP&DCs). As the only postal management association with rights under federal law to directly participate in planning and developing pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees, NAPS has consulted with the USPS concerning this staffing model.



**Ivan D. Butts**  
President

At our consultation, NAPS noted that the proposed USPS staffing model was inadequate for managing the new “state-of-the-art” mail processing facilities. This staffing model is the same model that has failed in the Processing and Delivery Centers (P&DCs) since its ill-advised creation.

This same staffing model has led to millions of workhours being used yearly for 204(b)s (craft) employees to cover this managerial shortfall. Of course, there is a ripple effect in this: the created need for overtime and penalty overtime to backfill moving craft employees off their jobs versus hiring the appropriate number of EAS employees under the proper staffing ratio.

This same staffing model used in P&DCs partly is the cause for the massive service failures and mail backlogs reported nationwide. The

data reported on the USPS Network is clear: First-Class Mail delivery scores are at levels not seen since the past century.

Additionally, the USPS has maintained another process that has been detrimental to mail processing equipment capabilities. This is in regards to the projected productivity of purchased equipment versus the actual capacity in which it functions post-acceptance. We can look at the various phases of barcode sorters with a 35,000-pieces-per-hour capacity operating at around 18,000 per hour.

I could speak about the over-\$1 billion Automated Flat Sorting Machine 100 experiment. The machine that was purchased, despite failing critical beta testing and also failing to survive. We now have new package sorters that can process 60,000 packages an hour (while at the Richmond RP&DC, we noted it was about 8,000 per hour).

Here is the problem: Failure is imminent when you build a run plan based on a projection instead of real-world processing environments. So, what happens when the projected one-hour run becomes five hours?

Although our network processes are in a dark place, we continue to do everything possible to keep America's mail moving.

NAPS Headquarters, with the assistance of the Executive Board, will work with USPS Headquarters leadership to ensure all NAPS members identified as potential RIF impacts find a landing spot in the first seven 2024 RIF impacts.

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

## **The Postal Supervisor 2024 Production Schedule**

<b>Issue</b>	<b>Copy Deadline*</b>	<b>Mails</b>
MAY	3/25	4/24
JUNE	4/26	5/23
JULY	6/3	7/8
AUG	6/25	7/24
SEPT/OCT	8/30	10/1
NOV	10/4	11/1
DEC	11/1	12/3
JAN '25	12/5	1/4
FEB	1/6	2/4

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

# Do You Know Where You Are Going?

In the classic C.S. Lewis tale “Alice in Wonderland,” the mysterious Cheshire Cat has this exchange with a somewhat disoriented Alice who says, “Would you tell me, please, which way I ought to go from here?”

“That depends a good deal on where you want to get to,” said the Cat. “I don’t much care where,” responded Alice. “Then it doesn’t matter which way you go,” said the Cat.

That exchange often has been paraphrased to a more simplistic: “If you don’t know where you are going, any road can take you there.” So, let’s see if we can make the connection between those words and the current state of our Postal Service.

Mail service continues its decline across the country as the “Delivering for America” plan, heralded by the PMG, rolls out at an

ever-faster pace, particularly with the massive overhauling of the mail processing network. Thus, one can wonder if the USPS really knows where it is going.

We know there are new Regional Processing and Delivery Centers opening or planned to open in the fu-

ture. We also know that new Sorting and Delivery Centers are opening; more will open over the next year or more. And we know the Postal Service has faced increasing pressure from the Postal Regulatory Commission, the Office of Inspector General, mailers and other postal stakeholders to be more transparent in this unfolding process.

Perhaps most important, however, is now the American people are asking, “What is going on at the Post Office?” There have been multiple news stories across the nation about delayed mail, medicines not being delivered and, in many cases, mail not being delivered for days.

Finally, as frustrated Americans seek more than cursory answers from postal officials, they have turned to their U.S. representatives and senators for answers. Sadly, those elected officials have become ever more frustrated, as well, with a recalcitrant senior postal leadership class that refuses to provide answers or transparency—even to them.

A Texas congressman relayed to me a few weeks ago at a meeting in his office that a postal spokesperson told him the USPS provides only good news to the public—not information that would alert them to changes that could negatively affect their service! That is the very antithesis of transparency by not alerting the public that postal consolidations

and realignments could impact the service to the very customers who support the U.S. Postal Service.

This lack of transparency with the public leads to distrust, misinformation and, ultimately, customers finding alternatives to the Postal Service. I once was told by a senior USPS executive many years ago—again, I paraphrase—that price gets the business, but service keeps the business.

So, in an era of rising postal prices, large revenue losses and declining service, once again,

*Continued on next page*



**Chuck Mulidore**  
Executive Vice President

## 2024 NAPS State Conventions

Dates	State(s)	Location
April 23-25	California	Red Hawk Resort & Casino, Placerville
May 3-4	Dakotas Bi-State	Medora, ND
May 17-18	Northwest Area	Stueckle Sky Center, Boise
May 17-18	Wisconsin	Chulla Vista Resort, Wisconsin Dells
May 23-26	Texas	Omni Corpus Christi Hotel
May 30	Colorado/Wyoming Bi-State	The Antlers, Colorado Springs
May 30-31	Minnesota	Best Western, Rochester
May 30-31	New York	Resorts World Catskills, Monticello
June 6-9	Georgia	Athens
June 7-8	Florida	Deerfield Beach
June 7-8	Michigan	Holiday Inn Grand Haven, Spring Lake
June 7-8	Pennsylvania	Sheraton Pittsburgh Hotel at Station Square

*Please report state convention dates to NAPS Headquarters.*

# Happy Anniversary!

**H**appy anniversary to two key requests made by members and implemented. In the April 2023 issue of *The Postal Supervisor*, we announced two changes to our membership recruiting program. The first, which long was asked for, was eliminating the need to enter a new member's full Social Security number on *Form 1187*.

Because identity theft always is a concern, many potential members did not want to list their full Social Security number and, as a result, did not join NAPS. Effective April 2023, we require only the last four digits of a person's Social Security number.

Also announced one year ago in the April 2023 issue was the new QR code that can be used to join NAPS. Anyone who wishes to join NAPS need only to scan the code and it will open an online *Form 1187*. A

new member simply needs to fill in the information (including sponsor information if they have one), then hit submit.

The form will be sent directly to NAPS Headquarters via email. And a copy will be sent to the new member at the email address they listed on the form. It's that easy!

This process also gives NAPS Headquarters a good, clear copy of the *1187*. HRSSC only can accept a good, clear copy. If not submitting an *1187* by using the QR code, but, instead, scanning a copy and emailing to JOIN@naps.org, please ensure you are scanning a clear, legible original. Do not scan copies as they lose their clarity.

Definitely *do not* take a photo of an *1187* and submit it; the form will be rejected. Of course, you always can

mail the original copy to NAPS Headquarters. The branch should keep a copy and send us the original.

Often, a branch keeps the original and sends us a faded copy. It will not be accepted! I know I sound repetitive, as I spoke of this in previous columns, but it still is occurring.

I want to congratulate all the NAPS membership recruiters. The January DCO increased by 188 members. That is incredible! The January DCO usually drops in membership numbers as many retire at the end of December or in early January. To have a 188-member increase is amazing! The January DCO stands at 26,034 active members and 1,454 associate members, for a total membership of 27,488.

One concern that comes up this time of the year is new associate members. For a retiree to remain a NAPS member once they retire from the Postal Service, they must submit *Form 1187-A*. A member who retires is not automatically rolled over to associate status; *Form 1187-A* must be submitted.

If the form is submitted to the branch, the branch must submit the form to NAPS Headquarters. If not, the retiree will not be an associate member. Every year, we receive registrations for LTS and every other year for the national convention. When membership is verified, we always receive registration for nonmembers.

This also occurs when some members send in requests to serve on a convention committee. When membership is verified, our records indicate they are not a member. In most cases, the individual has completed an *1187-A* and submitted it to the branch, but the branch did not submit the form to NAPS Headquarters.

This very easily can be verified by the branch as all associate members appear on your DCO. All branches need to verify their DCO associate members. We have had many situations where branch officers, including the president, failed to submit an *1187-A*.

Remember, dues for associate members are collected by NAPS Headquarters with each DCO. The associate member should pay dues directly to the branch, which usually collects dues on a yearly basis.

I always end my column with, "Increasing membership demonstrates leadership." All of our membership recruiters have proven this. Thank you for all you do.

Stay safe!



**Jimmy Warden**  
Secretary/Treasurer



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*Continued*

we must wonder, "Does the USPS really know where it is going?" For those of us who invested decades working for and supporting the Postal Service, this is a hard truth.

As the Cheshire Cat reminds us, if you don't know where you are going, any road will get you there.

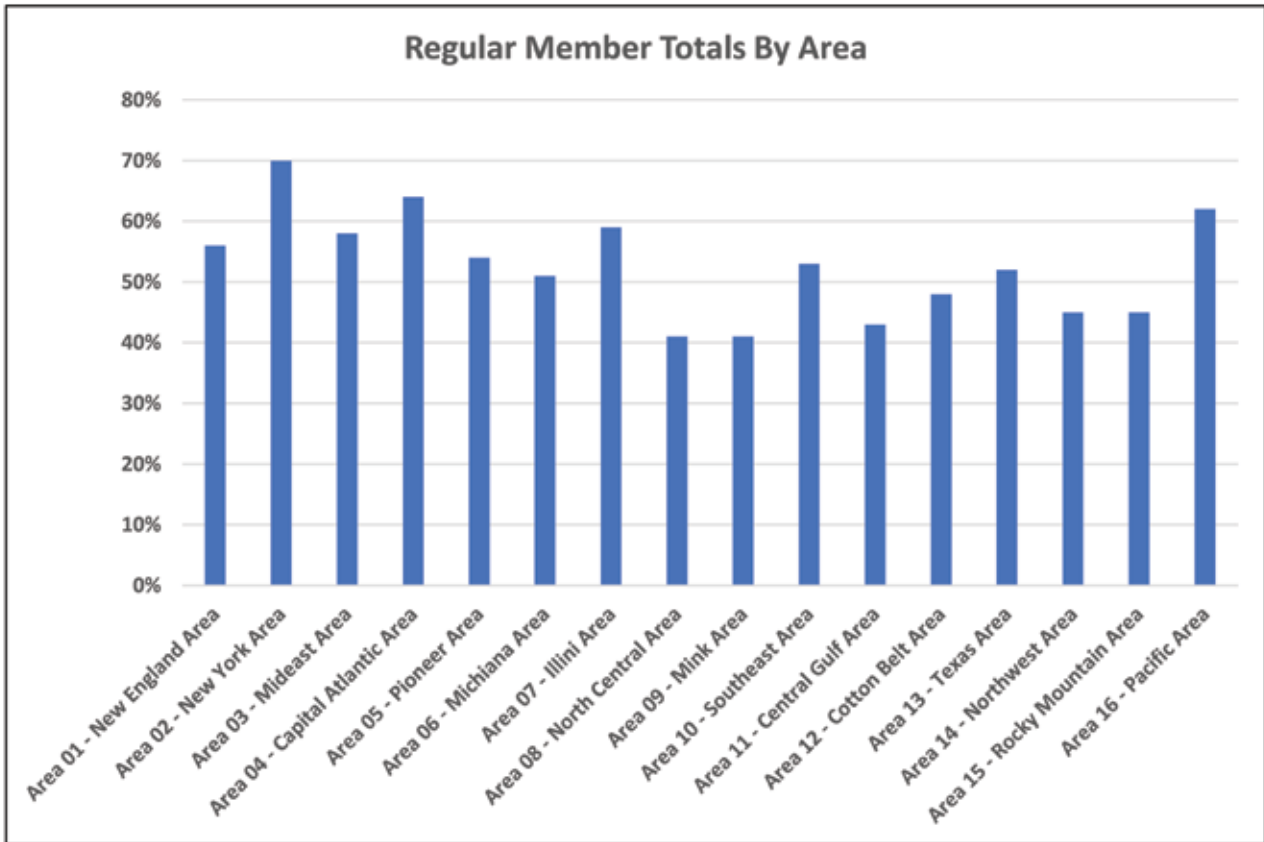
[naps.cm@naps.org](mailto:naps.cm@naps.org)

