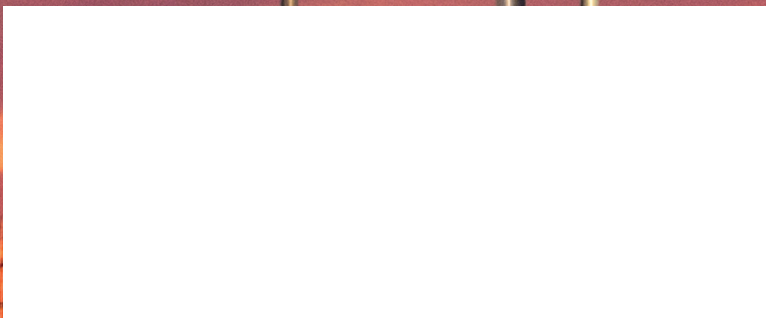


the Postal Supervisor

April 2025

**NAPS Will Not
Stand By as
Postal/Federal
Earned Benefits
—and the USPS—
Are Threatened**

page 4



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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.

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

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What Does It Mean?

Hello, NAPS brothers and sisters. This month, I want to look at some cumulative changes that have recently occurred in USPS policies and procedures, specifically in PUBs 45 and 552.

What does it mean when corporate policy does not align with leadership actions? This refers to a situation where the behavior, decisions and actions of senior leadership are inconsistent with the company's stated rules, values and strategic objectives. This misalignment can occur in several ways.

The USPS has formal policies that promote certain values or practices (such as ethical behavior, sustainability and transparency), but executives might act in ways that contradict or undermine those principles. For example, the Postal Service has a zero-tolerance policy that often is not inclusive of EAS employees being protected. The

MOU cites this policy applies to *all* employees. However, many groups of EAS employees are subjected to the very bullying and intimidation that was the genesis for creating the policy.

When USPS policies state one thing, but executives act in a different manner, it can lead to perceptions of hypocrisy and double standards. Employees and other stakeholders might feel leadership is not holding all employees to the same standards in the organization, leading to a lack of trust and credibility.

Such misalignment can damage the agency's reputation, employee morale and stakeholders' confidence. When executives are seen as not adhering to the policies and procedures they created, it leads to confusion, disengagement and ethical concerns in the agency.

When executives act contrary to policy, it can create confusion or friction in the organization. Employees might become uncertain about which rules they should follow or how seriously they should take corporate policies. Over time, this can lead to a breakdown in organizational culture and internal controls.

In essence, this misalignment undermines the effectiveness of the policies and integrity of leadership. It

also can harm the company's long-term success by eroding trust—internally and externally.

When a corporation removes policies designed to protect employees from psychological aggression, it can have several significant implications, both for employees and the organization. Without policies to prevent psychological aggression (such as bullying, harassment and toxic behavior), employees are more vulnerable to emotional and mental harm. Psychological aggression can lead to stress, anxiety, depression and burnout, potentially affecting an individual's health and quality of life.

The absence of protective policies can create a toxic work environment where harmful behaviors are more likely to occur. Employees may feel unsupported or unsafe, reducing morale and fostering a culture of fear and distrust.

When employees are not protected from mistreatment, their job satisfaction and sense of loyalty to the company can decrease. This can result in lower levels of motivation, engagement and productivity. Employees who are experiencing psychological aggression may struggle to focus, make decisions or complete tasks efficiently, which can negatively impact the company's overall performance.

The decision to not equitably apply these protections can damage an agency's reputation, especially if it becomes known that employees are being mistreated. Any company may be seen as unethical or uncaring, which can impact relationships with customers, partners and potential employees.

Employees who experience or witness psychological aggression may decide to leave the company. High turnover can increase recruitment and training costs and disrupt team dynamics.

Noncompliance with policies may make it harder to attract new talent, as job seekers often look for workplaces with strong cultures of respect and support. Companies viewed as not prioritizing employees' well-being may struggle to hire top talent.

Employees may feel the organization no longer cares about their well-being or that leadership is willing to tolerate mistreatment. This can lead to a breakdown

Continued on page 4



Ivan D. Butts
President

Now Is the Time to Hang Together

As we watch a new round of attacks unfold in Congress on the earned benefits of postal and federal retirees, the loss of jobs in the federal government and, potentially, the dissolution of the USPS Board of Governors as a means to change the independent status of the Postal Service, I am reminded of remarks attributed to Ben Franklin, the first Postmaster General of the American colonies: “We

must all hang together, or assuredly we shall all hang separately.”

Franklin is reported to have said this after the signing of the Declaration of Independence in 1776. Now, while I am, so far, not concerned about an actual hanging in these times, I see the spirit of Franklin’s comment as a call to arms. If all those affected by an action do not stand together, putting aside their differences, then all of them shall, most certainly, fall together.

That is where I see those of us in the federal-postal world today. As postal employees, we cannot stand back, believing that, at some point, actions taken against employees in the federal government will not apply to postal employees. Understand that what happens to federal employees today will come calling to postal employees tomorrow.

NAPS is a member of the Federal-Postal Coalition and has been a critical part of this group for many years. NAPS works with members in this community to protect the rights and earned benefits of *all* federal and postal employees. Furthermore, at this critical time, we must gather all postal groups, unions and management associations under one umbrella, setting aside our differences as this time of crisis unfolds.

President Trump has called for the Postal Service to be “merged” into the Commerce Department as a method to reduce the significant losses incurred by the Postal Service under the “Delivering for America” (DFA) plan outlined several years ago by Postmaster General Louis DeJoy. While the Postal Service has faced significant problems during DeJoy’s tenure, placing the agency’s 640,000 employees under a federal government department that currently employs just over 48,000

employees would lead to a catastrophic decline in service, oversight and sustainability, possibly placing the Postal Service on the path to privatization.

As postal employees and retirees, we know the Postal Service is *not* a business; it is a service. The USPS universal service obligation (USO) is to provide affordable, dependable and efficient mail services to all Americans. The USO is outlined in multiple statutes.

This allows all Americans to have access to postal services, no matter where they live. Privatization is not the way to save the Postal Service. Rather, it is the way to destroy a right granted to Americans and enshrined in the U.S. Constitution that has successfully worked for 250 years!

NAPS will not stand by while the earned benefits of postal and federal employees are threatened by Congress—or the independent status of the U.S. Postal Service is challenged by any administration. We will do as we always have done—we will lead and fight.

That is who we are as NAPS members; that has been our history. Now is the time to stand tall, fight back and work with all those who share our common values. As Franklin warned, now is the time for all of us to hang together.

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What Does It Mean?

Continued from page 3

in trust between staff and leadership. The lack of psychological protection can lead to a shift in the workplace culture toward one that tolerates or even encourages toxic behaviors, undermining efforts to create a positive, inclusive and supportive environment.

Managers may struggle to address interpersonal conflicts or harmful behavior if no framework or policy is being followed to guide their actions. This can lead to inconsistency in how issues are handled. Noncompliance with policies designed to protect *all* employees from psychological aggression can significantly harm the well-being of employees, damage the company’s culture and reputation and expose the organization to legal, ethical and operational risks.

In solidarity ...

naps.ib@naps.org



Chuck Mulidore
Executive Vice President

We Need You To Be Involved— Our Future Depends on It!

Many of you probably read my column in the February issue of *The Postal Supervisor* pertaining to getting involved. I hope everyone plans on attending at least one, if not more, of their branch meetings in 2025!

There is, indeed, strength in numbers. If you want to see change, you need to get involved. Members also need to be informed.



Jimmy Warden
Secretary/Treasurer

Part of the duties and responsibilities of branch secretaries is to monitor the mailing list that contains members' addresses. Some members do not receive *The Postal Supervisor* because their address no longer is valid. When a member changes their address with the Postal Service, it does not change the address NAPS has on file. Members need to complete the change of address form on the NAPS website and mail it to NAPS Headquarters.

Branch presidents, please ensure your branch secretary follows up on this monthly. In addition, all branches should have a personal email address for each of their members so information can be forwarded to them. Please ensure NAPS Headquarters also has this information.

In the past two months, I had the pleasure of attending San Francisco Branch 88's retirement celebration, Los Angeles Branch 39's retirement celebration and scholarship award ceremony and New York Branch 100's annual dinner dance and scholarship award ceremony. It was great to see so many surrounding branches attend these events and support each other.

When branches support and assist each other, only good things happen. We always can learn from each other; get involved! We must stand together, supporting and assisting each other if we are to succeed. It also was great to see postal leadership in attendance at these events supporting the branches.

In just a couple weeks, members will be coming to Washington, DC, for our annual Legislative Training Seminar (LTS). This year probably is the most important year ever for everyone to be involved in our legislative agenda.

We have heard Congress wants to reduce salaries, increase health benefit costs and decrease annuities for federal and postal employees and retirees. We cannot allow this to happen. *Everyone* needs to get involved by contacting their senators and representative.

Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi lead our legislative agenda. They only can be successful with the backing and involvement of NAPS members. This is

why it is so important to get involved.

Protect what we have now and in the future as postal employees and retirees. Sitting on the sidelines and not getting in the game doesn't work. Everyone needs to make their elected officials realize the Postal Service and its employees are relevant to the success of the United States.

