

APRIL 2026

# The Postal. Supervisor

Delivering for Our Members Who Deliver for America

Postal Governance  
Matters to the EAS  
Employees Who Manage  
America's Mail

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The Optimism  
of Hope in the  
Pessimism of Reality

# The Postal Supervisor

Delivering for Our Members Who Deliver for America

April 2026, Volume 117, Number 4

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

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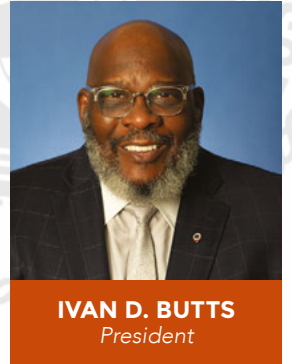
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# The Optimism of Hope in the Pessimism of Reality



Hello, my NAPS brothers and sisters. In an era where headlines often highlight dysfunction before solutions, reading about USPS mail delays can feel like an exercise in frustration. Reports cite operational slowdowns, strained logistics networks and, more recently, leadership staffing shortages. But, in this column, I would like to “read between the lines.”



The narrative presented to the media frequently points to gaps in management capacity as a primary cause of delays. Yet, in a twist that fuels public skepticism, leadership positions continue to be reduced. This tension between explanation and action reflects a broader theme: the uneasy coexistence of hope and pessimism in institutional reality.

At first glance, the situation appears contradictory. If leadership staffing shortages are contributing to delays, why would

the organization continue trimming leadership roles? For customers waiting on medications, paychecks, legal documents or simply a long-anticipated package, the explanation can feel hollow. The optics reinforce a pessimistic view: systemic problems acknowledged publicly, but addressed in ways that seem counterintuitive.

However, within this apparent contradiction lies a more nuanced story — one that invites cautious optimism. Large institutions such as the USPS operate within immense structural and financial constraints.

The Postal Service must balance its universal service obligation with declining First-Class Mail volumes, rising package competition and congressional oversight. Leadership restructuring often is framed internally as modernization or cost containment rather than mere re-

duction. In theory, streamlining layers of management can create clearer lines of accountability, faster decision-making and long-term operational resilience.

The public, however, experiences only the immediate effects: slower mail and mixed messaging. This is where pessimism takes root.

When messaging about leadership shortages coincides with announcements of leadership cuts, trust erodes. Transparency becomes critical. Without clear articulation of how restructuring today will improve service tomorrow, hope struggles to take hold.

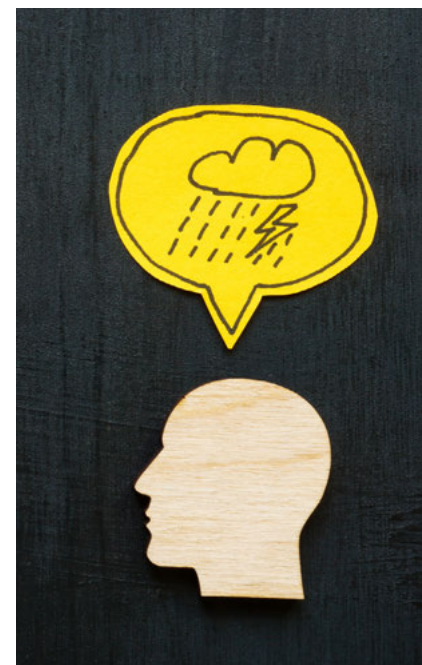
Yet, hope persists not as blind optimism, but as pragmatic belief in reform. History shows that large public institutions evolve slowly and imperfectly, but they do evolve. Technological upgrades, network realignments and workforce rebalancing periodically have strengthened postal operations. Periods of strain often have preceded meaningful modernization.

The optimism of hope in this context is not naïve confidence that delays will vanish overnight. Rather, it is the belief that public scrutiny, media reporting and customer feedback create pressure that drives accountability. When leadership decisions are examined openly, they more likely are to be refined.

When communities voice concerns, policymakers respond — sometimes gradually, but often substantively.

Hope also lies in the workforce itself. Postal employees consistently rank among the most-trusted federal workers. Carriers, clerks and processing staff continue to deliver under challenging conditions.

*continued...*



Leadership restructuring may shift titles and organizational charts, but the mission to bind the nation together through reliable mail service remains intact.

The pessimism of reality reminds us that systems under strain rarely change without friction. Budgets tighten, staffing models shift and public patience wears thin. But optimism emerges from the understanding that institutions are not static. Rather, they are shaped by public expectation and civic engagement.

In reading about USPS mail delays, it is easy to focus solely on contradiction. It is harder, but more constructive, to recognize that reform often looks messy before it looks effective. The coexistence of acknowledged staffing challenges and continued restructuring reflects

a tension between short-term service performance and long-term sustainability.

Ultimately, hope is not the denial of present difficulties. It is the conviction that transparency, accountability and public dialogue can transform them. The pessimism of reality may dominate today's headlines, but the optimism of hope rests in the belief that institutions — even vast and complex ones like the USPS — can adapt, recalibrate and improve.

And, perhaps, that belief — however measured — is what keeps the mail moving forward.

In solidarity ...

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## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

# Vince Palladino Memorial Student Scholarships

## Deadline: June 30, 2026

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

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

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

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

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

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

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



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

# USPS Board of Governors Nominations: They Matter



**T**he latest nominations to the U.S. Postal Service Board of Governors by President Trump deserve close attention from every NAPS member — not as a Washington sideshow, but as a core governance issue that directly affects postal operations, leadership stability and the long-term direction of the Postal Service.

On March 2, the White House sent three new nominations to the Senate for USPS governor seats: Jeffrey Brodsky (Florida), for a term expiring Dec. 8, 2029; William Gallo (Florida), for a term expiring Dec. 8, 2030; and Robert Steffens (Texas), for a term expiring Dec. 8, 2032. The nominations are listed by the Senate under the Committee on Homeland Security and Governmental Affairs, which oversees USPS governor nominations. This committee is chaired by Sen. Rand Paul (R-KY).

These nominations follow an earlier Jan. 13, 2026, nomination by President Trump of Anthony Lomangino (Florida) to serve as a USPS governor for a term expiring Dec. 8, 2031.

Why does this matter to NAPS members? The USPS Board of Governors is not ceremonial. It functions much like a corporate board of directors for the Postal Service. The board includes up to nine governors, plus the postmaster general and deputy postmaster general, for a total of 11 members. Governors are presidential appointees confirmed by the Senate.

Just as importantly, the governors play a direct role in top leadership selection. The nine governors select the PMG, then, together, the governors and PMG select the deputy PMG. In May 2025, the USPS Board of Governors announced it had selected David Steiner to become the 76th PMG and CEO, following the resignation of Louis DeJoy.

For EAS employees, board governance is not abstract. Board decisions influence:

- Leadership continuity and priorities
- Major operational strategy
- Service standards and transformation initiatives
- Capital and network decisions

- Overall management climate in which supervisors, managers and postmasters are expected to deliver results

Thus, whoever sits on the Board of Governors shapes the environment in which every EAS employee works. This moment is especially significant as this round of nominations comes during a period of visible transition and scrutiny of USPS leadership not only by postal stakeholders — mailers, mailing industry executives and postal organizations — but especially by Congress.

The USPS continues to operate in a period of major change. Declining mail and package volumes, service expectations, staffing challenges, transportation costs and public scrutiny all continue to affect how the organization performs. At the same time, EAS employees are being asked to do more with less, as well as be precise, accountable and consistent — often under difficult conditions.

Whether NAPS members agree or disagree with any particular policy direction, one thing is clear: The Board of Governors will actively exercise its authority at a pivotal time for the Postal Service. These nominations suggest the administration and Senate are shaping the next phase of postal governance now — not years from now! That is exactly why postal supervisors should be paying attention.

NAPS always has been strongly focused on what actually affects supervisory success: staffing, safety, accountability, training, realistic expectations, operational execution and preserving a strong public Postal Service. Board nominations should be viewed through that same practical lens.

EAS employees manage service, operations, personnel, safety and performance under real-world conditions. When governance decisions are made without a clear understanding of how the Postal Service actually works, supervisors and employees are the first to feel the impact. The key questions for EAS employees are not partisan, but operational:

*continued...*

- Will the board support stable, competent leadership?
- Will governance decisions strengthen service performance and public trust?
- Will the board understand the realities faced by EAS employees in plants, stations and delivery units?
- Will long-term strategy be matched with front-line resources, clear priorities and realistic implementation?

That is the standard NAPS will apply to this Board of Governors, now and in the future.

These nominations now move to the Senate confirmation process, with hearings under the Senate's Homeland Security and Governmental Affairs Committee. Once the committee approves the nominations, the entire Senate then has an opportunity to debate. Confirmation timing by the Senate can vary; nominations can move quickly or stall, depending on Senate scheduling, priorities and, often, political considerations.

NAPS members must stay informed. While supervisors do not directly control the nomination or confirmation process, NAPS Headquarters will be engaging with senators of both parties to express our concerns and priorities and exert our influence to ensure this next wave of governors understands who NAPS is and what we do.

The bottom line is this: USPS Board of Governors positions are more than personnel announcements. They are part of the decision-making architecture that will influence USPS leadership, strategy and workplace conditions across the country. EAS employees need leadership and oversight that strengthen service, improve execution and support those who manage America's mail and delivery network every day.

As these nominations advance, NAPS will urge the Senate to carefully evaluate each nominee based on fitness for oversight, commitment to public service and understanding of the agency's operational complexity. The future of the Postal Service will be largely shaped by who is confirmed to govern it. NAPS members know what is at stake; Congress should, as well.

NAPS members understand better than anyone that the Postal Service succeeds or fails on the work of the EAS employees who support all facets of the organization. It is a responsibility we never have taken lightly.

NAPS will never fail in its duty to represent our members — from L'Enfant Plaza to the halls of Congress.

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

# NAPS Training Academy

Grow • Lead • Develop



The NAPS Training Academy is launching micro-training sessions designed to strengthen leadership, professional development and organizational excellence across NAPS. Members are invited to submit training topic ideas to help shape future programs.

## Suggested Topic Areas

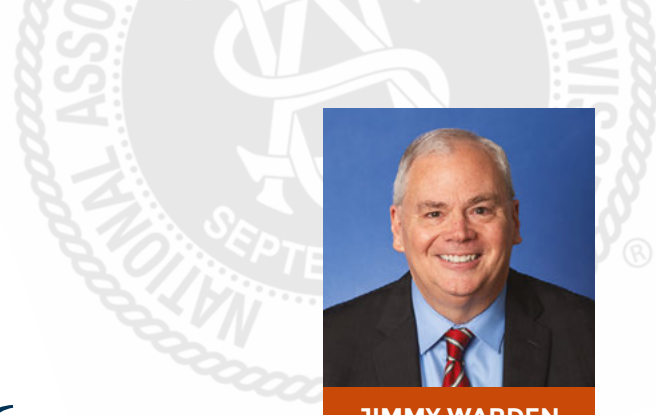
- USPS Professional Development
- NAPS Leadership, Governance & Advocacy
- Skills that support members in their roles



Scan to Submit a Training Topic

## Training Details

- Micro-training sessions are approximately 60 minutes
- Topics reviewed through the NAPS Training Academy development process
- Submission does not guarantee selection
- Content aligned with NAPS' strategic goals



**JIMMY WARDEN**  
Secretary / Treasurer

# IRS Implements New Rules for 2026

**E**very year, the IRS reevaluates standard mileage rates, meals and incidental expenses (per diem). H.R. 1 had a provision that changed a certain IRS rule. Following are the 2026 changes.