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

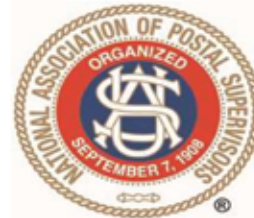


# National Association of Postal Supervisors Membership Report

## January 2024



Regular Member Totals By Area	
Area 01 - New England Area	56%
Area 02 - New York Area	70%
Area 03 - Mideast Area	58%
Area 04 - Capitol Atlantic Area	64%
Area 05 - Pioneer Area	54%
Area 06 - Michiana Area	51%
Area 07 - Illini Area	59%
Area 08 - North Central Area	41%
Area 09 - Mink Area	41%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	43%
Area 12 - Cotton Belt Area	48%
Area 13 - Texas Area	52%
Area 14 - Northwest Area	45%
Area 15 - Rocky Mountain Area	45%
Area 16 - Pacific Area	62%
<b>Total Regular Member %</b>	<b>55%</b>
<b>Total Regular Members</b>	<b>26,034</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>21,218</b>
<b>Total NonMember %</b>	<b>45%</b>



**Good News!**  
**Postmasters**  
**have been**  
**added to**  
**Nonmember-**  
**Eligible reports**

# Manager Levels in VMFs, Triangulation Report Issues, Historical Data From Offices Brought Into S&DCs Among Items Discussed

**P**resident Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the Jan. 25 consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons, Paulita Wimbush and Tomica Duplessis, Labor Relations Policies & Programs.

## Agenda Item #1

At various consultative meetings, NAPS has questioned manager levels in Vehicle Maintenance Facilities (VMFs). The Postal Service's written response has been the agency was not ready to make changes. It also has stated there were budget issues. All other functional areas have mechanisms in place regarding upgrades for managers

NAPS asked why VMF managers are being treated differently. When will we see upgrades for VMF manager levels?

*The VMF staffing criteria for management jobs was not created with a reevaluation schedule. We do not have any new information on the evaluation of the manager, Vehicle Maintenance, earned staffing. We are not ready to make changes to the formula that establishes VMF managers and supervisors. Once we are ready, we will include NAPS in the development of any changes.*

Also, NAPS pointed out the Postal Service spends thousands of dollars sending vehicles to dealers for repairs as VMF employees are not trained on the newer vehicles. When will VMF technicians get training on these vehicles?

*Training programs are being dis-*

*cussed and developed between Fleet Management and Learning & Development. The new Fleet Training Facility at NCED is scheduled to open in April where there will be an opportunity to better train our employees on all vehicle types.*

NAPS asked when the VMFs will receive scan tools for the Mercedes, International tractors and Peterbilt straight trucks.

*Fleet Management is working with the vehicle suppliers and the CIO team to identify equipment that can be procured and used on the postal network that will enable us to better diagnose vehicle issues.*

And, finally, what is the status of purchasing new rollback tow trucks for the VMFs?

*Fleet Management is working on procuring service vehicles that, we hope, will include rollback tow trucks. No timeline has been set with potential suppliers.*

## Agenda Item #2

NAPS discussed that the triangulation report currently factors in annual leave in employee availability, yet it can exclude the FMLA in its calculations. Can annual leave also be excluded from the calculations in the triangulation report? This way, the report clearly and only reads employee availability based on sick leave usage.

*This is not the NPA calculation as it includes annual leave, holidays and FMLA. It is considered "true" employee availability as it accurately reflects employees available at work in F4 and F2 craft. If this was removed, it would display a higher percentage of employee availability.*

## Agenda Item #3

NAPS also discussed that the triangulation report currently indicates last-mile failures with letters and flats; this data often is skewed because mail processing at times sends DPS and flats to the wrong office, which delays the mail by the time it returns to the intended location for delivery.

NAPS asked if a process can be established where a lead clerk in the plant verifies each tray label loaded onto a Postcon to be correct before dispatch to AOs and signs off on the placard to ensure accuracy.

*The number of pieces generally missent should be minimal and should not skew the data to that extent. Delivery Condition Visualization (DCV) should be used to communicate irregularities in mail conditions.*

## Agenda Item #4

NAPS said some offices are being asked to provide trainers to develop new SSAs. The expectation is to provide these trainers at times it costs an office overtime and additional coverage hours to accommodate training and development requested by the Headquarters team. The hours currently are absorbed by the office in training hours.

NAPS asked if USPS Headquarters could provide the AOs with a Finance number to which the training hours could be transferred. The AOs/offices providing this type of specialty training should not be expected to absorb these training hours in F-4, affecting their CSV/SOV variance performance.

*Workhours of instructors devoted*

to training other employees should go to Function 6, LDC 65. The manager, Finance & Budget (Dist/Div), should be contacted regarding funding training hours and other requests concerning budgets. For example, requests could be made to the manager, Finance & Budget (Dist/Div), to transfer the hours to the district(s) so the hours are easier to identify.

#### Agenda Item #5

NAPS discussed that the REC center staffing at the Salt Lake City, UT, facility reports the staffing ratio is currently 60:1 and unbearable for EAS employees working at this facility. The Oct. 17, 2023, USPS response letter proposed to maintain the documented staffing model for mail processing facilities.

In the letter, the USPS stated there are no RECs; however, there is one in Salt Lake City. NAPS asked what the USPS will propose to correct this inequitable staffing model.

*The REC center staffing at the Salt Lake City facility currently is under evaluation. The Organization Design team is working with the Remote Encoding Center (REC) manager on a new staffing package for the facility.*

#### Agenda Item #6

NAPS asked for the actual cost spent on upgrading the network (Regional Processing Centers, Sorting and Delivery Centers, Local Processing Centers, etc.) in FY23. Also, where the expenses are for upgrading/changing the affected networks.

*A consultative meeting is not the appropriate forum for this agenda item.*

#### Agenda Item #7

NAPS asked if an office uses EAS employees to deliver mail and does not transfer any corresponding EAS workhours to F2B operations, won't that create an inaccurate DPH score in the Functional Effectiveness NPA indicator? Also, if an office uses EAS

management personnel to sort mail and packages each morning and does not transfer those EAS workhours into the Function Four operation, would that create an inaccurate CSV score, which, in turn, would create an inaccurate Functional Effectiveness score?

*Scores and reports are reliant on the data that is entered. Inaccurate data can have both positive and negative impacts on scores and reports. All employees should be on the appropriate operation code to ensure accurate data.*

#### Agenda Item #8

NAPS asserted that, currently, the Postal Service is four months into the new fiscal year. S&DCs still do not have SPLY data for the offices brought into their new facilities, which skews NPA performance. When will this be corrected?

*Our financial systems currently do not have the ability to gather data from multiple Finance numbers into a single new Finance number. While our systems permit assigning historical data from one Finance number to another, that only is when the Finance number is being discontinued and deactivated. In the case of the offices being brought into an S&DC, those Finance numbers are not being discontinued or deactivated; therefore, the historical data cannot be reassigned.*

*Although we can't provide historical data for every indicator for the S&DC*



### On the Move?

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

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

*sites, we do look for ways to bring in data, monitor performance and/or make changes throughout the year so the S&DCs are not harmed. We monitor performance and are working to find ways to aggregate data where possible and ensure that nobody is unduly harmed.*

#### Agenda Item #9

NAPS said it has received numerous instances of JSOV cases filed against EAS employees in Illinois. However, when EAS employees report serious threats made against them by craft employees to higher-level leadership in those districts and the Central Area, they often go unanswered or, in many cases, the individual making the threats is brought back to work after a brief investigation.

NAPS asked what it will take for the USPS to seriously investigate and take appropriate action to protect EAS employees from threats of violence. NAPS is insisting that a process be set up that would rapidly investigate these threats and take immediate and appropriate action to protect EAS employees.

*The Postal Service is revising the response process as prescribed in Publication 552, "Manager's Guide to Understanding, Investigating, and Preventing Harassment." Additionally, a memorandum, "Responding to and Recording All Workplace Harassment Allegations," was issued Jan. 12, 2024, to enhance the response process and modify management requirements in investigating and processing harassment claims. The Postal Service has a zero tolerance policy and is committed to taking the appropriate action when necessary to ensure compliance with policy.*

Delegates at the 2022 NAPS National Convention expressed by resolution the following issues for discussion:

#### Resolution 49

That NAPS consults with the USPS to partner with the agency to improve



processes, pay and benefits used to successfully recruit, hire and retain entry-level craft employees.

*This is a request to modify pay policies; pay consultations in accordance with Title 39 §1004(e) are the appropriate forum for this request.*

#### **Resolution 50**

That all EAS employees be paid a premium when working on Dec. 25.

*This is a request to modify pay policies; pay consultations in accordance with Title 39 §1004(e) are the appropriate forum for this request*

#### **Resolution 51**

That NAPS consults with the USPS to ensure all vacant EAS positions are posted to EAS employees before being posted to craft employees.

*This resolution is not adopted. This would cause undue delays in the selection process and minimize the applicant pool.*

*The goal is to select applicants who best meet the qualification requirements of the position.*

#### **Resolution 53**

That all IMIP investigation teams should have at least one vetted NAPS representative who is thoroughly trained, with follow-up training as deemed necessary. Also, that the accused EAS employee and NAPS representative be afforded the right to review evidence gathered during the investigation. If there should be a need to separate the alleged harasser and harassed, it should not be automatically assumed that the EAS employee is moved, as that has its negative implications. An appeals process should be initiated to appeal adverse decisions.

*The resolution is not adopted. Publication 552 addresses the Initial Management Inquiry Process. It gives*

*specific directives concerning how the investigations are to be conducted. Publication 552 prescribes a six-step process to address employee complaints. Labor Relations is the designated managing authority for the process as prescribed in Publication 552.*

#### **Resolution 71**

That, upon selection, the EAS employee's salary is discussed and resolved in writing before finalizing the selection.