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

Stay safe.

naps.jw@naps.org

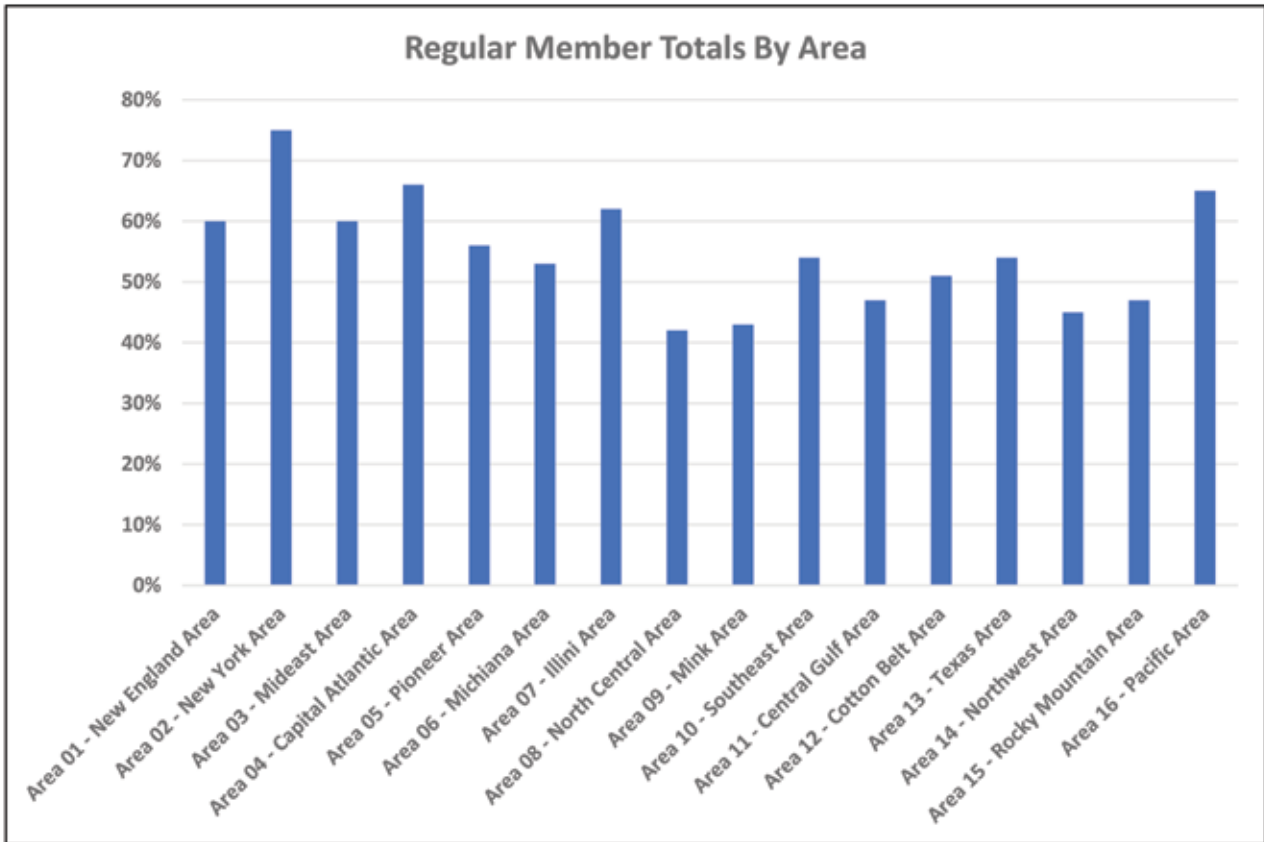
2025 NAPS State Conventions

Dates	State(s)	Location
April 24-26	Tennessee	Drury Plaza Hotel, Franklin
April 25-26	Illinois	Hilton Chicago/Oak Brook Hills Resort & Conference Center, Oak Brook
April 30-May 4	California	Sonesta Los Angeles Airport LAX
May 1-4	Missouri/Iowa/Nebraska/Kansas	University Plaza Hotel & Convention Center, Springfield, MO
June 5-7	Texas	Holiday Inn and Suites, Beaumont
June 6-7	Michigan	Kewadin Hotel, Sault Ste Marie
June 13-14	Alabama/Louisiana/Mississippi	Embassy Suites by Hilton, Baton Rouge
June 29-July 1	New Jersey	Tropicana Hotel and Casino, Atlantic City

Please report state convention dates to NAPS Headquarters.

National Association of Postal Supervisors Membership Report

January 2025



Regular Member Totals By Area	
Area 01 - New England Area	60%
Area 02 - New York Area	75%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	66%
Area 05 - Pioneer Area	56%
Area 06 - Michiana Area	53%
Area 07 - Illini Area	62%
Area 08 - North Central Area	42%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	47%
Area 12 - Cotton Belt Area	51%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	45%
Area 15 - Rocky Mountain Area	47%
Area 16 - Pacific Area	65%
Total Regular Member %	57%
Total Regular Members	27,428
NonMember Totals	
Total NonMembers	20,465
Total NonMember %	43%



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

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____

Office: _____
Branch: _____

Work Phone: () _____
Home Phone: () _____

Date of Notice of Proposed Action
or Notice of Debt Determination: _____

Date of Letter of Decision or
Notice of Involuntary Offset: _____

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, LLC. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$4,000 and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$4,000 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Labor Relations Admin Group, LLC to the extent possible under the award.

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS members less than 90 days from the date of the proposed action, you should supply a statement that you signed a NAPS membership application within 30 days of your promotion from the craft.**

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Labor Relations Admin Group, LLC of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member

Signature of Branch President

Date

Date

Send this signed form and a copy of the adverse action file by **Express Mail** to:

Labor Relations Admin Group, LLC
PO Box 25822
Brooklyn, NY 11202

**A copy of this completed DDF form MUST be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St., STE 400, Alexandria, VA 22314**

NAPS Executive Board Directory

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



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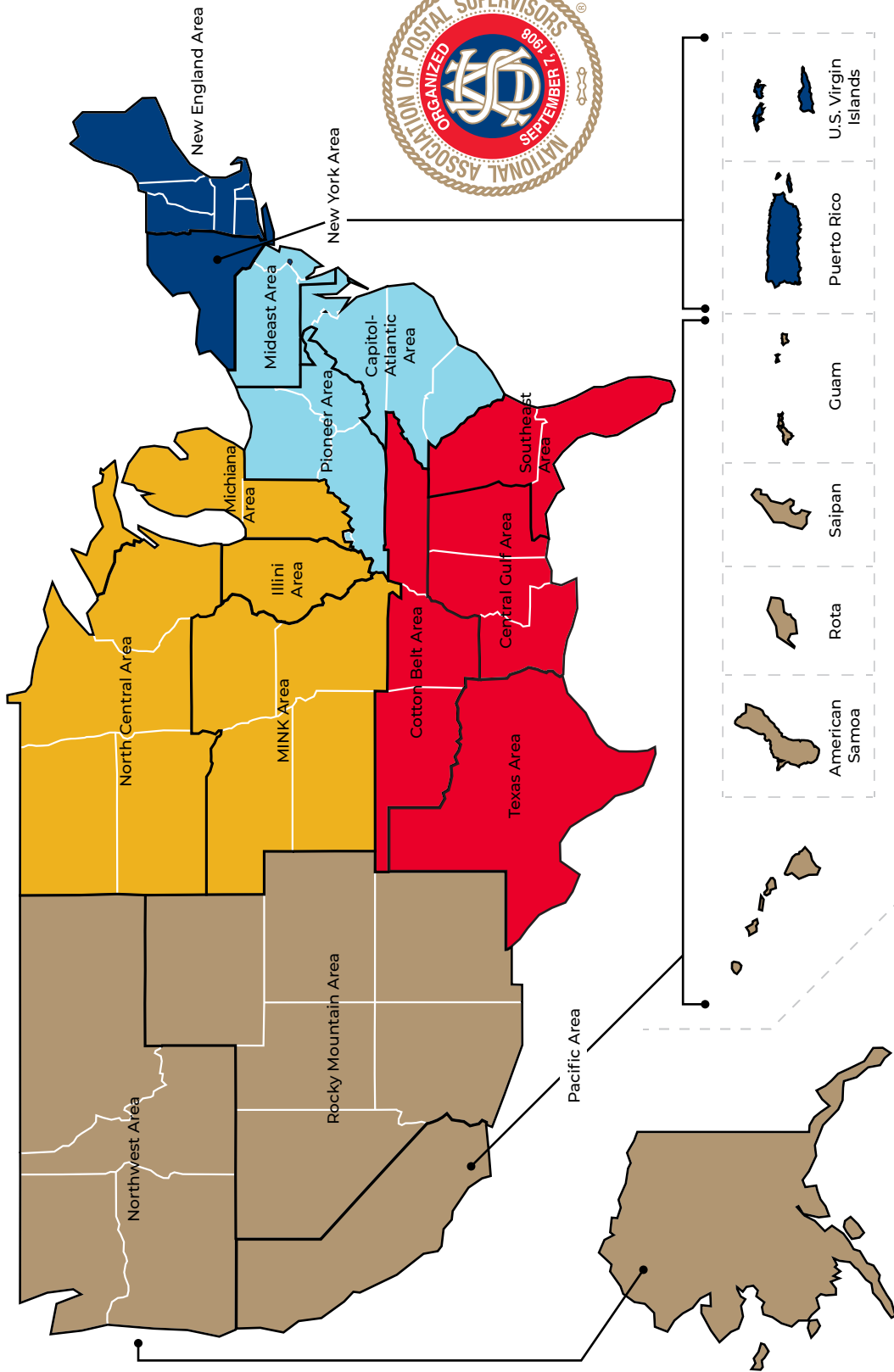
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- Western Region
- Central Region
- Southern Region
- Eastern Region
- Northeast Region



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

Bob Levi

Director of Legislative & Political Affairs

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

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

In 2025, these priorities include:

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



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

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

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

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

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

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

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

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



2025 Legislative Training Seminar Registration Information

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

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

LTS Registration Fee—\$300

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

No on-site registrations will be accepted.

