

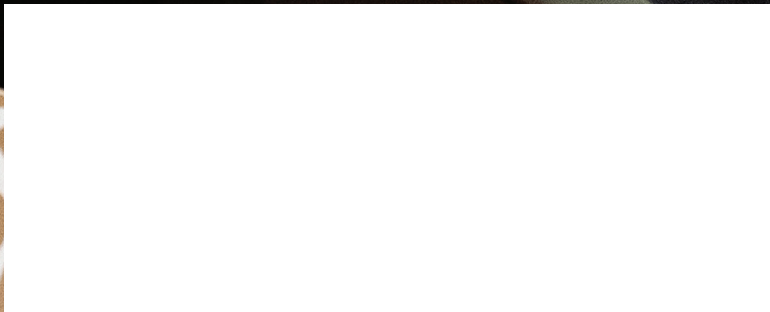
the Postal SUPERVISOR

May 2024

‘We Need the USPS Every Single Day’

Rep. Jamie Raskin (D-MD)
Pledges to Support NAPS’
Proactive Legislative Agenda

LTS coverage begins on page 26



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Objective

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

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

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

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Facts Matter

Hello, NAPS brothers and sisters. At the beginning of my time as your NAPS president, I had a conversation with the UPMA president at an event we both were attending. He noted our associations' minimal engagement with one another and my interest in changing that. The idea appealed to me because NAPS' membership at that time comprised more than

20% of all postmasters. Conventional wisdom held that 20% was the threshold under *Title 39* for NAPS to represent postmasters.

After all, Section 1004(b) of *Title 39* states: "... Upon presentation of evidence satisfactory to the Postal Service that a supervisory organization represents a majority of supervisors, that an organization (other than an organization representing supervisors) represents at least 20% of postmasters, or that a

managerial organization (other than an organization representing supervisors or postmasters) represents a substantial percentage of managerial employees, such organization or organizations shall be entitled to participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees."

However, when NAPS took our appeal of our lawsuit against the Postal Service contesting the correctness of the FY16-19 pay package to the U.S. Court of Appeals for the District of Columbia, we persuaded the appeals court that the 20% requirement did not apply to NAPS. Our chief litigator, Andrew D. Freeman, and his excellent team at Brown Goldstein & Levy successfully argued to the court that the text and structure of section 1004(b) meant that NAPS stood as the *only* USPS management association entitled under federal law to represent *all* EAS employees in matters of pay policies and schedules, fringe benefit programs and other programs relating to supervisory *and other managerial employees*.

In other words, the appeals court said UPMA could represent postmasters and managerial employees, but NAPS more broadly represented *all* EAS employees, in-

cluding supervisors, postmasters and managerial employees. Because of the DC Circuit's precedential decision (issued Feb. 22, 2022), this interpretation of *Title 39* now is settled law.

Now, back to NAPS' attempt to engage with UPMA's leadership. At the time when I favored more engagement with UPMA, the number of NAPS postmaster members was steadily growing. I felt that engaging with UPMA would help demonstrate NAPS' continued and growing connectedness with all postmasters. At first, moments of cordiality between our two organizations ensued, despite the calls by some NAPS leaders to refrain from engaging with UPMA due to prior disputes—not an illegitimate concern.

In retrospect, I earlier underestimated the legal capacity of NAPS to represent *all* postmasters. The DC Circuit Court's decision now clearly affirms the entitlement of NAPS (as well as UPMA) to represent postmasters. Yet, soon after NAPS filed its lawsuit in 2019 in federal district court, UPMA sought to intervene and sided with the Postal Service in its attempts to quash NAPS' lawsuit.

Put simply, UPMA sought to undermine NAPS' representation claims *and* our quest for better pay for all EAS members. Fortunately, UPMA's request to intervene was rejected by the district court. And three years later, the circuit appeals court—in a unanimous decision—ruled that NAPS represented all postmasters and managerial employees, as well as supervisors. Today, postmasters and representation of their interests are better off because of NAPS' advocacy and the appeals court's decision.

Since then, UPMA has attempted to explain its earlier actions in siding with the USPS in our lawsuit as limited to the representation issue and not pay; that is incorrect. Here is the problem with UPMA's explanation. In its pleadings before the district court, UPMA never requested the court to hear separately, or "bifurcate" in legalese, the representation and pay issues.

UPMA could have taken this approach to demonstrate its limited interest in the issue of who is entitled to represent postmasters. But UPMA never pursued that approach. Instead, the association remained in lock step with the USPS on the representation and pay issues—

Continued on page 7



Ivan D. Butts
President

NAPS Honors Sacrifice to Our Nation

This year, the NAPS Legislative Training Seminar (LTS) was held at the Crystal Gateway Marriott in Arlington, VA, March 3 through March 6. While LTS is our opportunity as NAPS delegates to directly engage with congressional leaders on issues important to NAPS, each year we also honor four NAPS members who are veterans or who have family members who were or are veterans by placing a wreath at the Tomb of the Un-

known Soldier at Arlington National Cemetery in Virginia.

This year's honorees were Chanel M. Dodson, a retired Air Force veteran, member and secretary/treasurer of the Los Angeles Branch 39 Auxiliary. John H. Carson, Birmingham, AL Branch 45, proudly served in the Coast Guard for four years and three months, achieving the designation of yeoman. Michael Winters, Heart of Illinois Branch 255, started his military

career with the Illinois Air National Guard, serving there and in the Air Force Reserves until his honorable discharge in 1996. Marcellus Wright, A. Millie Callaway, DC, Branch 135, served three years in the Army and was stationed in Ft. Clayton, Panama, and Ft. Bragg, NC, from 1982 to 1984. It was a privilege to honor these NAPS members and veterans.

This somber event is a testimonial to the thousands of NAPS members who have served in our nation's armed forces and should be honored for their service. It also is a stark reminder that service to our country involves sacrifice. Many have made the ultimate sacrifice, as is reflected in cemeteries across our country, as well as cemeteries in far-off lands. That sacrifice is never more evident than at the Tomb of the Unknown Soldier.

How did the idea for a memorial honoring unknown, but not forgotten, deceased servicemen come about? As relayed by Arlington National Cemetery Tours, the idea of the tomb itself was initially inspired by the multitudes of unknown dead amassed by the end of World War I.

On Memorial Day in 1921, the remains of four unidentified soldiers were exhumed from an American cemetery in France. The four were placed in identical caskets and stationed before a highly decorated World

War I veteran tasked with selecting just one of the caskets for burial at Arlington National Cemetery. That person was U.S. Army Sergeant Edward F. Younger.

After the ceremonial selection was made, the body laid in state in the Capitol Rotunda until midnight on Nov. 10, 1921. On the following day, Armistice Day, the casket was placed in a caisson and transported to Arlington National Cemetery. Since that time, servicemen from World War II, Korea and Vietnam have been transported for burial at the tomb.

The sarcophagus built above the tomb of the World War I soldier sits in front of the three marble slabs that identify the crypts of the soldiers from World War II, Korea and Vietnam. It was constructed in 1931 out of seven large marble panels collectively weighing 79 tons. On one side is a relief of three Greek figures, each representing Peace, Valor and Victory. On the other side, there are sculpted six inverted wreaths, each representing a major campaign from World War I.

The U.S. Army regiment entrusted with tending to and guarding not just the Tomb of the Unknown Soldier, but also the coordination and execution of all burials that take place in Arlington National Cemetery, is the 3rd Infantry, affectionately known as the "Old Guard." For those select few who answer the sacred call to become a Tomb Sentinel, it is a responsibility taken with the utmost grace.

If there is one reason, besides paying their respects and the historical significance of the grounds that visitors from all over the world visit Arlington National Cemetery, it is to witness the iconic changing of the guard. Since April 6, 1948, the Tomb of the Unknown Soldier has been guarded 24 hours a day, 365 days a year without exception. Every hour during winter and every half hour during the summer and daylight hours, one guard relieves another from their post.

This year, NAPS once again proudly honored its members who served our country by placing a wreath at the Tomb of the Unknown Soldier in remembrance of those who gave the ultimate sacrifice, yet whose names are lost to history. On the west panel of the tomb are inscribed the words: "Here Rests in Honored Glory an American Soldier Known but to God."

Thank you, veterans.

naps.cm@naps.org



Chuck Mulidore
Executive Vice President

Our Blueprint for the Future

As I was writing this column, I got a call from Suann Killackey informing me that her husband Jay had died. He was an extremely dedicated member of our NAPS family. It was with a heavy heart that I continued to write this column after hearing this sad news.

I spoke with Jay on the phone along with our NAPS accountant Jack Wallace the day before he died. He said he was ready to go home soon from the hospital as he had resolutions to write for the upcoming 2024 National Convention.

Jay was looking forward to attending the convention and seeing everyone, especially since it is being held in the NAPS New England Area at Foxwoods Resort Casino in Connecticut. That conversation inspired me to write about our resolutions process and its importance in this column. Even while

Jay was fighting for his life in the hospital, he still was thinking about NAPS and its members.

Spring is here and state convention season has started. These conventions are the premise of our national convention. Business conducted at the state level prepares us for the business to be conducted at our national convention—our guidance for the future.

Some of you may be asking, “Jimmy, what do you mean?” Well, let me tell you! The business conducted at state conventions is extremely important; it should not be taken lightly. Branches will be submitting resolutions to be voted on at the state convention. Resolutions passed at the state level will be presented to NAPS delegates at the national convention.

These resolutions have the potential to change our Constitution & Bylaws, which govern our association. Other resolutions will give your resident officers the direction our members want us to pursue in the consultative process with the Postal Service.

This is extremely important business that must be conducted properly. Resolutions give us the framework for moving forward in the next two years based on

members’ concerns and the direction they want us to pursue. This is the voice of our membership to seek change and provide direction.

Resolutions adopted at the state conventions are to be emailed to Executive Vice President Chuck Mulidore at naps.cm@naps.org. There is a specific timeline when resolutions are to be submitted:

- Resolutions from state conventions ending on or before May 31 are due at NAPS Headquarters on June 3.
- Resolutions from state conventions ending after May 3 are due at NAPS no later than June 28.

In the resolutions process, everyone is entitled to their opinion. Businessman William Wrigley Jr. of chewing gum fame is credited saying, “When two people always agree, one of them is unnecessary.” General George Patton said, “If everyone is thinking alike, then someone isn’t thinking.”

We need to respect others’ thoughts and opinions, even if we do not agree. This is what valuing diversity is all about: Value others’ thoughts and ideas, then come together with a common solution to provide a direction to lead NAPS into the future.

We are a vast and diverse association. We must use this strength if we are to be successful in moving NAPS forward. And remember, increasing membership demonstrates leadership.

Stay safe!

naps.jw@naps.org



Jimmy Warden
Secretary/Treasurer

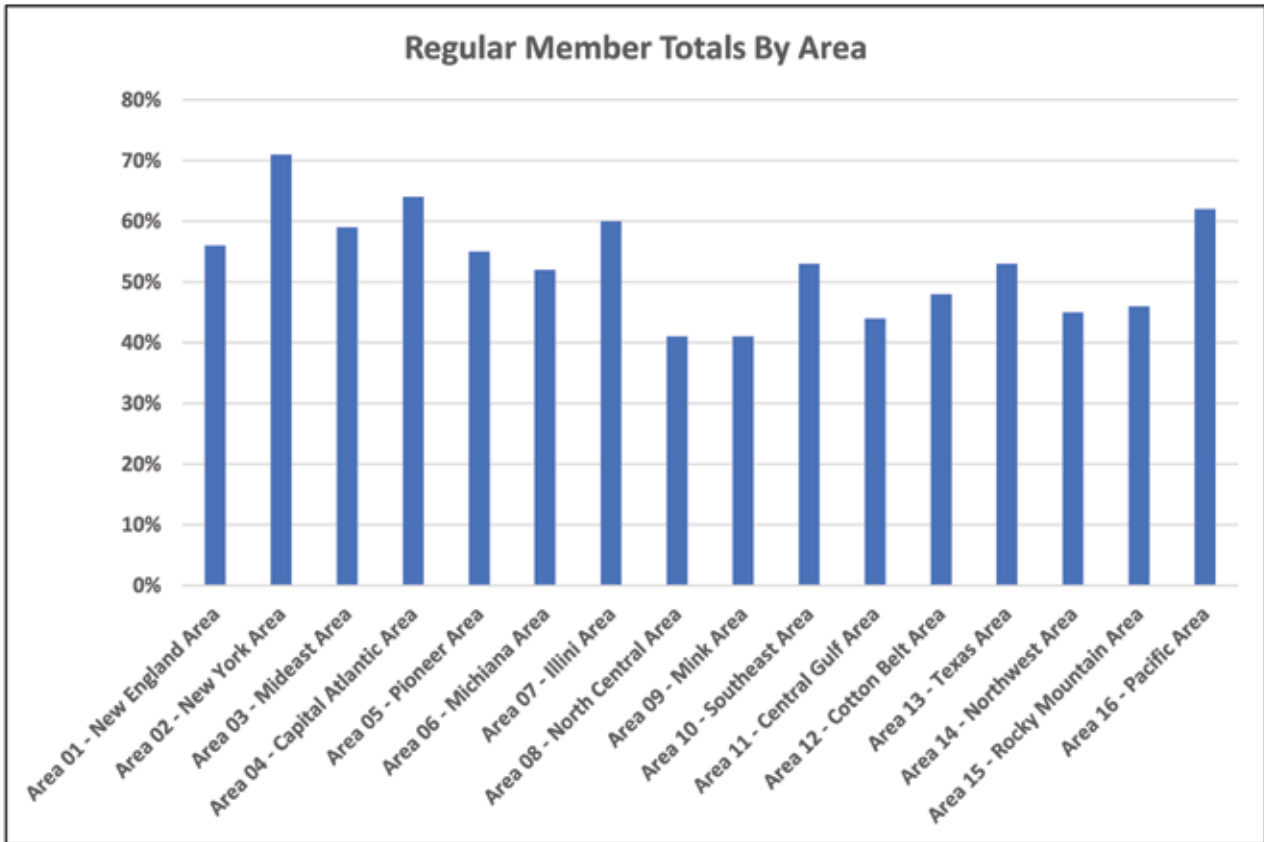
2024 NAPS State Conventions

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

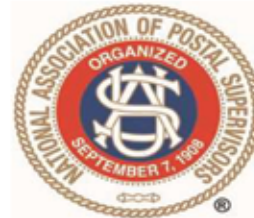
Please report state convention dates to NAPS Headquarters.