*Selecting officials are encouraged to contact Human Resources for assistance/confirmation on allowable salary increases to aid in job offer conversations prior to finalizing selection. Regarding the new Applicant Tracking System (ATS), we are not opposed to exploring this option(s) for an automated/electronic process step as we work toward transitioning the non-bargaining selection process from eCareer.*



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# NAPS Executive Board Directory

## Resident Officers

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



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



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



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

## Regional Vice Presidents

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



**Craig O. Johnson**  
9305 N. Highland Ct., Kansas City, MO 64155-3738; (816) 914-6061 (C) craigj23@sbcglobal.net

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



**Thomas Roma**  
385 Colon Ave., Staten Island, NY 10308-1417; (718) 605-0357 (H) (917) 685-8282 (C) troma927@cs.com

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



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

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



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

Western Region (Areas 14, 15 and 16)



**Marilyn Walton**  
PO Box 103, Vacaville, CA 95696-0103 (707) 449-8223 (H) marilynwalton@comcast.net

## Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



**Tony Dallojacono**  
PO Box 750, Jackson, NJ 08527-0750 (973) 986-6402 (C); (732) 942-4675 (O) midwestareavp@gmail.com

1—New England Area (CT, ME, MA, NH, RI, VT)



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

2—New York Area (NY/PR/VI)



**Dioenis "Dee" Perez**  
262 Mallard Rd., Carle Place, NY 11514-2022 (516) 503-2220 (C) nyavpdee@aol.com

6—Michiana Area (IN/MI)



**Kevin Trayer**  
8943 E. DE Ave., Richland, MI 49083-9639 (269) 366-9810 (C) kevintrayer@att.net

4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)



**Troy Griffin**  
1122 Rosanda Ct., Middle River, MD 21220-3025; (443) 506-6999 (C) (410) 683-3704 (H) troyg1970@live.com napsavptroyg@outlook.com

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



**Ed Laster Sr.**  
9721 Steinway Ave., Cleveland, OH 44104 (216) 965-3061 (C) pioneervped@gmail.com

9—MINK Area (IA/KS/MO/NE)



**Kelly McCartney**  
PO Box 442364, Lawrence, KS 66044 (785) 393-5266 (C) minkareavp@gmail.com

7—Illini Area (IL)



**Luz Moreno**  
625 Alhambra Ln., Hoffman Estates, IL 60169-1907; (847) 884-7875 (H) (773) 726-4357 (C) romonaps18@yahoo.com

8—North Central Area (MN/ND/SD/WI)



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

12—Cotton Belt Area (AR/OK/TN)



**Shri L. Green**  
4072 Royalcrest Dr., Memphis, TN 38115-6438 (901) 362-5436 (H) (901) 482-1216 (C) slbg@comcast.net

10—Southeast Area (FL/GA)



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

11—Central Gulf Area (AL/LA/MS)



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

15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



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

13—Texas Area (TX)



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

14—Northwest Area (AK/ID/MT/OR/WA)



**John Valuet**  
4680 N. Maplestone Ave., Meridian, ID 83646-4928 (208) 871-1904 (C) jvnwareavp@gmail.com

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



Saipan, Rota)  
**Chuck Lum**  
95-1222 Moea St., Mililani, HI 96789-5965 (808) 227-5764 (C) lump013@hawaii.rr.com



Executive Vice President Chuck Mulidore visited members of Congress to discuss NAPS legislative agenda:



Rep. Al Green (D-TX)



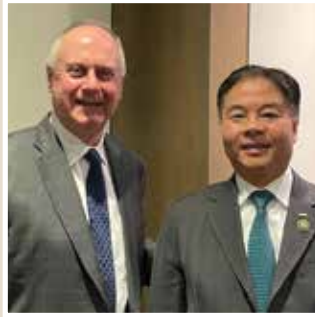
House Minority Leader Hakeem Jeffries (D-NY)



Baltimore Branch 42 Legislative Chair Cheryl Pulley met with Rep. Kweisi Mfume, ranking Democrat on the House Subcommittee on Government Operations, to discuss mail security and postal governance.



Rep. Judy Chu (D-CA)



Rep. Ted Lieu (D-CA)



Rep. Mike Thompson (D-CA)



In a February Zoom meeting, Rep. Nydia Velázquez (D-NY) discussed NAPS' legislative priorities with New York NAPS members. Bottom row, from left: Postal Police Supervisors Branch 51 President and retired Postal Police Captain Butch Maynard, Brooklyn Branch 68 Vice President John Bu, New York Area Vice President Dee Perez, Velázquez' aide Evelyn and Branch 68 President Jamaal Mohammed, represented by a photo of his recently deceased mother.

Top row: Branch 68 Executive Vice President Walter DeBerry, New York State President Mark Velez, Northeast Region Vice President Tommy Roma, Velázquez and NAPS Director of Legislative & Political Affairs Bob Levi.



Alabama NAPS members had an opportunity to meet with House Minority Leader Hakeem Jeffries and Rep. Terri A. Sewell (D-AL). From left: Alabama State Branch 901 President John Carson, Jeffries, Alabama State Legislative Chair Dr. Judy Mannings, Sewell, NAPS Central Gulf Area Vice President Dwight Studdard and Birmingham Branch 45 President Rafael Brathwaite.





Past NAPS President Brian Wagner installed the 2024-26 officers for Heart of Illinois Branch 255 at its Feb. 18 membership meeting. From left: Wagner, Branch 255 Central Area Vice President Lachundra Price, Secretary Kent Matteson, President Aaron Ruebling, Northwest Area Vice President Stephanie Peters, Northeast Area Vice President Shannon Creath, Legislative Representative Dan Rendleman and Treasurer Mark Smith. Sworn in via Zoom were Executive Vice President David DeNosky, Southeast Area Vice President Kourtney Pearce and Southwest Area Vice President Roshanda Allen.

Sacramento Branch 77 celebrated the retirement of Karyn Rahming after 37 years in the Postal Service. Karyn, Branch 77 secretary and legislative representative, started her career in Sacramento as a letter carrier and finished as postmaster of Yuba City. Family members, friends, co-workers and NAPS members attended the celebration hosted by her twin sister Taryn. From left: Barbara Kelly, Branch 77 Auxiliary; Marco Perez, area vice president; Karyn; Marilyn Walton, NAPS Western Region vice president; and Danilo Nitche, area vice president.



Margarete A. Grant Branch 127 President Charles Patterson, Vice President Glen Gray and Trustee Edna Gray visited the Oakland, CA, Processing Plant on three tours to provide training and information to EAS employees, including Maintenance managers, MDOs and SDOs. They addressed attendance control, unauthorized overtime, craft swiping to correct operation codes and proper use of corrective actions.

Nine of the EAS employees were newly promoted relief supervisors; seven were new NAPS members and two joined during the training. Newly promoted Plant Manager Ramon Martinez and Maintenance Manager Ed Cuadra welcomed NAPS members volunteering and providing valuable workplace training.





In January, NAPS national and California State officers traveled to Riverside, CA, for the Hayes Cherry Branch 466, San Bernardino, installation brunch. Special guests were NAPS Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden, Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum, California State President Marilyn Jones and board members Stephnia Campbell, Marcus Ceaser, Debbie Baker and Mariel Murillo.

NAPS branches attending were San Francisco Branch 88, South Bay Branch 266, Los Angeles Branch 39, Sacramento Branch 77 and Central Valley Branch 197.



The national NAPS officers installed Branch 466 officers, seated, from left: President Mariel Murillo, Vice President Cherie Warren, Secretary/Treasurer Garry Maginnis and Legislative Representative Frances Anderson.

Standing: NAPS California State Board members Debbie Baker, Stephnia Campbell, Marilyn Jones, Felicia Pennington and Marques Ceaser.



From left: Marilyn Jones, Marilyn Walton, Chuck Lum, Frances Anderson, Garry Maginnis, Cherie Warren, Mariel Murillo, Chuck Mulidore and Jimmy Warden.



Margarete A. Grant Branch 127 held its annual retiree brunch and installation in February. Nine retirees were honored. Special guests included NAPS Secretary/Treasurer Jimmy Warden, California State President Marilyn Jones and UPMA California Chapter President Tania Cason. Oakland Plant Manager Ramon Martinez represented the Postal Service. Eight California NAPS branches also attended.



Branch 127 President Charles Patterson (left) recognized retirees D'Arcy Bush and Harold Harris.



NAPS Secretary/Treasurer Jimmy Warden installed branch officers. From left: Warden, Branch 127 Sergeant-at-Arm Jan James, Trustees Rachel Gholston, Edna Gray and Stephanie Ann Blythe, Treasurer Yolanda Lewis, Secretary Valerie Loera, Vice President Glenn Gray, President Charles Patterson, NAPS Western Region Vice President Marilyn Walton and California State President Marilyn Jones.



Los Angeles Branch 39 hosted a Retirement/Installation/Scholarship luncheon in early January. Over 100 members and their families attended. Seventeen retirees were recognized for their service. Those attending were awarded certificates for their years of service to the Postal Service and Branch 39.

Special guests included NAPS Secretary/Treasurer Jimmy Warden, Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum, former NAPS President Louis Atkins, National Auxiliary Secretary/Treasurer Bonita Atkins and former NAPS Secretary/Treasurer John Aceves.

National Auxiliary Western Region Vice President Patricia Jackson-Kelley welcomed Auxiliary guests. Members from Sacramento Branch 77, San Diego Branch 159, Central Valley Branch 197, Mary Burkhard Branch 244 and Hayes Cherry Branch 466 also attended.



From left: Evelyn Moore, Branch 39 Auxiliary; Bonita Atkins, National Auxiliary secretary/treasurer; Patricia Jackson-Kelley, National Auxiliary Western Region vice president; Pat Grisby, Sacramento Branch 77 Auxiliary; Chanel Dodson, Branch 39 Auxiliary; Kiriski Michell, Branch 39 Auxiliary; and Barbara Kelly, Branch 77 Auxiliary.

Branch 39 awarded \$500 scholarships to the children of Branch 39 members:



Margaret Derden was recognized for serving 31 years as Branch 39 treasurer.



Persephone Yau with her parents, Kenneth and Susan Yau



Jordan C. Booth with his parents, Sam Booth Jr. and Monette Hector



Chanel Dodson, Branch 39 Auxiliary, accepted a scholarship for her daughter, Kandace King. With her are, from top left, Scholarship Chair Felicia Pennington, Treasurer Alvetia E. Smith and President Marilyn Jones.





NAPS Secretary/Treasurer Jimmy Warden, with Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum, swore in the Branch 39 Executive Board. From left: Warden, Walton, Branch 39 President Marilyn Jones, Vice President Sam Booth Jr., Secretary Robin Walker, Treasurer Alvetia E. Smith, Legislative Chair Felicia Pennington, Trustees Youvet Profit, Mi Chanda Derbigny and Velma McClinton, Sergeant-at-Arms Stephen Prevulsky, Trustee Shirley Lee and Lum.

Branch 39 President Marilyn Jones and Vice President Sam Booth Jr. presented certificates to the retirees in honor of their years of service to the Postal Service and Branch 39:



Michael La Bomme



Marsha Jackson



Una Person-Hodges



Sean Andrews



Willie Campbell, Maintenance supervisor at the Las Angeles P&DC, retired with 68 years of service in the USPS; he received a commendation from President Biden.



Kimberly Ingram



Felicia Pennington, Branch 39 Legislative chair, received special recognition.

## The Lost Art of Mentoring

**Bobby Bock**

*Southeast Area Vice President*

**A**mong the ranks of EAS employees are those who have a vast amount of experience. There also are new supervisors hanging on by their fingernails, trying to comprehend the challenges of being a supervisor in the Postal Service.

In days past, when a newly promoted supervisor would arrive at an office, a seasoned supervisor would serve as mentor and take the new supervisor under their wing. They showed them the ropes and helped them adjust to their new role as a supervisor.

Perhaps this informal mentoring ceased to be prevalent once the first Associate Supervisor Program was implemented in the mid-90s. Since that time, the Postal Service has made changes in supervisor training and, regardless of your position in the latest supervisor training pro-



gram, those of us who are considered seasoned supervisors should be looking to help our newly promoted supervisors adjust to their new jobs.

Look at it this way: A new supervisor reports to your office or on your tour. You see they are having prob-

lems with addressing employees or moving employees to other operations. Don't you realize the quicker the new supervisor gets their feet under them, the more it will help the overall operation?

As an example, I had a new acting supervisor, 204(b), who just had received a grievance regarding the USPS contracting out. I asked the supervisor about the issue. Once he told me about the grievance, I explained the grievance process and the timelines. I got a *Form 2608* and we walked through it together.