The first change that took effect — Oct. 1, 2025, through Sept. 31, 2026 — pertains to meals and incidental expenses. In March, I received multiple calls from branches asking me the per-diem rate for this year’s Legislative Training Seminar. The per-diem for meals and incidental expenses for the Washington, DC, area has not changed compared to the 2025 rate:

<b>M&amp;IE total:</b>	<b>\$92</b>
<b>Breakfast:</b>	<b>\$23</b>
<b>Lunch:</b>	<b>\$26</b>
<b>Dinner:</b>	<b>\$38</b>
<b>Incidental expenses:</b>	<b>\$5</b>
<b>First and last day of travel:</b>	<b>\$69</b>

The meals and incidental expenses (per-diem) rate differ from area to area around the country. If you travel somewhere other than the Washington, DC, area, I suggest you verify the rate by Googling “GSA per diem 2026.” Enter the state and area to find the rates.

I also have been asked, “If a meal is provided, is the per-diem rate reduced?” The answer is, “Yes.”

If you attend an event in the Washington, DC, area, your rate is \$92. If breakfast and lunch are served at the event, you then subtract the breakfast and lunch rate from the total rate. Therefore, your per diem would be \$43 for that specific day. The first and last days are your travel days and are calculated at 75% of the total.

The second change — the business standard mileage rate — took effect on Jan. 1, 2026. In 2025, the rate was 70 cents per mile. Effective Jan. 1 through Dec. 31, 2026, the rate has increased to 72.5 cents per mile. This

business standard mileage rate is the same across the country. It does not differ from area to area as does the per-diem rate.

The third major change occurred at the signing of H.R. 1 on July 4, 2025. Beginning in 2026, both *1099-NEC* and *1099-MISC* forms had their reporting thresholds raised to **\$2,000**. This change will pertain to funds received starting Jan. 1, 2026.

For all funds received in 2025, the old rule stands — \$600 or more. H.R. 1 was intended to modernize tax rules and reduce administrative burdens for small businesses. Raising the threshold from \$600 to \$2,000 reflects the IRS’ goal of eliminating low-dollar reporting that required significant time and adjustments.

Don’t be confused about this change; you still are required to report any amount of income received to the IRS. This change means the employer (NAPS Headquarters) no longer will be required to report any funds \$1,999 or less or provide *1099-NECs* or *1099-MISCs* to NAPS members.

But be advised, you still are required to report any funds received. If you are unsure about this, Google “IRS Form 1099 Requirements.”

In 2027, any members receiving sponsorship checks and High-Five Club checks for signing new members in 2026 — unless the total amount is \$2,000 or more — will not receive a *1099* from NAPS Headquarters.

Remember: Increasing membership demonstrates leadership.

Stay safe!

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



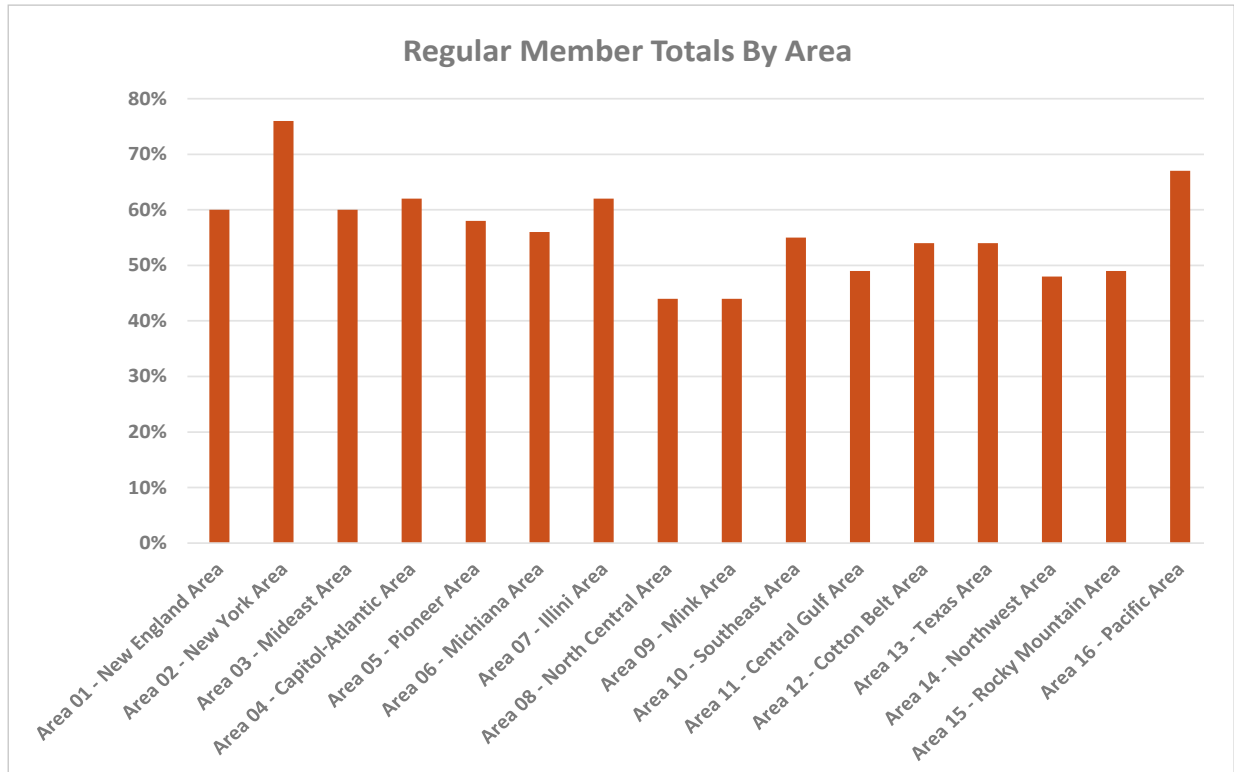
*The Postal Supervisor*

## **2026 PRODUCTION SCHEDULE**

<u>Issue</u>	<u>Deadline*</u>	<u>Mail Date</u>
June	5/4	5/29
July	6/8	7/7
August	7/6	8/6
Sept/Oct	8/28	9/29

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

# JANUARY 2026 MEMBERSHIP REPORT



Regular Member Totals By Area	
Area 01 - New England Area	60%
Area 02 - New York Area	76%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	62%
Area 05 - Pioneer Area	58%
Area 06 - Michiana Area	56%
Area 07 - Illini Area	62%
Area 08 - North Central Area	44%
Area 09 - Mink Area	44%
Area 10 - Southeast Area	55%
Area 11 - Central Gulf Area	49%
Area 12 - Cotton Belt Area	54%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	48%
Area 15 - Rocky Mountain Area	49%
Area 16 - Pacific Area	67%
<b>Total Regular Member %</b>	<b>58%</b>
<b>Total Regular Members</b>	<b>27,527</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>19,901</b>
<b>Total NonMember %</b>	<b>42%</b>



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

THE NATIONAL  
ASSOCIATION OF  
POSTAL SUPERVISORS

# FINANCIAL REPORT

Article XIV of the NAPS Constitution requires the secretary/treasurer to “furnish financial reports quarterly and publish same in *The Postal Supervisor*.”

## Statement of Financial Position (Balance Sheet) — Feb. 28, 2026

### Assets:

Cash and Investments	\$ 8,379,652.3
Dues Withholding Receivable	639,339.25
Prepaid Expenses and Other Assets	384,011.06
Total Current Assets	9,403,002.62
Building and Equipment, Net of Accumulated Depreciation	1,950,220.29
Total Assets	<u>\$11,353,222.91</u>

### Liabilities and Fund Balances:

Accounts Payable	\$ 78,544.98
Accrued Expenses	369,544.45
Dues to be Remitted to Branches	506,535.64
Total Liabilities	954,625.07
Unrestricted and Designated Net Assets	10,398,597.84
Total Liabilities and Net Assets	<u>\$11,353,222.91</u>

### Statement of Revenues and Expenses

For the Period Dec. 1, 2025 Through Feb. 28, 2026

#### Revenues:

Dues and Assessments	\$ 2,608,694.40
Less: Dues Remitted to Branches	1,294,861.74
Net Dues and Assessment Revenue	1,313,832.66
<i>The Postal Supervisor</i> Advertising	4,250.00
Royalties	1,753.92
Other Revenues	2,092.29
Total Revenues	1,321,928.87

#### Expenses:

National Headquarters	518,963.21
Executive Board	159,281.04
Training and Education	5,125.00
Legislative Expenses	11,234.37
Legal/Fact Finding/Pay Consultation	20,787.80
Disciplinary Defense	152,906.65
Membership	12,121.00
<i>The Postal Supervisor</i>	152,961.92
Total Expenses	1,033,380.99
Net Revenues in Excess of Expenses From Operations	288,547.88
NAPS Property, Inc. (Net Loss)	
Before Depreciation & Amortization	\$ (123,925.48)
Less Depreciation & Amortization	(30,540.00)
NAPS Property, Inc. (Net Loss)	(154,465.48)
Investments Net Income	301,836.82
Total Revenues in Excess of Expenses	<u>\$ 435,919.22</u>

*Substantially all disclosures required by GAAP are omitted.*

*The financial statements do not include statements of functional expenses nor cash flows. The financial statements do not include the financial position and operations of the SPAC. No assurance is provided on these financial statements.*

# NAPS Executive Board Directory

## RESIDENT OFFICERS

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



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



**James "Jimmy" Warden**  
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naps.jw@naps.org

## REGIONAL VICE PRESIDENTS

### Northeast Region

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



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neravpdee@aol.com

### Eastern Region

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### Central Region

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### Southern Region

Areas 10, 11, 12 and 13



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### Western Region

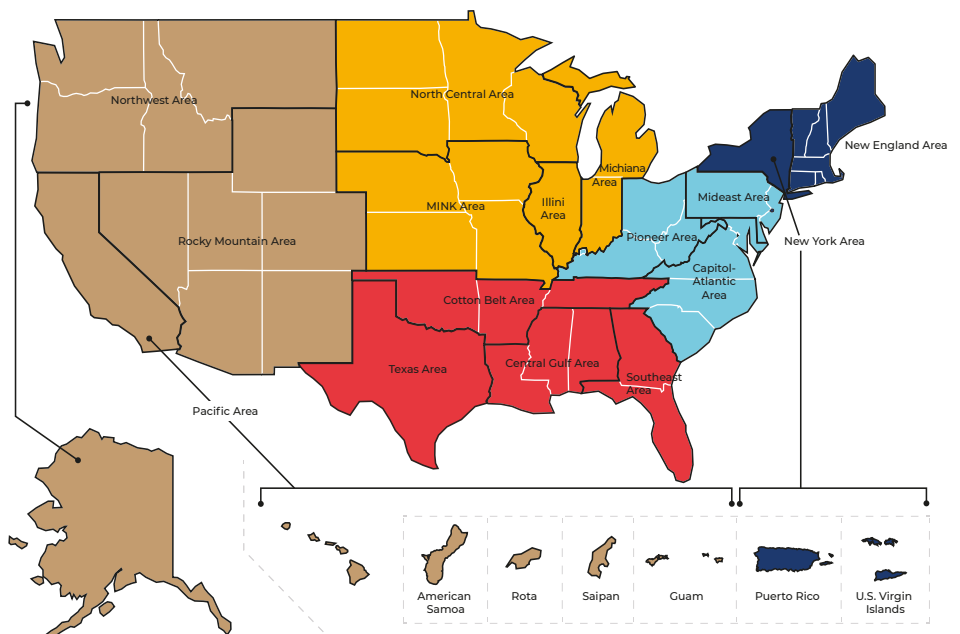
Areas 14, 15 and 16



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## REGIONAL MAP

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



## AREA VICE PRESIDENTS

### 1 – New England Area

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### 3 – Mideast Area

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### 5 – Pioneer Area

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



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### 12 – Cotton Belt Area

AR/OK/TN



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### 13 – Texas Area

TX



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### 14 – Northwest Area

AK/ID/MT/OR/WA



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### 15 – Rocky Mountain Area

AZ/CO/NV/NM/UT/WY



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### 16 – Pacific Area

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



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



# Congress Must Fulfill Its Responsibility to Ensure the USPS Meets Its Universal Service Obligation

*Following is NAPS President Ivan D. Butts' March 5 statement at the roundtable before the Congressional Postal Service Caucus:*

**T**hank you for the opportunity to share my thoughts with this congressional panel. I speak on behalf of the approximately 47,000 postal supervisors, managers and postmasters represented by the National Association of Postal Supervisors.