National Association of Postal Supervisors Membership Report

February 2024



Regular Member Totals By Area	
Area 01 - New England Area	56%
Area 02 - New York Area	71%
Area 03 - Mideast Area	59%
Area 04 - Capitol Atlantic Area	64%
Area 05 - Pioneer Area	55%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	60%
Area 08 - North Central Area	41%
Area 09 - Mink Area	41%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	44%
Area 12 - Cotton Belt Area	48%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	45%
Area 15 - Rocky Mountain Area	46%
Area 16 - Pacific Area	62%
Total Regular Member %	55%
Total Regular Members	26,214
NonMember Totals	
Total NonMembers	21,090
Total NonMember %	45%



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

Facts Matter

Continued from page 3

fighting against better pay for its own members, as well as *all* EAS employees.

As we know, the DC Circuit Appeals Court, as part of its 2022 decision, remanded the case to the lower court for further findings on separate issues unrelated to postmaster interests. And, even since then, UPMA has continued to be in lockstep with the USPS on pay issues and against the best interests of postmasters and all EAS employees.

To this point, UPMA, after receiving the settled law decision on representation, continued to move the case forward and petitioned the court for it to be heard en banc—a French term meaning “on the bench.” In other words, all judges of an appellate court sit together to hear a case as opposed to the routine disposition by a panel of three judges. In the Ninth

Circuit Court, an en banc panel consists of 11 randomly selected judges. UPMA’s request was denied.

It’s also interesting to note that, to this day, UPMA still is in lock step with the USPS, fighting against the two remaining issues that were returned to the lower courts. The first is pay for EAS employees under the FY16-19 pay agreement. The second issue is the “small” number of USPS Headquarters EAS employees who are not represented by NAPS. Why is that?

Why have UPMA leaders fought for four years against the interests of their own members? Perhaps Matthew 15:8 offers the clearest insight. The scripture reads: “These people honor me with their lips, but their hearts are far away from me.” In other words: UPMA’s leaders honor our postmasters with their lips, while their hearts are far away from the needs of postmasters for a fair and

equitable pay system.

Supervisors, postmasters and managers are not hearing the truth from UPMA’s leaders as the organization pursues its latest membership campaign. And what will prospective members gain, except a “free year” of membership without adequate representation? Sadly, nothing. Is that a price any prospective UPMA member should be willing to pay?

NAPS always has been—and will remain—the foremost postal management association under federal law, entitled to represent *all* EAS employees and participate directly in the planning and development of pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees. That is settled law. And that’s a fact.

In solidarity ...

naps.ib@naps.org

The advertisement features a large image of three rows of dark-colored mailboxes mounted on black posts. The background shows a brick building and greenery. In the top left corner, there is a logo for Salsbury Industries with the tagline "Quality Mailboxes at Quality Prices Since 1918". In the top center, the word "MAILBOXES" is written in large, bold, white letters with a blue outline. In the top right corner, there is a logo for mailboxes.com with the phone number 1-800-MAILBOX. At the bottom left, the text "Visit Us Online at Mailboxes.com" is written in a red, italicized font. At the bottom right, there is a QR code.

NAPS Executive Board Directory

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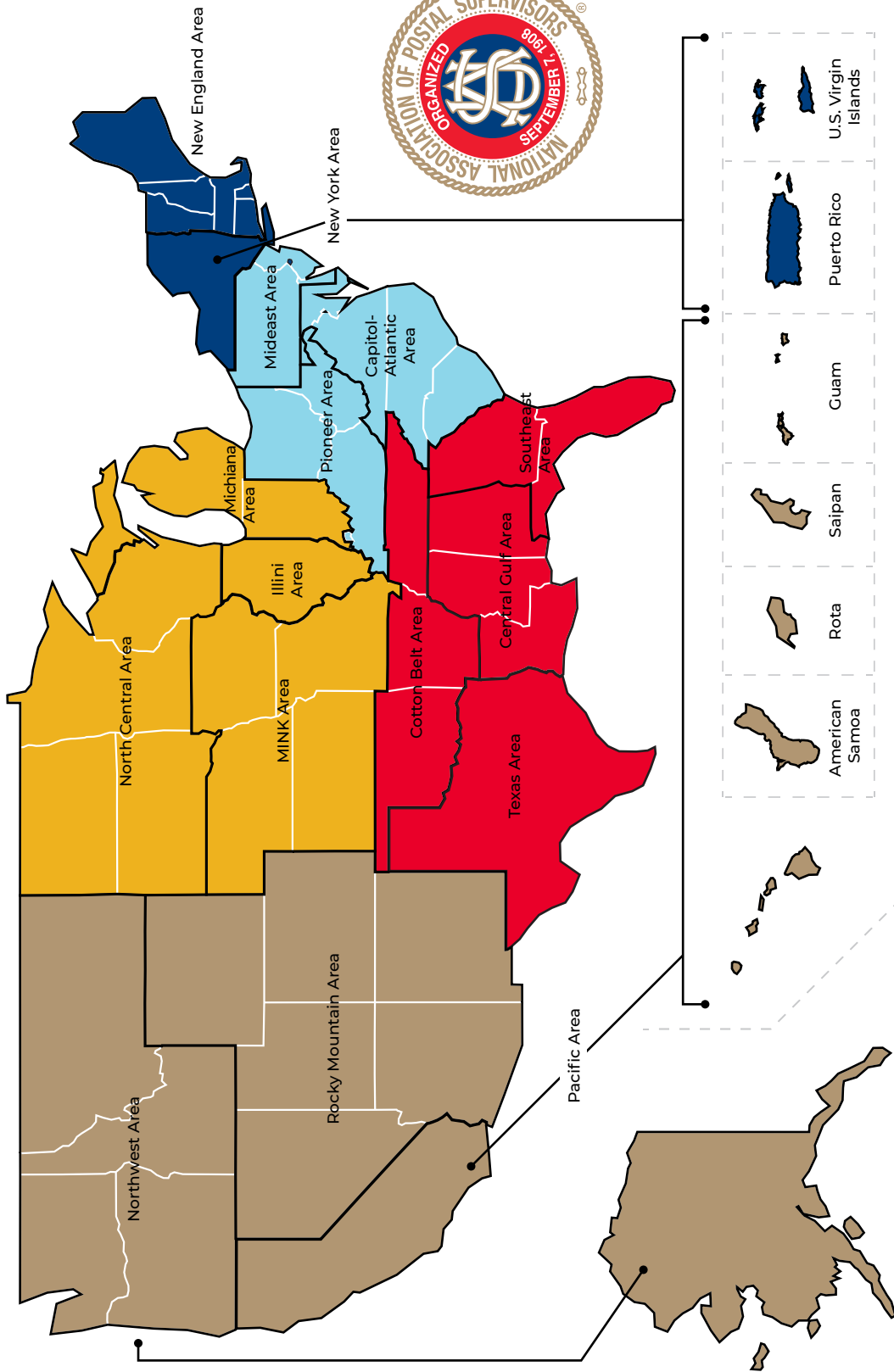
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- Western Region
- Central Region
- Southern Region
- Eastern Region
- Northeast Region



PSHB Plan Video Series Available

The new Postal Service Health Benefits (PSHB) Plan takes effect Jan. 1, 2025. USPS employees, annuitants and their eligible family members are required to enroll in the new program.

They also are required to select a health insurance plan during the 2024 open season, Nov. 11 through Dec. 9. Information on plan options and premium information will be

available in October.

Available now on MyHR and Keeping Posted.org, is a five-part video series that provides detailed information about the PSHB plan:

- Video 1—Intro to PSHB
- Video 2—Intro to Medicare
- Video 3—Medicare Part A
- Video 4—Medicare Part B
- Video 5—Medicare Part C and D



Executive Vice President Chuck Mulidore met with Rep. Jared Moskowitz (D-FL), (above) and Rep. Nick Langworthy (R-NY), thanking them for support of NAPS-supported legislation.



New York Area Vice President Dee Perez held a Feb. 27 Zoom meeting with his area branches. NAPS Director of Legislative & Political Affairs Bob Levi talked about legislation and the upcoming Legislative Training Seminar. NAPS office staffer Patrick Gustafson explained how the membership process works and some issues with 1187s. Past NAPS President Brian Wagner discussed his recruitment drive and his process; he has signed 125 new members in just over four months. Also attending were NAPS Secretary/Treasurer Jimmy Warden and Northeast Region Vice President Tommy Roma.

New England Area members attended the wreath-laying ceremony at the Tomb of the Unknown Soldier at Arlington Cemetery during the recent LTS. Front row, from left: Roy Madden, Jennifer Brouillette, Chris Capobianco and Keith Hansen. Second row: Michael Favreau, Renee Rafuse, Damion Sampath and Robert Anderson. Top: New England Area Vice President Bill Austin.



First-timers from the New England Area attending LTS were, from left: Jenifer De Andrade, Yvette McNeil, Janet LePage, Jennifer Brouillette Doy, Michael Favreau, Alison Peter and Karen Ricci with New England Area Vice President Bill Austin.



At Long Island Branch 202's March meeting were, from left: New York Area Vice President Dee Perez, NY2 MPOO Frank Monteleone, NY2 District Manager John Tortorice, NY2 MPOO Anthony Micena and Branch 202 President Tom Barone.

New York City Branch 100 held its annual dinner dance on Sunday, Feb. 25, at the fabulous Marina DelRey. The weather was beautiful and the 270 attendees, including other New York branches, had a great time.



NAPS President Ivan D. Butts, with Executive Vice President Chuck Mulidore, swore in the officers of Branch 100. Front row, from left: Vincent Hall, chaplain; Juan Pastor, vice president, Plant; Tu Tu, secretary/treasurer; Lijia Dyer, president; and Butts.

Back row: Mulidore, Jim Puccio, advocate; Kenneth Stanley, legislative chair; Jeff Wilensky, director of communications; Lola Jackson, advocate, Stations; Vilma Jiminez, financial secretary; Deborah Wilder, advocate, Plant; Dave Conover, vice president, Stations; Jimmy Warden, NAPS secretary/treasurer; and Tom Hughes, executive vice president.



Supporting Branch 100 were, from left: Laurie D. Butts, Ivan D. Butts, Jim Puccio, Steve Shawn, Tu Tu, Chuck Mulidore, John Pescitelli, Tony Dallojacono, Dottie Wileman, Juan Pastor, Joe Viola, Ivonne Warden, Teresa Dillard, Lijia Dyer, Dee Perez, Vilma Jiminez, Bill Austin, Nilza Mercado, Elvin Mercado, Bonita Atkins, Louis Atkins, Tom Hughes, Vincent Hall, Marina Nicholson, Deborah Wilder, Bruce Nicholson, Carol Wagner, Jeff Wilensky, Brian Wagner, Tommy Roma, Kenneth Stanley, Jimmy Warden, Dave Conover and Lola Jackson.



From left: NAPS President Ivan Butts, Executive Vice President Chuck Mulidore, USPS Vice President of Retail & Delivery Elvin Mercado and NAPS Secretary/Treasurer Jimmy Warden.

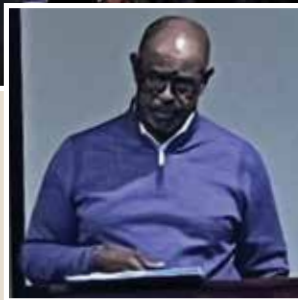


John Pescitelli, CEO of M3 Technologies, sponsored \$1,000 scholarships to three graduating students of New York City Branch 100 members. From left: Shameel Khandokar, son of Ali Khandokar, Operations Integration; Pescitelli; Ariana Janae Bartolomey, daughter of Genie Martinez, manager, NY1, Consumer Affairs; and Ka'im Elijah Ingram, son of Kevin Ingram, manager, NY1, Customer Service Operations.