The grievance was not his fault; the union violated the national agreement. We completed the form and provided information about the

grievance, denying it at the initial step. Because we both worked on the grievance, the documentation was clearly stated so the grievance could be appropriately dealt with at the next step of the process.

Being a seasoned supervisor and seeing a rookie supervisor dealing with a problem is like seeing your younger brother or sister being taunted by a bully. You wouldn't stay on the sidelines if a family member was having problems! You need to step in and help a new supervisor when they are being pressed by a belligerent employee, harassed by a union steward or you can see they are struggling.

I remember when I was a new supervisor and senior supervisors took a few minutes to show me how to do something, write up a grievance or handle a boisterous employee. These are things I still remember to this day.

Because someone looked out for us, now it's our turn to pay it forward and help the next generation of supervisors.

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

## It's March Madness 12 Months of the Year

**Dee Perez**

*New York Area Vice President*

**I**n early October, Chief Retail and Delivery Office (CRDO) leadership informed all of us about our FY24 Pay-for-Performance objectives and goals. I have no issue with this; the best way to be successful is to announce this information *early* (hint, hint).

Currently, five months have

passed without knowing where anyone is in their NPA goals for FY24. However, the crowning moment of this conversation was when we were told that, even if everyone achieved green status according to the triangulation report and achieved every single budgetary goal, we still would lose \$4 billion this year!



Can you imagine a so-called business (by USPS Headquarters' claim only) meeting every goal and still losing \$4 billion? If the USPS was a business, we would be rated at junk bond status and out of business in the real and financial world. This is why we are a service in name and practice.

These are just some of the ways

CRDO leadership continues March Madness throughout the entire year:

- Hold multiple Zoom meetings every, single day for hours. This eats into postmasters' and supervisors' valuable time daily.
- Have daily drill-downs on every indicator when an office fails, even if the office isn't an outlier.
- Have drill-downs with peers watching instead of one-on-one conversations and being civil.
- Inform your postmasters, managers and supervisors they basically stink if they don't achieve specific goals in service, as well as in NPA.
- Start each day, first thing in the morning with 30-40 emails.
- Read leadership emails sent out at 5:45 p.m.
- Constantly be condescending to your postmasters, issue them orders, then threaten them like a drill sergeant.
- Inform your subordinate's leaders there never is any mail; carriers must be out of the building in 60

minutes, regardless whether the local MOU gives the carriers office breaks, vehicle inspections or bathroom breaks totaling 20 minutes combined daily without considering a safety and service talk.

- Email your MPOO the triangulation report daily on the service failures even in yellow; if you are in green, but short of 100%, email them anyway with an action plan to achieve 100%.
- Do a 1838c daily, even though you may only have 10, 20 routes. If you're at Level-18 or -20, you're more than likely performing an 1838c on the same carrier approximately 15 to 30 times a year, depending on how many routes are in an office. Naturally, in a higher-level office with many more routes, the frequency will be less.
- Conduct office and street observations every, single day concerning everything. Where's the government car parked that can be used for street ops?

This daily madness has made many EAS employees confidentially call and email me. They mention the CRDO's hypocritical leadership that has promoted many leaders with little to no leadership skills tested over a significant period.

I was told they read the newly promoted EAS employee's bio and wonder, "How the heck was this person promoted?" Meanwhile, they are aware of the employee in question, knowing they might have had a cup of coffee in an area as a leader, but never has led or run an operation for what would be considered a significant period or was successful during that period of time.

The current work environment is not just March Madness, but Madness 12 months of the year! Hang in there, EAS employees, and continue to do the best you can every day by holding your employees accountable for doing their jobs every day!

**nyavpdee@aol.com**

## Postal Coalition Highlights Legislation

### **Marilyn Walton**

*Western Region Vice President*

**T**he 25th annual California Postal Legislative Coalition event was held Sunday, Feb. 4, at the Laborers 185 Hall in Sacramento. All four postal unions, both postal management associations and NARFE members were in attendance. Lepton Gibson, NAPS San Francisco Branch 88, and Garre Davis, APWU California State President, were co-emcees.



Special guest speakers John Hatton, NARFE national Legislative director; Judy Beard, APWU national Legislative director; and Paul Swartz,

National Rural Letter Carriers' Association (NRLCA) director of Governmental Affairs, provided legislative information via Zoom presentations.

Ann Newman, a representative from the "Save the Post Office" initiative, provided information on their nationwide efforts to support a strong, stable Postal Service.

Special guests Chuck Mulidore, NAPS executive vice president, and Katie Maddocks, National Mail Handlers Union Legislative & Political director, traveled from Washington, DC. Tania Cason, UPMA California Chapter president, traveled from Southern California with Tammi Headrick,



**NAPS Executive Vice President Chuck Mulidore addressed attendees.**

NRLCA California president, to support their members. Harold Kelso, NALC California president, represented the carrier's union.

We had presentations from Keith Brown, Alameda Labor Council, and Ivan Fernandez, California Labor Council (both affiliated with the





The California Postal Legislative Coalition held its 25th annual event in Sacramento in February.



Lelton Gibson, NAPS San Francisco Branch 88, helped emcee the program.

AFL-CIO; and Dwane Camp, director, California Alliance for Retired Americans.

Their information was timely, informative and practical. They provided in-depth legislative information.

I want to thank Ron Jones, NALC California vice president, my coalition partner, in hosting quarterly meetings. Also, special thanks to



NAPS California State Branch 905 President Marilyn Jones and UPMA California Chapter President Tania Cason

Mary DiGioia, NAPS Long Beach, CA, Branch 698, for coordinating the coalition's finances and event planning, and Marilyn Jones, NAPS California State Branch 905 president, for controlling the audio/visual for the Zoom presentations. And a special shout out to all the volunteers for helping ensure each year's event is successful.

## Aloha from Hawaii

NAPS officers traveled to Hawaii in mid-February for a post-holiday visit to Honolulu Branch 214. After a bumpy plane ride to the island, we met up with NAPS Secretary/Treasurer Jimmy Warden and his wife Ivonne, Pacific Area Vice President Chuck Lum Branch and Branch 214 President Laurie Lum. On our first night, we had a Polynesian dinner on the patio of a local restaurant and watched the beautiful sunset.

The next day, we visited Honolulu District Manager Eileen Veach and her staff for a meet and greet. I encouraged Veach and staff to interact with Warden and ask questions. There were no pressing issues, so we talked about the success of the peak season.

Honolulu was second in NPA. We



NAPS officers with Honolulu District staff, from left: NAPS Pacific Area Vice President Chuck Lum, Aaron Oya, Branch 214 President Laurie Lum, Lena Nahale, NAPS Western Region Vice President Marilyn Walton, District Manager Eileen Veach, NAPS Secretary/Treasurer Jimmy Warden, Kevin Nakaoka, Joe Santos and James Kapaun.



NAPS officers with Honolulu Plant staff, from left: NAPS Pacific Area Vice President Chuck Lum, Branch 214 President Laurie Lum, Cory Fijinaga, Senior Plant Manager Milton Kokubun, NAPS Western Region Vice President Marilyn Walton and NAPS Secretary/Treasurer Jimmy Warden.



Attendees at Branch 214's post-holiday celebration, standing, from left: Western Region Vice President Marilyn Walton, NAPS Secretary/Treasurer Jimmy Warden, Susan Biggerstaff, Patsy Tsue, Alyssa Gabot and new Retiree Catalina Itokazu. Sitting: Branch 214 President Lauri Lum and Janet Hee.

also discussed upcoming changes with Amazon and plans for dealing with new processes and changes during the new year.

Our second meeting was with Senior Plant Manager Milton Kokubun and his staff. He said peak season was successful. Their concern regarded ranking as they wait on nationwide changes to processing centers.

It was great to hear all the EAS employees at both meetings were NAPS members. We thanked management for their time and hospitali-

ty, stressing we are available to assist with any concerns. Local NAPS officers are doing a fantastic job representing their members.

Branch 214 hosted its annual post-holiday dinner at a local restaurant. Laurie's entire EAS staff from the Waipahu Post Office attended to recognize fellow employee Catalina Itokazu on her retirement from the Postal Service.

Special thanks to our Hawaii *ohana* (family) and co-workers for a great visit!

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

## NAPS Training Calendar

### New York Area Training Seminar

April 28, 2024

**Conducted by:** New York Area VP Dee Perez

**Location:** Westchester Marriott, 670 White Plans Rd., Tarrytown, NY 10591

**Hotel Rate:** \$172.71 (includes tax), if you would like to stay Saturday evening before the event; 914-333-1207.

**Registration Fee:** \$80, if received by Feb. 23; \$130, after Feb. 23, no later than March 22. New York Area members will get first preference until Feb. 23. Capacity is limited to 75 people. Send your check or money order, payable to NAPS NY Area VP Dee Perez, 262 Mallard Rd., Carle Place, NY 11514-2022.

**Training topics:** Branch president, executive VP and secretary/treasurer duties; triangulation reports; NDI; Retail gamba; and health and benefits

**Trainers:** Past NAPS President Brian Wagner, Mideast Area VP Tony Dallojacono, New York 2 MPOO B Frank Montelone, USPS Health Benefits Executive Manager Karla Kirby and others.

### Rocky Mountain Area Training

May 31-June 1

*In conjunction with the CO/WY Convention*

**Conducted by:** Rocky Mountain Area Vice President Myrna Pashinski

**Location:** The Antlers, a Wyndham Hotel, 4 S. Cascade Ave., Colorado Springs, CO 80903; 719-955-5600

**Hotel Rate:** \$199

**Registration Fee:** TBD

**Training Topics:** Postal Service Health Benefits, branch officer duties and responsibilities, NAPS reports and how to use them, *ELM 650* and more!



## Bob Levi

Director of Legislative & Political Affairs



**L**in-Manuel Miranda's insightful lyrics in his Tony Award-winning Broadway masterpiece, "Hamilton," rings so true even today: "I've got to be in the room

in American history. The lyrics, sung by the actor portraying Aaron Burr, lament being left out of the room where it happened.

Last month's legislative conference in our nation's capital reconfirmed NAPS' steadfast resolve not to be left out of the room as key decisions are made, but to play a prominent role in influencing those decisions from within the room. Our visible advocacy ensures that NAPS' views and priorities help guide the contours of legislation, regulations and policies as they impact postal supervisors, managers and postmasters. Consistent with this strategy, NAPS has been engaged.

Over the past six months, mem-

bers of Congress have invited NAPS to share its knowledge and observations as First-Class Mail performance has suffered. This performance shortfall coincides with the operational consolidations through the Sorting and Delivery Center process.

In most instances, community input and collaboration have been seriously deficient. More concerning is the absence of congressional engagement prior to the execution of the logistics changes. Constituents are complaining and members of Congress are left in the dark. Congressional members who once were strong postal advocates have turned into critics.

One need not look further than Houston, TX, as one example of how the lack of employee and community engagement with Postal Headquarters has negatively impacted performance. In fact, the situation has become so dire that, in late February, House Government Operations & the Federal Workforce Subcommittee Chairman Pete Sessions (R-TX) convened a congressional briefing with upper postal management, which included House Oversight and Accountability Committee staff, for an explanation and a solution.

It had been reported in local Houston news media that, in USPS management's mad dash to implement facility realignment, it deployed a piece of machinery that failed to fit in the space allotted. This miscalculation contributed to significant mail delays. Nationwide, January's First-Class Mail performance fell short with only 82.56% being delivered on time, trailing the same period last year by about 9%. The fiscal year 2024 target is 92.5%.