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

Refund Requests

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

Substitutions

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



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

Hotel Rates and Reservations

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

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

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

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

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

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

NAPS Headquarters does not confirm lodging reservations.

New Postal Vehicle Queries, Safety Engagement Observation Team, Administrative Support for MPOOs Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the Feb. 4 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policies & Programs. Also, Timothy Haney, director, Delivery Strategy & Policy; Tyrone Williams, director, Field Operations Support; and Jeff Conway, director, Field Labor Relations Support.

Agenda Item #1

NAPS asked the following questions regarding postal vehicles:

- What is the status of scan tools for Mercedes vehicles?

Fleet Management continues to work with internal IT teams on getting diagnostic tools into the Postal Service's IT structure. There are many regulations that must be followed to get approval.

- How many NGDVs are coming off the assembly line by type monthly?

This number varies as Oshkosh ramps up its production schedule. We currently are on schedule and receiving around four vehicles per week. By the end of this year, we will be receiving around 420 vehicles per week.

- How many Ford E-Transit vehicles are waiting to be deployed?

Currently, over 4,900 E-Transits are awaiting deployment to S&DCs.

- NAPS previously had been informed the Postal Service would purchase wreckers/rollbacks for VMFs.

What is the status of these vehicles?

Fleet Management did not inform anyone the Postal Service would purchase wreckers/rollbacks. Instead, it was putting together a business case to assess the potential of a purchase. The Postal Service does not have current plans to purchase wreckers and rollbacks.

Agenda Item #2

NAPS asked when FY25 NPA goals will be released. The Postal Service is five months into FY25 with no NPA goals. This is a disservice to EAS employees who will be held accountable for the failure of USPS leadership to adequately inform the field of the organization's goals.

If senior leadership cannot inform its field managers, postmasters and supervisors of the goals five months into the fiscal year, how can the NPA/PFP process be relevant? How can EAS employees be accountable for any results when they are not aware of the targets for success?

The FY25 NPA indicators were mailed to NAPS on Jan. 23.

Agenda Item #3

NAPS Headquarters was informed of the establishment of a Safety Engagement Observation Team. What is the focus, intent or makeup of these teams? With the USPS still requiring field EAS employees to deliver mail, NAPS is concerned about the intent of this process and requested a briefing as soon as possible.

Tyrone Williams, director, Field Operations Support, and Tim Haney, director, Delivery Strategy & Policy,

attended and provided this briefing:

The intent of this initiative is to assist local offices with high accident rates and districts in conducting safety observations to reinforce safe work and driving practices. The focus areas will include not wearing seatbelts, leaving vehicles running while unattended, excessive reversing over 50 feet, distracted driving/earbuds, as well as other unsafe findings.

The makeup of the teams are the Delivery Support and Retail & Post Office Support specialists. Safety observations, PS Form 4584, will be submitted to and discussed with local management, both positive and negative. Local management will then follow up with employees.

Agenda Item #4

NAPS asked if Postal Service Headquarters allows retired postmasters, managers and supervisors to attend its job fair presentations for supervisors. If so, how would a retired EAS employee and NAPS branch president without access to USPS Blue ask to attend?

The job fairs for supervisors are intended for current employees who are interested in applying to become supervisors. These job fairs are virtual and designed to educate potential candidates about the knowledge, skills and abilities (KSAs) needed to be competitive in the hiring process. This includes how to apply for positions, how to address KSAs and develop effectively.

Agenda Item #5

NAPS Headquarters has been made aware that, in many districts,

MPOOs are requiring selected postmasters to run reports, conduct Zoom meetings, provide training or attend meetings on their behalf. These postmasters do not always have time to perform these roles for their MPOOs.

NAPS is aware how administrative assistants currently are distributed to MPOOs. Based on current MPOO workloads, NAPS believes each MPOO should have an administrative assistant assigned to them.

MPOOs are allotted to have the support of a secretary P7-07 position. There is an expectation for MPOOs to share resources (secretaries) where geographically possible.

Agenda Item #6

NAPS Headquarters has been receiving information from the field that Joint Statement on Violence in the Workplace (JSOVW) grievances

filed by the craft unions continue to increase. NAPS also is aware the Postal Service tracks grievances in the GATS system.

NAPS requested the Postal Service to provide NAPS the number of JSOVW grievances filed by craft unions in the 2023 and 2024 calendar years and the resolution of such grievances, i.e., carried forward to arbitration, settled, etc.

Jeff Conway, director, Field Labor Relations Support, attended the meeting and discussed NAPS' concerns:

The Postal Service cannot differentiate who a case was against, therefore it cannot give NAPS the number of cases filed against EAS employees. A Labor Relations group at Postal Headquarters looks at every JSOVW case. When a member is informed of a JSOVW charge, they must contact their NAPS representative immediately, along with the local

The Postal Supervisor 2025 Production Schedule

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

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

Labor Relations office. This rarely is the case.

When most cases are reviewed by the Labor Relations Group after the B Team makes a decision, there is not any statement or documentation from the person being charged. It must be ensured that every case is fully investigated and the file contains all documentation as early in the process as possible.

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On Feb. 24, NAPS President Ivan D. Butts joined the National Association of Letter Carriers at a rally on Capitol grounds to protest efforts by President Trump to dismantle the Postal Service. Hundreds of NALC members from across the country, labor leaders and union members attended, as well as some members of Congress.

Trump has indicated he will fire the Postal Board of Governors and put the agency under the control of the Commerce Department, effectively ending its status as an independent, self-sufficient agency.



Heart of Illinois Branch 255 held its quarterly membership meeting in Springfield on Sunday, Feb. 16. Members attended in person and via Zoom. From left: Branch 255 Secretary Kent Matteson, Past NAPS President Brian Wagner, Branch 255 Past President Michael Winters, President David DeNosky, Legislative Rep Dan Rendleman and associate member Linda Wilson.



Tennessee State Branch 947 President Donna Aaron swore in the officers of Middle Tennessee Branch 32. From left: Sergeant-at-Arms Renita Darvin, Vice President and Legislative Chair Kevin Proctor, Secretary Luna Hamilton, Parliamentarian Valeri Mabon, President Robert Wakefield and Aaron. Not pictured: Treasurer Vicky Brown.



NAPS is saddened to report the death of Sharon Gishi, president of San Jose, CA, Branch 94 on Feb. 22 after a brief illness. Gishi, Branch 94 president since 2011, was a retired safety specialist.

Margarete A. Grant Branch 127, Oakland, CA, held its annual Retiree Celebration Brunch on Sunday, Feb. 16. Everyone wore their best Western attire. President Charles Patterson welcomed attendees. NAPS President Ivan D. Butts, National Auxiliary President Laurie Butts, Pacific Area Vice President Chuck Lum, Honolulu Branch 214 President Laurie Lum, Western Region Vice President Marilyn Walton and California State Branch President Marilyn Jones were special guests.

Nine California branches and California State Executive Board members attended. Ten retirees were recognized. The branch awarded three \$500 scholarships to the children and grandchildren of branch members.



NAPS President Ivan D. Butts

Branch 127 officers, from left: Trustee Henry Raulston, Treasurer Yolanda Lewis and Trustees Rachel Gholston and Al Wright.



California State President Marilyn Jones



Branch 127 Trustee Edna Gray, Branch 214 President Laurie Lum and Branch 127 Treasurer Yolanda Lewis

New York City Branch 100 held its 107th Annual Dinner Dance on Sunday, Feb. 23. It was a day of celebration, relaxation and networking. Branches from New York, Connecticut and Maryland attended to support Branch 100, as well as postal officials and NAPS Executive Board members. Branch 100 thanks Steve Hom for taking the photos.



Robot dancers were part of the festivities.



Elvin Mercado, USPS Chief Retail and Delivery Officer, next to Branch 100 President Lijia Dyer, thanked attendees for their work every day for the Postal Service.

Branch 100 Executive Board and guests, from left: Dinner Dance Committee Adviser Jim Puccio, Executive Vice President Tom Hughes, Ivonne Warden, NAPS Secretary/Treasurer and former Branch 100 President Jimmy Warden, Legislative Chair Ken Stanley, President Lijia Dyer, Vice President/Stations Dave Conover, Vice President/Plants Juan Pastor, Dinner Dance Committee member Woodley Moy, Advocate Juanna Guerrero, Dinner Dance Committee member Veronica Patterson, Secretary/Treasurer Tu Tu, Sergeant-at-Arms Lola Jackson and Chaplain Vinny Hall.





NAPS President Ivan D. Butts addressed attendees and applauded Branch 100's leadership team.



M3 Technologies sponsors the Andy Sozzi Memorial Scholarships for Branch 100. This year's winners were Elijah Dyer and Kristen Erin Love King. From left: Legislative Chair Ken Stanley, Eddie and Lijia Dyer with son Elijah, Kristin Love King, M3 Technologies Vice President Robert Pescitelli, Kristen's parents Veronica Patterson and Al King, and Executive Vice President Tom Hughes.