NAPS will promote several supervisory- and managerial-specific bills during our upcoming legislative conference in less than two weeks. These include H.R. 7600, which would provide fairness and timeliness to pay consultations for supervisory and managerial postal employees, and H.R. 1559, which would establish due-process rights for the non-supervisory Executive and Administrative Schedule (EAS) postal employees we represent.

Both measures have been on NAPS' legislative agenda for years. The bills are sponsored by Rep. James Walkinshaw and supported by members of this caucus.

Today, I would like to focus on the future viability and reliability of the Postal Service and how this caucus can play a constructive role. NAPS strongly supports efforts to fairly recalculate the agency's Civil Service Retirement System obligation to reflect that pre-1971 postal employees should be a federal responsibility — not a

Postal Service liability.

In addition, NAPS supports legislation that would allow Postal Service Trust Fund investments beyond low-yield Treasury securities. Together, these changes would save the Postal Service billions of dollars.

This caucus has appropriately focused on the shortcomings of the "Delivering for America" (DFA) initiative and its impact on service to your constituents. As you know, delivery speed and on-time performance continue to lag behind pre-DFA levels.

Annual Gallup and Pew surveys conducted before and after the DFA's implementation reflect growing public dissatisfaction with the Postal Service. Yet, despite this decline in public confidence, the agency remains one of the most highly regarded federal agencies.

In September 2022, I testified before the House Subcommittee with jurisdiction over the Postal Service. At that time, I raised concerns about the DFA that since have proven prophetic and credible. NAPS warned of the harmful impact DFA could have on mail service — particularly in rural communities — as well as the hidden costs associated with the plan.



*NAPS President Ivan D. Butts (right) and fellow postal stakeholders APWU President Jonathan Smith (left) and NALC President Brian Renfroe shared their views with Congressional Postal Service Caucus Co-Chair Nikki Budzinski at the March 5 roundtable.*

We also expressed concern about a lack of transparency and resistance to constructive criticism. Over time, the Postal Inspector General, the Government Accountability Office and the Postal Regulatory Commission have validated many of these concerns. It appears the USPS itself may have reached the same conclusion as DFA critics.

Yesterday, Postmaster General David Steiner disclosed that the agency has retained the management consulting firm Alvarez and Marsal to advise it on postal restructuring. The PMG was reported to have said all options are on the table, including potential service and staffing cuts.

I would point out that a similar exercise was undertaken over 16 years ago when the USPS retained three consulting firms — McKinsey & Company, the Boston Consulting Group and Accenture. In part, the implemented recommendations slowed mail and did not achieve projected savings.

Another negative byproduct of the DFA is the December regulatory change regarding when a postmark is applied to mail. Among its potential consequences is the risk of delayed absentee ballot acceptance by election authorities. NAPS believes that prompt enactment of H.R. 7265, the Vote by Mail Tracking Act, introduced by caucus member Kweisi Mfume, would help maintain public confidence in the Postal Service's historic role in

handling election mail.

Another issue of concern to NAPS is strengthening mail security and protecting postal employees and assets — on and off postal property. For this reason, we applaud caucus member Andrew Garbarino for his legislation, H.R. 2095, the Postal Police Reform Act. The measure restores postal police authority, both on and off postal real estate — an authority revoked by the USPS six years ago.

Looking ahead, Congress must fulfill its constitutional responsibility to ensure the Postal Service provides the American public with speedy, reliable and affordable mail service — as well as provide the resources necessary to do so. If Congress is unwilling to act directly, it should empower the Postal Regulatory Commission with enhanced regulatory authority to achieve this goal.

Congress also may need to revisit the level of the existing Postal Service public service appropriation and require either the Postal Service or the PRC to request appropriations sufficient to meet universal service obligations.

As this caucus and the relevant committees of jurisdiction move forward, NAPS stands ready to assist members of Congress in this effort.

## NAPS to the USPS: Your MOU With UPMA Is Misleading and Deceptive

On March 6, NAPS President Ivan D. Butts addressed the recent memorandum of understanding between the Postal Service and UPMA over the scope of UPMA representation. In a letter to USPS Labor Relations Vice President Michael Elston, Butts wrote:

“The USPS purports to ‘voluntarily’ recognize UPMA as ‘the representative of non-supervisory, non-managerial employees’ in the Postal Service. The suggestion that a distinct group of ‘non-managerial’ employees exists within the EAS is specious and contrary to the legislative history of 39 U.S.C. § 1004(b), its judicial interpretation, USPS history and common sense.”

Butts reminded the Postal Service that NAPS has consistently and vigorously represented all EAS personnel. “Over the past decade, NAPS has consulted with the USPS numerous times in connection with the pay of thousands of employees in non-supervisory positions throughout the EAS ranks,” he wrote.

“The USPS has never questioned NAPS’ eligibility to represent these non-supervisory employees in the managerial ranks, nor has it ever characterized their positions as ‘non-managerial.’ Indeed, it appears the reason the Postal Service would prefer to deal with UPMA is that UPMA has been far less vigorous in advocating for its own members.”

Butts concluded his letter to Elston by reaffirming NAPS’ mission: “Regardless of any agreement the USPS may elect to reach with UPMA concerning the scope of that organization’s representation,” he stressed, “NAPS will continue to proudly represent all supervisory and other managerial personnel of the United States Postal Service, consistent with the mission of our association and the dictates of the law.”

### USPS Announces Vacant Offices Will Be Evaluated

NAPS was informed on Feb. 18 by USPS Acting Director of Labor Relations Policies and Programs Timothy Brust that the agency is evaluating vacant Postmaster EAS-18, Postmaster 18 (B) and EAS-43 offices that fall within the range of remotely managed post office (RMPO) and part-time post office (PTPO) levels.

# NAPS of NOTE

## Area highlights from around the country

The Postal Service intends to withhold posting vacant positions in those places where, in the judgment of the USPS, it is operationally feasible to do so. This includes the following occupational codes:

OCC Code	Title	Level
2301-0018	Postmaster	EAS-18
2301-6118	Postmaster	EAS-18
2301-0118	Postmaster 18 (B)	EAS-43
2301-6218	Postmaster 18 (B)	EAS-43

In response, NAPS Headquarters asked for a briefing under the consultative process on the number of offices involved, what criteria will be used to evaluate the potential viability of those vacant offices and what will define if the office is “operationally feasible” to post the position, among other concerns.

NAPS Headquarters will monitor this process and engage with USPS leadership as it unfolds.

### New Version of ELM 650 Form Available

The Postal Service has updated the *Request for ELM 650 Mediation* form that provides a centralized email address for all appeals. Item #3 now reads:

3) I understand that **this form (or written request) and a copy of the discipline must be sent within ten (10) calendar days** from my receipt of an applicable disciplinary action to the **ELM 650 Mediation Facilitator, ELM650\_Mediation\_Request@usps.gov. The discipline must show the date I received it.** Additionally, I will notify the management official who issued the action and the appropriate District or Area Labor Relations office of my intention to participate in ELM 650 mediation.

NAPS is saddened to report the death of National Auxiliary President Laurie Butts’ sister, Shirleyline Gibson, on Feb. 16.

CAPITOL-ATLANTIC AREA



Charlotte, NC, Branch 183 President Michael Belger was the keynote speaker at the retirement breakfast for MDO Melissa Ross.



Charlotte, NC, Branch 183 President Michael Belger spoke at the luncheon honoring Doris Reed, HR North Carolina Field Manager, on her retirement.



**CENTRAL GULF AREA**



Birmingham, AL, Branch 45 members and Postal Service employees celebrated the homegoing service for former Branch 45 Vice President Leon Nash.



Retired Jackson, MS, HR Manager Faye Jackson and Central Gulf Area Vice President Dwight Studdard



Branch 45 Vice President Emanuel Long and his wife Valerie



Jackson, MS, Branch 199 held its yearly banquet in early March.



From left: Branch 199 President Mildred Hill, Central Gulf Area Vice President Dwight Studdard and Louisiana-Mississippi Bi-State President Linda Turner

## ILLINI AREA



Good friends Rep. Mike Bost (R-IL) and Heart of Illinois Branch 255 Legislative Representative Dan Rendleman (right) met for coffee in Bost's home district.

## MICHIANA AREA



Michiana Area Vice President Kevin Trayer and Senate Homeland Security and Governmental Affairs Ranking Member Gary Peters

## MIDEAST AREA



South Jersey Branch 74 got into the St. Patrick's Day spirit in preparation for a ride down the Atlantic City Boardwalk. In front of the float: Gary Rutter. On the float, from left: Branch 74 President Gregg Walker and his wife Racquel, Mideast Area Vice President Tony Dallojacono and his wife Jean, Sharon Rutter, NAPS Meeting Planner Sheri Davies, NAPS Secretary/Treasurer Jimmy Warden, Lisa Kofsky, Yvonne Warden and New Jersey State President Jon Kofsky.

## NEW YORK AREA

New York City Branch 100 held its annual dinner dance on Feb. 22. Despite a nor'easter fast approaching with predictions of over two feet of snow, the party went on as scheduled. As New Yorkers say, "Fuhgeddaboutit!"

A great time was enjoyed by the 238 attendees. Two Andy Sozzi Memorial Scholarships were awarded, sponsored by M3 Technology. Thanks to Postal Police Supervisors Branch 51 President Butch Maynard for taking the photos.



From left: Branch 100 Vice President of Stations David Conover, Executive Vice President Kenneth Stanley, President Vilma Jimenez, Past NAPS President Brian Wagner, New York Area Vice President Tom Hughes, Branch 100 Chaplain Vincent Hall, Financial Secretary/Treasurer Tu Tu, former NAPS President Louis Atkins, NAPS Secretary/Treasurer Jimmy Warden, Ivonne Warden, National Auxiliary Secretary/Treasurer Bonita Atkins, USPS Post Office Operations Strategy Specialist II Sean Acord, Kristie Acord, USPS Director of Contract Administration (NPMHU) and Employee Workplace Programs Bruce Nicholson, USPS Manager of HR Integration and Support Marina Dejo-Nicholson, NAPS Rocky Mountain Area Vice President Myrna Pashinski, Branch 100 Sergeant-at-Arms Juanna A. Guerrero, Northeast Region Vice President Dee Perez, Branch 100 Advocate Cynthia McKoy-Diaz and Treasurer Veronica Patterson.



Newly elected Branch 100 President Vilma Jimenez



Branch 100 Chaplain Vincent Hall



Branch 100 Executive Vice President Kenneth Stanley



Scholarship winner Jocelyn Rodriguez with her mom Juanna Guerrero



Despite the forecast of heavy snow, Branch 100 members had a great time at the dinner dance.



Victoria Berrios, daughter of Thomas Berrios, was awarded a scholarship. Accepting for her was Frank Hernandez.

In early March, New York City Branch 100 President Vilma Jimenez and her fellow officers met with supervisors at the Morgan P&DC. She thanked these leaders for their dedication and commitment. Thanks to Vilma, Branch 100 leaders and the hard-working supervisors at Morgan for all they do every day for NAPS, the Postal Service and the communities they serve. Special thanks to Plant Manager Steven Laird for giving NAPS the opportunity to visit.