Meet the first class of newly trained advocates from North and South Carolina branches, sponsored by Charlotte Branch 183. John Geter, former Capitol-Atlantic Area vice president, has been teaching his branch of advocacy training since 1999 (front row, left). The one-day training was held at the Comfort Suites in Charlotte.

Branch 183 President Michael Belger (back row, white hat) realized many branch advocates throughout North and South Carolina were retiring or no longer serving as advocates. New advocates are drastically needed, with the essential training to be successful.

Belger canvassed branches in the Carolinas for potential students, picked the site and arranged for meals and snacks with the help of Branch 183 Vice President David Joseph (back row, black hat). "It is our responsibility to train and mentor the next generation of advocates," Belger affirmed.



John Geter has been conducting advocacy training since 1999.



Southeast Area Vice President Bobby Bock and Heartland District, FL, Branch 478 President Ken Batastini at Branch 478's March meeting.



Attending Orlando Branch 321's March meeting were, from left: Central Florida Branch 406 President Ernie Gonzalez, Branch 321 Vice President Yolanda Vera Milan, President Peter Piteria, Southeast Area Vice President Bobby Bock and Secretary/Treasurer Melanie Davis.

Portland District, OR, Branch 66 held its annual membership recognition brunch on March 10. The branch awarded two college scholarships. Members enjoyed door prizes and a grand buffet and raised \$250 for SPAC. From left: Northwest Area Vice President John Valuet; Branch 66 Vice President, Plant Operations, Dave Chiniewicz; President Aric Skjelstad; Legislative Representative Lynn Yut; Vice President, City Operations, Dave Ellis; Western Region Vice President Marilyn Walton; Branch 66 Editor Dan O'Donnell, Treasurer Linda McNulty, Secretary Nancy McVicker and Sergeant-at-Arms Kaylinn Hoyt.



Memories

Tommy Roma

Northeast Region Vice President

As I sit back and reflect on my 24 years as your New York Area vice president and Northeast Region vice president, I truly can say I left it all on the field when it came to representing my members. I fought hard representing every member’s rights.

My mentors—Charlie Scialla, Vince Palladino, Ruby Handelman, Ray Perri, Frank Spatola and John Santoro—taught me to fight the good fight, do it with dignity and respect and never demean your opposition. I remember Frank telling me to read the management instructions issued by the USPS monthly that contained all the in-



formation about the job and its latest updates and changes.

Vince and the others told me to fight to the end when I knew I was right, but to know when to back off when a settlement was the only option. I am the last of the original

SWCs team to be active with NAPS and the USPS. We worked hard with our USPS partners and came up with 1,068 new supervisory positions.

It took almost five years to achieve this goal.

That is something of

which I am very proud. Thanks to my partner Jim Warden, my team members and the USPS for seeing this through.

NAPS was able to partner with the USPS on the newly established Supervisor Apprentice Program;

Brooklyn was chosen as one of the test sites. Brooklyn Branch 68 President Jamaal Muhammad selected me, concurred with by NAPS President Ivan D. Butts and the USPS, to represent NAPS.

The original plan was for Brooklyn only to have the Customer Service side represented. I reminded the Postal Service that we have two sides of the house—the Customer Service side and the plant side—and both should have a class. The Postal Service added the plant to the program, much to my delight.

I am happy to report that, on Friday, Jan. 26, 2024, members of the first Supervisor Apprentice Program—both Customer Service and plant—graduated and became EAS-17 relief supervisors. We suffered some hiccups along the road to success, but, in the end, the pilot program was a success.

I look forward to the next class in Brooklyn. I’m also happy to report that NAPS has 12 new members because of this successful program.

I wish I could be as positive about the next challenge in which I am involved—using EAS employees to deliver mail. I never have and never will be a proponent of EAS employees delivering mail. Because of hiring shortages and retention of said employees, the Postal Service feels it can use EAS employees to pick up the slack. That belief, in my opinion, is not true.

While NAPS does not have a collective bargaining agreement, the craft organizations do; it clearly states EAS employees cannot perform craft work. The *Administrative Support Manual* clearly states EAS

Thrift Savings Plan

Fund	G	F	C	S	I
March 2024	0.38%	0.87%	3.22%	3.33%	3.36%
12-month	4.31%	1.60%	29.84%	26.56%	15.47%
<small>The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.</small>					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
March 2024	1.15%	1.39%	2.16%	2.33%	2.50%
12-month	9.06%	10.94%	15.97%	17.12%	18.29%
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
March 2024	2.65%	2.79%	3.26%	3.26%	3.26%
12-month	19.29%	20.31%	24.11%	24.11%	24.11%
<small>These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.</small>					
Visit the TSP website at www.tsp.gov					

employees cannot perform craft work except in a time of emergency. Ditto for the *Employees & Labor Relations Manual*.

Our *M-39* and the carriers' *M-41* clearly state that EAS employees cannot cross crafts or they will be subject to grievances. And boy, have we paid

them grievances for keeping their mouths shut and hands open. So, I ask you, where are the savings if we are paying all these grievances and the safety of EAS employees is at stake?

While I must admit the USPS is slowly rectifying this problem, fixing it is the only solution so it won't hap-

pen again. I want to remind all our members that "today's favor is tomorrow's assignment."

My promise to our members is I will see this through until the end.

As we say in Brooklyn, "Stay Tuned."

Stay strong.

troma927@cs.com

What Age Is 'Aging' in the USPS?

Dee Perez

New York Area Vice President

The USPS addresses aging in the letter carrier craft but not in any other craft or its EAS employees. If a letter carrier is compensated for age 55 in the office and EAS employees mostly spend their time there, one could ask, "Why isn't there something for aging EAS employees?"

There's an obscure rule for letter carriers over age 55 with 25 years of service that hardly anyone discusses. The following rule makes no sense to me. Why would the USPS provide this relief in the office instead of the street?

M-39 rule: If you case slower than the 18 and 8 standard, management will evaluate your office time using 18 and 8. However, section 242.214 reads: "An exception may be made for carriers who have served continuously for 25 years or more or are over 55 years of age. Before making an exception, determine that the carrier cannot meet the standard office time and that his or her conduct and performance are otherwise satisfactory. The office time allowed for an exempted carrier must be reasonable and be determined by management."

I wonder how the CRDO team will react to this when it affects 60 minutes in the office. Will they ignore it?



As we approach the yearly 3999 deadline—May 31, although in some districts it's May 1—the 30-day difference between some districts' deadlines doesn't matter if offices take this seriously and begin doing their 3999 on Oct. 1. If you're a Level 18-

20, you should have completed this by now, depending on the weather in your area or other unforeseen circumstances.

The CRDO team handcuffed everyone this year, although they never could accept blame or admit

they contributed to the late 3999s if you're an office going past the deadline. How did the CRDO team drop the ball on this?

They wanted every EAS employee retrained to write a novel of notes and collect data during their 3999 and 1838c one-day route review. You couldn't conduct these one-day reviews on Monday or Saturday and you weren't allowed to bring a supervisor in on their nonscheduled day.

About a month ago, the handcuffs were removed from and we have been allowed to do 3999s Monday through Saturday and bring in our supervisor, Customer Service, on their nonscheduled day. It took them only five months to realize this; otherwise, they wouldn't have made the deadline May 31. Then, they didn't know if there were enough DCDs to use; if you didn't have one, you had

to order one for approximately \$300.

I've received many emails regarding being forced to do 3999s. If you're a supervisor, that's your job, but it's not unheard of to do this if you are a postmaster. However, if your concern is using your own car, you do not have to. Request an administrative district car or use a postal vehicle, provided you have been trained in using the vehicle or had refresher training if it has been years since you last drove this type of vehicle.

EAS employees age 60 with 30 years of service are more than likely not capable of walking six to seven hours or sitting down and being bounced around in the back of a vehicle for the same time. Where is the Postal Service's concern for them?

It's a shame nobody at USPS Headquarters has thought about aging EAS employees and the duties they may not be able to perform as

The Postal Supervisor 2024 Production Schedule

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

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

they once did. What age is considered “aging in the USPS” as older EAS employees struggle to be as quick as their younger EAS counterparts regarding Dashboard reports, digesting data and the physical toll of conducting an 1838c and 3999 these days?

Perhaps our CRDO leadership

could answer us if they walked routes for months, dealt with running an office interacted with employees, unions and customers and spent two hours a day on Zoom meetings.

I challenge each of our 269 NAPS branches to challenge themselves by signing three non-members a month.
nyavpdee@aol.com

Training Is Fundamental

Robert “Bobby” Bock
Southeast Area Vice President

I received an e-mail regarding training and, much to my surprise, the training was going to be in-person. When I arrived for the training, I saw many members from various functions—Customer Service, Processing and more. I saw members from various districts, as well. There was a lot of networking going on; it really warmed my heart!

The premise for the training was a joint venture between the APWU and the USPS. The topic and focus encompassed elements of the *Joint Contract Interpretation Manual (JCIM)*. Both facilitators discussed



the *JCIM* in depth by going through articles of the contract.

Collectively, we engaged in various scenarios/issues that have been jointly agreed to by both parties. The facilitators were very knowledgeable and represented Labor Relations and the APWU well.

During the training, we were given some staggering numbers. The facilitator stated, “There are 16,000 cases pending arbitration, of which 1,000 involved a form of discipline.” Generally, the cost for arbitration is split between the APWU and the USPS.

In FY23, the Postal Service paid out approximately \$600,000 in arbitration activity; the APWU had a payout of approximately \$219,000. To add insult to injury, there were 132 “lost dates.” This is when the USPS schedules an arbitration and, when the arbitrator arrives, neither side brings a case forward. This results in free money for the arbitrator.

The intent of this training was to resolve contractual issues at the lowest level possible. In essence, open the *JCIM*, *ELM* and other resources to make a sound business decision. The next time you receive a grievance, attempt to resolve it at the lowest level possible. You have the right in the contract to settle a grievance.

Just remember, you may be ques-

Resident Officer Candidates Announced

At the 2010 NAPS National Convention, Resolution #57 was passed:

“WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members’ dues, and “WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are allowed to place election advertisements in *The Postal Supervisor*, and

“WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

“RESOLVED, That, for the good of the membership, NAPS puts in print in *The Postal Supervisor* the currently announced candidates for the three national officers in three issues before the convention.”

These NAPS members have announced their candidacies for the three resident officer positions:

President—Ivan D. Butts
Executive Vice President—Chuck Mulidore
Secretary/Treasurer—James Warden

tioned regarding your decision, especially if you are paying out postal dollars. You usually get five days to give the steward an answer at Step 1 in the grievance process. If you are going to settle a grievance, I recommend you loop in your manager before your decision.

This training was an added value as the Postal Service invested time and money in providing the in-person training event. We need more in-person training! There are far too many classes in HERO and virtual space instead of the hands-on and networking experience you gain from in-person classes.

bocknapseavp@aol.com

NAPS Store Offers Online Orders

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



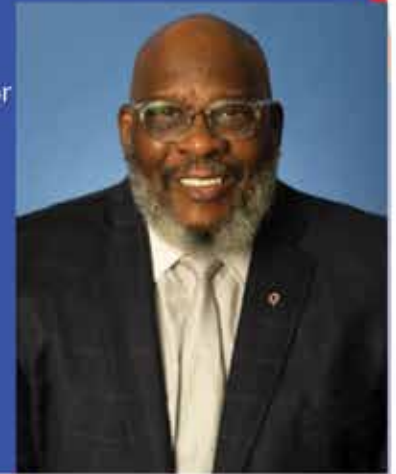
RE-ELECT - IVAN D. BUTTS

INTEGRITY – Firm adherence to a code of especially moral or artistic values; an unimpaired condition; the quality or state of being complete or undivided.

VISION – The act or power of imagination.

ACCOUNTABILITY – An obligation or willingness to accept responsibility or to account for one's actions.

INNOVATION – The introduction of something new: a new idea or method.



NATIONAL PRESIDENT

NAPS National Convention Aug. 12-16, 2024
Foxwoods Casino Resort - Mashantucket, CT

My goal as your NAPS National President is to continue to build on the positive work that has been done to the benefit of EAS. In the past two plus years, we have seen the average EAS salary increase by 14.5%. Also, NAPS has secured increases for position upgrades. NAPS has secured new SDA groups. NAPS has secured position upgrades. NAPS has secured pay percentage increases for position upgrades. NAPS has secured increases for promotion minimums. NAPS has secured increases to Annual Leave carryover and Annual Leave exchange. NAPS has secured pay to Postmasters and Managers for additional work hours. I will continue to work inclusively with the other Resident Officers to continue to accomplish goals such as these to the benefit of EAS, using the same strengths that I've been developing for more than 36 years as an active NAPS advocate.

Remembering Jay Killackey

NAPS is saddened to report the death of former NAPS Executive Vice President James “Jay” Killackey III on March 21. He had a long and storied career in the Postal Service, as well as serving as a NAPS resident officer and in other leadership positions.

Jay began his Postal Service career as a part-time flexible clerk in 1996. From 1969 through 1971, he served in the U.S. Navy. When he returned to the Postal Service, he converted to a letter carrier to earn a college degree. He graduated with degrees in public and business administrations. He was the first member of his family to earn a college degree.