Master of Ceremonies and Branch 100 Executive Vice President Tom Hughes and President Lijia Dyer



Chaplain Vinny Hall gave the invocation and offered a prayer for Northeast Region Vice President Tommy Roma.

New York Area Vice President Dee Perez held a Zoom meeting March 4 in preparation for the upcoming Legislative Training Seminar. NAPS Director of Legislative & Political Affairs Bob Levi was the guest speaker. He discussed crucial bills and clarified Congress' possible cuts to postal and federal benefits.

Disciplinary Defense provider Al Lum offered a refresher course on handling debt collection cases. NAPS Secretary/Treasurer Jimmy Warden provided an update on NAPS' lawsuit and membership.



A Man of Candor

Dee Perez

New York Area Vice President

Postmaster General Louis DeJoy came in under a cloud of controversy. Now, he's leaving under a cloud of speculation as to why. This, from a man who, many times, said he would see his "Delivering for America" 10-year plan through.

After 36 years in the Postal Service, I've indirectly worked for seven PMGs. Of the seven, I've seen and heard five speak at NAPS functions. In my opinion, DeJoy had the most engaging, lively personality I've ever seen from a PMG.

He started a little rough with a lack of knowledge of the USPS. However, he quickly learned many of the inherited problems that handcuffed and hurt the agency. His aim was to remove those business restrictions/handcuffs and bring a business attitude to running the USPS, despite the fact we are a "service." I'm not sure a service can function successfully as a business. Time will tell.

He designed a business model (S&DCs) for the Postal Service for the next 10 years. DeJoy's transition from the private sector to working with the USPS was not easy. In his private business, DeJoy answered to no one, unlike the Postal Service where he has had to listen to and work with associations, unions and federal regulatory agencies.

DeJoy's disdain for this was obvious. He offers expressive, animated looks (hands over his ears); you have heard or read his replies to congress-

sional inquiries. Yes, he thought USPS partners were hurting the agency, particularly the Postal Regulatory Commission. But when you listen to what he had to say, from a business perspective, he was right and newsworthy.



You have to say one thing about our PMG—a man from Brooklyn—he gave it to you straight. Regardless whether the news was good or bad, he didn't beat around the bush. As a New Yorker, I love and appreciate that. Plus, he's

a Yankees fan, which I respect.

Anyone on the NAPS Executive Board, regardless whether they liked him or not, have to admit he worked a lot better with us than past PMGs who didn't give us the time of day. He was instrumental in the following:

- The supervisor differential adjustment is 5% above the highest craft step (NALC). Remember when a supervisor, Customer Service, was promoted and letter carriers at the top of their pay grade made more than the promoted supervisor?
- The annual leave carryover for EAS employees was 560 hours; now, it's 640 hours.
- SWCs were given more credits, something NAPS Headquarters was denied many years.
- Approving a higher NPA payout in boxes last 2024; he wasn't obligated to do this.
- In 2021, DeJoy provided EAS employees an extra 3% due to the economy and high cost of living; he didn't have to.
- Changed the service standard for Express Mail from noon to 6 p.m.

so we stopped losing millions.

- At our Legislative Training Seminars, national conventions and Executive Board meetings, DeJoy was willing to take questions; he didn't want to leave.

- He asked the Republicans to pass Postal Reform legislation to help the USPS. Without DeJoy's help, this would not have happened.

- The man always looked sharp, presentable and engaging, unlike a previous PMG who looked like they rolled out of bed and was scornful toward NAPS members asking questions.

- Ended the USPS contract with FedEx and changed to UPS air cargo, while reducing overall air cargo by 90% and saving \$1 billion in costs.

- Eliminated most ground private transportation contracts and shifted to USPS employees to move the mail.

- At every LTS, national convention or board meeting he attended, DeJoy asked Northeast Region Vice President Tommy Roma to escort him to and from the stage—two Brooklyn boys recalling their past.

- A first time \$144 million profit in FY25 quarter one.

DeJoy has been a charismatic leader, the likes of whom we may never see again. He honestly wanted to turn the Postal Service around. He often spoke about the difficulties of change and the culture he inherited, which needed to be fixed.

I have no idea if the Board of Governors will nominate the obvious choice—Deputy PMG Doug Tulino. Let's hope they do.

With dignity and respect ...

nyavpdee@aol.com

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2025

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

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

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



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

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

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

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

Bob Levi
 Director of Legislative & Political Affairs



Last month, NAPS members electronically, telephonically and personally communicated with their members of Congress to raise the alarm about the content and in-

federal benefits. As this column went to press, the House and Senate sought to resolve the differences between the two budget resolutions. Identical budget resolutions must

pass both houses of Congress to proceed to the next step in which each committee assigned savings must draft the specific legislative language

to achieve those savings.

The provision in

'It's Only a Blueprint!'

content of the House Budget Resolution 14 (H.Con.Res. 14). This is the budget legislation that sets the stage for major reductions in postal and federal employee pay and benefits.

Notwithstanding the objection of the broad federal and postal employee coalition and its congressional allies, the House of Representatives approved the measure by a narrow and partisan 217-215 majority. The Senate passed its own resolution, without the attacks on postal and

H.Con.Res 14 that set off flares in the federal and postal community was the instruction that directs the House Committee on Oversight and Accountability to cut \$50 billion from programs under its jurisdiction over the next decade. In response to NAPS' calls to oppose the cuts, the responses forwarded to me by NAPS members reflect the consistent narrative they heard that the resolution is "only a blueprint."

Now, I've been in the legislative

business for over 40 years and have seen such blueprints before; specifications outlined in the so-called blueprint can very well be enacted into law. This particularly is the case when the House and Senate majorities share the same party as the president of the United States.

Moreover, the only programs under the jurisdiction of the Oversight Committee that can achieve at least \$50 billion in savings relate to federal retirement and health insurance programs. The House Ways and Means Committee, which was tasked with offsetting trillions of dollars in tax cuts, created a menu of cuts to assign different House committees. Included in this menu:

- Increase the FERS contribution rate to 4.4% for all postal and federal employees. This proposal would reduce take-home pay for those hired in 2013 by 1.3% and those hired before 2013 by 3.6%. (Those hired in 2014 and after already contribute 4.4%.) Savings of \$44 billion.
- Change the formula for calculating FERS retirement from based on the highest three consecutive earning years to the highest five. Savings of \$4 billion.
- Replace the federal and postal health premium contribution formula from using the annual weighted average premium with a tax-free voucher. Savings of \$16-\$18 billion.

- Eliminate FERS Supplemental Retirement, which provides enhanced FERS payments to FERS annuitants before Social Security eligibility. Savings of \$5-\$13 billion.

Once all House committees report the legislative language that would yield H.Con.Res. 14's budget targets, the Budget Committee aggregates the language into a "budget reconciliation bill." The reconciliation bill must pass both the House and the Senate. Unlike the budget resolu-

Thrift Savings Plan

Fund	G	F	C	S	I
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February 2025	0.36%	2.20%	(1.30%)	(5.80%)	0.91%
12-month	4.49%	5.79%	18.36%	11.76%	6.42%

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

Fund	L Income	L 2025	L 2030	L 2035	L 2040	L2045
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February 2025	0.07%	0.04%	(0.42%)	(0.49%)	(0.57%)	(0.64%)
12-month	6.96%	7.54%	10.03%	10.55%	11.05%	11.48%

Fund	L 2050	L 2055	L 2060	L 2065	L2070
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February 2025	(0.72%)	(1.11%)	(1.11%)	(1.10%)	(1.09%)
12-month	11.90%	13.25%	13.25%	13.25%	

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.

Visit the TSP website at www.tsp.gov

Stay Calm During Challenging Times

Peggie Bednar

Who could have anticipated the challenges we currently face regarding our livelihoods and professional futures? A recent news report indicated Postmaster General Louis DeJoy asked the Postal Service Board of Governors (BOG) to initiate the search for his successor.

There also were reports President Trump was considering firing the BOG and folding the USPS into the Commerce Department. These developments understandably have raised concerns among us members of the U.S. Postal Service.

Protests are occurring nationwide



in response to these impending changes. However, as EAS employees, it is essential that we approach this situation with thoughtfulness and discretion. Supporting NAPS regarding any updated policy changes is

crucial. To protect our collective interests, let us avoid any actions that could inadvertently attract negative media attention to our offices.

Additionally, fake news has become an issue on social media; please be mindful of what you read and share. I recommend following the principle of “trust, but verify” to avoid spreading fake news.

In light of these circumstances, how can we, as postmasters, foster a

proactive and focused approach?

1. It is vital that we continue to report to work as scheduled.
2. Let us fully commit to fulfilling our duties to the highest standards.
3. It is important to stay informed and pursue continuing education.
4. Finally, maintaining our membership with NAPS is key to ensuring our professional support and advocacy.

Together, we can navigate any transition with a spirit of professionalism and commitment. Keep safe and healthy.

Peggie Bednar is president of Myrtle Beach, SC, Branch 695 and the retired postmaster of Rock Hill; msbednar0714@gmail.com

tion, the new budget bill requires the president’s signature because it would change existing law.

In previous years, the federal and postal community could rely on either different partisan majorities in the house of Congress or a presidential veto to provide shelter; however, this year there is no safety net. Consequently, this year’s Legislative Training Seminar (LTS) delegates and NAPS members unable to attend the April event will be called on to urge their representatives and senators to oppose punitive cuts to postal employee and annuitant benefits.