The new White House initiative, "Investing in Rural America," offers another point of NAPS' legislative and regulatory engagement. After all,

## Being in the Room Where It Happens

where it happens." The entire song recounts how behind closed doors three of our nation's Founding Fathers—Alexander Hamilton, Thomas Jefferson and James Madison—crafted one the most foundational deals



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

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

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

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





the Postal Service enjoys a special relationship with rural America. This relationship must not be undermined through untested initiatives that have the potential to compromise rural mail service or accountable postmaster presence.

The unchallenged mission of both the U.S. Postal Service and NAPS to “bind our nation together” is cemented in the agency’s obligation to provide all Americans universal service. This unique responsibility does not come without cost—a cost that should be borne by the U.S. Treasury.

In the past two years, the current administration assumed some postal costs, including a pandemic-related \$10 billion expenditure and \$3 billion to modernize the postal delivery fleet. However, there are ongoing costs to sustain universal service.

In late February, the Postal Regulatory Commission (PRC), as part of its *Annual Report to the President and Congress*, estimated the costs incurred by the Postal Service in providing for universal service. The annual estimate is required under law.

There are three aspects to the Postal Service’s universal service obligation. First, the agency is obligated to provide services to areas of the country that are not profitable, meaning the agency would not otherwise provide the service if not required. These services include maintaining small and rural post offices, mail service to rural Alaska and free post office boxes to rural postal customers not offered delivery to their physical addresses.

Second, the Postal Service is obligated to provide reduced postage for certain categories of Periodical, Marketing and Library mail. Third, the Postal Service is required to provide six-day delivery, uniform rates for First-Class Mail and Media and Library mail. Finally, the agency funds

# We All Can Help Build Membership



## January High-Five Club Members

- Teresa Barrett, Branch 139, UT
- Susan Bartko, Branch 20, PA
- Margaret Bednar, Branch 695, SC
- Rafael Brathwaite, Branch 45, AL
- Christopher Capobianco, Branch 66, MA
- Bartolomeo Coppolella, Branch 373, CA
- Joseph Dispensa, Branch 51, NY
- Janet Doyle, Branch 61, WA
- Scott Englerth, Branch 11, NY
- Roger Finley, Branch 595, GA
- Shannon Font, Branch 139, UT
- Deborah Johnson, Branch 88, CA
- Leo Kindsvatter Jr., Branch 929, MT
- Jacshica Laster, Branch 46, OH
- Erica Lomax, Branch 42, MD
- Derek Lothridge, Branch 96, ME
- Curt O’Donnell, Branch 16, MN
- Alexander Vuong, Branch 68, CO
- Brian Wagner,<sup>†††</sup> Branch 255, IL

<sup>†††</sup> Denotes 30+ members signed in the past 90 days.

the Postal Inspection Service.

In sum, for fiscal year 2023, the PRC projected the universal service obligation costs the Postal Service approximately \$6 billion. It might be time for the federal government to assume some, if not all, of the cost of providing universal mail service to its citizens.

In addition to estimating this cost, the PRC also projected the value of the “postal monopoly.” This estimate is important because postal privatization proposals recently have been resurrected. One such proposal

is opening the mailbox to U.S. Postal Service competitors.

In anticipation of such a threat, the PRC has taken on the task of projecting the revenue the agency would lose if its “mailbox monopoly” were to be jettisoned. The PRC concluded that the revenue lost could be up to \$9.6 billion. No doubt, NAPS continues to protect the sanctity of the mailbox.

As a result of NAPS being in the room, the interests of supervisors, managers and postmasters are advanced.

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

**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 30, 2024**

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

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

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



Applications must be received no later than June 30, 2024. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2024 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 2024. Scholarships may be used to pay expenses in the student’s current or following semester.

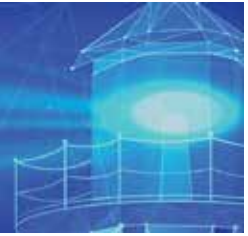
**Online applications only: <https://naps.org/Members-Scholarship-2>**



# POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION  
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO  
350 TROLLEY LINE BLVD  
MASHANTUCKET, CT 06338



## 69th NAPS National Convention Delegates Credential Process

**Convention registration closes July 9  
Hotel room block expires July 17**

**N**ational convention registration and credentials open jointly on **March 1**. NAPS will continue the delegate credentials process introduced at the previous national convention. The process will be completely electronic.

The credentials process is kicked off when a member registers as a delegate for the national convention. **This means a member must first register in order to have a credential form generated.**

So, how exactly 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: her 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. Finally, the delegate, branch president and NAPS Headquarters will receive an emailed copy of the final, completed and signed credential form.

Important to note: **Under this process, a member must first register so a delegate credential can be automatically 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 their credential) as the second phase now is automated.

Branch presidents: Keep an eye on your inbox for requests for electronic signatures as NAPS Headquarters begins receiving registrations after March 1. 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 3** Deadline for all resolutions from states with conventions before the end of May to be emailed to Executive Vice President Chuck Mulidore
- July 3** Deadline for entries for the Best Website and Newsletter contests to be emailed to [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com)
- July 9** Deadline to register for the 69th NAPS National Convention (opens March 1)
- July 14** Deadline to submit refund and substitution requests to NAPS Headquarters  
  
Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 19** Deadline for emailing deceased members' names to Executive Assistant Sheena Williams

### Foxwoods Resort Casino

350 Trolley Line Blvd., Mashantucket, CT 06338

- \$175/night (\$201.25 inclusive)
- \$25 resort fee waived
- Room cutoff date: July 17
- Complimentary valet and self-parking
- Complimentary internet in sleeping rooms
- No COVID-19 regulations or restrictions at this time

To make reservations, call 800-369-9663—code: NAPS—or go to <https://book.passkey.com/go/NAPSConference2024>



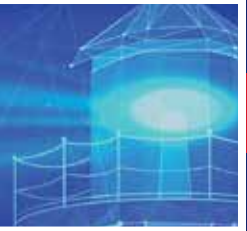




# POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION  
AUGUST 11 - 16, 2024

FOXWOODS RESORT CASINO  
250 TROLLEY LINE BLVD  
MASHANTUCKET, CT 06258



# *See You in August at the Foxwoods Resort & Casino!*

**Sheri Davies, vice president, ConferenceDirect**

**N**APS looks forward to welcoming you to the beautiful Foxwoods Resort & Casino, site of the 69th NAPS convention. The resort is located between Boston and New York City, nestled in

acres of pristine Connecticut forest, but just minutes from vibrant New England cityscapes. Owned and operated by the Mashantucket Pequot Tribal Nation, Foxwoods is on one of the oldest Native American reserva-



tions, established around 1666.

The hotel features two towers with over 2,000 rooms, six casinos and 10 restaurants, including Guy Fieri's Kitchen + Bar, Hard Rock Café and Gordon Ramsay Hell's Kitchen.

And for anyone who enjoys shopping, Tanger Outlets at Foxwoods offers over 70 stores under one roof.

The convention is Aug. 11-16. See page 23 for information on registering for the convention, as well as making your reservations at Foxwoods. You also can go to the NAPS website, [www.naps.org](http://www.naps.org), for a custom link to secure transportation to and from the airport at a discounted rate.

The general sessions will be in the Premiere Ballroom.



Visit [Foxwoods.com](http://Foxwoods.com) to see everything this amazing venue has to offer, as well as directions and information on parking.

We look forward to seeing everyone for an informative meeting featuring great networking and fun!

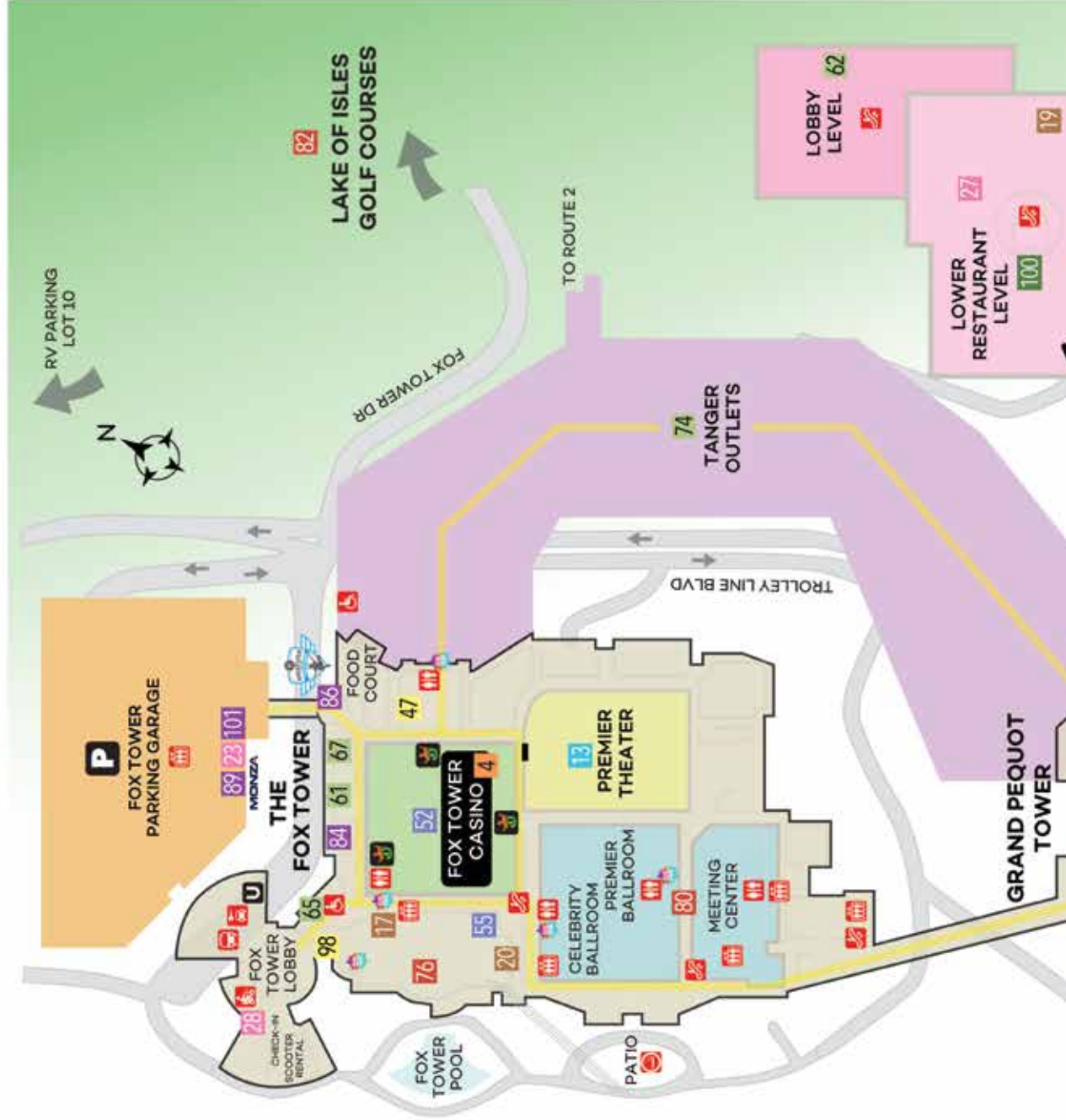
## Scooter Rentals

If you are interested in renting a scooter, you can call Scooter-A-Long: 860-312-4884 (office) or 860-373-1482 (cell). To reserve a scooter online, go to [www.scooteralong.com](http://www.scooteralong.com) and click on scooter rentals.