In 1979, Jay was promoted to supervisor, Customer Service, at the Boston GMF parcel delivery unit. He became a general supervisor, assistant tour superintendent, tour superintendent and station manager. Jay rose to the position of manager, Distribution Operations, EAS-24, at the Boston Processing & Distribution Center.

From 1995 to 2006, he managed operations at the IMC North in Chelsea, the largest motorized postal delivery unit in the country. He retired from that position on Oct. 6, 2006, when he was elected NAPS secretary/treasurer.

Jay joined NAPS in 1979 and was an active member of Boston Branch 43. He was elected vice president, then president, serving in that office 1990-1998. He was elected to the NAPS Executive Board in 1998 as New England Area vice president and served through 2006. He was elected NAPS secretary/treasurer in 2006 and served in that position until 2010, when he was elected NAPS executive vice president—a position he held until 2014.

Jay currently was serving as Branch 43 executive vice president and was a tireless advocate for the NAPS Disciplinary Defense Fund. The branch was renamed this year the James F. Killackey/John Russell Boston Branch 43 in honor of those two long-time members.



While serving as a NAPS national officer, Jay:

- was a member of the first NAPS SWCs Committee.
- started the Telecon Improvement Program so EAS employees being abused during telecons had an avenue to report the abuse.
- initiated the Redundant Report Program to eliminate supervisors, managers and postmasters having to respond to the many reports containing the same information.
- established the Scanning Committee. When scanning became prevalent, Jay partnered with then-USPS Vice President of Delivery Ed Phelan to enable the committee to report scanning issues to the Postal Service to make them aware of the technical issues in the field so they could be corrected.
- established the NAPS Executive Board Legislative Committee and had a representative from each NAPS region as a member.



John Russell and Jay Killackey

- established the SPAC Hall of Fame to acknowledge continuous, large-amount SPAC contributors.

- took the lead in 2009 when PFP ratings were intentionally reduced by requesting copies of all the filed recourses that had been denied. He took those copies to the Postal Service and got them approved.

Members had their ratings corrected, earning them pay raises.

This past August, friends and family gathered at the JFK Ranch to celebrate Jay's 75th birthday. John Russell, his longtime friend and fellow Branch 43 honoree said, "Jay was a great mentor to many NAPS members. His death leaves a large hole in our organization that will take years to fill."

Jay is survived by his wife Suann and daughters Jessalyn, Kathleen (Seaver), Kristin (Wilson) and Courtney (Bochantin), as well as nine grandchildren and many nieces and nephews.

Condolences may be sent to his wife Suann Killackey at 20 Quaker Lane, Acushnet, MA 02743-1001.

Truly a Man's Man

Tommy Roma

Northeast Region Vice President

When I was elected New York Area vice president in Alaska in 2000, the first person to congratulate me was Jay Killackey, who would become my friend and mentor. Along with Andy Sozzi, we were a force to be reckoned with in the Northeast Region.

Our greatest NAPS president, Vince Palladino, told me, "Now I don't have to worry about the Northeast Region anymore." As a team, we took on all the problems and resolved them.

Jay told me, "I am here for you whenever you need help or advice." I leaned on him for the first year and, true to his word, he always gave me the right advice on how to handle different situations. We resurrected with great success the Northeast Region training seminar in Puerto Rico at the old Howard Johnson's hotel.

Jay was very involved in the seminar held in 2010 at the Boston Renaissance Waterfront hotel, his hometown.



Members of James F. Killackey/John Russell Boston Branch 43 and the NAPS Executive Board attended Jay's funeral on April 2.

That is when my friend and I started visiting historic sites in Massachusetts and New York.

In Massachusetts, we visited the John F. Kennedy Presidential Library and Museum—something I will never forget. We also visited Fenway Park, the Red Sox' iconic stadium, and Gillette Stadium, home of the New England Patriots.

When visiting New England, Jay always picked me up at the airport or train station and took me to the hotel before taking me out to dinner with his family. We had a lot in common and the fact we both served in the Navy did wonders for our relationship in later years.

I was 18 years old, away from home for the first time. I was stationed at the Chelsea Naval Annex, MA, awaiting my ship that was in for repairs. I managed to go home on weekends when I got a pass and took the train at South Station in Boston into Grand Central Station in New York.

When I could not get a pass, I used to go sightseeing with my Navy buddies, building a good relationship with the people around Chelsea. When we shipped out, I figured it would be the last time I would see Chelsea. Boy, was I wrong!

In 2011, without my knowledge, Jay set up a whole tour of Chelsea, much to my delight. The shipyard still was there, but the historic naval hospital now was a unit of condos; some of the stores still were there.

Jay took me to the site of the condos, which had a bronze plaque stating "Site of Chelsea Naval Hospital," and took a picture of me standing in front of it. That is the type of person Jay was—all he asked of you was your friendship.

On another occasion, while we were in Alexandria for a NAPS Executive Board meeting, Jay, who was executive vice president, took my family and the Wardens for a sightseeing tour of all the famous monuments in DC without getting out of our car. His description of each monument was so complete, a tour guide could not have done better.

I share these stories with you to show the amazing per-

Remembering Jay Killackey

son Jay was. If you were his friend, he would do anything for you.

Jay also was a master at writing letters, something at which Andy, Jimmy I always marveled. I would tell him what I thought should be in the letter, then, half hour later, the finished product would appear on my computer screen. I never had to change a word.

When I had heart surgery in 2006, Jay visited me; in 2012, after I had another stent put in, the whole Killackey family visited me: Jay, Suann, Linda, Helen and Jessalyn. We always had a special bond with Jay and his family.

I believe Jay would have been the greatest president in NAPS history. He was respected by the Postal Service and NAPS members in the Northeast Region. His overall knowledge of the Postal Service was outstanding; his communication skills were second to none.

In my eyes, a man such as Jay Killackey comes along only once in a lifetime; I want to believe he thought the same about us. So now, my friend, your work here is done; rest in peace.

May the road rise up to meet you.

May the wind always be at your back.

May the sunshine warm upon your face;

the rains fall soft upon your fields.

And until we meet again,

May God hold you in the palm of His hand.

In my eyes, Jay, you truly were a man's man.

'To Solve Problems, You First Must Build Relationships'

Dee Perez

New York Area Vice President

Our NAPS family has lost a giant among our association's all-time great leaders—Jay Killackey, who died March 21. He served as NAPS executive vice president and secretary/treasurer. He was one of the few who knew how everything worked in NAPS and the Postal Service; not many leaders know both sides.

Jay's advice and knowledge will forever be missed. He was one of my mentors and taught me that when you have a problem, it's important to try and offer a solution—don't just represent the problem; work on both sides of the issue.

That was typical of Jay. He never backed away from a challenge or a problem. He was unique in that way and highly successful.

There was a time the NAPS website had a chat room where members could vent and post topics for conversation. I used the handle "elcubano" and would vent my frustrations with my job and NAPS, even though Jay was a resident officer. I respected him for responding to nearly every topic posted. He was engaged with members in cyberspace and real life.

He was the most accessible resident officer at that time. One day, he reached out and called me. Thereafter, we talked periodically until a friendship was formed.

He earned my respect, along with a few hundred other members, from being responsive in the chat room. Jay participated, despite it not being popular among NAPS leadership. His views and perspectives of the topics always were sought after and welcomed. He could take some of the sting off the subject and calm things down with his thoughts and opinions.

Jay loved to talk about *Title 39*. You would think he wrote it after hearing him speak about this law. He knew exactly what could and couldn't be done as it related to NAPS, but leadership wouldn't listen. Yet, here we are today, with a lawsuit against the USPS, using language in *Title 39* against the USPS. The reason NAPS now represents postmasters is because of the language in *Title 39*.

Jay was a giant of a man in so many different ways, wearing many hats. When most people his age would start to take it easy, he kept his brilliant mind turning by serving as an advocate for NAPS DDF provider Al Lum. And he didn't stop there. He served as Branch 83 president and continued to mentor a great, young group of men from Boston who now are advocacy specialists working on the front lines.

He worked with Dillard Financial in retirement planning; if Jay said they were good people to retire with, that was the five-star, trusted endorsement everyone needed to know. He also served as a contract EEO investigator for the National EEO Investigative Service Office of the Postal Service from 2014 to 2018.

Jay was honored recently when Boston Branch 43 was renamed the James F. Killackey/John Russell Boston Branch 43. His accomplishments in life and with NAPS are too numerous to continue to mention. He was an amazing man who did so many things for so many people. We will not come across anyone like him ever again.

Jay taught me that the most important thing in life and with NAPS is building relationships that will help you resolve more problems than you can imagine. As usual, he was right.

Rest in peace, my friend, and look over your families. God bless you!



Resolution

In Loving Memory of

James F. Killackey

Whereas, God has brought to a close the life of Jay Killackey, the Resident Officers and members of the National Association of Postal Supervisors, with headquarters in Alexandria, VA, feel that it is befitting to express our sympathy to the family during this time of bereavement. We commend you to Him who knoweth best and will always do right. You have our sincere prayers.

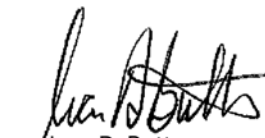
Whereas, Jay served as the New England Area Vice President from 1998 until 2006. Prior to this Jay served at the Boston Branch 43 President. In 2006, Jay was elected to serve as NAPS Secretary/Treasurer. In 2010, Jay was elected to serve as NAPS Executive Vice President until 2014. Jay continued to serve the member of NAPS as Boston Branch 43 Vice President and as an Advocate defending NAPS members in Adverse Actions.

Whereas, Jay initiated many reporting programs in support of NAPS and its members. No initiative was as impactful than the opportunity provided for Christians who would be away from their home churches to come together at NAPS Nationally held events by creating space to have a worship service on Sunday. This initiative started by Jay continues to grow and flourish.

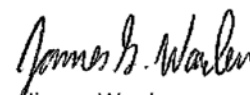
Now therefore, be it resolved, that we wish all who are now in mourning to take comfort from the words of the of our Lord and Savior found in John 14:1-3, "Let not your hearts be troubled. Believe in God; believe also in me. "In my Father's house are many rooms. If it were not so, would I have told you that I go to prepare a place for you? "And if I go and prepare a place for you, I will come again and will take you to myself, that where I am you may be also."

Therefore, be it further resolved, that we bow to a greater Will than our own and rest in the knowledge that one day we will be united with Jay again, in joy and in the fullness of God's mercy. A copy of this Resolution will be kept at NAPS Headquarters in the NAPS Book of Resolutions.

Humbly submitted this 2 day of April, 2024.


Ivan D. Butts
National President


Chuck Mulidore
Executive Vice President


Jimmy Warden
Secretary/Treasurer

Bob Levi

Director of Legislative & Political Affairs



It's been a month since about 500 NAPS members trekked to Capitol Hill to promote our legislative priorities. As part of the post-conference evaluation, we carefully examined the results of the online 2024

'Heard on the Hill'

Legislative Training Seminar (LTS) surveys and the detailed, mobile-enabled, digitally submitted 2024 lobbying reports.

Regarding the LTS survey, the bottom-line is two-thirds of those responding rated the conference "Excellent." Most gratifying is the tremendous value LTS attendees attributed to the innovative skills learned and essential information gleaned from the event.

In addition, LTS attendees appreciated being part of the *NAPS Chat* "live audience" for the episode posted on March 8. American Enterprise Institute Senior Fellow Kevin Kosar was the guest. For many years, Kosar was the Congressional Research Service's expert on the Postal Service and is a regular postal commentator on a variety of media platforms.

Also, LTS attendees highly rated our visit with Adam Campbell of VoterVoice, which is among the pivotal tools NAPS uses as part of our integrated legislative and political strategy. Campbell guided LTS attendees through an online, real-time engagement with U.S. senators regarding S. 3356, the bipartisan Postal Police Reform Act.

One of the most important aspects of the conference was LTS delegates' opportunity to meet with their

senators, representatives and members of their respective staffs on issues important to all EAS-level postal employees. Over 300 lobbying reports were filed online, so LTS delegates

wore down their shoe soles on Capitol Hill.

Clearly, NAPS members advanced and reinforced our legislative agenda: Promoting postal security, which includes protecting postal employees through legislation to clarify the authority

of postal police officers; advocating for a fair consultative process over supervisor, manager and postmaster pay and benefits by legislating a revised and timely procedure; furthering due process rights for postal managers assigned to USPS Headquarters positions by enacting legislation to permit all EAS employees to appeal adverse actions to the Merit Systems Protection Board; and encouraging Congress to finally pass a bill to repeal the Social Security Windfall Elimination Provision and Government Pension Offset.

Nevertheless, what was most striking is what NAPS members "heard on the Hill." That is, what members of Congress were telling them about the Postal Service and their concerns about agency performance. As I pored over the voluminous lobbying reports and spreadsheets, I was taken aback by the magnitude of congressional unease about eroding postal on-time performance and its trajectory over the next few years.

Particularly remarkable was the level of distress among elected officials whose states and districts already were impacted by facility realignments and consolidations. Comments from Virginia, Maryland, Texas and Georgia were particularly noteworthy.