Amid Postmaster General Louis DeJoy’s announcement of his imminent departure from the Postal Service, the White House renewed its ap-

parent support of postal privatization and promoted assimilation of the agency into the Commerce Department. Both ill-advised postal nightmares are dangerous.

NAPS has been communicating with lawmakers of both parties to underscore the threat these reckless proposals would have on a universal, affordable and accessible national postal system. In addition, NAPS has been educating non-employee postal stakeholders about the harm that such plans would have on the American economy and sanctity of our entire mail system.

In addition, NAPS President Ivan D. Butts addressed a Washington pro-postal rally, hosted by the National Associational of Letter Carriers,

to highlight the collaborative, strategic approach that all postal employee groups (i.e., labor and management) must take to successfully combat assaults on our essential, governmental postal system. Our collective efforts seem to have had some impact as the White House privatization rhetoric and calls to fold the Postal Service into Commerce have diminished.

In fact, in a late Feb. 26 interview between FOX News anchor Bret Baier and Commerce Secretary Howard Lutnick, the secretary’s only comment relating to the Postal Service was the advantage of using postal employees in the next decennial U.S. Census. This was an idea promoted more than a decade ago by then

Continued on page 32

Possible Presidential

American Enterprise Institute Senior Fellow Dr. Kevin Kosar joined NAPS Director of Legislative & Political Affairs Bob Levi on the Feb. 21 episode of NAPS Chat to discuss press reports that President Trump plans to take over the U.S. Postal Service by firing its Board of Governors and folding its governance and operations into the Department of Commerce. Newly confirmed Commerce Secretary Howard Lutnick has expressed interest in privatizing the USPS.

Levi: Today we have with us a returning guest, Kevin Kosar, a senior fellow at the American Enterprise Institute. His expertise covers Congress, the administrative state, American politics and the Postal Service. Kevin, welcome!

Kosar: Bob, good to be back.

Levi: It is rather auspicious for you to appear with me on this episode of *NAPS Chat*. Yesterday, the *Washington Post* broke a story indicating that President Trump shortly would sign an executive order that would dismantle the Postal Service as we know it by firing all the Board of Governors and folding the agency into the Department of Commerce, led by Secretary Lutnick, who has been quoted as supporting privatization of the Postal Service. What's your reaction to all this?

Kosar: On the one hand, it's stunning because it would be an action that is brazenly contrary to the plain language of the law. The 1970 statute has been around 55 years and says quite clearly the Postal Service is an independent establishment of the Executive Branch.

It has an appointments provision that provides for the president and Senate to choose the governors. Ulti-

mately, those governors choose the postmaster general; the board is supposed to serve a very important function in the design of the Postal Service—managerial, but also representative.

The idea is the Postal Service is a public service, so you should have America's pluralism reflected to some degree on that board. So, for President Trump to just say we're going to fire everybody on the board and fold it into another department, it runs clearly against what the statute says.

On the other hand, if I intuit what they are up to, essentially, this is part of a larger conservative play against the administrative state, much of which comprises independent agencies not directly answerable to a president. We've seen this with the Consumer Finance Protection Board, for example.

I think the strategy here is Trump will act and then say, "Sue me." And, no doubt, somebody will sue. The *Washington Post* article indicated the governors themselves are thinking about filing suit. Then it will go up to the court and the high court is going to have to decide whether or not the statute, 55 years old though it is, if its appointments provisions are unconstitutional or whether there are larger constitutional questions.

Levi: Let's say you believe the 1970 Postal Reorganization Act, on which the Postal Service is structured, is unconstitutional because of its appointments—it subsequently created an inspector general who is accountable and hired by the Board of Governors that may no longer exist. You have a Postal Regulatory Commission that has certain functions within that act that are presidentially nominated and Senate-confirmed. You have rate-setting processes, you have a whole series of intertwined federal responsibilities and rules. How do you untangle that in the Department of Commerce, which has had absolutely no experience in postal operations in the history of our country.

Kosar: I would say immediately, regarding the idea the Postal Service would be folded into Commerce, you can't do that without passing a new law. The Postal Service is empowered, for example, to go through the appropriations process each year and submit a budget on its own. You can't just throw it into the Department of Commerce and say, "Now you have to run your budget through Commerce and be part of that budget request." That can't fly.

I think what they're going to do, if I read the story correctly, is that if

Takeover of the USPS

the secretary of Commerce will wear two hats running this thing, then he will exert some level of authority over the agency, its strategic plans, possibly its budget requests. But getting back to what the high court is going to do, assuming it takes the case, it's hard to say. Sometimes the court decides to rule on very narrow grounds. Other times, it makes a big, sweeping ruling.

So whether this can spill over into a larger area where rate-making could be affected or other agencies like the Postal Service, other independent establishments, would be ruled unconstitutional, I just can't predict.

Levi: What's unique about the Postal Service, and this goes back to the founding of our government, is that it's an Article I. It is a *congressional* responsibility to establish a postal service. Only in the 1780s, through the Postal Act of that year, did you have the creation of a separate agency with the presidentially nominated, Senate-confirmed postmaster general. Prior to that law, the postmaster general was hired by Congress.

Kosar: Yes. When you think about the various Article I authorities, it says Congress can mint coins and declare the value of money. But, ultimately, these things get moved over to the Executive Branch for execution. The Postal Service is a perfect example of that.

It would be very strange, in the name of a rigorous originalism, if the power that is supposed to be wielded

by Congress could not be delegated, that it would have to be rolled back in some shape or form.

I should mention I'm no attorney, but, last year, we had the court decision *Loper Bright Enterprises v. Raimondo* that struck down the Chevron deference doctrine relating to regulation and how much executive agencies can regulate separate from clear congressional direction. One thing the court did not say anything about was delegation. They did not bring up if Congress can give that authority away through statute.

So, maybe rate-making and these other things that have been kicked over to the PRC and the Postal Service, maybe those things can stay there.

Levi: Let's go up in the stratosphere and look down at the way things are happening right now with the Postal Service and other agencies. In our high school civics class, we learned about the separation of powers and checks and balances. In the construct of the current administration, what is the concept of checks and balances?

Kosar: You have unified government right now. In recent decades particularly, with unified government, when one party controls both chambers of Congress and the presidency, you get quasi-parliamentary behavior where the majority party indulges the executive and lets them run wild to varying degrees. Trump is taking that really far and the GOP has been hanging back.

Parties do not want to trip up

their own president early in the administration. If they have a dispute, they want to keep it quiet. Now, I'm old enough to remember the 1970s when we had a Democratic Congress and Democratic president, Jimmy Carter; that Congress regularly slapped him down. He also turned out to be a one-term president.

One lesson I think parties have taken away is that, as a legislator, your fate is some way bound up with the president of your party's public approval; you hurt that approval by fighting that president in an open way. So they have become increasingly hesitant to challenge presidents when they do things. And that is what is happening right now. But, eventually, they will start challenging.

Levi: That brings me to a column you wrote in November or December where there was a lot of clamor and concern about comments from unnamed sources in the Trump transition about privatizing the Postal Service. You said that would be an extremely difficult proposition, particularly with rural Republican members of the House resisting.

Do you want to revisit that analysis?

Kosar: I think it still holds. I've studied privatization; in some cases, privatization can be a good option. For example, in the mid-90s, the Clinton Administration partnered with Congress to engage in some privatization activities. The Elk Hill Oil Field had petroleum and mineral resources that were sold to the private sector.

Privatization is not inherently a bad idea, but, for me, when I look at the U.S. Postal Service, conceptionally, I don't know how it can work.

We are a continent-wide republic, plus we have Alaska, Hawaii, U.S. Virgin Islands and Puerto Rico. That's very different than trying to privatize a postal service in a small European nation or something a bit bigger. It's inherently complicated. And with mail volume sliding downward, it becomes an open question of what could privatization possibly look like?

Are we talking about making a single private company that would have to stand on its own? Or like former PMG William Henderson suggested, making it an ESOP—an employee stock ownership plan where the employees would own it and some shares would be sold to the private sector. Are we talking about multiple companies popping up in various regions that somehow would be in charge of this?

Whatever we're talking about, it's going to require writing a law. And right now, Congress has struggled to do that and take on something like the Postal Service. Completely rewriting its statute seems highly unlikely.

Levi: Do you think the piece written in the *Washington Post* by Jacob Bogue about Trump calling for folding the Postal Service into the Department of Commerce is real? Is that a pipe dream? Is it testing the waters? What is that?

Kosar: I think it looks very similar to what happened with the Kennedy Center where Trump just fired the entire board and named himself chairman. It looks a lot like what happened with USAID where Secretary of State Marco Rubio now is in charge. So, this executive power play



Bob Levi and Kevin Kosar

where you're taking these entities and pulling them closer to the presidency, it looks a lot like that.

What does it mean in the immediate term? It's not clear to me in terms of effects on the Postal Service. Is Commerce Secretary Lutnick going to thwart DeJoy's "Delivering for America" plan and start rolling that back? Is he going to be a caretaker? Utterly unclear.

Levi: So you suspect Howard Lutnick is going to be the de facto postmaster general if this were to come to fruition without anyone hiring him as a so-called postmaster general?