# Foxwoods Resort & Casino



## GAMING

- 1. PEQUOT WOODLANDS PLAY ARENA
- 2. CASINO 7. KENO
- 3. BINGO 8. POKER ROOM
- 4. THE FOX TOWER CASINO 10. RAINMAKER CASINO
- 5. GRAND PEQUOT CASINO / ASIAN TABLE GAMES 11. FOXWOODS | DRAFTKINGS SPORTSBOOK
- 6. GREAT CEDAR CASINO

## ENTERTAINMENT

- 12. GREAT CEDAR SHOWROOM
- 13. PREMIER THEATER
- 14. MASHANTUCKET PEQUOT MUSEUM & RESEARCH CENTER

## FINE DINING

- 15. HELL'S KITCHEN
- 16. CAPUTO TRATTORIA
- 17. ALTA STRADA
- 18. CEDARS STEAKS & OYSTERS
- 19. DAVID BURKE PRIME
- 20. RED LANTERN
- 24. GOLDEN DRAGON

## CASUAL DINING

- 22. CALIFORNIA PIZZA KITCHEN
- 23. ROLL BAR & KITCHEN
- 25. GUY FIERI'S FOXWOODS KITCHEN + BAR
- 26. HARD ROCK CAFE
- 27. HIGH ROLLERS LUXURY LANES & SPORTS LOUNGE
- 28. JUNIOR'S
- 29. WAHLBURGERS
- 30. SUGAR FACTORY
- 84. TOPGOLF SWING SUITE

## QUICK SERVICE DINING

- 34, 35. DUNKIN' DONUTS
- 36. FAY DA BAKERY
- 38. THE NEON PALM
- 39. REGINA PIZZERIA
- 40. WINGSTOP
- 43, 44. STARBUCKS
- 45. SUBWAY
- 47. MYSTIC MARKET
- 98. JUNIOR'S COFFEE SHOP

## DRINKS AND NIGHTLIFE

- 52. CENTRALE FOX TOWER
- 53. SPIN BAR
- 54. LIVE@TRIUM BAR AND LOUNGE
- 55. SHRINE
- 56. TRUTH SEARCHER
- 57. THE SCORPION BAR
- 58. PLAY BAR
- 59. DRIP

## SHOPPING

- 60. CARDVAULT
- 61. CARINA
- 62. ESSENTIALS
- 65. GRAND EFFECTS
- 66. HARD ROCK STORE
- 67. LICK
- 69. OUTPOST
- 74. TANGER OUTLETS
- 80. TOP BRANDS
- COACH
- KATE SPADE
- BANANA REPUBLIC
- OLD NAVY
- H&M
- NIKE
- VINEYARD VINES



### HOTELS, GOLF, AND SPAS

- 76. G SPA & SALON AND POOL ↗
- 77. GREAT CEDAR HOTEL
- 78. GRAND PEQUOT TOWER & THE VILLAS AT FOXWOODS NORWICH SPA AT FOXWOODS GRAND PEQUOT POOL ↗
- 79. RAINMAKER EXPO CENTER

### ADVENTURES AND AMENITIES

- 80. PREMIER BALLROOM AND MEETINGS CENTER
- 81. CELEBRITY BALLROOM ↗
- 82. LAKE OF ISLES GOLF COURSES
- 83. TREE HOUSE ARCADE ↘
- 84. TOPGOLF SWING SUITE
- 86. HIGHFLYER ZIPLINE
- 87. XD DARK RIDE
- 89. MONZA WORLD CLASS KARTING
- 97. HOLOGATE VR
- 101. AXE THROWING EXCITEMENT

### FOXWOODS REWARDS

- 92. FOXWOODS REWARDS LOCATION

### SPECIAL EVENT AREAS

- 95. WINNERS
- 96. CELEBRATION ZONE

### PLAYERS LOUNGE

- 100. CANOPY PLAYERS LOUNGE ↘

### SERVICES

- RESTROOM
- WHEELCHAIR ACCESS
- ELEVATOR
- ESCALATOR
- SMOKING PERMITTED
- ATM
- SCOOTER RENTAL
- DESIGNATED PET AREA
- COAT CHECK
- INFORMATION
- SHUTTLE
- VALET PARKING
- BUS LOBBY
- UBER PICKUP
- SELF PARKING
- DRAFTKINGS KIOSK

↗ Upper Level  
↘ Lower Level

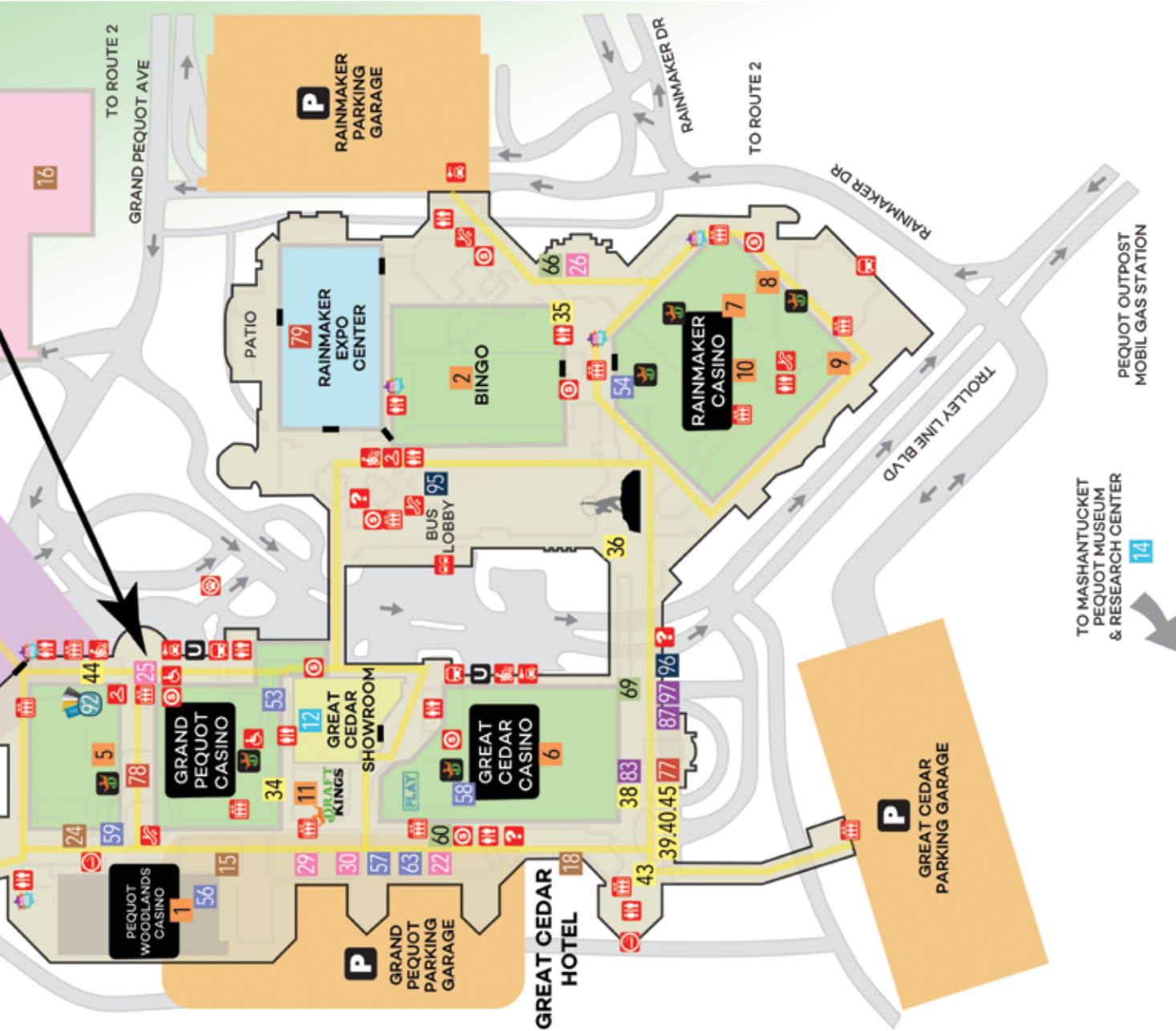
■ Entrance



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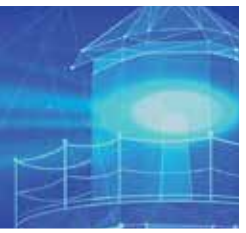


**POWERING THE FUTURE**

THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION  
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO  
350 TROLLEY LINE BLVD  
HARTFORD, CT 06158



# *Explore the Sights in New England*

## **During the 69th NAPS National Convention**

All tours are scheduled for Wednesday, Aug. 14—the convention free day. All tours are based on a minimum of 25 persons; if the minimum is not met, the tour may be canceled. Each tour includes bus transportation and a DATTCO tour director.

To register for a tour, go to <https://www.dattco.com/naps/>. If you have questions, call 800-229-4879 x4631. The deadline for registering is July 31.

### **Boston**

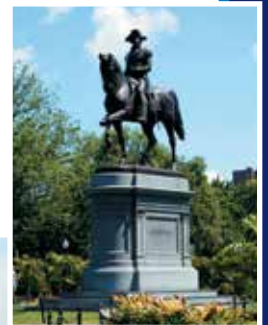
*8 a.m. to 9 p.m.—Free time in Boston*

*Price: \$119 per person. Includes drop offs at Prudential Center and Quincy Market.*

#### **Add-on option: Duck Tour**

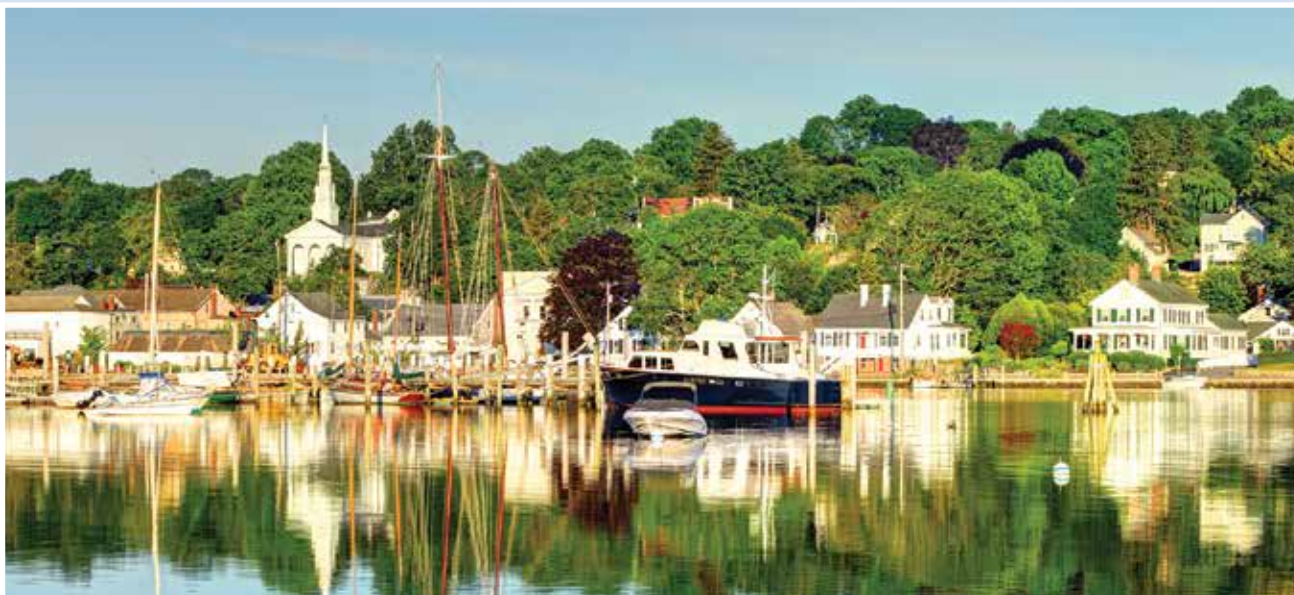
The fun begins as soon as you board your “DUCK,” a World War II-style amphibious land-

ing vehicle. You’ll cruise by all the places that make Boston the birthplace of freedom and a city of firsts. And just when you think you’ve seen it all, there’s more. It’s time for “splashdown” as your captain splashes your DUCK into the Charles River for a breathtaking view of Boston and the Cambridge skylines—the kind of view you won’t get anywhere else!