We also were struck by the gnaw-

ing anxiety of members of Congress whose communities soon will experience postal logistics reorganizations. Notwithstanding recent town hall meetings in affected communities, collectively and individually, House and Senate offices shared their angst about the lack of transparency, paucity of constituent engagement and, of course, deteriorating performance.

These fears were validated by a March 28, 2024, Postal Inspector General (IG) audit report on the RP&DC consolidation in Richmond, VA. In part, the IG concluded the consolidation contributed to a drop in on-time service, which now classifies Virginia as the worst in the country. As reported by the Associated Press, the IG indicated "only 66% of First-Class Mail was delivered within two days in the current fiscal year." In addition, the IG declared the Richmond project to potentially have increased costs rather than realized USPS-predicted savings.

Unfortunately, alarm bells are ringing nationwide, stretching through America's heartland and into many and diverse urban areas. However, USPS leadership's response to this congressional anxiety is akin to 19th-century political commentator Alex De Tocqueville's observation: "A perpetual utterance of self-applause."

The "postal worry" shared by Congress to NAPS members publicly revealed itself in several actions by Congress taken after LTS. Different coalitions of senators and representatives forwarded communications to Postmaster General Louis DeJoy, asking that further realignments and consolidations be delayed until a more comprehensive and transparent evaluation could be conducted. A group led by Sen. Tammy Duckworth (D-IL), Sen. Bernie Sanders (I-VT) and Senate Majority Whip Dick Durbin (D-IL) pointedly commented that the

Tribute to the Late Sen. Joseph Lieberman

operational changes raised serious performance issues in rural areas.

They expressed alarm that the changes could undermine the presence of post offices whose carriers would be relocated to large delivery facilities. More pointedly, Senate Homeland Security and Governmental Affairs Committee Chairman Gary Peters (D-MI) sent a stern letter to the PMG as a follow-up to a December 2023 letter.

The more recent March 18 letter protested that USPS responses to Peters' earlier letter were inadequate. Therefore, he called on the USPS to "pause all network changes until it can clearly demonstrate that such changes will not degrade local mail service."

At end of this latest letter, Peters declared that postal performance, as impacted by network realignment, "will be a top priority for this committee." At the same time senators were voicing their displeasure, there were too many communications from House members to count.

Concurrent with the ongoing congressional critique, the Postal Regulatory Commission (PRC) was concluding its *2023 Annual Compliance Review*, a proceeding to determine whether the Postal Service is complying with the law. As part of one of his filings, the PRC-designated "Public Representative" remarked:

"Reports are now appearing in the press of serious mail delays emanating from the associated Atlanta RP&DC. ... Although some hiccups are to be expected when opening new facilities and designing the network, the Postal Service, like a punter trying to kick out of his own end zone, can only take so many steps back before stepping out of bounds and incurring a safety."

Efforts by Congress and the PRC

Continued on page 24

Bob Levi

On March 27, Joe Lieberman—former senator (D, I-CT), former chairman of the Senate Homeland Security and Governmental Affairs Committee and former Democratic nominee for Vice President—unexpectedly died. I am proud to say he was my friend.

Lieberman and I had a multi-faceted relationship that stretched beyond the perimeter of Capitol Hill. This bond embraced our respective families. I would like to mention a small, but consequential part of my "professional" relationship with him. That is, my interactions with him as a senator and as chairman of the Senate committee with jurisdiction over the Postal Service.

As committee chairman, Lieberman demonstrated bipartisanship; his 2012 postal legislation—the 21st Century Postal Service Act—passed overwhelmingly in the Senate. I believe his postal bill was a guidepost for the Postal Reform Act of 2022.

The 2012 bill, introduced by Sens. Lieberman and Susan Collins (R-ME), was controversial in several ways, but included three provisions on which the Postal Reform Act of 2022 was built. First, the Lieberman bill would have established a mechanism to create a Postal Service Health Benefits Program with benefits equivalent to those available under the FEHBP.

Second, the measure would have established a Medicare education program for postal employees and annuitants, which would have smoothed a

transition to Medicare-integration. And third, the bill would have eliminated 80% (although not 100%) of the Postal Service's retiree health care liability.

There also were a few provisions that the postal community currently is promoting because they were not included in the 2022 law. These include a fair recalculation of the postal retirement liability and enhanced performance accountability. The legislation passed the Senate 62-37 on April 25, 2012. However, the House Oversight and Reform Committee, then chaired by Rep.

Darrel Issa (R-CA), never considered it.

Lieberman also was an outspoken proponent for federal and postal employees to more fully take part in American democracy. As a first-term senator, he advocated modernizing the Hatch Act, the law restricting the political participation of postal and federal employees.

As a junior member of the committee he subsequently would chair, Lieberman aggressively pushed for legislation to enable postal and federal employees to campaign for electoral candidates, run for office in nonpartisan elections and solicit contributions for their association's political action committee (e.g., SPAC). In 1993, President Bill Clinton signed Hatch Act reform into law. (This was the first presidential bill signing I witnessed.)

In sum, my professional and personal life enmeshed with Joe Lieberman's. I will miss his counsel, his inspiration, his leadership, but, most importantly—his friendship. May his memory be a blessing.



We're Not Who We Once Were

Kevin Moore

In January, I celebrated 29 years with the Postal Service. Lately, I have reflected on how the times have changed since I started. We didn't have DPS, packages were minimal and we basically were a letters-and-flats operation. Today, we're a package business with many fewer letters and flats.

I also reflected on life as an employee. I remember when I got the job how proud I was and how everyone would ask, "Who retired?" "Did someone die?" or "How'd you get that job?" Getting a job with the Postal Service was a major deal. My starting salary of \$12.96 an hour was more than my father's salary at the manufacturing plant he had worked at for 30 years.

Sadly, for many, the pride of getting a job with the Postal Service may be no more. I currently have eight RCA vacancies I can't fill, regardless of the number of job postings. I work in rural, northeast Georgia; we primarily have rural routes. However, only two routes are provided postal vehicles.

Granted, the vehicles are 37 years old, but they are provided. The other routes require the employee to drive their own vehicle. The applicant has to purchase a vehicle they can drive on the route, modify it for delivery, which is a \$5,000 to \$8,000 investment for a job they may not like or we may decide delivery isn't for them. Most people looking for a job can't afford that kind of investment.

I also look at the salary. Manufacturing and other businesses have

caught up; the USPS no longer offers a premier salary. Manufacturing plants are paying as much, but without the investment required.

It's also true the younger generation doesn't possess the same work ethic we had at that age. I was reluctant to ask for a day off, much less call out. Today's employees aren't afraid to do either. They know they have the upper hand because we are short-staffed.



I recently lost a supervisor position not due to excessing of employees or a decrease in workload. I lost the position because I was short-staffed and fell below the minimum number of employees needed to keep that position. To whom did the workload transfer? You guessed it! The norm is 10- to 12-hour days. Summer, with prime-time vacation, is coming.

We also differ in service to our customers. Georgia recently went through a consolidation of facilities and transportation; it hasn't been a pretty process. My office always has maintained a high OSAT score, but it sank significantly during the first few weeks of the changes.

The main complaints were "Where is my package?" and "Where is my *Wall Street Journal*?" When customers have the means to track their packages and see them sitting in the same place for a couple weeks, it's hard to explain or appease them. Many customers say they will use other services from now on; I hope it's just a temporary mood and they come back to the USPS.

It's hard to explain why we deliv-

er four days' worth of *Wall Street Journals* in one day. I do my best to assure them it's just temporary and it will get better; for the most part, I think they believe me. My OSAT scores have started to climb again.

However, there was one gentleman whom I couldn't appease or provide a suitable answer regarding a package. He looked straight at me and said in his slow, country, southern drawl, "I could have rode my jackass down to Palmetto and picked up my package faster than y'all are delivering." I had no reply because, truthfully, he was correct.

I've been through many changes in my career and it's always made me mad when someone refers to "snail mail." I'm a great defender of the Postal Service and take pride in it.

Will we ever find more employees who take pride in the company again? Can we maintain the pride our customers have shown throughout my postal career? I hope so.

kevinmoore324@gmail.com

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

Legislative Update

Continued from page 23

to shed more light on logistics realignment and consolidations cannot be met by persistent obstruction. Such actions undermine postal credibility and shield the agency from constructive efforts to restore performance and improve its finances. This is what NAPS "Heard on the Hill."

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NAPS Continues to Make an Impact With Its Legislative

By Karen Balent Young, editor; photos by Dave Scavone

NAPS delegates made their annual trek to the nation’s capital for the Legislative Training Seminar in early March. Nearly 500 delegates, including 60 first-timers, took time to learn about NAPS’ legislative agenda and take their message to Capitol Hill.

Executive Vice President Chuck Mulidore welcomed members Monday morning, March 4. “We appreciate you being here,” he said. “We’re going to fill you with a lot of information and knowledge to start true and lasting engagement with Congress.”

Mulidore explained the theme of this year’s LTS has more of a political spin as 2024

is an important election year. “We don’t take it lightly,” he declared. “If we learned anything over the past eight to 10 years is that your vote matters. And your political action matters; we can’t afford to be nonpolitical anymore.”

He affirmed that everyone has to take part in and be part of the political process—

it’s everyone’s civic duty. Also, it’s NAPS’ members duty to take the organization’s message to Capitol Hill and to members of Congress in their home districts, as well.

Mulidore informed delegates they will be walking into a divisive environment on the Hill. “We’re going to



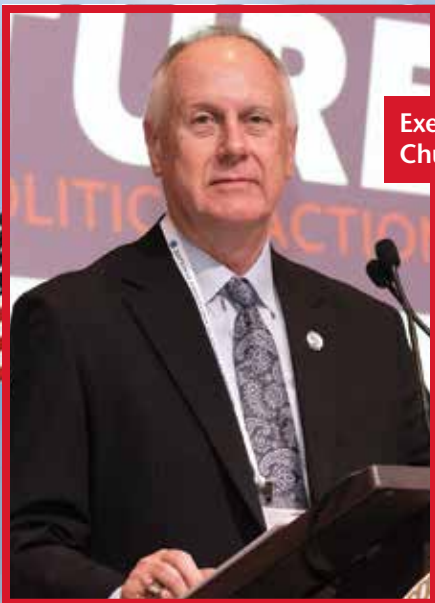
Marilyn Jones, Los Angeles Branch 39 and California State Branch 905 president, gave the invocation.

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provide you the tools to stay on message,” he pledged. “And our message reflects the message of the American people, as well.”

Mulidore referenced the death on Saturday, March 2, of Jonte Davis, a mail carrier in Warren, OH, who was fatally shot in his mail van. Tim Kopcash, Youngstown Branch 133 president and postmaster of the Warren Post Office, had planned on being at LTS, but had to stay and work to pull his office together.

Footprint



Executive Vice President
Chuck Mulidore



The Capital Band entertained delegates with patriotic songs, including recognition of each branch of our country's Armed Forces and NAPS members who served.



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“These types of tragedies and incidents affect all of us,” Mulidore stressed. He asked for a moment of silence for Davis, his family and the Warren Post Office employees.

President Ivan D. Butts addressed LTS delegates, referring to Martin Luther King Jr.’s last sermon, “The Drum Major Instinct,” delivered two months before his death. He explained that King related greatness and service and what they mean by saying everyone can be great; everybody can serve. You need only a heart full of grace and soul generated by love. “That’s how I look at service and leadership as I stand before you as president,” Butts said.

He told delegates he appreciated their presence at LTS and working together to move NAPS’ legislative agenda. “The work you will do here in preparation for hitting the Hill is critical to the sustainability of America’s Postal Service,” he stressed. “We have seen the legislative footprint of our association become increasingly impactful in the Postal Service land-



President Ivan D. Butts

scape.” Butts affirmed NAPS’ legislative outreach is across both sides of the aisle.

He told delegates the “Delivering for America” plan is in full swing and, as NAPS predicted, has launched a year of unprecedented organizational change. NAPS leadership has managed 25 RIF actions affecting EAS employees; more are expected this year.



Secretary/Treasurer Jimmy Warden welcomed delegates and introduced the current NAPS Executive Board.

Beverly Austin, National Auxiliary executive vice president, said the Auxiliary is there to help NAPS members who, in turn, can help the Auxiliary by purchasing tickets for the 50/50 and gift card raffles.



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“We hear complaints about the deterioration of mail service and lack of transparency from USPS Headquarters,” he offered. “Today, we will hear from the PMG. With his updates, combined with the educational and legislative plan put together by Chuck and Director of Legislative & Political Affairs Bob Levi, you will be ready to educate our legislators not only on the ‘Delivering for America’ plan, but also the value of our postal police officers and the agency’s ill-advised decision not to use these officers to protect our employees and resources.”

Butts informed delegates they also need to educate legislators on reforming *Title 39*, EAS employees’ only avenue to address an unfair and inequitable pay system. “All we want is a fair and equitable pay system that puts money in the pockets of all EAS employees,” he declared.

“Again, thank you for being here. This is the time to be a beacon of light to shine on not just for the legislative needs of America, but also the EAS employees running the day-to-day operations of the Postal Service.”