Retired USPS Vice President Henry Panky (left) and Bronx Branch 459 Executive Vice President Frank Leto



Sitting, from left: SDOs Renay Batey, Alexa Benitez, Paula Ovalles, Frances Rodriguez and Sprunty Fillmore (Tour 3).  
Standing: SDO Shellyann Hall, Branch 100 Executive Vice President Kenneth Staley, Treasurer Veronica Patterson, Financial Secretary/Treasurer TuTu and President Vilma Jimenez.



**PACIFIC AREA**

NAPS Executive Vice President Chuck Mulidore, with Pacific Area Vice President Chuck Lum (left) and Western Region Vice President Marilyn Walton (right), swore in the new Branch 127 officers, second from left: Trustees Jan James, Edna Gray, Rachel Gholston and Garry Pope, Treasurer Yolanda Lewis, Secretary Donnetta Smith, Vice President Glenn Gray and President Charles Patterson.



Margarete A. Grant Branch 127 hosted its annual officers' installation and retirees' lunch in February. Branch 127 President Charles Patterson recognized his officers for their service; he was presented a special leadership award. Longtime Branch 127 member and former Western Region Vice President Dorothea Bradley was recognized for her mentorship to California NAPS members.

California State President Marilyn Jones and fellow board members attended, as well as members from nine California branches. Oakland Postmaster Raj Khahera and San Francisco NDC Plant Manager Emmanuel Jhohn Spate also attended.

**SOUTHEAST AREA**



Southeast Area Vice President Bobby Bock at West Palm Beach Branch 154's member appreciation meeting. From left: Branch 154 President Diane Goldstein, Florida State Treasurer Ken Ruckart, Bock and Florida District Vice President Tammy Brock.



Bobby Bock and Branch 154 member Dennis Lopez (Bock's manager)



Southeast Area Vice President Bobby Bock (right) swore in Miami Branch 146 officers at their recent branch meeting. From left: Ray Maytin, Ann Strickland, Pat Guyton, Sandra Fulcher, Tayloria McPhee-Johnson (hidden), Abel Ortiz, Michael LeCounte, Patricia Nolan, Sabrena Paisley, CC Williams, Linda Scott, Mike Murphy and Bernice Scriven.



Miami Branch 146 membership meeting

**Atlanta Branch 82 celebrated the holidays with a Roaring '20s party.**



From left: Branch 82 President Jose Smyly, Vice President Elvina Cox, Treasurer Jacquese Thompson and Secretary Michelle Daniels.



Executive Plant Manager Marie Smith and Mail Recovery Center Manager Lionel Snow



From left: NAPS President Ivan D. Butts, Branch 82 Secretary Michelle Daniels, Capitol-Atlantic Area Vice President Troy Griffin, Southeast Area Vice President Bobby Bock, Branch 82 Vice President Elvina Cox, Southern Region Vice President Jaime Elizondo, Branch 82 Treasurer Jacquese Thompson and President Jose Smyly.





Houston Branch 122 members attended a Feb. 20 reception for Rep. Jasmine Crockett (D). From left: Southern Region Vice President Jaime Elizondo, Richard and Suzanne Carmona, Diana Peters, Jessie and Beverly Austin and Texas Area Vice President Pamela Davis.



Harris County Precinct 4 Commissioner Lesley Briones, Jessie Austin and Pamela Davis at the Feb. 13 reception.



Rep. Jasmine Crockett, member of the House Committee on Oversight and Government Reform



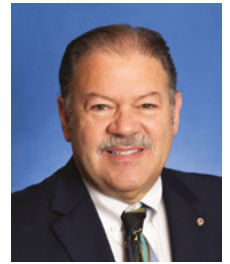
Houston Branch 11 LTS Chair Charleen Jones and Rep. Jasmine Crockett



Texas NAPS members attended a Valentine Reception for Rep. Silvia Garcia (D) on Feb. 13. She is a big supporter of NAPS' initiatives. From left: Texas State Area 5 Vice President Jessie Austin, Texas Area Vice President Pamela Davis, Garcia, North Houston Branch 589 Legislative Chair Anselmo Davila and Southern Region Vice President Jaime Elizondo.

# USPS Leadership Claims to Value All Its Employees — Not Really!

Dee Perez - Northeast Region Vice President



Winter Storm Hernando started Sunday, Feb. 22, and ended Monday, Feb. 23. Hurricane Sandy in 2012 was the latest comparable storm to hit Long Island.

The historic East Coast blizzard affected New York City, Long Island and states from Virginia to Maine. Providence, RI, set an all-time snowfall record of 32.8 inches. East Providence and North Kingstown received 33.5 inches; Warwick reported 36.2 inches. Long Island's NY-2 District recorded a record 29.5 inches in Babylon.

The weather forecast predicted this pending blizzard for an entire week; it was all the Weather Channel talked about. Long Island was in Hernando's crosshairs — this storm's bullseye. New York Governor Kathy Hochul and local municipalities urged everyone to stay off the roads and declared a state of emergency.

Our Postal Service leaders should not have taken this lightly, but they did. I received an email early Monday morning from the company that delivers my newspaper that read, "Due to Monday's challenging road conditions, deliveries may happen later Tuesday or, in some areas, Wednesday."

Yet, the Northeast Region's NY-2 District was kept open all day. The unanswered question remains, "Why, with the surrounding districts closed, did NY-2 remain open?"

NY-1 announced a delayed opening at 9 a.m., then amended the announcement that it was closed for business. But NY-2 remained open — "not bending their knee" to the storm.

This simply means, in a contextual sense, that local USPS leadership did not consider whether it placed its so-called "valuable employees" in an unsafe situation by declaring business as usual. This leads me to conclude our true value to USPS leadership is less than what they say.

In my opinion, this was a major blunder that reeked as if it was done solely to not pay hardworking craft and EAS employees a day of administrative leave — in other words, a day of salary. I don't have the exact data, but, from what many EAS employees have told me, most employees did not show up for work; most offices were closed the entire day.

Not one office delivered mail this day. Would you like to know why?

Transportation notified leadership on Sunday, before the storm's arrival, they would not be sending their people out in the weather. Also, they did not know how many drivers would come to work. This very significant information meant offices would have no mail to deliver.

Therefore, why would it be a good business decision to inform your so-called valuable employees to come to work when USPS leaders above each MPOO already knew there would be no mail to deliver? Also, would it be safe to even attempt delivery in this situation?

Did local Postal Service leadership meet with local safety leadership to discuss this business decision on Sunday? Did they even ask local safety leaders for their opinion? Are they discussing pending adverse weather conditions with their safety partners as part of the local USPS leadership standard operating procedure going forward?

These issues are why I always have said and will continue to say the Postal Service is not a business, despite how leadership tries to brainwash you into thinking it is. Every business in my town and the one in which I work were closed. I couldn't even order a slice of pizza! Real businesses were closed this day due to the weather forecast because, unlike our leaders, they value their employees.

Today, postal employees in NY-2 spoke out loudly against local leadership's business decision because we are a service — *not a business!* Because there was no mail to deliver, we should not have risked any employee going to work to do absolutely nothing.

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# Develop Your Team — the USPS' Future Leaders

**Myrna Pashinski** - Rocky Mountain Area Vice President



You are the district manager, plant manager, MPOO, postmaster, MCSO or manager position and you are on your 1 p.m. Zoom telecon. You are going over reports with your subordinate managers on your team and, all of a sudden, you become the villain.

The words you begin using are more aligned with, "I do not care how you get the job done, you know the job. That is why you applied for the position. You raised your hand for the job; just get the job done! You figure out how to get it done and get it done!"

Or you start saying things such as, "If any of you on this telecon can't start getting the performance you know I've said you need to be achieving, you either need to find a job outside the district or I'll help you find a way out of the Post Office!" The picture of you on the Zoom starts transforming from the human you are into a person with horns, a pitchfork and flames coming out around your head.

You get to the point where you say things such as, "If you don't get on board, I'll find someone who will take your place." "You better be looking for a downgrade fast," or, "In 60-days, you better find a job outside this district or I'll be putting you in for removal." Most likely, these statements are said out of frustration.

Honestly, as a middle-level manager, your performance meetings are intended to convey daily performance. Yet, some subordinate managers do not understand the magnitude of the hidden message regarding the USPS' fiscal crisis when you stress performance.

I am guessing some of you feel that way because, on a daily basis, you feel like all you can do is bark orders based on the reports you see on the data thrown back at you. Every meeting, you address errors that occur. But never is there time to bring up even a glimmer of a small performance improvement that needs to be celebrated each day.

We only have time to rush through every error, every day, to push the performance improvements in the USPS' struggling economic environment. Employees at the street level know their job is to get the mail delivered every day; they know the basics of what has to be done.

As the middle manager, have a more global vision. Your manager gives you a higher global vision for what your responsibilities are. That is, by the way, your manager's responsibility in coaching and mentoring you. Which, by the way, now is your job — to coach and mentor your

postmasters, managers, MDOs, supervisors or however your line of management runs.

It is your responsibility to train them and lead them to the highest level of success possible in your unit. If all management staff are well-trained and they, in turn, assure craft employees are professionally trained, we have an efficiently trained operation that should result in financially profitable units. As a result, this provides EAS employees with the best outcomes in higher NPA payouts every year.

The Postal Service's financial struggle is real. Seeking necessary improvements to reach financial break-even is vital. It's important not only to explain to management staff, but helping our craft employees understand is even more critical. The simplest basics of work are the most-vital steps we must stress to all employees, including management.

Attitude is essential. As a middle manager — yes, a middle manager — you set the attitude and tone for subordinate managers and their team below you. You are the seasoned manager who can and should be able to take the time to visit each office, provide a positive attitude and guide your managers and their junior team members to the level of performance that leads your office to stellar performance.

You are the one who was promoted to a senior leadership role to help develop future leaders of whom you can be proud to lead your district or division to greatness. Do not be the manager proud of how many of your team you can announce you terminated. Be proud of the time you took to help develop the skill set of the team you either acquired when you raised your hand, applied for the job or was offered the promotion and proudly accepted.

Be proud of the people you helped develop who moved on and were promoted to a higher-level position simply because you did the right thing. Just as *ELM 650* stipulates: Train and develop your employees. Those are the basics of your job as their senior manager and a middle manager in the Postal Service.

Do not turn into the manager on Zoom with horns, a pitchfork and flames coming out around your head. Be gratified you are a middle manager and develop your subordinate team. They are the future leaders of the USPS!

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# Strengthening Advocacy Through the Consultative Process

**Richard Green** - Eastern Region Vice President



As leaders in NAPS, our primary mission is representation. NAPS was founded specifically to fill a void in advocacy and ensure postal supervisors have a dedicated voice to protect their welfare, rights and professional interests.

## The Foundations of NAPS

Our organization was built on four essential pillars:

- **Protection and representation** — Defending members against unfair treatment, harassment and unsafe environments.
- **Legislative advocacy** — Providing a unified voice to lobby Congress for improved postal operations.
- **Pay and benefits equity** — Correcting inequitable pay systems and securing robust benefits for management.
- **Professional recognition** — Elevating supervisors' roles and ensuring visibility at the highest levels of the USPS.

Strong professional relationships are the bedrock of effective representation. While the NAPS Executive Board handles high-level escalations, the local and state consultative process is where the most immediate and impactful work occurs.

At our recent Eastern Region Cabinet Meeting, training was conducted on the consultative process, as well as the importance of engaging in the process to build relationships that can benefit members. Here is a synopsis of the information provided I believe can be the start of building those connections that lead to success.

## The Legal Framework

The consultative process is mandated by *Title 39 USC 1004* that requires the Postal Service to meet with NAPS leadership at least monthly. At the local level, branches

should maintain a consistent schedule of at least quarterly meetings.