Kosar: Yes. Louis DeJoy has not resigned. In his notice earlier in the week, DeJoy said he would like to step down and have the board start looking for a replacement. But he's not gone yet. So the question is does DeJoy get to stay on in this kind of interim period? Does he go out the door? Or does the deputy PMG float up and hold the job for a time?

Over at the National Archives, as another example, the archivist was fired by Trump; for a certain number of days, the deputy was in place. But then the deputy was shown the door and an acting Trump official was named in charge of the Archives. We might be getting that same play here.

Levi: Let's talk about the removal authority. Do you think President Trump has the unilateral ability to remove the Postal Board of Governors and poten-

tially the Postal Regulatory Commission commissioners under current law or within presidential authority?

Kosar: This is the collision between what the law says and what you believe the U.S. Constitution may imply. The law is quite clear: Governors on the Postal Board of Governors only can be removed for cause. Now, what's cause? That's a whole other rabbit hole we could go down. If the president just wants to invent a cause, is that enough? I don't know.

But there are those who argue that statutory restrictions on a president's removal authority are unconstitutional. They argue a president has absolute authority. So for Congress to try to limit that authority is not appropriate. And I imagine that's going to be one of the things that will be tested by the courts.

Provisions curbing the extent of removal authority have been around for many decades. This is kind of a constitutional philosophy issue. Do you believe *stare decisis*—that courts and judges should honor precedent—should carry out or do you believe in a pure interpretation of the Constitution that demands you strike down even long-settled precedence? That's just an open debate.

Levi: Do you think the failure of the U.S. Senate to confirm three governors last year, combined with the DFA not going according to plan and the difficulty most recently DeJoy has had in dealing with Congress all conspired to bring us to the point where we are today where President Trump may try to remove everybody?

Kosar: I'm not sure the failure to appoint board members makes a difference. There were plenty of people on the Kennedy Center Board, including

Chairman David Rubenstein, who had raised \$111 million of his own funds for the institution, and they all got wiped out, so I don't think that plays into it.

I do think the Postal Service's continuing financial struggles and the various logistics debacles that have occurred in places like Indianapolis and Atlanta affecting delivery—put those things together and it doesn't look like DeJoy is doing a great job and makes him more vulnerable. But, honestly, Trump has shown that it doesn't matter how well you are doing at a job; if he wants to remove you, he will remove you.

The archivist of the United States, Colleen Shogan, was doing a good job and standing up to a small number of “woke” employees who were pushing for politicized exhibits. Still, Trump fired her.

Levi: Do you think DeJoy not placating President Trump as the result of the 2020 election and mail-in balloting played into Trump's disappointment with DeJoy's leadership?

Kosar: I don't see any evidence of that. Trump was quite clear and thought that fraud had been perpetrated at the state and local levels by Democrats in control, particularly in instances where rules were changed regarding ballot procedures and the like. I don't make a connection there and seeing where Trump has little self-control over what he likes to say, he says what's on his mind. If he felt that, I think we would have heard it sooner.

Levi: So you don't think that played any role in his decision about the Postal Service, generally?

Kosar: No. I see this as part of a large

plan. One of the things I did this morning was tweeted out a post where I listed some of the other establishments of the Executive Branch, like the Harry S. Truman Scholarship Foundation. I put those out there because I think it's entirely possible those will be dominoes falling. It's all part of a larger plan to consolidate presidential power.

Levi: U.S. Patent and Trademark Office?

Kosar: That's a good one! I don't know.

Levi: I only say that because those are two congressional authorities under Article 1, Section 8, right with the Postal Service. Both the Postal Service and the Trademark Office raise their budgets from revenue, not necessarily by an appropriation. So there's a certain synergy between the two organizations.

Kosar: That pulls me back to what you said earlier about the Senate. When Congress writes laws and puts something in a statute that says something about a president's removal authority, whether its constitutional or not is one issue. But when they put it into law, they are laying down a marker. They are saying this is a line you should not cross, Mr. President. Otherwise, we have tools at our disposal to make your life difficult.

So a question I have is how many senators right now are upset about this? They haven't necessarily spoken up; perhaps they are members of the GOP. But they are thinking, “You know what, he really wants my vote on reconciliation; he wants my vote on a number of things. He doesn't have it right now; he's going to have to bargain with me one way or another.”

Levi: You think this might be a bargaining chip?

Kosar: We'll see. We like to think of the U.S. Congress when it deals with issues as dealing with them in isolation. What the merits of the issue are and decide up or down on it. But, in fact, everything is linked.

You could have a perfectly good piece of legislation introduced in the Senate and a couple members will cross their arms and decide the legislation isn't going anywhere because they are ticked off about something else completely different. They are using that as a bargaining chip.

So, how they respond to this postal thing and whether they decide to use their leverage, we'll see.

Levi: I also noticed in the article in the *Washington Post* that the Board of Governors has retained outside counsel to litigate should there be an executive order. But, interestingly enough, two of the governors did not participate in those discussions—Derek Kan, who worked in the Trump administration, and Robert Duncan, a former chair of the Republican National Committee. Should we read anything into that?

Kosar: It's hard to say. They may be playing both sides of the game where we'll let these other people put their names on the complaint. If it prevails, great—yea, I win. But I don't want to anger President Trump because maybe there's somewhere else I can help him in this administration. There could be something like that at work.

I should mention that, back in 1993, George H.W. Bush tried to fire the postmaster general and board members. A federal court judge put a stay on the action; ultimately, it didn't play out. Could that happen

again here? I don't know.

Levi: It didn't get up to the Supreme Court, as I recall. Do you think the Postal Regulatory Commission has something to worry about?

Kosar: Yes. I think the president has shown he's happy to ruin just about anyone and anything—park rangers in Iowa and other parts of the country who now are without jobs. They are able to be fired—you can't construe them as being members of the deep state. Why not an inside-DC regulatory board?

Levi: Do you also think putting Lunnick as the head or at least having authority over the Postal Service provides an opening for DOGE, Elon Musk's crew, to come into the Postal Service?

Kosar: Sure. People think about DOGE and they think about its cuts. But the greater power of DOGE, at least from where I sit, is its ability to create a narrative. The man who runs it has 200 million followers; it's an unbelievable quantity. He can take an agency that is not in the news and people may not have a fixed opinion about it, then tweet out screen shots of spreadsheets and make claims of waste, fraud and corruption. And it sets the conversation and bloodies up the agency and immediately puts it on the defensive. It's the PR aspect of DOGE that is very powerful.

Levi: Let me touch on that. Yes, you can bloody up an agency that has not been in the news. The Postal Service and its problems have been in the news for quite some time. Despite the negative publicity postal operations

have generated most recently, the Postal Service still is the most-valued, most-favorably rated federal agency. The American public likes the Postal Service and they like the employees, despite everything occurring. How does that factor into what's going on?

Kosar: It's a peculiar dissonance. People on one hand love the Postal Service. But there's also this kind of "Seinfeld" Newman image of, "It's not well-run." And people keep seeing headlines of multi-billion-dollar losses. So I think DOGE amping up the narrative of there is all this waste and inefficiencies and contracts going for useless IT—whatever they decide to say. I think that could really stoke the president's case and build public support for a presidential takeover.

Levi: One of the things I did not mention in your introduction is not only are you an expert on Congress and politics and the Postal Service, you also are an expert on bourbon and whiskey. Should Washington take up drinking with what's going on today?

Kosar: It might help! I think there is a lot of shock and awe going on right now. Over the weekend, perhaps, pour a glass of something stiff and tasty while the cold winds swirl outside and the tumults of government churn, sip it and take a deep breath and try to get a sense of where you are at.

It's no good going through life being constantly anxious and rattled. A beverage could help; it would be all the better if you have that beverage with good company.

Levi: Thanks so much, Kevin, for being with me on *NAPS Chat*.



We're Social Connect With Us!

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

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

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

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



NAPS NATIONAL AUXILIARY

Hazel Cochran Scholarship

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

Hazel Cochran
FOUNDER

HOW TO APPLY?

Email Laurie Butts for an application
Laurie.butts5615@gmail.com

APPLICANT CRITERIA

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

DEADLINE

Completed applications must be emailed by May 31, 2026

SPONSORED BY:

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Financial Solutions, Inc.



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

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY

NAPS Training Calendar

Mideast Area Training Seminar

March 27-29, 2025

Conducted by: Mideast Area VP Tony Dallo-jacono

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

Hotel Rate: \$163.90, including tax

Registration Fee: \$150

Training: TBA

Illini Area Training Seminar

April 24, 2025

In conjunction with the Illinois State Convention

Conducted by: Illini Area VP Luz Moreno

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

Hotel Rate: \$140.97, including tax

Registration Fee: TBA

Training: TACS, bullying, involuntary reassignments, advocacy, *ELM* 650

Instructors: Ken Bunch, John Aceves and Brian Wagner

Cotton Belt Area Training Seminar

April 25-26, 2025

In conjunction with the Tennessee State Convention

Conducted by: Cotton Belt Area VP Shri Green

Location: Drury Plaza Hotel, 1874 W. McEwen Dr., Franklin, TN 37067; 800-325-0720

Hotel Rate: \$139, plus tax

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

Training: TBA

Rocky Mountain Area Six-State Training Seminar

May 1-3, 2025

Conducted by: Rocky Mountain Area Vice President Myrna Pashinski

Location: Holiday Inn & Suites Phoenix Airport, 3220 S. 48th Ave., Phoenix, AZ 85040; 480-656-6010.