Participants in Sunday’s wreath-laying ceremony at the Tomb of the Unknown Soldier at Arlington Cemetery were recognized and presented with a NAPS Challenge Coin. From left: Secretary/Treasurer Jimmy Warden; Executive Vice President Chuck Mulidore, John H. Carson Jr., Birmingham, AL, Branch 45; Michael Winters, Heart of Illinois Branch 255; Chanel M. Dodson, Los Angeles Branch 39 Auxiliary; and President Ivan D. Butts. Not pictured: Marcellus Wright, A. Millie Callaway, DC, Branch 135.



Bob Levi next presented his legislative and political overview. He welcomed delegates to LTS and emphasized the event is about training, not being lectured on different aspects of USPS operations. “We are here to train you how to be a more effective legislative advocate whether here or back home where you live and work,” he explained.

Levi described effective advocacy as the synthesis of three dynamics: policy, people and politics. “Policy is the legislation we promote in DC, politics is how we advocate for the importance of legislation we are promoting to our legislative officials and the people are you,” he said. “We need all three to effectively and successfully promote our agenda.”

Levi told delegates it’s important for them to be on a first-name basis with members of Congress and their staffs. He referred to New York Reps. Tom Suozzi (D) and Andrew Garbarino (R). “They both know NAPS members on a first-name basis,” he pointed out. “They know them and can spot them in a room; that’s what we want to happen in *every* congressional district!”

He conveyed the importance of assuring Congress is educated on provisions of the Postal Service Reform Act, including the agency’s obligation to publicize its ability to meet performance standards on its website. “This is what Congress wanted us, their constituents—and them—to see,” he said.

Levi described the 118th Congress as the least productive, with the fewest number of bills signed into law since the 101st Congress



Director of Legislative & Political Affairs Bob Levi

about 20 years ago. “That demonstrates the heavy lift we have promoting legislation as the result of issues that confront Congress and its partisan extremism,” he offered.

“Nevertheless, we’re fortunate to be in DC at this time; NAPS needs to ‘be in the room.’” Levi referred to when Alexander Hamilton, Thomas Jefferson and James Madison initiated the Compromise of 1790 whereupon the national government would take over and pay state debts from the Revolutionary War and the District of Columbia would become the nation’s capital. Aaron Burr wanted a part in the discussions, but literally could not get into the room. Burr’s complaint was depicted in the Broadway musical, “Hamilton,” which Levi displayed on a slide as part of his presentation.

“Only if you are in the room can you influence public policy,” Levi affirmed. “NAPS needs to be in the room where it happens. It is

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not only the resident officers' and my goal to be in the room, but to get you in the room, as well."

Levi reviewed the talking points for the mobile-enabled slides delegates would use during their visits to Capitol Hill and discussed NAPS' legislative issues.

H.R. 3005, the Postal Police Reform Act, would undo the reckless decision by the USPS in 2020 to pull postal police officers off the streets. Increasing mail theft is a crucial issue. "We've lost the importance the Postal Service used to associate with letter mail. Protecting postal employees, assets and the mail is critical," Levi highlighted.

H.R. 594, the Postal Supervisors and Man-

agers Fairness Act, promotes fairness in the consultative process between the USPS and EAS employees. "We are a management organization that wants some modicum of fairness in our pay, schedules and benefits," he explained.

H.R. 595, the Postal Employee Appeal Rights Amendment Act, would provide postal managers due-process rights. "We have been fighting for this legislation since at least 2013," Levi said. "The bill would provide opportunities for supervisors in USPS Headquarters positions who do not supervise other employees the right to appeal to the Merit Systems Protection Board—simple fairness."

NAPS also is prioritizing meaningful con-



National Auxiliary Executive Board members were on hand to sell 50/50 and gift card raffle tickets. Seated, from left: Western Region Vice President Patricia Jackson-Kelley, North Central Area Vice President Sherry Mattfield and Michiana Area Vice President Heather Hommerson.

Standing: MINK Area Vice President Mary Caruso, Southern Region Vice President Felicia Hill, Central Region Vice President Elly Soukey, President Laurie D. Butts, Eastern Region Vice President Hazel Green, Secretary/Treasurer Bonita Atkins, Capitol-Atlantic Area Vice President Shearly Shawn and Executive Vice President Beverly Austin. Not pictured: Pacific Area Vice President Jerry Eckert; photo by Butch Maynard.



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gressional oversight. “That’s the role of Congress,” Levi declared. “The Postal Service is established in the U.S. Constitution as a congressional responsibility. The agency serves the American public by binding the nation together through communications and more. It is an irreplaceable part of the American fabric.”

Also of concern is the prompt and speedy confirmation of the Postal Service Board of Governors’ two vacancies. President Biden recently nominated Marty Walsh, former mayor of Boston and U.S. Secretary of Labor. “We hope the Senate promptly confirms his nomination,” Levi offered.

And, finally, Levi demonstrated how NAPS members can use the Postal Performance Portal, part of the Postal Service Reform Act. Congress was concerned about postal transparency and wanted to know how each district is performing. Constituents’ concerns were the reason for the disclosure of the USPS data. He showed how to navigate the USPS Performance Portal that illustrates on-time delivery data during different time periods, at different geographic locations and between geographic locations.

Levi proceeded to talk about the impor-



tance of SPAC, explaining that, when NAPS members contribute to the political action committee, it provides an opportunity to focus House and Senate attention on NAPS’ legislative issues and amplifies its impact on Capitol Hill. “SPAC holds accountable those who have the authority to vote and make the decisions,” he said. When deciding what legislators and candidates to support, NAPS looks at candidate viability and NAPS’ members recommendations.

The 2023 SPAC total was \$275,537. State aggregate top five:

California—\$40,467.00

New York—\$23,497.60

Florida—\$21,654.01

Texas—\$16,971.50

Virginia—\$12,876.00

State per capita top five:

Maine—\$50.02

Idaho—\$22.93

Maryland—\$19.80

North Dakota—\$18.55

Virginia—\$16.54

“Thank you for your advocacy,” Levi declared. “Let’s make some news across the Potomac!”



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Sen. Jacky Rosen (D-NV), a strong NAPS advocate, recorded a greeting that was played for delegates:

“Thank you for all you do to support our nation’s postal workers and the incredible good they do for our communities. You are critical for our nation. I’m committed to advancing policies to support the Postal Service and its workforce.

“I sit on the Homeland Security and Governmental Affairs Committee that has jurisdiction over the Postal Service. I proudly worked across the aisle to pass postal reform. It’s the least we can do for this invaluable institution.

“I’ll keep working to support the safety and security of our Postal Service.”

Frank Albergo, president of the Postal Police Officers Association, talked about the need for the Postal Police Reform Act, an important part of NAPS’ legislative agenda.

Albergo thanked Mulidore and Levi for taking him under their wing and explaining how the Postal Service and Congress work, as well as for their support. Two bills have been introduced, H.R. 3005 and S. 3356, that would restore postal police arrest authority and again allow postal police officers to respond to incidents off site to protect all postal employees.

Albergo gave an overview of postal police history. The force was created in 1970 in response to a spike in crime targeting the USPS. Previously, the agency gave guns to mail handlers, with no training; crime continued to increase.

The Postal Inspection Service recommend-



Postal Police Officers Association President Frank Albergo

ed creating a security force, named the Postal Police Force, with the intent of preventing crime. The officers’ expressed purpose was to assist supervisors. For the most part, they were in postal facilities, but when there was a spike in crime, postal police would be deployed to help stop crime from escalating.

“Uniformed police officers deter crime,” Albergo stressed. “Postal police deter postal crime. We were out on the street, making a difference. There’s no doubt that, for 50 years, the Postal Police Force has been the most effective tool in fighting mail theft and protecting letter carriers. Despite all the training, equipment and success, the USPS stripped the postal police of their powers.”

Albergo explained the two proposed bills would restore the postal police officers’ arrest abilities. “These bills really would make a difference,” he declared. “Postal police officers



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From left: President Ivan D. Butts, Postal Police Supervisors Branch 51 President Butch Maynard, Postal Police Officers Association President Frank Albergo, Executive Vice President Chuck Muldore and Secretary/Treasurer Jimmy Warden.

again would be used to stop the threat of mail theft and attacks on letter carriers.”

Butts introduced UPMA National President Edmund Carley. He told delegates NAPS and UPMA try and work together because they have a joint interest in representing postmasters, despite some bumps in the road.

Carley told delegates he is proud of the re-

lationship he has with Ivan. “I am even more proud of the working relationship we have back in the field,” he offered. “Local NAPS and UPMA presidents work together all the time.

“I appreciate the relationship—we agree on 99%, but focus on the 1%. Have a great LTS; go get ’em on the Hill tomorrow. Thank you for the continued relationship and special thanks to Ivan and Laurie as they have been friends to me.”

Postmaster General Louis DeJoy told delegates the Postal Service is a fascinating organization. “We deliver!” he declared, “despite published reports of our improprieties. We are in the Constitution; that is the magnificence of our organization.”

DeJoy said the agency is a long-lived institution and every organization is a product of its experiences, operations, strategies and decision-making. He referred to the advent of today’s



UPMA National President Edmund Carley

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digital revolution, resulting in a decrease in mail and growth in packages. Institutional memory makes it difficult to change the simplest things.

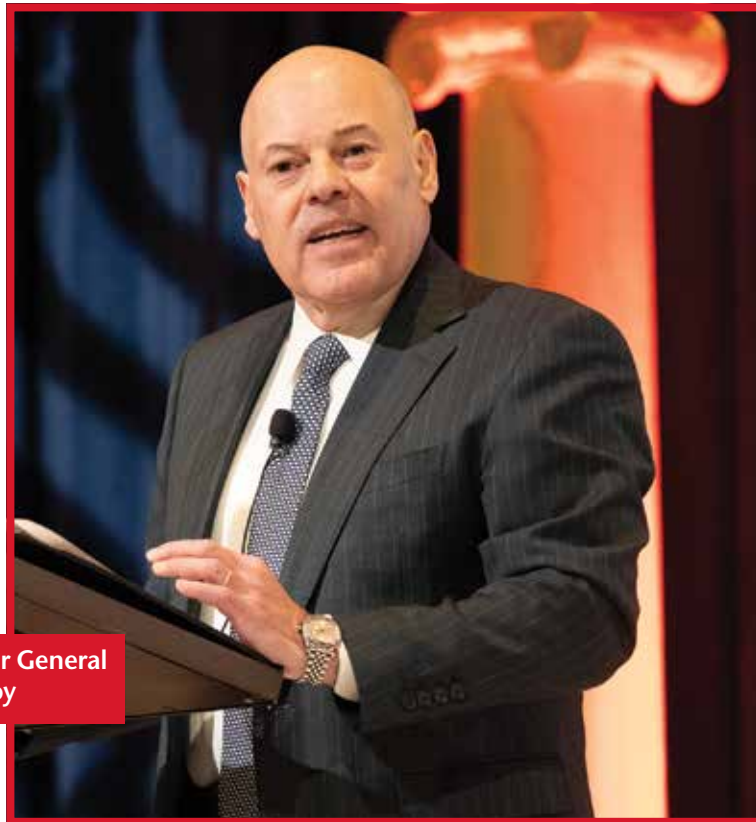
“We moved on to more meaningful things to ensure the viability of the Postal Service,” he conveyed. “This management team and leadership team now are on the right mission. It is a rocky mission—unwinding everything we’ve done wrong on the logistics side and trying to compete.”

DeJoy related that the “Delivering for America” plan was put together in three months and his leadership team was reorganized. During the COVID-19 pandemic, the agency demonstrated its role as part of the critical infrastructure. “We have to be self-sustaining and believe that we are a growing concern and will be here in the long term,” he offered. “You have to believe that to face the headwinds.

“We put a plan together that will improve all aspects to grow our business. But we have to make the tough changes to evolve and break the long-term memory that’s no longer applicable and move on into the competitive environment. It’s the only way to support the delivery of mail.”

DeJoy stressed the importance of evolving—operations, service, products and moving mail and packages together. “It’s doable and that’s why I’m here; I believe we’re on our way,” he affirmed. “I’m unbelievably impressed by the struggle and effort by our employees to make it happen.”

He said it’s important that someone who



Postmaster General
Louis DeJoy

works for the USPS has the promise of a career. There’s also emphasis on getting rid of the waste—empty trucks, unmanned conveyors, using air transportation and not meeting production schedules or being organized for success.

“That’s what we are changing,” he declared. “We have to abrogate and move mail and packages together. We’re the only one growing in the package market by hauling packages with everything else. It took two years to make that change.”

DeJoy touted the purchase of 106,000 new vehicles, of which 66,000 are electric. “The nation is celebrating us,” he said. “Our intentions are good. I build my organization with supervisors and transactional workers. They



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multiply our talent and make things happen.”

DeJoy said he is excited about recent initiatives, including 40 S&DCs up and running—more coming, six RP&DCs and a significant investment in local processing centers.

“We have to get rid of the waste and incompetency while we improve and take care of our supervisors and people, make it a welcoming place,” he stressed. “I have a lot of ideas and we’re working on a lot of ideas. We’ve had a lot of successes; we’re moving on.