In order to maximize the effectiveness of these sessions, follow these three strategic steps:

### Step 1: Preparation & Scheduling

- **Vet issues early** — Discuss potential agenda items during regular branch meetings and receive input from your members to ensure they represent the concerns of your branch.
- **Plan ahead** — Request meetings four to six weeks in advance.
- **Formalize the request** — Even if you have an informal agreement by phone, always send a formal letter to the district or plant manager to document the request.

### Step 2: Developing the Agenda

- **Review issues sent to district/plant managers** — Select issues identified by branch officers and the general membership.
- **Assign a writer** — Use a branch member with strong writing skills to frame clear, concise questions.
- **Target the audience** — Identify which USPS officials need to be present to answer specific questions and request their attendance.
- **Manage time** — Estimate the meeting duration; ideally schedule between one and two hours.

### Step 3: Submission & Documentation

- **The 10-Day Rule** — Submit your final agenda at least 10 business days before the meeting. This gives management time to investigate, reducing the "I'll get back to you" responses.
- **Support your claims** — Provide all necessary documentation and evidence upfront to avoid delays. By providing information, you should be able to have robust conversations around your members' concerns and issues.

### Conduct During the Meeting

- **Stick to the script** — Stay strictly on the agenda to maintain professionalism and respect the time limit.
- **Assign roles** — Designate a lead speaker for each agenda item and ensure a dedicated note-taker is recording the discussion.

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- **Project professionalism** — Dress professionally, maintain eye contact and remain courteous.
- **Closing** — Always conclude by thanking management for their time and cooperation.

### Post-Meeting Actions

- **Immediate debrief** — Meet with your NAPS team immediately after the session to compare notes and impressions.
- **Formalize minutes** — Have the note-taker draft formal minutes to serve as an official record of the discussion and any promised actions.

# Representation 101

**Bobby Bock** - Southeast Area Vice President

Having served 43 years as a postal employee, I have spent 35 of those years representing our NAPS members. Working in the trenches, I can confidently say one of the most challenging roles in our organization is serving as a representative for fellow members.

Much of this work is performed on our own time. As a NAPS representative, I always have made it a priority to place my postal responsibilities first, while ensuring our members receive proper representation. Like many representatives, I often handle NAPS matters during lunch breaks or personal time; the needs of our members do not pause when the workday gets busy.

Throughout my career, I have maintained strong professional relationships with postal leadership. Effective communication is key, whether through phone conversations, in-person meetings, Zoom conferences or email correspondence. In my role on the NAPS Executive Board, generally, I have found postal leaders to be professional and willing to engage in constructive dialogue.

In my 35 years of representation, I can count on one hand the number of truly unprofessional managers I have encountered. As in any organization, there will be an occasional bad apple.

At times, some managers misunderstand the role of NAPS representatives. I often compare our position to that of an umpire — we are there to ensure fairness and adherence to established rules. We are not the enemy. Our role is to support the Postal Service and our members by helping resolve issues professionally and constructively.

Recently, I met with a senior executive to discuss workplace environment concerns. The meeting proved productive, allowing me to offer suggestions that were well

Following the process above can and will lead to productive consultative meetings that will benefit and address our members' concerns. Your NAPS Executive Board is here to assist you if you are getting pushback from your local Postal Service senior leaders regarding scheduling your meetings.

I believe the process works. Relationship-building is the beginning of resolving issues that impact our members. Let's all get engaged in the process!

Leading into the future.

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received. Follow-up discussions with leadership contacts resulted in developing a plan aimed at assisting EAS employees who operate daily on the front lines.

Situations such as that are a true success and provide a win-win outcome. Representation never should be viewed as "us versus them."

Of course, there are occasions when members of leadership take a representative's role personally. Sometimes emails are sent and copied to your manager to apply pressure; it happened to me. My advice in those moments is simple: Buckle up and take the high road.

Our rights and responsibilities are clearly outlined in the *Employee and Labor Relations Manual (ELM)*. Section 912 affirms that "postal personnel have the right, freely and without fear of penalty or reprisal, to form, join, or assist a supervisory or managerial organization or to refrain from such activity."

Additionally, Section 651.2 provides that designated representatives, when in duty status, are granted a reasonable amount of official time to respond to proposed disciplinary actions, prepare for hearings and represent employees during appeals or investigative questioning when disciplinary action may reasonably result.

When individuals allow workplace matters to become personal, the best course of action is to work through your NAPS leadership and always remain professional. Maintain your integrity!

Professionalism and credibility are your strongest tools. When others go low, we go high.

Until next month, remember — the VMF is your friend.

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# Recent USPS Financial Statement Presents Challenges

Dan Mooney - North Central Area Vice President



The Postal Service's FY26 Quarter 1 financial statement was released mid-February — let's look at what it tells us. The results speak for themselves; as you read this, keep in mind the numbers. The USPS:

- ended FY22 with \$23.6 billion in cash (\$19.7 billion in unrestricted cash, \$3.9 billion in restricted cash) and \$10 billion of debt.
- planned to lose \$4.5 billion in FY23. The agency had a net loss of \$6.5 billion and ended FY23 with \$21.6 billion in cash (\$8 billion in unrestricted cash, \$1.6 billion in restricted cash and \$12 billion in short-term investments).
- planned to lose \$6.3 billion in FY24. The agency had a net loss of \$9.5 billion in FY24 and ended FY24 with \$19.5 billion in cash and short-term investments.
- planned to lose \$6.9 billion in FY25. The agency had a net loss of \$9 billion in FY25 and ended FY25 with \$15 billion in cash and short-term investments.
- plans to lose \$8.1 billion in FY26. The agency estimates it will have \$3.4 billion in cash and short-term investments at the end of FY26.

Now, keep in mind what Postmaster General David Steiner said this past December: "We certainly have a precarious cash position. You know, within probably 12 to 24 months, we are out of cash. It was clear to me that you couldn't save your way to prosperity." He added that, given the USPS' free cash and its spending rate, "We're basically out of cash in early 2027."

Now, some of the highlights of the Quarter 1 financial statement, keeping in mind that, historically, Quarter 1 is our best financial quarter:

**Net loss** — \$1.3 billion, compared to a net income SPLY (FY25) of \$144 million, a \$1.4 billion swing from SPLY.

**Revenue** — Total operating revenue is down 1.2% compared to SLPY. Remember, this is with price increases from SPLY (we cannot price raise/increase our way out of this deficit).

- First Class down 1.0%
- Marketing Mail down 2.7%
- Shipping and packages down .2%

**Volume** — Total volume down 9.4% (much of this equates to earned workload).

- First Class down 6.1%
- Marketing Mail down 10.9%
- Shipping and packages down 12.1% (we just built out our new network to accommodate shipping and packages).

**Expenses** — Total operating expenses increase of 4.6%

The USPS says it is in pursuit of further administrative and legislative reforms including:

- Changes in retiree pension funding rules for Civil Service Retirement System benefits (they have been asking for that for years)
- Diversification of pension asset investments (being able to invest in higher-return, slightly higher-risk funds instead of currently being required to invest in conservative, low-return funds)
- Raising the statutory debt ceiling (currently maxed out at the \$15 billion limit)

At a February USPS Board of Governors meeting, Steiner and the board reiterated their argument that legislative and administrative reforms (previously listed), such as raising the agency's \$15 billion statutory debt limit (which is maxed out), are necessary to reverse these losses. How will Congress react when they are asked to increase our borrowing limit, after we have just lost over \$18 billion the past two years, to reverse these losses?

Lastly, 1st Quarter last year, we had net income (profit) of \$144 million and ended up losing \$9.5 billion. This year, we had a 1st Quarter loss of \$1.3 billion.

How will we end the fiscal year with this start? Remember, the plan for FY26 was to lose \$8.1 billion.

Keep an eye on the financial statements released by the Postal Service as FY26 unfolds. It looks like money will get very, very tight if things continue as planned. The push will be on to cut work hours and overhead. Follow the money; it usually tells the story!

Stay on the high road; the view and the people are much better.

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

# Honolulu Branch 214 Hosts Post-Holiday Meeting

**Marilyn Walton** - Western Region Vice President



Honolulu Branch 214 held its annual post-holiday meeting in February. President Laurie Lum welcomed guests and members. Vice President Keli Eberhart and Treasurer Kanani Alos were recognized on their retirements.

Special guests were NAPS Secretary/Treasurer Jimmy Warden, Ivonne Warden, California State President Marilyn Jones, Pacific Area Vice President Chuck Lum (co-host) and me. USPS guests were Chief Retail and Delivery Officer Elvin Mercado and WestPac Area Vice President Ed Ruiz.

Mercado was on his 50-district tour to engage with

supervisors and managers, including offshore locations like Hawaii; this was his 27th visit. His intent is to deliver a clear message to EAS employees about the goals on which he wants to focus, including employee availability and engagement, as well as treating everyone with dignity and respect.

Ruiz told NAPS members the agency had a good peak season with improved NPA. He stressed the need to focus on this trend in the new year.

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



NAPS Secretary/Treasurer Jimmy Warden, Branch 214 Vice President Keli Eberhart, President Laurie Lum, USPS CRDO Elvin Mercado, WestPac Area Vice President Ed Ruiz, NAPS Pacific Area Vice President Chuck Lum, Branch 214 Treasurer Kanani Alos, Trustee Ivonne Todd, Secretary Ariana Taito, Trustees Wendy Lulu and Cindy Nakagawa, Western Region Vice President Marilyn Walton and California State President Marilyn Jones.

The USPS CRDO 50 District Tour met recently in Hawaii with the CRDO Team and Hawaii District team. Chief Retail and Delivery Officer and Executive Vice President Elvin Mercado (second from right) presented a challenge coin to NAPS Secretary/Treasurer Jimmy Warden, Honolulu Branch 214 President Laurie Lum and Pacific Area Vice President Chuck Lum in recognition of their partnership over the years and into the future.





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

AUGUST 9 – 14, 2026

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



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

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

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

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

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

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

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

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

### IMPORTANT CONVENTION DATES

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

### Marriott Marquis San Francisco

780 Mission St., San Francisco, CA 94103

RESERVATIONS NOW OPEN

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

70TH NAPS NATIONAL CONVENTION

# GOLF

## Tournament



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

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

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



PRESIDIO GOLF COURSE | SAN FRANCISCO

## Scooter Rentals in San Francisco

Reservations for scooter rentals at the 70th NAPS National Convention can be made directly through Cloud of Goods, the recommended scooter partner of the San Francisco Marriott Marquis.

Go to the website — [cloudofgoods.com](https://cloudofgoods.com). It is recommended you make your reservation **well in advance** as availability is on a first-come, first-served basis. The hotel will not hold scooters without confirmed reservations.

Use the promo code **COG10OFF** at checkout to receive a discount.



# NAPS Legislative Campaign



**Urge Your Member of Congress to Co-Sponsor H.Res.70 or S.Res. 147 to Oppose Postal Privatization**

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.



**Urge Your Member of Congress to Co-Sponsor the Equal COLA Act (H.R. 491 and S. 624)**

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.



# NAPS Legislative Campaign



**Urge Your  
Member of  
Congress to  
Co-Sponsor the  
Postal Employee  
Appeal Rights  
Amendment Act  
(H.R. 1559)**

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.



**Urge Your  
Member of  
Congress to  
Co-Sponsor the  
Postal Police  
Reform Act  
(H.R. 2095)**

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.





## Urge Your Member of Congress to Co-Sponsor the Vote by Mail Tracking Act (H.R. 7265)

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.



## Urge Your Member of Congress to Co-Sponsor the Postal Supervisors, Managers and Postmasters Fairness Act (H.R. 7600)

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.





## LEGISLATIVE ROUNDUP

# ‘There Is Nothing New Under the Sun’ — Ecclesiastes 1:9

**T**he benefit of outlasting multiple postmasters general, U.S. presidential administrations, presidents of multiple postal organizations and members of Congress is having a reasonably comprehensive and historical perspective on postal politics and strategies.