Photos courtesy of BCVB





## Mystic, CT

*9:30 a.m. to 5 p.m.—Free time in Mystic*

*Price: \$89 per person. Includes drop offs at Olde Mystic Village and downtown Mystic. Shuttle will pick up and drop off at both locations so guests have time at both locations, if they choose.*

Enjoy the unique shops and eateries in the open-air Olde Mystic Village. The Mystic Aquarium is within walking distance. In downtown Mystic, visit the quaint and colorful mom-and-pop shops and eateries along Main Street with its quintessential New England charm.



## Mystic Seaport Museum and Downtown Mystic, CT

*9:30 a.m. to 5 p.m.*

*Price: \$109 per person. Includes admission to Mystic Seaport and free time for lunch and shopping on your own.*

Mystic Seaport Museum is the nation's leading maritime museum. Explore American maritime history firsthand as you climb aboard historic tall ships, stroll through a recreated 19th century coastal village or watch a working preservation shipyard in action.

After touring the museum, visit the quaint and colorful mom-and-pop shops and eateries along Main Street with its quintessential New England charm.



Photo by Rhwanwinkle

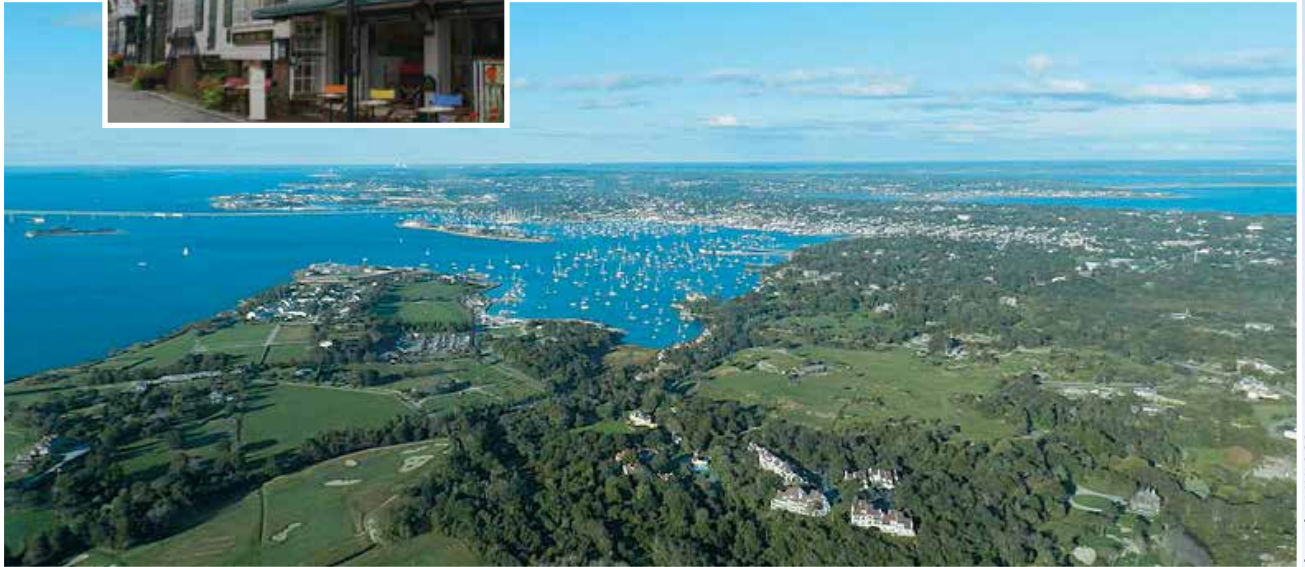


Photo by MVASCO

## Newport, RI

8:30 a.m. to 6:30 p.m.

*Price: \$119 per person. Includes admission to two Newport mansions and free time for lunch and shopping.*

Enjoy two self-guided mansion tours and free time for lunch and shopping in Newport, a city set on Aquidneck Island. Its yacht-filled harbor hosted the America's Cup sailing regatta for many years. Newport also is known for its Gilded Age mansions lining Bellevue Ave., some of which now are museums.



## New York City

7:30 a.m. to 9:30 p.m.

*Price per person: \$119. Includes drop offs at Times Square and Battery Park.*

This tour offers free time for shopping and lunch on your own.



Photo by Julienne Shaer



# 69th NAPS National Convention Golf Tournament *at Blackledge Country Club*

If you appreciate a classic, tree-lined course design in a PGA Tour quality condition, then it doesn't get any better than a day or round at Blackledge Country Club. The golf course recently underwent a \$4.5 million renovation project and the hard work shows!



beautiful Blackledge Country Club. The tournament fee is \$130 and includes green fees, golf cart, range balls, prizes and lunch at the course.

Registrations must be postmarked by June 30 for the \$130 rate. Registrations postmarked after June 30 will be \$145.

Whatever your skill level and passion for golf, please join New Haven, CT, Host Branch 3 for a round of golf and lunch banquet afterward.

The 2024 NAPS Golf Tournament in conjunction with the 69th National Convention will tee off at 9 a.m., Sunday morning, Aug. 11, at the

## The 2024 NAPS Golf Tournament Welcomes Sponsors

NAPS is seeking sponsors to help support the 2024 Golf Tournament at the Blackledge Country Club. Sponsorships are \$100; sponsors may choose their hole of choice on which the sponsor's signage will be displayed on the day of the event.

Closing date for sponsor submissions is June 30. Make check payable to "Branch 3, New Haven," and mail by June 30 to Clenone Irvin, PO Box 185022, Hamden, CT 06518-0022.

Questions? Contact Denis Wright, event chair, at 203-507-6703.

### 69th NAPS National Convention Golf Tournament Registration

Tournament fee postmarked by June 30 is \$130; after June 30, fee is \$145

Name \_\_\_\_\_ Phone # (include area code) \_\_\_\_\_

Branch # \_\_\_\_\_ Branch location \_\_\_\_\_

Mailing Address \_\_\_\_\_

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

Non-postal email address \_\_\_\_\_

Handicap \_\_\_\_\_ (Y/N) Club rentals are not available.

For more information, contact Denis Wright at 203-507-6703

**Make check payable to  
"Branch 3, New Haven,"  
and send—postmarked  
by June 30—to:**

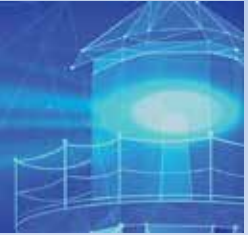
Clenone Irvin,  
PO Box 185022, Hamden,  
CT 06518-0022



# POWERING THE FUTURE THROUGH COLLABORATION

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# 69th NAPS National Convention Committees

**P**reparations continue for the 69th NAPS National Convention in Ledyard, CT, Aug. 11-16, at the Foxwoods Resort Casino. 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:

- NAPS members no longer need 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 may 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.

- All committee members must be registered for the national convention and be certified delegates prior to the NAPS president's committees' selections.

- All national convention committee members must be registered guests of the Foxwood Resort Casino from the date of their first committee assignment until the conclusion of the convention on Friday, Aug. 16. Committee chairs will verify hotel registrations of their respective committee members.



- 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.

- 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 have served on a national convention committee.

When expressing an interest in serving, members must consider the fact that one committee will meet on **Saturday, Aug. 10**, and the others on **Sunday, Aug. 11**, in advance of the convention's opening day. Some committees will meet throughout the national convention.

Moreover, members serving on these "advance" committees *must attend all meetings* of their respective committees, which generally begin at



9 a.m., although some could begin earlier. *No exceptions will be made to this attendance rule.*

Members should make their hotel reservations early enough so they will not 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 national 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.

For the 69th National Convention, self-nominations may be made only through NAPS' online committee registration process at [www.naps.org](http://www.naps.org). No mail-in, fax or email requests will be accepted. **The deadline to request consideration for a committee is midnight, March 31, 2024.** No request will be accepted after the deadline.

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

**Assistant Secretaries** (no advance meeting, four members)—Sit at the dais during all business sessions and keep a record of the actions taken on all resolutions, including amendments; help conduct vote counts; and assist the national parliamentarian and resident officers, as needed.

**Audit** (Sunday, Aug. 11; 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; up to 18 members, if needed, includes chair and assistant chair, 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 the 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. 11; 16 members)—Reviews all resolutions having to do with the *NAPS Constitution & Bylaws*, as well as those directing NAPS to act on other matters.

**Credentials & Registration** (very early Saturday, Aug. 10; 12 members—volunteers welcomed)—Processes the registrations of all NAPS and Auxiliary delegates and guests. Committee members verify credentials and hand out name badges, *One Books*, delegate cards, souvenirs bags and more.

**Postmaster** (Sunday, Aug. 11; 12 members)—Reviews matters of particular interest to postmaster members. Will meet with members of the NAPS Executive Board Postmaster Committee.

**Resolutions** (Sunday, Aug. 11; 14 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. 11; six 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; up to 22 members)—

Maintain order during the convention, escort guests to the dais, assist in the vote count and distribute materials, including the convention *Daily Newsletter* and amended resolutions, to delegates. Members of this committee must attend all business sessions.

Again, the Self-Nomination National Convention Committee Request is available online at [www.naps.org](http://www.naps.org). When nominating yourself for a national convention committee, indicate your first, second and third choice (if applicable) committee assignment. **All committee requests must be received by midnight, March 31, 2024.**

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 they have been selected for a committee assignment



# Failure to Cooperate After *Can Lead to*

By Glenn Smith

**“No person ... shall be compelled in any criminal Case to be a witness against himself.”—Fifth Amendment of the U.S. Constitution**

**“Employees must cooperate in any postal investigation, including Office of Inspector General investigations.”—ELM 665.3**

**U**nder the Fifth Amendment of the U.S. Constitution, a person has the right to remain silent and not answer questions when those responses might be incriminating. In the context of employment by the federal government, the Merit Systems Protection Board (MSPB) held in the case *Ashford v. Department of Justice* this right against self-incrimination attaches when there is a reasonable belief that the elicited statements will

be used in criminal proceedings.

Thus, a federal employee has the constitutional right to refuse to answer questions or admit to criminal misconduct when asked by their employer. However, a grant of immunity can be used by the government to overcome this right and compel answers to questions posed, even if they compel admission of the commitment of a crime. In the postal world, this is accomplished by the Office of Inspector General and U.S. Postal Service issuing employees Kalkines “use immunity,” which commonly is referred to as Kalkines rights.

In *Garrity v. New Jersey*, the Supreme Court held that a gov-

ernment may not support criminal proceedings with statements it obtained from a public employee under threat of removal from office. As a result, the government came up with a way to obtain this information through “use immunity,” which was

Glenn L. Smith is an attorney with Wheeler Upham, P.C. in Grand Rapids, MI. He specializes in federal-sector employment law and representing postal employees before the EEOC and MSPB. He started his career as a staff attorney with the U.S. Postal Service in 1989 before joining Wheeler Upham in 2002. Smith is a NAPS DDF advocate and frequent presenter at NAPS regional conferences.