Hotel Rate: \$149, includes tax and fees; available two days before and after. Must stay Friday and Saturday nights to receive that rate.

Registration Fee: \$125; \$150 after May 7 and at the door. Make checks payable to Myrna Pashinski and mail to her by April at 21593 E. Layton Dr., Aurora, CO 80015-6781.

Training: TBA

MINK Area Training Seminar

May 1-4, 2025

In conjunction with the MINK State Convention

Conducted by: MINK Area VP Bob Washington

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

Hotel Rate: \$119, plus tax

Registration Fee: \$75

Training: TBA

Michiana Area Training Seminar

June 6-7, 2025

In conjunction with the Michigan State Convention

Conducted by: Michiana Area VP Kevin Trayer

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

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

Registration Fee: \$150

Training: TBA

New England Area Training Seminar

May 29-June 1, 2025

Conducted by: New England Area VP Bill Austin

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

Hotel Rate: \$205.66, including tax

Registration Fee: \$150

Training: TBA



On the Move?

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

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

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

Texas Area Training Seminar

June 6, 2025

In conjunction with the Texas State Convention

Conducted by: Texas Area VP Pamela Davis

Location: Holiday Inn and Suites, 3950 I-10 South, Beaumont, TX 77705; 409-842-5995

Hotel Rate: \$127/std double; \$117/king; plus taxes

Registration Fee: TBA

Training: Conducted by Past President Brian Wagner

Central Gulf Area Training Seminar

June 12, 2025

In conjunction with the Alabama/Louisiana/ Mississippi State Convention

Conducted by: Central Gulf Area VP Dwight Studdard

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

Hotel Rate: \$129

Registration Fee: \$50

Training: TBA

Northeast Region Training Seminar

June 27-28, 2025

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

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

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

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

Training: TBA

2025 SPAC Pins

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



President's Ultimate

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



VP Elite

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



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level

Drive for 5

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



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

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



2025 SPAC Contributors



February Contributors

Secretary's Roundtable (\$500)

Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46

Chairman's Club (\$250)

Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Moss, Donalda	DC	Branch 135
Moreno, Luz	IL	Branch 489
Amergian, Raymond	ME	Branch 96
Busciglio, Michael	NJ	Branch 287
Dallojacono, Anthony	NJ	Branch 568
Jackson, Alice	VA	Branch 526

Supporter (\$100)

Brathwaite, Rafael	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Gibson, Lelton	CA	Branch 88
Jones, Marilyn	CA	Branch 39
Pashinski, Myrna	CO	Branch 65
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
Williams, Carolyn	FL	Branch 146
Moore, Kevin	GA	Branch 595
Lum, Chuck	HI	Branch 214
Lech, Stephen	IL	Branch 493
Pierce, Annette	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Smith, Reba	KY	Branch 1
Moreno, Richard	MA	Branch 498

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



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

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

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Feb. 28, 2025)

National Aggregate:

\$22,029.81

National Per Capita:

\$0.83

Region Aggregate:

1. Eastern	\$7,725.00
2. Western	\$4,613.80
3. Northeast.....	\$3,541.35
4. Southern.....	\$3,294.16
5. Central.....	\$2,855.50

Region per Capita:

1. Eastern	\$1.25
2. Western	\$0.87
3. Northeast.....	\$0.71
4. Central.....	\$0.65
5. Southern.....	\$0.30

Area Aggregate:

1. Capitol-Atlantic	\$4,734.25
2. Pioneer	\$2,462.25
3. Pacific.....	\$2,027.00
4. Mideast	\$1,708.50
5. New England	\$1,389.00
6. Rocky Mountain.....	\$1,316.00
7. Northwest.....	\$1,270.80
8. Texas	\$1,123.50
9. Illini	\$1,007.50
10. New York	\$ 972.35
11. North Central	\$ 861.00
12. Cotton Belt.....	\$ 856.00
13. Southeast	\$ 732.66
14. Michiana.....	\$ 645.00
15. Central Gulf	\$ 608.00
16. MINK	\$ 342.00

Area Per Capita:

1. Pioneer	\$1.79
2. Capitol-Atlantic	\$1.42
3. Northwest.....	\$1.22
4. North Central	\$0.96
5. Rocky Mountain.....	\$0.92
6. Cotton Belt.....	\$0.89
7. New England	\$0.86
8. Illini	\$0.83
9. Central Gulf.....	\$0.81
10. Pacific	\$0.72
11. Mideast	\$0.66
12. Texas	\$0.64
13. Michiana.....	\$0.54
14. New York	\$0.42
15. Southeast	\$0.35
16. MINK	\$0.31

State Aggregate:

1. Ohio.....	\$2,035.00
2. Maryland	\$1,991.00
3. California	\$1,817.00
4. Virginia	\$1,742.50
5. New Jersey.....	\$1,230.00

State Per Capita:

1. Utah.....	\$5.65
2. Maine	\$4.69
3. Idaho	\$4.46
4. South Dakota.....	\$4.32
5. Maryland	\$3.17

Drive for 5

Members by Region:

1. Southern.....	41
2. Eastern	40
3. Western	36
4. Central.....	33
5. Northeast.....	28

Aggregate by Region:

1. Eastern	\$3,794.50
2. Western	\$3,229.30
3. Southern.....	\$2,786.66
4. Northeast.....	\$1,986.35
5. Central.....	\$1,682.00

Burke, Yolanda	MD	Branch 42
Griffin, Troy	MD	Branch 42
Jackson, Edward	MD	Branch 531
Jones, Wilmore	MD	Branch 42
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Hill, Mildred	MS	Branch 199
Stephens, Patricia	NC	Branch 936
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Timothy, Pat	PA	Branch 941
Peters, Leitrim	RI	Branch 105
Bednar, Margaret	SC	Branch 695
Brooks, Lamarcus	TN	Branch 41
Green, Shri	TN	Branch 41
Clark Jr., Bobby	TX	Branch 124
Cousins, Wiley	TX	Branch 9
Peters, Diane	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Barrett, Teresa	UT	Branch 139
Fratto, Jeff	UT	Branch 139
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Legislative Update

Continued from page 21

House Oversight and Reform Chairman Jason Chaffetz (R-UT) and authorized by the Postal Accountability and Enhancement Act of 2006.

In any case, if the past is prelude, the rhetorical pause on postal privatization and assimilation into Commerce likely only is a temporary reprieve. So, please read the transcript of a recent episode of *NAPS Chat* on page 22, during which I discussed potential threats to an independent, government-run Postal Service with American Enterprise Institute Senior Fellow Dr. Kevin Kosar.

It is abundantly clear that, regarding what “blueprint” is being considered, only through aggressive engagement with our elected members of Congress—representatives and senators—can the blueprint change.

naps.rl@naps.org

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the

month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

By internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, then:

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

By telephone:

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





Information for TSP Participants Leaving Federal Employment

Fact Sheet

February 2025

Introduction

This fact sheet is for federal civilian employees who are leaving federal employment and who have a Thrift Savings Plan (TSP) account.

Note that an employee on administrative leave is employed and in pay status until the date of separation.

You can stay with the TSP even if you leave your federal job. You don't have to take any money from your TSP savings until you reach the age when you have to start taking IRS required minimum distributions. You can continue to allow your investments to grow in the TSP and take advantage of the TSP's low expenses, and you'll always have secure access to manage your investments online in My Account.

Contributions to your TSP account

Employee contributions

As long as you're in pay status in a TSP-eligible position, you can start, change, or stop your TSP contributions. In most cases, you'll use your agency or service electronic payroll system to make any changes. Once you leave the federal government, you'll no longer be able to make employee contributions.

For more information about making TSP contributions, visit:

- tsp.gov/making-contributions

Agency contributions

As long as you're covered by the Federal Employees Retirement System (FERS) and in pay status, you receive Agency Automatic (1%) Contributions. You also receive Agency Matching Contributions on your own TSP contributions. Agency contributions stop when you are no longer in pay status.

For more information about agency contributions, visit:

- tsp.gov/making-contributions/contribution-types

Moving money into your TSP account

You can't make direct contributions after your date of separation. You can still move money into your TSP account from other eligible retirement plans.

For information about rollover contributions to the TSP, visit:

- tsp.gov/tsp-basics/move-money-into-tsp

Loans

New TSP loans are available only to participants who are employed, who are in pay status, and who have contributed their own money to the TSP. You repay the loan with interest in regular payments—through payroll deduction if you're still employed and in pay status in federal service, or by direct debit, check, or money order after you separate from federal employment.

If you have any TSP loans when you separate from federal employment, you must decide if you want to pay them off, keep them open and set up monthly payments, or allow them to be foreclosed and accept the outstanding balance and accrued interest as taxable income.

Failing to make loan payments in accordance with your *Loan Promissory Note* can have serious financial consequences, especially if you're still working or subject to an early withdrawal penalty tax. **You are responsible for ensuring that the loan payments are correct and submitted on time regardless of whether your agency or service missed your loan payment.**

For more information about TSP loans, visit:

- tsp.gov/tsp-loans

Withdrawals and distributions from your TSP account

For details about withdrawals and distributions from your TSP account, visit tsp.gov/forms and download these booklets:

- *Distributions*
- *In-Service Withdrawals*
- *Tax Rules about TSP Payments*

You can also find information about withdrawals and distributions on our website:

- tsp.gov/taking-money-from-your-account

If you are not age 55 or older in the year you separate, the IRS early withdrawal penalty will apply to most TSP withdrawals and all loan distributions received before age 59½. Because tax rules are complex, you may want to speak with a tax advisor before taking money from your TSP account.