In early March, Postmaster General David Steiner disclosed to multiple news media that the Postal Service hired Alvarez & Marsel, a management consulting firm experienced in corporate restructuring and “turn-around.” This exercise is reminiscent of when the agency, 16 years ago, retained three different management firms tasked with making recommendations to restructure and turn around the Postal Service.

In 2010, the Postal Service engaged McKinsey & Company, Boston Consulting Group and Accenture to assist in developing a 10-year plan for postal sustainability. Ironically, the Postal Service publicly shared the consultants’ conclusions in the National Transportation Safety Board’s auditorium — the venue where the NTSB conducts transportation disaster post-mortems.

While Boston Consulting Group’s volume declines were close to what happened, many of the recommendations offered by McKinsey and implemented did not pan out or were not adopted. In part, McKinsey suggested service cutbacks, slower mail delivery and replacing unionized labor with non-unionized labor.

Among the recommendations the Postal Service implemented were the closure of processing plants in 2013 and 2014 after putting in place an increase in delivery times. The savings derived from these proposals amounted to only 5% of the McKinsey projection, harmed postal performance and may have intensified volume declines.



**BOB LEVI**

*Director of Legislative  
& Political Affairs*

In tandem with the consultant disclosure, the PMG announced the Postal Service is in danger of running out of cash within a year, absent meaningful congressional action. This news should not be surprising, considering the distressing 1st Quarter

FY26 mail revenue and volume numbers released at the Feb. 5 Board of Governors meeting and I reported in my March column. Within the context of the consultant hiring and the agency’s fragile financial condition, Steiner volunteered that all options are on the table, including potential cuts to service and staffing.

My March column also detailed what the Postal Service is requesting in order to stabilize its financial condition: raise its decades-old credit limit, grant it greater price flexibility, provide it with the authority to invest its retirement trust fund securities in other than just low-yield government bonds, create a fair calculation of its pension liability for retired pre-1971 Postal Department employees and revise its workers’ compensation program to reflect private-sector practices.

For more than three decades, many postmasters general have used the threat of service and staffing cuts to help leverage Congress to act on postal legislation. However, unlike previous congresses, bipartisanship is in short supply, yet cross-party cooperation is essential to pass postal legislation.

Moreover, some members of Congress, cabinet-level White House officials and President Trump himself may want to condition any type of legislative postal relief — particularly, raising the Postal Service’s credit limit — on yielding to the White House on governance, ratemaking authority and labor rules. In Trump’s first term, we saw this attempt regarding then-Treasury Secretary Steven Mnuchin’s attempt to wrest governance away from the Postal Service in exchange for a \$10 billion pandemic-related line-of-credit.

Concerning postal governance, NAPS Executive Vice President Chuck Mulidore indicated in his column in this issue that postal governance will be on the Senate’s 2026 agenda. In early March, Trump made three new nominations to the Postal Board of Governors; this is in addition to the January renomination of Anthony Lomangino. As we went to press, Senate Homeland Security and Governmental Affairs Committee Chair Rand Paul (R-KY) had not scheduled a confirmation hearing.

As I mentioned a few paragraphs ago, bipartisanship is vital to enact postal legislation. So, it was reassuring to see there are members of Congress who are serious about postal excellence and committed to bipartisanship

on this matter. This is the linchpin of the Congressional Postal Service Caucus.

Many of the aforementioned issues were on the minds of postal stakeholders participating in a March 5 roundtable conducted by the caucus and chaired by Reps. Nikki Budzinski (D-IL) and Jack Bergman (R-MI). NAPS President Ivan D. Butts shared the views of postal supervisors, managers and postmasters with the bipartisan panel. You can read his statement on page 12.

Finally, on March 17, the PMG and Government Accountability Office official David Marroni testified before the House Oversight and Government Reform Subcommittee on Government Operations, chaired by Rep. Pete Sessions (R-TX). (As you may recall, Marroni's January NAPS Chat appearance was summarized in the March issue of *The Postal Supervisor*.)

Steiner and Marroni provided sobering accounts of the Postal Service's finances, with Steiner restating his press-reported projection that the agency will run out of money within the next 12 months. To deal with the imminent cash crisis, he urged Congress to raise the agency's credit limit beyond its current \$15 billion limit.

Such an adjustment, he argued, would buy the Postal Service time to implement changes to align resources with service and invest in postal infrastructure. The credit limit was last adjusted in 1992.

Steiner also reaffirmed his legislative asks to revise the CSRS calculation, increase postal trust fund investment flexibility and modify the USPS workers' compensation program. He further observed that the agency is weighed down by statutory and regulatory "anchors" that include many elements of the universal service obligation.

The PMG argued that the Postal Regulatory Commission should permit the USPS to raise postage of First-Class Mail to 90-95 cents to help underwrite the cost of providing universal service. In addition, Steiner suggested Congress appropriate the funds necessary to meet its universal service obligation.

These obligations include six-day delivery, door mail service, uniform postage (even to remote areas) and the continuation of money-losing rural post offices. At the conclusion of the hearing, Sessions and Subcommittee Ranking Member Kweisi Mfume (D-MD) pledged to work together on a bipartisan basis to address the current postal crisis.

Indeed, NAPS was in Washington at an auspicious...  
*continued...*

# Courting the Postal Service

In late February, the U.S. Supreme Court, by a 5-4 majority, ruled the Postal Service cannot be sued even for the "intentional" non-delivery of mail. (An individual who intentionally delays mail still can be criminally charged with a violation of federal law.)

The current case, *Postal Service v. Konan*, concerned a letter carrier who refused to deliver mail to a particular postal customer. The Texas customer, Lebene Konan, sued the Postal Service for damages for intentional non-delivery.

While the District Court ruled in favor of the Postal Service, the Court of Appeals favored Konan. The specific facts in the case, while interesting, are less important than the implications relating to postal non-performance or "malicious" performance.

It appears, because of the decision, the Postal Regulatory Commission may have to play a more prominent role in evaluating and ensuring compliance with delivery standards and postal performance. After all, the federal courts will not be able to render judgment on such issues. The commission may use its established Annual Compliance Determination and complaint process since the Supreme Court has immunized the Postal Service from performance-based lawsuits.

Also in late February, the Supreme Court invalidated President Trump's tariff regime by a 6-3 majority. There was a minor postal reference in the concurring opinion of Justice Neil Gorsuch. Obviously, the case, *Learning Resources v. Trump*, had nothing to do with the Postal Service. However, Gorsuch mentioned "postal" in his decision, which was part of the 6-vote majority.

He cited a congressional debate dating from the infancy of our nation to illustrate that Congress cannot delegate away its constitutional authority; nor can the Executive Branch seize such authority. Gorsuch referred to the section of the Constitution granting Congress the power to establish "post roads."

The justice stated the Second Congress (1791) rejected a proposal to grant President George Washington the power to establish post roads on the basis that Congress cannot delegate its postal authority to the executive branch. This is a principle of which we may need to remind our elected representatives and senators.

cious time, enabling our LTS delegates to provide Congress information vital to legislatively assist with postal sustainability. You can view the legislative material we shared with our elected representatives and senators on our LTS page of the NAPS website. I am confident you would conclude NAPS anticipated most all the issues now on the front burner.

Postal congressional oversight, potential legislation to address a postmaster general's priorities, consultant-generated recommendations and White House immersion in postal discussions all are par for the course; there is nothing new under the sun. NAPS is prepared!

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

***We All Can Help***  
**Build Membership**  
**December High-Five Club Members**

**Brian Wagner, \*\*\***  
 Branch 255, IL

\*Denotes sponsor who signed 5+ members within 90 days.



## NAPS Training Calendar

**Illini Area Training**  
**April 23, 2026**  
 In conjunction with the Illinois State Convention  
**Conducted by:**  
 Illini Area VP Luz Moreno  
**Location:** Chicago Hilton/Oakbrook Hills Resort & Conference Center  
 3500 Midwest Rd., Oak Brook, IL 60523  
 (630) 850-5555  
**Hotel Rate:** \$129 plus tax  
**Registration Fee:** \$200; \$250 after April 4  
**Training:** TBA

**Northwest Area Five-State Training Seminar**  
**April 24-25, 2026**  
**Conducted by:**  
 Northwest Area VP John Valuet  
**Location:** Hilton Motif Seattle  
 1415 5th Ave., Seattle, WA 98101  
 (206) 971-8000  
**Hotel Rate:** TBA  
**Registration Fee:** TBA  
**Training:** TBA

## POSTMASTER PERSPECTIVE

# Stop and Smell the Flowers

This verse from Joyce Kilmer's celebrated poem "Trees," written in 1913 — "I think that I shall never see a poem lovely as a tree" — vividly captures the essence of nature and resonates deeply. In this powerful poem, she masterfully conveys the awe-inspiring beauty and significance of trees — painting a vivid picture with her words.

Kilmer not only highlights trees' physical grace, but also underscores their symbolic representation of life, strength and the passage of time. Trees nurture our environment and ignite a sense of wonder in us, inviting readers to fully appreciate the tranquility and grandeur they bring to our world.

As spring breathes new life into our surroundings, now is the perfect moment to reflect on the appearance and atmosphere of our spaces. This season of renewal presents a great opportunity to explore innovative ways to enhance our facilities and ensure they are visually captivating and welcoming to the communities we serve.



**Peggie Bednar**  
 Branch 695 and 944  
 President

As postmasters, you hold a vital role in championing essential improvements for your locations. I urge you to conduct a careful assessment of your offices and submit requests for any necessary maintenance or beautification projects. Consider initiatives such as:

- Refreshing interior spaces with a fresh coat of paint
- Enhancing landscapes with vibrant seasonal plantings
- Organizing facility clean-up efforts to create a pristine environment

Your insights and proactive suggestions are crucial in helping foster an atmosphere that embodies professionalism and pride. Please submit your facility upgrade or maintenance requests through Facility Service Operations as soon as possible.

Thank you for your unwavering dedication to maintaining exceptional facilities for our customers and staff. Together, let's create spaces that inspire and uplift!

*Peggie Bednar is Myrtle Beach, SC, Branch 695 president and South Carolina State Branch 944 president.*

[msbednar0714@gmail.com](mailto:msbednar0714@gmail.com)

# 2026 SPAC Contributors

WORKING FOR YOU!