# Receiving Kalkines Rights *Removal*

upheld in *Kalkines v. United States*.

Specifically, an agency can give an employee adequate notice that they are subject to discharge for not answering questions and that their replies (and their fruits) cannot be employed against them in a criminal case. If the employee fails to answer the questions based on the assertion they do not wish to incriminate themselves, they can be removed from employment if the employee has been granted use immunity.

The question remained, however, whether an agency such as the Postal Service had the authority to grant immunity from prosecution when that prosecutorial authority rests solely with the U.S. Department of Justice. In other words, can an agency grant use immunity without approval of the Department of Justice?

On Jan. 24, 2024, the MSPB held in the case *Luna v. Department of Homeland Security* that an agency can grant an employee immunity from self-incrimination without Department of Justice approval. In that case, Agent Luna, an immigrant enforcement agent, was being investigated for disreputable associations and illicit activities.

Luna was ordered to appear before the Office of Professional Responsibility for an interview where he was required to cooperate fully and answer all relevant questions. He was warned that if he failed to cooperate, he could face disciplinary action up to and including removal.

DHS further informed Luna that

the answers he gave to the questions posed or any information gathered by reason of those answers could not be used against him in a criminal prosecution except if Luna gave a false answer. Luna argued that the notice of “use immunity” was inadequate and that, absent documentation from the Department of Justice, his Fifth Amendment right to remain silent still applied. The MSPB resolved this issue in favor of the government and upheld Luna’s removal for failing to cooperate in the investigation.

So, even absent specific assurance of immunity from the Department of Justice, if you are given Kalkines “use immunity” by the Postal Service, you can be removed if you fail to cooperate. There is one noted exception. When an employee’s criminal conduct constitutes racketeering, an agency will not have the authority to grant use immunity as Title II of the Organized Crime and Control Act of 1970 provides for specific procedures that must be followed before immunity can be granted.

You should note that the receipt of Kalkines rights does not mean you will not be prosecuted. If the government has or can obtain evidence sufficient to prove criminal conduct prior to your interview or even afterward without the use of your statements, it can prosecute you.

For example, if there is video of you stealing funds or the mail, the video could be the basis of a prosecution as it does not flow from your interview. In the case *U.S. v. Slough*,

Blackwater contractors were involved in a deadly shooting in Iraq. The State Department gave the contractors use immunity and collected statements.

Subsequently, grand jury indictments for manslaughter were obtained against the contractors. The appeal court upheld the validity of the indictments because the evidence presented to the grand jury to obtain the indictment was collected independently of the contractors’ statements.

If you are brought into a situation in which you are given Kalkines rights by the OIG special agents or U.S. postal inspectors, you no longer can assert Fifth Amendment rights and remain silent without jeopardizing your job. You still have the right to remain silent, but you likely will be removed for failure to cooperate in an investigation (*ELM 665.3*).

Remember, if you ever find yourself called in to answer questions by OIG agents or postal inspectors, you always want to ask if you are free to go. If not, it is a custodial interview; you essentially are under arrest and have to be read your Miranda rights.

They may indicate you are free to go, but walking out can lead to adverse action under *ELM 665.3*. Moreover, if they give you Kalkines rights to keep your postal employment, you will have to answer their questions even though they may elicit information regarding your criminal activity.

# 2024 SPAC Pins

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



## President's Ultimate

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



## VP Elite

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



## Drive for 5

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



## Secretary's Roundtable

*\$500 level*



## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*

*In 2024, SPAC contributors will be sent the pin recognizing their total 2024 contribution at the end of the year; all pins will indicate "2024." The 2024 "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.*



# USPS Engagement—To Whom it May ‘Letter of Concern’

**Brian J. Wagner**  
Past President

I am reminded of the great, memorable quote—“They’re back!”—from the terrifying and frightening movie “Poltergeist II.” Unfortunately, some in postal leadership again have started to disengage with EAS employees by issuing Letters of Concerns, Letters of Instructions or Letters of Information. Be advised, such USPS “letters” are not recognized by USPS Headquarters. Here’s the scoop!

In a Nov. 17, 1982, USPS memo, “Letters of Information/Letters of Concern,” issued by James Gildea, assistant postmaster general, USPS Labor Relations Department, he stated, in part: “The use of such letters serve no useful purpose as an element for consideration in future actions against an employee. Letters of Instruction and Letters of Information or similar type missives are not appropriate and will

be discontinued immediately.” This 1982 memo still is in effect.

I have seen the Postal Service and its leaders engage and sometimes disengage with EAS employees. It’s important to note that postal leadership should focus its efforts on EAS engagement via *Employee and Labor Relations Manual (ELM)* 651.3, Nondisciplinary Corrective Measures, which reads, in part: “The accountable manager/supervisor



## SPAC Contribution Form

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

- \$1,000**—President’s Ultimate
- \$750**—VP Elite
- \$500**—Secretary’s Roundtable
- \$250**—Chairman’s Club
- \$100**—Supporter

Current as of February 2019

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

**Mail to:**

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

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

Name \_\_\_\_\_

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

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

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

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



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

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

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

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

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

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

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

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

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

monitors subordinates' performance and provides appropriate resources, coaching, and feedback to the subordinates. The manager/supervisor is responsible for leading the employee to a higher level of achievement. Performance improvement should be a shared concern and effort between manager and employee. Early dialogue and guidance are critical to achieving positive results and continuance of an effective manager/employee relationship."

I believe positive postal engagement occurs when EAS employees are recognized throughout the year with individual monetary awards and "Letters of Appreciation" for going above and beyond to serve postal customers and their years of credible service. With such positive engagement, the USPS should see EAS morale increase, as well as their work performance.

On the flip side, USPS engagement occurs when *ELM* 651.3 isn't working and a postal leader elects to issue an EAS employee discipline to correct their behavior. When discipline is issued, it is meant to be corrective—not punitive—in nature. Although the EAS employee may become disengaged because they received the discipline, but consider it part of the USPS process where EAS

## NAPS Store Offers Online Orders

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

### Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 1, 2024. Please submit your dues as soon as possible.

Make checks or money orders payable to "National Auxiliary to NAPS" and mail to:

Bonita R. Atkins  
National Auxiliary Secretary/Treasurer  
PO Box 80181  
Baton Rouge, LA 70898-0181

employees have a right to appeal their discipline via *ELM* Section 650, Nonbargaining Disciplinary, Grievance, and Appeal Procedures.

However, rather than spending time disengaging EAS employees by issuing worthless "Letters of Concern" or similar letters, postal leadership should revert to spending their valuable time addressing EAS work-related issues via *ELM* 651.3.

Today's takeaway: Letters of Concern, Information or Instruction are not worth the paper on which they are written. Such letters are an attempt to scare and provoke EAS employee into believing they are being disciplined.

Such questionable and unnatural "letters" are not discipline. They are not appealable under the *ELM*. They are a form of bullying and harassment against EAS employees that just lead to further EAS disengagement.

As an active NAPS member, if you ever receive such a questionable, unnatural letter of concern, instructions or information, make a copy for your NAPS representative so they may contact local postal leadership to stop this frightening practice. Then, use the original "letter" to wipe your—nose!

One thing I can assure you is not frightening or unnatural is my ice-cream-flavor-of-the-month recommendation: Bryers Natural Vanilla. Be safe and eat more ice cream!

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

## National Auxiliary Executive Board

### National Officers

#### Laurie D. Butts

President

(484) 988-0933; [laurie.butts5615@comcast.net](mailto:laurie.butts5615@comcast.net)

#### Beverly Austin

Executive Vice President

(832) 326-1330; [braustin50@gmail.com](mailto:braustin50@gmail.com)

#### Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; [latkins326@aol.com](mailto:latkins326@aol.com)

### Regional Vice Presidents

#### Hazel Green

Eastern Region

(804) 248-9916; [mureen6021@aol.com](mailto:mureen6021@aol.com)

#### Elly Soukey

Central Region

(612) 715-3559; [elly@charter.net](mailto:elly@charter.net)

#### Felecia Hill

Southern Region

(281) 686-3999; [fah91@sbcglobal.net](mailto:fah91@sbcglobal.net)

#### Patricia Jackson-Kelley

Western Region and Immediate

Past President

(818) 472-0409; [geekell@icloud.com](mailto:geekell@icloud.com)

### Area Vice Presidents

#### Cathy Towns

Mideast Area

(732) 991-1404; [ctowns4@icloud.com](mailto:ctowns4@icloud.com)

#### Shearly Shawn

Capitol-Atlantic Area

(301) 613-9485; [sshawn58@gmail.com](mailto:sshawn58@gmail.com)

#### Heather Hommerson

Michiana Area

(231) 343-4192; [daveh.heatherh@yahoo.com](mailto:daveh.heatherh@yahoo.com)

#### Linda Rendleman

Illini Area

(618) 697-3695; [danrendleman@gmail.com](mailto:danrendleman@gmail.com)

#### Sherry Mattfield

North Central Area

(763) 486-6310; [smatt1956@outlook.com](mailto:smatt1956@outlook.com)

#### Mary Caruso

MINK Area

(402) 891-1310; [carusorj@aol.com](mailto:carusorj@aol.com)

#### Jane Finley

Southeast Area

(404) 403-3969; [mjfarms100@aol.com](mailto:mjfarms100@aol.com)

#### Willie Carter

Central Gulf Area

(205) 919-5645; [sswolf65@yahoo.com](mailto:sswolf65@yahoo.com)

#### Ruth Cushenberry

Cotton Belt Area

(615) 812-1635; [john.cushenberry08@comcast.net](mailto:john.cushenberry08@comcast.net)

#### Melva Seals

Texas Area

(713) 772-8769; [melvaseals@sbcglobal.net](mailto:melvaseals@sbcglobal.net)

#### Jerry Eckert

Pacific Area

(714) 656-6139; [jerrylee48@outlook.com](mailto:jerrylee48@outlook.com)

Region vacant: Northeast

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



## Won't You Join Us?

**Linda Rendleman**

*Illini Vice President*

**A**t our Illinois State convention, three new Auxiliary members joined from West Suburban Branch 289. With these new members, we had nine Auxiliary members in attendance. Remember, an Auxiliary member is the spouse or immediate family member or designated representative (over 16 years old) of an active postal supervisor in good standing in NAPS.

We invite all eligible individuals to join the Auxiliary. Our objective is

to cooperate with and assist NAPS with legislative issues and other needs that might arise with the organization.

This year, the NAPS National Convention is in August at the Foxwoods Resort & Casino in Connecticut. I hope we have new Auxiliary members attending! The conventions are very informative and everyone has a good time.

I want to pay tribute to a special woman who died in January—Helen Reganti, 101, was National Auxiliary

president from 1978-1980. She was an active member of the Illinois State Auxiliary and National Auxiliary.



Helen and her husband Harry were both involved in NAPS and the Auxiliary for over 50 years. Harry was a NAPS national officer at one time. Helen also was parliamentarian for years at several national conventions. She

will be missed by her family and the NAPS family and friends.

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

## Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 16, Celebrity Ballroom, Foxwoods Resort & Casino, Mashantucket, Ct

Name (Please PRINT) \_\_\_\_\_ Auxiliary #/Branch # \_\_\_\_\_

Street Address/PO Box \_\_\_\_\_

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

### Check one:

Auxiliary Member     Auxiliary State President

NAPS Member     Visitor

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

The total is \$ \_\_\_\_\_

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

Vegetarian number of tickets= \_\_\_\_\_

**Advance ticket orders MUST be received on or before July 31, 2024.**

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. 11, through Tuesday, Aug 13.

### 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.**

*Thank you.*



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