“We have our sustainability plan that’s been celebrated by the White House—40% reduction in emissions by

2031. We have ambitious costs and it’s tied to our cost goals. Going forward, we’re going to address the things we need to address such as reducing regional and local transportation and generating new revenue in packages.



President Ivan D. Butts, Secretary/Treasurer Jimmy Warden, Postmaster General Louis DeJoy and Executive Vice President Chuck Mulidore



Steve Shawn, president of Dottie Wileman Branch 923, MD-DC, introduced Rep. Jamie Raskin (D-MD), calling him a great friend and champion of NAPS.

“We’re trying to create a new institutional memory—high operating precision, evolving products, keeping costs appropriately aligned and evolving our products so people use us, keeping us part of the critical infrastructure. I believe we can be competitive and have happy and productive employees.

“We have an important place in our society and can do much more if we align around basic goals. We will continue to improve our service and grow our revenue so we have a sustainable Postal Service.”

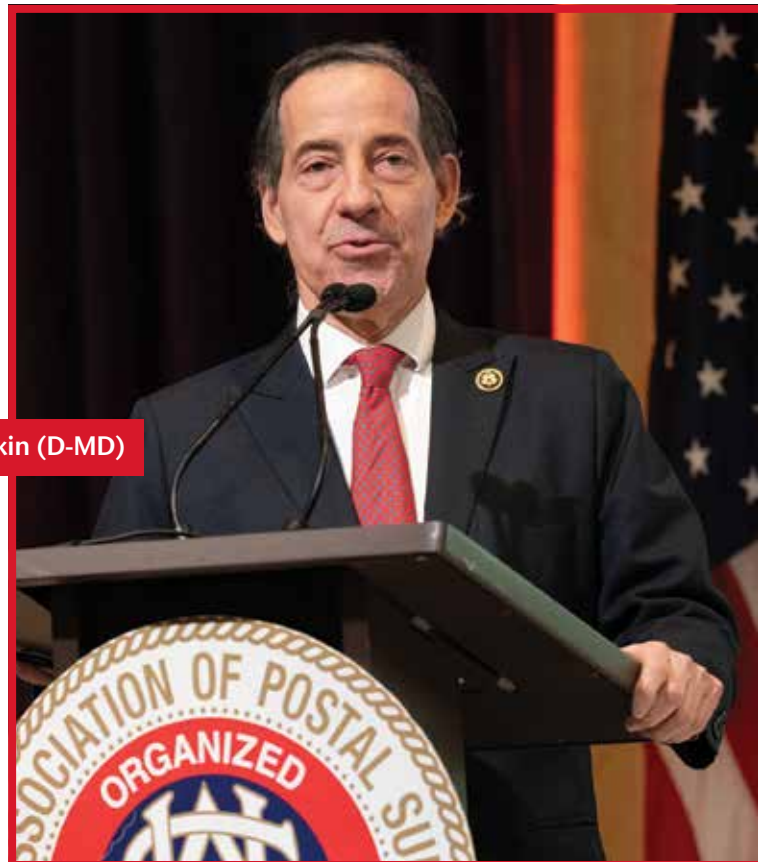
Steve Shawn, president of Dottie Wileman Branch 923, MD-DC, introduced the next speaker, Rep. Jamie Raskin (D-MD), a great friend of NAPS.

Raskin told NAPS members it was a pleasure being with them. He said he is thrilled to get his health back after battling cancer last year and hopes to be chair next year of the House Oversight and Accountability Committee.

“Know you have a friend there,” he offered. “I’m devoted to the legislative agenda you have come to fight for here.”

Raskin highlighted the legislation he supports and co-sponsors, including the Social Security Fairness Act, the Postal Police Reform

Act, the Postal Employee Appeal Rights Amendment Act and legislation to repeal the Windfall Elimination Provision and Government Pension Offset. “We are very attentive to what’s going on in your association and the Postal Service,” he affirmed. “I led 80 of my colleagues to urge President Biden to fill the two open vacancies on the USPS Board of



Rep. Jamie Raskin (D-MD)



Rep. Jamie Raskin presented Steve Shawn with this year's Gold Standard Legislative Leadership Award. From left: Chuck Mulidore, Shawn, Raskin, Ivan Butts and Jimmy Warden

Governors who are committed to the workforce, lowering costs and efficiencies.” Raskin acknowledged that Biden recently nominated Marty Walsh for one of the vacancies.

He talked about an initiative with Rep. Jasmine Crockett (D-TX) addressing whether enough is being done to project postal employees affected by extreme heat as a result of climate change; a letter was sent to House Speaker Mike Johnson (R-LA) and Rep. James Comer (R-KY) addressing this issue. “We have to make sure to properly equip and take care of our workforce,” he urged.

“I want to thank you for coming to lobby Congress on all these important measures; a proactive and forward-thinking agenda. Thanks for what you do every day to keep the Postal Service running—an entity constitutionally mandated in the U.S. Constitution. Our founders understood the central role a post office would play in linking communities together with the news in the country. Enemies of

progress and the nation always have opposed the Postal Service.

“We must have a muscular defense of the agency, making it work and conditions satisfactory. We need the USPS every single day. Thank you for the defense of our basic constitutional principles and the interests that unify us as a nation.”

Raskin had the honor of presenting the Gold Standard Legislative Leadership Award to this year’s recipient—Steve Shawn. “I get to present my friend, Steve Shawn, this award for his many years of legislative advocacy on behalf of NAPS and its members,” Raskin said. “He started as a letter carrier and ended his career as Mr. Fix-It. We’re very proud of you, Steve!”

Sen. Susan Collins (R-ME), the ranking Republican on the Senate Appropriations Committee, recorded a message for LTS delegates. She said the Postal Service is an invaluable part of American society and its economy and

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thanked NAPS members for their leadership.

“When this vital service was in jeopardy 27 years ago, yours was the first employee organization to step forward; the insight and information you provided was invaluable. We’ve worked together many times since then.

“During the pandemic, postal workers were part of our infrastructure. I worked with Sen. Dianne Feinstein to provide relief for the Postal Service.

“We have seen an unacceptable rate of postal crime and, due to current restrictions, postal police are unable to carry out public safety duties. By allowing these officers to work beyond USPS property, the Postal Police Reform Act—bipartisan legislation—recognizes the urgent need to protect our mail carriers and better secure our entire postal system.

“I’m also concerned about changes in processing mail and possible operational changes in my state of Maine. I know I can depend on the expertise of your members on how those changes will affect Maine.

“I continue to stand with you to eliminate the GPO and WEP provisions that reduce Social Security benefits for public employees. We should not be penalizing people who have devoted their lives to public service by reducing the pensions they have earned. This is a matter of fundamental fairness.

“This conference is a vital part of the process and your chance to share your expertise and knowledge and bring it to bear on issues of importance to the Postal Service and our communities. Thank you for your involvement. I look forward to our continued work together.”



Peggy Bednar was presented a charter for establishing Myrtle Beach, SC, Branch 695; she serves as president. Bednar had transferred from Pittsburgh to South Carolina, but found that where she worked was not close to a NAPS branch. She then established Palmetto Branch 631. When she retired, Bednar moved to Myrtle Beach, and, again, was not close to a NAPS branch. She then established Branch 695. Bednar told delegates it’s easy to start a new branch; all it takes is 10 members. “Get active members involved in branch leadership,” she urged. From left: Chuck Mulidore, Ivan D. Butts, Bednar and Jimmy Warden.



Longtime NAPS photographer Dave Scavone was honored for his many years of photographing NAPS events, including LTS and national conventions. He was presented a travel bag to use in his travels in retirement. Photo by Butch Maynard.



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Musette Henley, Elizabeth R. Flamon, Chicago, Branch 14 was recognized for her 62 years of service in the Postal Service; she retired Dec. 27. “It’s been a wonderful ride,” she told delegates. “The Postal Service has been good to me. My advice to you is treat everyone with dignity and respect.”



From left: Illini Area Vice President Luz Moreno, Musette Henley and former Illini Vice President Charles May.

Levi next introduced Kevin Kosar, senior fellow at the American Enterprise Institute (AEI), his guest on the week’s *NAPS Chat*.

Levi: Welcome to this episode of *NAPS Chat*, taped live from LTS. I am pleased to introduce our guest, Kevin Kosar, no stranger to the postal community. He is a senior fellow at the AEI where he studies Congress, politics, election reform and the Postal Service. He also edits a number of publications and has been on news media.

He was the senior-most analyst at the Congressional Research Service in charge of counseling Congress as it grapples with issues affecting the USPS. Welcome to LTS and *NAPS Chat*!

Kosar: Thanks for having me.

Levi: What is the AEI and your role?

Kosar: We are a think tank—a bunch of nerds—and supported by foundations, private givers and corporate givers; not-for-profit. We

don’t support candidates We’re supposed to think about policies and the issues themselves.

Levi: At the Congressional Research Service, what types of information were you requested to provide and actually provide to members of Congress and their staffs?

Kosar: The Postal Service is the unique government agency that touches everyone every week, if not every day. The issues run the gamut from constituent service issues up to the Postal Accountability and Enhancement Act. I worked with Sen. Susan Collins on that legislation. We think about the big questions, pension, policy, etc.

It’s easy to think of members of Congress as elected and never leaving, but there is a lot of turnover, which brings people brand new to the issues and desperately needing information. It involves speaking to staff and getting them schooled on the agency.

Levi: One of the issues addressed in the

Bob Levi and
Kevin Kosar



most recent reform bill was to provide more transparency on postal performance and the public portal. As an analyst, is there value in measuring postal performance?

Kosar: Performance is increasingly important because more of the USPS revenues are being earned through the private sector; consumer expectations are getting higher. There's a whole generation of folks who have no experience with the Postal Service

I guest-taught a college class and asked the students if any of them had sent six or more letters in the past year; none had. I had to educate them about the Postal Service. They don't see the point of it and don't realize how integral it is. With volume going down and revenue being driven through parcels, customer service is really important.

When you put stuff in the hands of the Postal Service, you should be comfortable. We need to feel that, when you hand something to the USPS, you don't have to think about it. I hope people at Postal Headquarters continue to improve their IT; the game is getting tougher regarding expectations.

Levi: You wrote an article in *The Atlantic*,





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“The USPS Wasn’t Built for Boxes.”

Kosar: The USPS really isn’t equipped to handle the deluge of packages and parcels we think will be entering the system. One of the data points I came up with 15 years ago was the USPS earned \$75 billion, 10% from other products. Now it’s \$40 billion; think about the equipment.

This rapid shift was something not undertaken by Congress. Most had their heads in the sand and had no clue this was going to happen. USPS leadership had a sense, but didn’t really realize how much letter volume would plunge and so hard.

Who could have predicted the financial crisis and COVID-19? Mail volume always went up, then, boom, the 21st century, history changed and no one was ready for it. You have to refit what you got: mail bags, postal trucks, post offices and make all that work while you are being hit with more packages. You’re doing a good job, but should have some help and prepare and align resources.

Levi: You suggested Congress should intervene to facilitate this parcel pivot. What would you envision Congress doing?

Kosar: At least have a serious conversation about capital—needs, equipment. PMG DeJoy has said that will cost another \$35 to \$40 billion in investments to get it where it needs to be. The USPS doesn’t have the money in the bank; how will you get there? You won’t. What will you do?

Congress needs to figure out what it wants from the institution in this 21st century. The Postal Service can have a homeland security function, but a mailer or customer is not going to pay for it. It’s something the American taxpayers cover so you have it in case something really bad happens; you are built out and ready to go.

Levi: You commented that Congress, the American taxpayer and government need to invest in the infrastructure to deliver for the public need. Does that mean our vision of the agency as a self-sustaining entity is an anachronism?

Kosar: We’ve had this self-funding model since 1970, based on the assumption that mail volume would grow; that’s how you fund the costs each year of going to more addresses, etc. If that volume is not there, how are you going to do what you’re going to do?

You’re relying on competition with the private section and it’s tough. With economic downturns, package volume will go down. How will we cover costs? We can’t lay off 100,000 people or shutter 5,000 post offices to cover your costs.

Levi: Congress provided a \$10 billion line of credit, which turned into a grant—billions of dollars for next-gen vehicle procurement.



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From left: Secretary/Treasurer Jimmy Warden, President Ivan D. Butts, American Enterprise Institute Senior Fellow Kevin Kosar, Director of Legislative & Political Affairs Bob Levi and Executive Vice President Chuck Mulidore.

Congress has to invest in the infrastructure to deliver. Is that accurate?

Kosar: Yes, that could be the camel's nose slipping under the tent. The agency didn't get anything from Congress for decades. The USPS has taken care of its own costs, but we're in a different place now. What do we want the USPS to be? Seven-day deliverer? If the majority wants that, let's do it. We can't keep drifting along and hope everything turns out alright.

Levi: As the USPS and Congress invest in more resources, more money to help sustain the agency, pivoting to parcels and maintaining the universal service obligation, should Congress up its game on oversight?

Kosar: I think so. The PRC only can do so much; the inspector general only can do so much. A lot of the issues ultimately are policy and implementation issues. Congress needs to

engage. It would be healthier to pay more attention to something so important than hoot at it when they read the newspaper about something bad happening.