## February Contributors

### VP Elite (\$750)

Butts, Ivan	PA	Branch 355
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### Secretary's Roundtable (\$500)

Randall, C. Michele	MD	Branch 531
Jackson, Alice	VA	Branch 526

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

Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Moss, Donalda	DC	Branch 135
Jones, Wilmore	MD	Branch 42
Amergian, Raymond	ME	Branch 96
Tessmer, Stephen	MI	Branch 508
Dallojacono, Anthony	NJ	Branch 568
Laster, Edward	OH	Branch 46

### Supporter (\$100)

Brathwaite, Rafael	AL	Branch 45
Mannings, Judy	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Gibson, Lelton	CA	Branch 88
Jones, Marilyn	CA	Branch 39
Pashinski, Myrna	CO	Branch 65
Bock, Robert	FL	Branch 406
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
Burke, Yolanda	MD	Branch 42
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Hill, Mildred	MS	Branch 199
Stephens, Patricia	NC	Branch 936
Busciglio, Michael	NJ	Branch 287
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Minicucci, Anthony	NY	Branch 27
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66

## What is SPAC and why should you contribute?

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

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

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

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



Bartko, Susan	PA	Branch 20
Timothy, Pat	PA	Branch 941
Bednar, Margaret	SC	Branch 695
Brooks, Lamarcus	TN	Branch 41
Green, Shri	TN	Branch 41
Clark, Bobby	TX	Branch 124
Peters, Diana	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Taylor, Georgia	WA	Branch 31
McComas, Christina	WV	Branch 212

# 2026 SPAC PINS

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



### President's Ultimate

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



### VP Elite

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



### Secretary's Roundtable

\$500 level



### Chairman's Club

\$250 level



### Supporter

\$100 level



### Drive for 5

Contribute to SPAC by payroll deduction or direct payment

## Earn Your Pins TODAY!

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

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

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

# SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Feb. 28, 2026

### National Aggregate:

\$21,912.66

### National Per Capita:

\$0.81

### Region Aggregate:

1. Eastern .....	\$10,662.50
2. Southern .....	\$ 3,403.51
3. Western .....	\$ 3,268.30
4. Northeast .....	\$ 3,251.35
5. Central .....	\$ 2,327.00

### Region Per Capita:

1. Eastern .....	\$ 1.77
2. Northeast .....	\$ 0.61
3. Western .....	\$ 0.58
4. Southern .....	\$ 0.55
5. Central .....	\$ 0.48

### Area Aggregate:

1. Capitol-Atlantic .....	\$ 6,684.25
2. Mideast .....	\$ 2,811.00
3. Pioneer .....	\$ 2,087.25
4. Pacific .....	\$ 1,395.00
5. New York .....	\$ 1,202.35
6. New England .....	\$ 1,129.00
7. Texas .....	\$ 1,081.00
8. Northwest .....	\$ 1,018.30
9. Cotton Belt .....	\$ 963.00
10. Rocky Mountain .....	\$ 855.00
11. Southeast .....	\$ 827.51
12. Michiana .....	\$ 795.00
13. North Central .....	\$ 790.00
14. Central Gulf .....	\$ 558.00
15. MINK .....	\$ 397.00
16. Illini .....	\$ 345.00

### Area Per Capita:

1. Capitol-Atlantic .....	\$ 2.31
2. Pioneer .....	\$ 1.36
3. Mideast .....	\$ 1.08
4. Cotton Belt .....	\$ 0.91
5. Northwest .....	\$ 0.87
6. North Central .....	\$ 0.83
7. New England .....	\$ 0.67
8. Central Gulf .....	\$ 0.65
9. Michiana .....	\$ 0.59
10. Texas .....	\$ 0.58
11. Rocky Mountain .....	\$ 0.53
12. Pacific .....	\$ 0.49
13. New York .....	\$ 0.47
14. MINK .....	\$ 0.35
15. Southeast .....	\$ 0.34
16. Illini .....	\$ 0.25

### State Aggregate:

1. Maryland .....	\$ 2,881.00
2. Virginia .....	\$ 2,362.50
3. Ohio .....	\$ 1,905.00
4. Pennsylvania .....	\$ 1,709.00
5. California .....	\$ 1,245.00

### State Per Capita:

1. Maryland .....	\$ 4.54
2. Maine .....	\$ 4.05
3. Idaho .....	\$ 3.62
4. Virginia .....	\$ 3.28
5. South Dakota .....	\$ 2.12

## Drive for 5

### Members by Region:

1. Southern .....	44
2. Eastern .....	40
3. Western .....	33
4. Central .....	31
5. Northeast .....	29

### Aggregate by Region:

1. Eastern .....	\$ 3,613.50
2. Western .....	\$ 3,148.30
3. Southern .....	\$ 2,716.01
4. Northeast .....	\$ 1,881.35
5. Central .....	\$ 1,862.00



# SPAC

## CONTRIBUTION FORM

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

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

Current as of February 2019

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

### Mail to SPAC at:

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

## HELP SPAC WORK FOR YOU!



**MAKE IT EASY!**  
Simply scan here using your phone's camera!

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

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

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

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

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

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

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

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

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

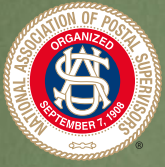
Security code (three- or four-digit number on back of card): \_\_\_\_\_

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

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

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

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



# 2026 NAPS STATE CONVENTIONS

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

Please report state convention dates to NAPS Headquarters.

**Mark your calendars!**

# Supervisors Lead the Way: Supporting EAP Awareness Month

Submitted by the USPS Employee Assistance Program

Supervisors often are viewed as the steady hand on a team — problem-solvers, decision-makers and the people others rely on when challenges arise. In many ways, they set the tone for how a workplace functions each day. Employees look to supervisors for direction, reassurance and stability, especially during busy seasons or unexpected disruptions.

But strong leadership doesn't mean carrying everything alone. In fact, one of the most powerful examples a supervisor can set is knowing when to ask for help.

## Asking for support isn't a weakness — it's a leadership skill

A long-standing belief in many workplaces is that leaders always must have the answers. Supervisors may feel pressure to appear composed, decisive and self-sufficient at all times. While confidence and accountability are essential, leadership is not about absorbing stress in silence. It is about making thoughtful decisions, using available resources wisely and modeling healthy behaviors for others.

When supervisors show that it's okay to seek guidance, clarity or emotional support, they set the tone for the entire workplace. They send a clear message: **Taking care of yourself is part of doing your job well.**

## Why this message matters now more than ever

Postal supervisors manage complex responsibilities every day — operational demands, staffing challenges, performance issues, customer expectations and shifting priorities. They support employees through personal hardships while also meeting organizational goals.

Balancing these responsibilities requires resilience, patience and strong communication skills. It also requires support.

## That's where the Employee Assistance Program comes in

The EAP is a resource designed to support employees and their families through life's challenges. It provides professional, confidential\* assistance for a wide range

of concerns. Supervisors play a critical role in ensuring employees understand this resource exists — and it is safe and encouraged to use.

A simple, clear message often is the most effective:

- **The EAP is free.** There is no cost to employees or their household members.
- **The EAP is confidential.** No one at the Postal Service is notified when someone uses the EAP — ever.
- **The EAP is available 24/7.** Support is just a phone call away, any day, any time.

These three points — **free, confidential, available 24/7** — remove many of the barriers that prevent people from seeking help:

- Cost concerns disappear.
- Fears about workplace repercussions are addressed.
- Scheduling limitations are minimized.

With these concerns out of the way, employees can take the first step toward support.

## The EAP helps employees navigate life's challenges

Whether someone is dealing with stress, relationship concerns, financial issues, caregiving challenges, grief or simply feeling overwhelmed, the EAP provides professional assistance in a safe, private environment. Often, employees aren't sure where to turn when personal challenges begin affecting their focus or well-being. Supervisors, by simply sharing accurate information, can bridge that gap.

## Supervisors are the link to resources

Having a clear, confident understanding of the EAP makes conversations easier. Instead of feeling unsure what to say, supervisors can keep it simple: **"You don't have to handle this alone. The EAP is free, completely confidential and available 24/7."**

This clarity removes hesitation — and stigma. When supervisors confidently explain the EAP, employees are more likely to use it. Early support can reduce absenteeism, improve focus, strengthen morale and help maintain team cohesion. It reinforces a workplace culture built on care, respect and trust.

### The EAP is for supervisors, too

The EAP isn't only for the employees supervisors lead — it's also available for supervisors and their household members. Leadership brings unique pressures. Supporting team members in crises, navigating performance challenges, meeting deadlines and balancing personal responsibilities can take an emotional toll.

Supervisors are not immune to stress simply because they lead others. In fact, the responsibility of caring for a team can intensify personal strain. Having a confidential, professional resource available at any time can provide reassurance, perspective and relief. Seeking support allows supervisors to show up more fully for their teams — and models a powerful truth: **Seeking help is a sign of strength.**

### Leadership sets the tone

A healthy workplace culture starts at the top. When supervisors normalize asking for help and actively promote the EAP, they create an environment where em-

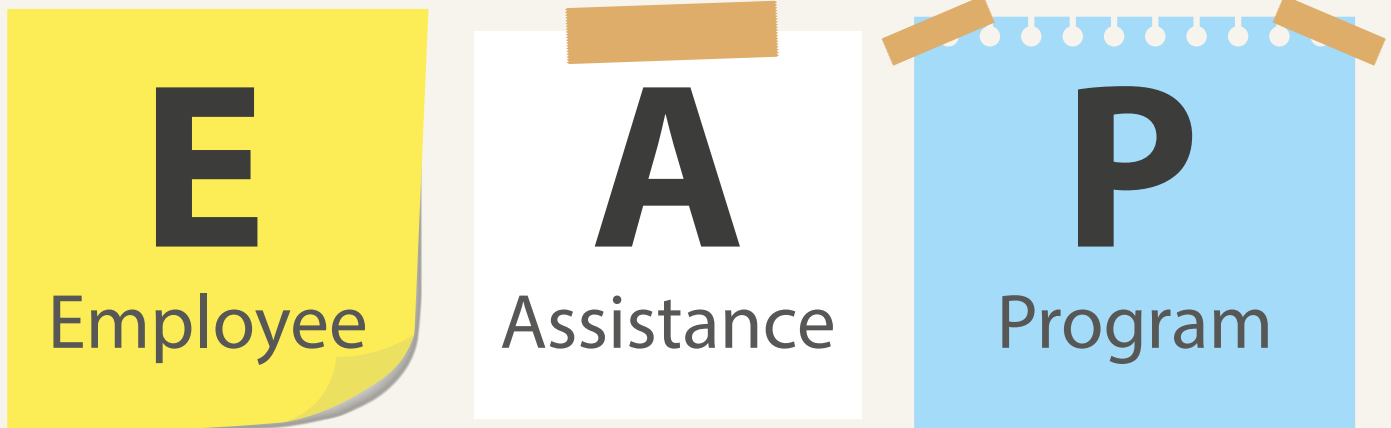
ployees feel safe reaching out before challenges escalate. That sense of psychological safety strengthens communication, trust and team resilience.

Supervisors are not expected to solve every problem; they are not counselors, financial advisors or crisis specialists. Their role is to lead, guide and connect employees with the right resources. Knowing about the EAP — and feeling comfortable sharing that information — is a practical and meaningful leadership tool.

You don't have to have all the answers. You just need to know where support is available:

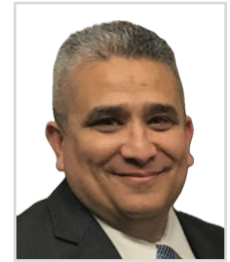
- **The EAP is free**
- **It's confidential**
- **It's available 24/7**

For more information about available services — or to speak with someone confidentially — contact the Employee Assistance Program 24/7.



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

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



# The Hidden — but Very Real — Hours Not Seen

**Richard Carmona** - Past Houston Branch 122 President

Every EAS employee knows the truth: Our workday does not start at our scheduled begin tour. And it certainly does not end at our scheduled end tour.

The Postal Service may print tours on paper, but the real tour begins with the first early-morning text and ends long after the unit clears. These are the hidden hours — unseen, unacknowledged, but lived by every EAS employee.

### The Day Starts Before the Day Starts

Most mornings begin before 7 a.m., with requests for data, reports and “quick updates.” By the time your official tour begins, you already have put in hours of work. And it doesn’t stop until 7:30, 8, sometimes 8:30 p.m. That’s not a tour — it’s a lifestyle.

Much of the information being demanded could be provided by AM and PM supervisors already on the clock. Yet, the expectation always circles back to the EAS manager. One manager told me she answered 42 texts before she even arrived at her unit. That’s not leadership — and it is unsustainable.

### The Lunch Break That Does Not Exist

During a morning telecon, I once asked, “When should I plan my lunch today?” The response was, “When your work is done.” If that’s the standard, lunch is scheduled for retirement.

Between morning, afternoon, emergency and “quick, five-minute” telecons that last 45 minutes, the day becomes one, long meeting. Another manager told me she took her “lunch” at 6:45 p.m. in the parking lot — the first moment all day when the calls stopped.

### Always On, Even Off the Clock

When we leave for the day, we don’t actually leave. The texts, emails and calls continue until the unit clears. Weekends offer no relief. Saturday has become another workday filled with early messages and late follow-ups.