In-service withdrawals

In-service withdrawals are withdrawals you may make from your TSP account while you're still employed by the federal government. There are two types of TSP in-service withdrawals: financial hardship and age-59½.

Financial hardship withdrawal

To qualify for a financial hardship withdrawal, you must have a financial need that meets certain requirements, and you must certify, under penalty of perjury, that you have a genuine financial hardship.

Age-59½ in-service withdrawal

Age-59½ in-service withdrawals are withdrawals that you can make from your TSP account when you're age 59½ or older and still employed by the federal government. You

can only withdraw funds in which you are vested based on your years of service, and the amount must be at least \$1,000 (or your entire vested balance if less than \$1,000).

Withdrawals after separation (post-employment distributions)

After you separate from service, you have four options for taking money from your TSP account:

- Partial distribution of a specified amount
- Total distribution
- Annuity purchase
- Installments (automatic withdrawals)

You can request a distribution using one of these methods or any combination of them that you choose.

For in-depth information about these and other TSP topics, browse our free TSP webinars:

- tsp.gov/online-learning



Biometrics for the TSP Mobile App

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

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

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

It's State Convention Season!

Brian J. Wagner

Past NAPS President

April traditionally is the start of NAPS' state convention season. What better time to start sharpening your tools—not the gardening kind, but a pencil? What better time to put your cap on—not work cap, but thinking cap? What better time to start digging—not into the soil, but into your state constitution and bylaws to review for any necessary changes?

And what better time to plant seeds in the form of state convention resolutions to change the way your branch conducts official NAPS busi-

ness? What better time to attend and participate in your respective state convention to not only make your branch stronger, but NAPS, as well, at the local and national levels. Here's the scoop.



If your local branch is a member of your state branch, it is important and incumbent on every local branch member to become familiar with their state constitution and bylaws. Understand how the state conducts business and spends state per-capita dues on behalf of its members.

At state conventions, local branches and their credentialed delegates can effect change by updating

its state constitution and bylaws. Delegates also can give state officers instructions as to how members want the state to conduct business in accordance with its constitution and bylaws.

Members also can effect change by submitting convention resolutions. Those resolutions may be constitution-and-bylaws-based or a general resolution that instructs the state how it should conduct business on behalf of the membership.

However, just submitting a convention resolution will not effect change, unless the resolution is passed during state convention business.

When writing a state convention resolution, consider the helpful hints below. These are from a previous *Postal Supervisor* article, "Resolution Writing 101," that our NAPS editor, Karen Young, puts in our magazine every national convention year.

- Resolutions always should request a certain action, never demand or threaten it.

- A "resolved" (or "resolves") should be a complete, stand-alone statement that clearly and completely states the issue.

- Avoid using complex "resolves" that request unrelated actions. Stick to the issue at hand; don't add a resolve that is not relevant to the resolution. It is like Congress adding something to a bill that has nothing to do with the intent of the bill, but to get another issue passed as a "tag-along."

- Resolutions should request actions over which the named persons, groups or organizations have control.

- Don't use fancy words when

We All Can Help **Build Membership**



January High-Five Club members

- Ken Bunch, Branch 23, MI
- Owen Dart, Branch 276, OR
- Marilyn Jones, Branch 39, CA
- Derek Lothridge, Branch 96, ME
- Raymond Maytin, Branch 146, FL
- Theresa Smith, Branch 130, MI
- Brian Wagner,‡ Branch 255, IL
- Terry Walker, Branch 8, IN

‡Denotes sponsor who signed 25+ new members in the past 90 days.

simple ones will do (say “use” instead of “utilize,” for example). And don’t use long, complex or run-on sentences. The beauty of “whereases” is they encourage a listing of simple reasons why an action should be taken. Break those long sentences into several shorter “whereases.”

- Spell out the first reference, like DCO, which is “dues check off,” that might not readily be known to the reader. If the reader doesn’t instantly know what you’re talking about, you could lose support for your resolu-

tion. It’s perfectly okay to refer to an acronym, such as DCO, in second and subsequent references.

After resolutions are submitted, there will be floor discussions, which may be heated at times. Don’t make the discussion personal or take it personally. It’s business—NAPS business—with the intent of making our organization stronger and better by getting everyone involved in discussing and sharing ideas.

Enjoy your time and experience if you are attending a NAPS state con-

vention this year, especially if it will be your first time attending. As a first-timer, take it all in and enjoy the ride, even if it gets a little bumpy. At the end of the convention ride, you will be a much-better informed and experienced NAPS member waiting for the next state convention season to hurry up and come.

My resolution is to hurry up and give my ice-cream-flavor-of-the-month-recommendation: cherry cheesecake.

brian4naps@aol.com

EAS Due Process

John Aceves

Former NAPS Secretary/Treasurer

The U.S. Postal Service operates under a system of rules and regulations designed to “hopefully” ensure fairness and proper conduct. One critical aspect of these regulations for Executive and Administrative Schedule (EAS) employees is covered under the *Employee and Labor Relations Manual (ELM)*. Specifically, in Section 650—“Nonbargaining Disciplinary, Grievance, and Appeal Procedures.” The current *ELM* version is #55.

Due process is a fundamental principle enshrined in the U.S. Constitution in amendments 5 and 14. They ensure fair legal proceedings with proper notice and the opportunity for individuals to be heard. This constitutional protection underscores the importance of due process in maintaining justice and fairness in all aspects of governance, including employment practices in the Postal Service.

Due process is essential for maintaining trust and integrity. It ensures employees are not subject to arbitrary

or unjust treatment and any decisions affecting their employment are made based on clear, consistent and fair criteria. This principle protects employees’ rights and promotes a positive and productive work environment. Unfortunately, there always are some senior managers who don’t believe this.



Section 650 outlines the specific procedures and protections afforded EAS employees. These provisions are designed to ensure employees are informed of the reasons for any adverse effects that may lead to adverse actions and that they can respond and defend themselves.

Understanding your rights under Section 650 is crucial for ensuring your due process. It will help you understand the specific procedures and protections available to you.

Contact your local NAPS representative if you believe your due process rights are being violated. They can provide guidance, support and representation throughout the process.

If you receive notice of a proposed action, always appeal with the

appropriate *ELM 650* process. It’s critical that you respond within the specified appeal time period and provide a thorough and well-documented response. Present any evidence or arguments that support your case. Your NAPS representative can assist you in navigating the appeals process.

Due process is a vital component of fair and equitable treatment in the USPS. By knowing the provisions of Section 650 and taking appropriate actions, you can help ensure fair and respectful treatment.

Remember, due process is not just a policy, it is a constitutional right that protects all employees, fostering a just and transparent work environment. If you feel your rights are being infringed, do not hesitate to seek representation.

Take action to uphold the principles of due process. Stay informed and know your EAS due process rights.

Another important issue to understand is the use of your personal vehicle. Be sure to read Management Instruction *FM-640-2015-3*, “EAS Privately Owned Vehicle (POV) Program.” The document contains im-

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Support the
**Postal
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Relief
Fund**

PERF



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

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

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

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



DONATIONS CAN BE MADE:

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

All donations are tax-deductible.

For more information, go to www.postalrelief.com; 202-408-1869; perf10268@aol.com.

Notes

from the National Auxiliary

Better Together

Shearly Shawn

Capitol-Atlantic Area Vice President

Since I was appointed National Auxiliary Capitol-Atlantic Area vice president, I've had the pleasure of working with NAPS and Auxiliary members around the country. I have attended two Legislative Training Seminars and the 2024 National Convention in Connecticut.

Additionally, I worked with Eastern Region Area Vice President Hazel Green at the Eastern Region Cabinet meeting and Capitol-Atlantic Area states' convention. I attended the Pennsylvania State Convention as a guest the past two years and joined with the Auxiliary to help with registration and raffles. It is a joy to be with a group of people who come together for a common cause.

For area and regional events, the Auxiliary usually takes care of registration, providing delegates with badges, bags and convention booklets. We then move into the work of raising money for SPAC. The Auxiliary works hard selling raffle tickets,



gift cards and other items to raise money for SPAC.

That money helps push NAPS' legislative priorities, such as passage of the Social Security Fairness Act that repealed the WEP and GPO. This bill had been a decades-long priority of NAPS. As a member of the Auxiliary, I am proud to have played a small part in its passage.

In 2024 SPAC contributions, the Capitol-Atlantic Area finished number one in total money collected: \$38,565.40. We finished number two in the per-capita by area: \$12.98. Maryland finished number three in state totals: \$14,319.00.

Part of the success of NAPS depends on the work of the Auxiliary. It is critical this year to raise money for SPAC and help NAPS members advocate for postal, supervisor and retiree issues with our congressional representatives. In order to do better, we have to work together as a team. Remember, there is no "I" in team.

Divided we fall, as one we are strong. We are better together!
sshawn58@gmail.com

ation is to avoid using your POV for any postal task requiring you to drive.

Instead, request an administrative vehicle through your local channels for the task the USPS has assigned you.

Hasta luego.

napstheace@msn.com

EAS Due Process

Continued from page 37

important guidelines of which you should be aware before using your POV for postal business.

Keep in mind if you are using your personal vehicle and are involved in a vehicle accident, the responsibility will fall on you and your insurance. My personal recommen-

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Region vacant: Northeast

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