These hours are damaging family life, health and morale. It’s not because of poor performance, but because of unrealistic expectations and constant micromanagement.

### A Fair Approach

EAS employees are not asking for special treatment. We are asking for fairness: scheduled tours that mean something, nonscheduled days that are respected, lunch breaks that exist and leadership that trusts rather than micromanages.

The Postal Service runs on people, not endless hours. Hidden hours may have become the norm, but they never should be the expectation. It’s time for a sustainable approach that protects the leaders who keep this organization moving.

[rncarmona@hotmail.com](mailto:rncarmona@hotmail.com)

## THRIFT SAVINGS PLAN

February 2026

Fund	G	F	C	S	I	
<b>February 2026</b>	<b>0.33%</b>	<b>1.63%</b>	<b>(0.76%)</b>	<b>1.08%</b>	<b>6.05%</b>	
<b>12-month</b>	<b>4.39%</b>	<b>6.28%</b>	<b>16.96%</b>	<b>16.58%</b>	<b>42.22%</b>	
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.						
Fund	L Income	L 2030	L 2035	L 2040	L 2045	L 2050
<b>February 2026</b>	<b>0.82%</b>	<b>1.26%</b>	<b>1.41%</b>	<b>1.50%</b>	<b>1.58%</b>	<b>1.65%</b>
<b>12-month</b>	<b>10.08%</b>	<b>16.81%</b>	<b>18.26%</b>	<b>19.51%</b>	<b>20.58%</b>	<b>21.64%</b>
Fund	L 2055	L 2060	L 2065	L 2070	L 2075	
<b>February 2026</b>	<b>1.82%</b>	<b>1.82%</b>	<b>1.82%</b>	<b>1.82%</b>	<b>1.82%</b>	
<b>12-month</b>	<b>25.18%</b>	<b>25.18%</b>	<b>25.18%</b>	<b>25.19%</b>		
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.						

# Point of Order!

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



Before you know it, the 70th NAPS National Convention in San Francisco, Aug. 10-14, will be in full swing. My point: If you are attending, don't delay in getting things in order. Here's the scoop!

Whether it's your first or 51st NAPS national convention, get an early start on planning your travel. Whether going by train, plane or automobile, it's never too early to make your travel itinerary.

Now also is the best time to get your hotel and convention registrations completed. Have your delegate credentials signed and submitted, as well.

Clothes? You will need clothes; look your best to feel your best. And don't forget to put your mail on hold.

My point: Having things in order before leaving for the national convention should make your convention experience more enjoyable and rewarding once you get there. To further my point, understanding the order of how NAPS business is conducted during the convention also will help ensure your experience can remain rewarding and enjoyable.

For the record, Article III of the NAPS Bylaws stipulates the proceedings of the NAPS national convention is governed by parliamentary procedure in accordance with "Robert's Rules of Order Newly Revised." By having rules, you have order. In NAPS' case, it is the newly revised 12th edition of "Robert's Rules."

In brief, "Robert's Rules of Order" is a comprehensive handbook on parliamentary procedure that provides instruction, in part, on how convention business is handled. It explains what is "in order" and "out of order."

Parliamentary procedure covers who may speak and when during the convention. This ensures "pro and con" discussions on convention resolutions are fairly heard. If not, you will hear "point of order" to address potential unfairness.

Speaking of resolutions, there could be upward of 100 or more resolutions to be addressed during the national convention. "Robert's Rules" guides how resolutions and amendments are handled, discussed and voted on. Once a resolution is passed, it could rise again in motion for reconsideration. Here is my point.

Basically, "Robert's Rules" provides for democratic rule, meeting flexibility and protection of rights of the majority and minority to be fairly heard. These are the basics whether you are at a local branch meeting or a national convention. Understanding and following parliamentary

rules and procedures ensure association branch business can be accomplished fairly and effectively.

It is important to note that when a person is recognized by the chair to speak at a local branch meeting, state or national convention, they have a right to express their point of view. It is their "voice of reason."

All recognized speakers should be shown dignity and respect during and after their respective comments. You may not agree, but agree to disagree respectfully. Any personal attack toward a speaker is "point of order" of being "out of order."

In the end, the final democratic majority vote decides the will of the membership. That vote, too, should be respected by the members, including those who voted in the minority.

If you are going to be a delegate at this year's national convention, familiarize yourself with "Robert's Rules of Order" and parliamentary procedure. Learn or review as much as you can before the convention.

Be encouraged to dive into discussion on the convention floor if you have something to say. The 12th edition of "Robert's Rules of Order" is approximately 800 pages. There also is a "Robert's Rules of Order Newly Revised In Brief" that is fewer than 225 pages.

Both books can be purchased online and at most local book stores. In addition, you can search the internet to see if there is an electronic version available to download; there may be a cost.

You may want to ask your respective NAPS Executive Board member if they could schedule training on basic parliamentary procedure in advance of the national convention. Having an understanding of "Robert's Rules of Order," even the basics, only can enhance your participation and national convention experience. What better way to make your 70th NAPS National Convention experience a memorable one?

I am confident the more you know about parliamentary procedure, the more you will be encouraged to come to the convention floor to have your voice heard to better our great association.

For the record, we also have "Brian's Rules for Ice Cream." I move that April's ice-cream-flavor-of-the-month be Aloha Cherry Truffle. All in flavor? It's unanimous!

Be safe and eat more ice cream.

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



# NAPS NATIONAL AUXILIARY

## *Hazel Cochran Scholarship*

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

*Hazel Cochran*  
**FOUNDER**

### **HOW TO APPLY?**

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

### **APPLICANT CRITERIA**

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

### **DEADLINE**

Completed applications must be emailed by May 31, 2026

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

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY

# HOW TO BE A TSP MILLIONAIRE

## A Conversation with CG

BY AARON OYA

According to the Federal Retirement Thrift Investment Board, as of Dec. 31, 2025, roughly 195,000 TSP participants held balances of \$1 million or more. That places CG in the top 2.7% of all TSP investors.

Many postal employees want to know how someone reaches that level. We sat down with CG to hear his story directly.

**Q:** You are one of 195,000 TSP millionaires. How long did it take you to reach \$1 million?

**CG:** My total time contributing was about 23.5 years. I had several years in the Army Reserve while working for the Postal Service, so my federal service overlapped. But all my TSP contributions were during my postal career.

**Q:** You essentially began investing around 2000, when the IRS capped contributions at 10%. What did you do as the limits increased?

**CG:** I bumped my contributions up whenever I could — usually 1% at a time as the limits rose. Eventually, I switched from percentages to dollar amounts. It's easier to see and control your contributions that way.

**Q:** When did you begin investing the maximum IRS contribution? What changed once you became eligible for catch-up contributions?

**CG:** I invested in traditional TSP and kept increasing whenever possible until 2018, when I finally hit the IRS maximum. From that point on, I shifted to Roth contributions. When I turned 50, I immediately began maxing out catch-up contributions, as well.

**Q:** Many TSP millionaires stay heavily invested in stock funds. What was your long-term strategy?

**CG:** Over the first 20 years, I was 100% in stock funds;

that was my growth engine. It has changed slightly, but not by much.

**Q:** How involved are you with managing your TSP?

**CG:** I've always tracked my end-of-year balances just to know where I stand. I also pay attention to how the stock funds are performing and adjust my mix to follow the stronger indexes.

Sometimes that works really well; sometimes not at all. It's not for everyone! Human nature can push you to make changes you later may regret.

**Q:** Do you think consistency is more important than active adjustments?

**CG:** Definitely. Time in the market and consistency are key. If you are someone who reacts emotionally to short-term numbers, don't look at your balance all the time. If you are 20 years from retirement — 15 or even 10 years — you still have a lot of time for the market to work for you.

**Q:** Did you have a mentor or coach in the USPS who influenced your approach?

**CG:** Yes. Around 2010, a peer shared an Excel-based TSP tracking sheet with me. I couldn't explain the formulas, but it projected fund performance based on statistical trends — not just current numbers. That spreadsheet changed how I looked at TSP investing. I eventually lost the file, but the impact stayed with me.

**Q:** Now that you are a TSP millionaire, are you doing anything differently?

**CG:** I pay more attention now — not out of fear, but because it interests me. I know where I am. I expect market changes and am better at staying consistent with my strategy.

**Q:** You mentioned there were important milestones along the way. What were they?

**CG:** The first milestone is when your portfolio is gaining more than you are contributing. That's when compounding becomes real; it's noticeable.



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The second milestone is when your portfolio is gaining more than your salary. That's when it becomes significant.

And, third, of course, the \$1 million mark. But, honestly, the earlier milestones mattered just as much. They showed me my strategy was working.

**Q:** Do you think more USPS employees will reach \$1 million in the future?

**CG:** Absolutely! Today's \$1 million is not tomorrow's \$1 million. Pay increases and inflation alone will push

more people into that category. But I think the real target for most people should be \$750,000.

If you reach \$750,000 and stay with the same disciplined approach that got you there, you are very likely to reach \$1 million.

**Q:** Any final advice for those hoping to retire early?

**CG:** If you want to retire early, you need to invest for it. The TSP is a very important part of that plan; it can help get you there. You have to invest in yourself and stay committed to your long-term goals.



## REGISTRATION FORM

# Auxiliary Luncheon

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

### ATTENDEE:

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

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

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

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

### TICKET REQUEST:

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

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

### SPECIAL DIETARY REQUESTS:

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

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

### CHECK ONE:

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

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

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

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



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

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

# Lending a Hand Is the Ultimate Wellness

**W**e usually think of volunteering as the noble thing to do — the kind of stuff that earns you a gold star and a pat on the back. Have you ever noticed that rush of pure joy after helping someone? That's not just in your head; it's in your chemistry.

When you pitch in, your brain throws a literal party, releasing a flood of feel-good chemicals such as dopamine and serotonin. It's a natural stress-buster that kicks anxiety to the curb and leaves you with a helper's high that lasts way longer than a caffeine buzz. Helping others is the easiest way to shift your perspective and remind yourself you have a special purpose.



**Elly Soukey**  
Central Region  
Vice President

And the physical perks are just as wild. Staying active through service — whether you are walking dogs at a shelter or sorting supplies — is like a workout for your heart. Regular volunteers often experience lower blood pressure and reduced stress, which is great news for your cardiovascular health.

Plus, staying socially engaged and learning new skills keep your brain sharp, proving that “use it or lose it” applies to your mind just as much as your muscles. At the end of the day, we are wired for connection.

Volunteering is the ultimate social superglue, connecting you with your community and warding off the blues that come from isolation. It's a chance to get off the couch, meet people from all walks of life and realize you are part of something much bigger.

If you are looking for a way to give back that makes a real impact, look no further than the NAPS National Auxiliary. Open to spouses and family members (ages 16-plus) of NAPS members, the Auxiliary is the heartbeat of the organization. By joining, you aren't just volunteering — you are protecting the hard-earned benefits of EAS employees through legislative advocacy and fundraising for SPAC — the Supervisors' Political Action Committee.

Becoming a member is your chance to build lifelong friendships while fighting for the future of the Postal Service. For more information on becoming a part of this dedicated group, visit the official National Auxiliary page at [NAPS.org](http://NAPS.org) or contact me directly.

[elly@charter.net](mailto:elly@charter.net)



## NATIONAL AUXILIARY EXECUTIVE BOARD

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



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<b>2.53% APY</b>	Balances of \$100,000+

\*APY = Annual Percentage Yield. Rates are accurate as of February 6, 2026. Rates are set by the Board of Directors and may change without notice. Tiered rates apply based on account balance. Dividends are compounded and credited monthly. Fees or other charges could reduce the earnings on the account. Your deposits are federally insured up to \$250,000 by the National Credit Union Administration.

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