Congress has a vital role in the agency's success and sustainability. As a federal, independent agency under the executive branch, it's not on a separate island walled off from congressional interaction. Everything is related.

One of the early experiences I had working for the Research Service was seeing Rep. Danny Davis (D-IL) decide to call a postal hearing because of quality issues. He held a hearing out in the field, got close to the people in the mix and understood what was happening with the mail. More of that needs to be done—legislators getting out there and listening.

Levi: As this migration of interests happens with Congress and other governmental entities, what do you think the USPS response



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would be to that? Interfering or positive?

Kosar: I think it depends if oversight is carried out in good faith. Legislators yelling in front of the camera poisons the well versus explaining why this is happening and what we can do to help fix the situation; good things can happen.

Levi: There are opportunities to expand service offerings besides just moving mail and parcels. You have written about shipping wines and spirits through the mail. Should the USPS be venturing into these areas?

Kosar: I think the Postal Service has to be cautious about venturing into non-postal areas where the core competencies aren't there. Moving into a different line of business is tough, like moving into the parcel business. It's adjacent, receiving, sorting, delivering, but it has to be careful about getting into anything different. We're talking about big numbers; it would have to make big profits to appreciably improve the bottom line and there aren't a lot of businesses that can do that. Proceed with due caution.

Levi: Is the USPS still a vital component of our essential national infrastructure? If so, how should Congress, the administration and regulators value this reality?



Kosar: Yes, there is an enormous amount of existing infrastructure, private sector and local government built off the Postal Service. For example: jury summons. How do you get people to sit there? The USPS is it; 170 million prescriptions are delivered. Do you really want to kick it off to the private sector?

The public goods you can't trust to the private sector need to be taken care of by the USPS. I can't draw up a plan regarding how things should be fixed. I feel the money in the retiree health benefits fund, maybe two-thirds, should be put in index funds to get higher returns than in the Treasury bonds where it currently is. It's safe, really trustworthy stuff and that absolutely should be done.

That's a lot of money that would help and ensure no one would be holding the bag when things go bad.



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NAPS Legal Counsel Bruce Moyer next provided members with an update on NAPS' lawsuit against the Postal Service. The lawsuit addresses the correctness of the FY16-19 pay package and the Postal Service's actions in bringing about that pay agreement, as it was called, and its failure to consult with NAPS on issues of pay concerning Field, Area and Headquarters personnel.

The lawsuit then grew into conflict over NAPS' representational rights and who in the EAS ranks NAPS truly could represent. Following the USPS issuance of the pay package in 2018 and NAPS' dissatisfaction, NAPS went to the Federal Mediation and Conciliation Service for fact-finding and received a unanimous decision in its favor.

Specifically, the fact-finding panel made a series of recommendations to the Postal Service for improving the pay of supervisors and injecting improvements into the PFP process and other acts. The USPS responded under law by rejecting nearly all those recommendations.

That action prompted NAPS to go to the federal district court in Washington, DC, to contest the Postal Service's actions. The suit was rejected in the first round; the judge believed NAPS was not entitled to judicial review. This was surprising as NAPS had been heard before by the same court in 1978 and 1979 over pay issues.

NAPS then took that decision on appeal to the DC Circuit Court of Appeals. This court is sometimes referred to as the most important appeals court in the country, secondary only to the Supreme Court because of the large num-



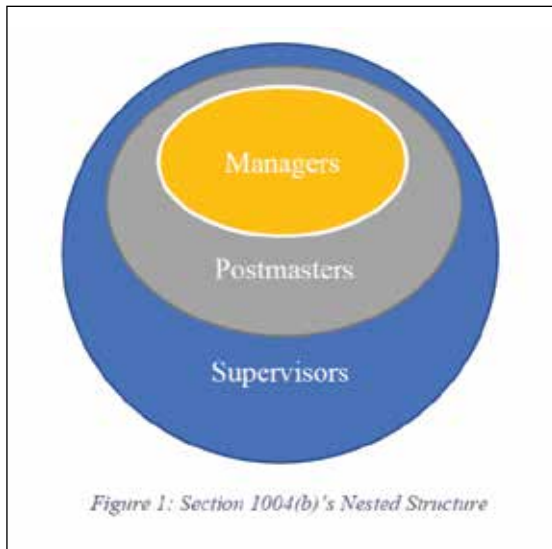
NAPS Legal Counsel
Bruce Moyer

ber of governmental issues heard by this appeals court.

NAPS won its appeal on Feb. 2, 2022—a tremendous victory, aided by a stellar litigation team. The appeal court remanded the case to the district court for further findings, which is where the case has remained.

Regardless of what the district court finds, it cannot overturn the settled law that grew out of the DC Circuit Court's unanimous decision by a three-judge panel. The court said NAPS represented *all* EAS employees, including supervisors, postmasters and managerial personnel.

Moyer stressed there is no uncertainty as to the wide scope of NAPS' representation of EAS employees as a result of that decision and because of the importance of DC Circuit Court settled law. The eligibility of NAPS to represent all EAS employees will stand, regardless who the PMG is, who is in Congress or who sits on the DC Circuit Court until that decision is overturned or *Title 39* is statutorily overturned; it stands as good law.



In reaching its decision, the appeals court looked to section 1004(b) of *Title 39*, comparing it to a three-level Russian nesting doll and conferring to NAPS the eligibility to represent everything outside and inside the doll (see “Figure 1: Section 1004(b)’s Nested Structure” from p. 38 of the DC Circuit Court’s decision). The outside doll comprises supervisors; the next doll is postmasters; and the third doll, inside the postmaster doll, are managerial personnel.

“Think of it as NAPS representing the entirety of the doll: supervisors, postmasters and managerial personnel,” Moyer said. “A postmaster organization, such as UPMA, could represent postmasters and managerial personnel, but there never has been a managerial personnel organization. That’s the model the DC Circuit Court used to interpret a somewhat complicated

structure of 1004(b).”

The court also moved beyond and held that *Title 39* requires some differential in rates of pay between the clerks and carriers rates and supervisors. *Title 39* also requires that the differential be “adequate and reasonable.”

Moyer reported that the FMCS fact-finding panel found the differential was not correctly applied—carriers earning more than the supervisors who supervised them and a differential that was not “adequate or reasonable.” The matter was remanded to the district court to take a closer look at the differential.

Title 39 also requires that EAS pay be comparable to compensation in the private sector. NAPS found very little reliance by the USPS in adhering to that mandate and taking a look at supervisor and other EAS pay and comparisons to similar jobs in the private sector. That obligation also was returned to the district court to determine.

And, finally, the appeal court also directed the district court to determine if there are any managerial employees at Postal Service Headquarters who should not be represented by NAPS. Otherwise, all Headquarters and area personnel should be represented by NAPS.

“Now, two years later,” Moyer observed, “the lawsuit



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remains mired in trench warfare between NAPS and the USPS on preliminary issues involving discovery—the entitlement to gain information from the other side for use in the case.” The USPS initially refused to provide NAPS any data regarding salary and overtime received by individual employees, asserting the USPS only was required to produce the same data it provided to the fact-finding panel.

NAPS opposed the USPS’ position and filed a motion for discovery with the District Court in December 2022. Just this past August, the trial court judge—the same one who knocked NAPS out of his court—agreed that

NAPS is entitled to discovery in the case, but limited it to additional data to the supervisory differential—not to private-sector compensation.

“However, whether supervisor or EAS compensation is comparable to the private sector still remains a live issue in the merits of the case,” Moyer stressed. It’s now March 2024, six months since the court’s discovery order directing the USPS to provide that pay data to NAPS was issued. The Postal Service still has declined to produce the information.

The agency repeatedly has told NAPS and the court that it’s having technical difficulties extracting data from the computers and has pledged to produce the data by the end of April. Meanwhile, NAPS has hired an account-



As part of LTS to provide NAPS delegates the tools to advocate for NAPS’ legislative agenda, a skit is performed to demonstrate how to conduct a Capitol Hill visit. This year’s NAPS participants were, from left: Niko Keddy, legislative assistant to Rep. Andrew Garbarino (R-NY)—author and prime sponsor of H.R. 3005, the Postal Police Reform Act; Jimmy Salmon, Arizona Legislative chair; and Marilyn Walton, Western Region vice president.





ing expert to examine the data of disparity in the rates of pay between clerks and supervisors, as well as private-sector rates of pay, once NAPS receives the pay data.

“There yet may be further fights whether the Postal Service has produced the relevant data,” Moyer said. “We are working vigorously to move forward on the merits of our arguments as quickly as possible.”

The legal process moves very slowly. Once NAPS receives the pay data and the accounting expert analyzes the data, both sides will file motions for summary judgments on the case—differential and private-sector comparability, as well as Headquarters managerial representation.

“The Postal Service’s belligerent efforts to deny NAPS’ pay data has extended to other areas in the consultative relationship, necessitating the NAPS Executive Board’s review of additional legal options,” Moyer observed.

“Moreover, the Postal Service has expressed little genuine interest in settling the case. It has whispered sweet nothings in NAPS’ ears, then walked away. That leaves NAPS with no viable option but to continue to fight for a fair outcome for all our members. I can tell you that, working closely with your highly appreciated resident officers, NAPS is intent on continuing that battle on your behalf.

“It’s a long and winding road. We’ve seen victory and we will continue to press forward.”

Adam Campbell, senior client success manager at VoterVoice, joined NAPS delegates via Zoom. VoterVoice works with organizations so their members can connect directly

with lawmakers. Engaged advocates can educate lawmakers and monitor outcomes. For the past four years, NAPS has employed VoterVoice to promote its legislative and political advocacy.

Campbell told delegates he is happy to contribute and help with NAPS’ advocacy efforts. “We focus on getting our clients’ members to advocate with Congress on specific bills,” he explained. The Postal Service Reform Act was one the largest campaigns in which VoterVoice participated.

Campbell has helped with surveys and feedback forms NAPS uses to display important bill information for its members under the Legislative Center tab at naps.org. “The communications landscape has changed,” Levi noted. “There needs to be a balance between digital and conventional communication.”

“In general, it all comes down to treating people like people,” Campbell observed. “Sometimes it’s easy to forget legislators are human beings; think how you react to people reaching out to you. Are you going to react the same way with a little note or better if someone puts forth more of a personal effort. An important context is the huge growth in communications in general in various offices.”

He noted that, in 2000, a lawmaker would be pleased to receive 12 letters from constituents regarding legislation. Now, the numbers have changed. Campbell noted that the average number of constituents in each congressional district has grown from 57,000 to over 760,000. The number of messages each district receives each year has gone from 9,000 in

Adam Campbell, senior client success manager at VoterVoice, walked NAPS delegates through the process of advocating for a bill using a QR code to go directly to a page on the NAPS website where they automatically can send a message to their lawmaker asking for their support of the NAPS-supported legislation.



2001 to over 127,000 in 2017.

Campbell said VoterVoice alone, not counting its competitors, sent 22 million messages to legislators in 2022. “The numbers game has really changed the landscape where a handwritten letter or in-person visit are far more useful, but a lot more difficult,” he observed. “It’s a lot easier to get the numbers to send emails, sign a petition or place a phone call.”

Campbell walked members through the process of advocating for one of NAPS-supported bills. Members can click the QR code associated with a bill or go to naps.org under the Legislative Center tab to access the different bills.

For example, click on “Urge Your Senators to Protect Postal Employees, Safeguard Postal Property and Secure the U.S. Mail.”

You next will see a description of the legislation, then a form to send your senators. You have the option of composing a personal message or using the message already provided. Once the form is filled out, it will be sent directly to your senators.

Campbell noted that, according to a survey of Hill staffers, 90% said personalized messages make a difference. “Thank them for co-sponsoring, tell your own story,” he urged. “The ultimate goal is to move from sending form messages to sending personalized messages to those you’ve drafted entirely on your own.

“Also, pick up the phone and tell the staff if they have any questions to reach out to you. It’s easy for people to forget you are the industry experts. There’s no reasonable expectation any legislator would know nearly as much about Postal Service operations as any of you do. When a bill comes up that pertains to that, they need your expert advice.”

Levi asked who receives the emails and how quickly they are received. Campbell said the messages automatically go to the appropriate staffer who handles that particular issue. Personalized messages have a better chance of going up to the legislator. The messages take seconds to be received, just as an email.



Levi asked how the effectiveness of this type of communication is measured. Campbell noted VoterVoice provides a lot of analytics with its map of activity. He can look at a specific piece of legislation and see how many messages were sent, how many were personalized and how many took action—across the country.

“What you see is we can monitor the effectiveness of our communications,” Levi stressed. “We can see the results and where more attention is needed. The analytics are very helpful. They can identify which states have representatives on the Homeland Security and Judiciary committees that have an interest in S. 3356. This is data we can use to further our legislative agenda.”

“We try to do it as easily as possible so it’s most useful to you,” Campbell affirmed. “Last recommendation, if you are up for it, please consider and offer to let your senators or representative reach out to you with any questions.

“They know you have the information and can be the experts for them and help guide them when postal issues come before them. They don’t know what the biggest idea is; you



Executive Vice President Chuck Mulidore closed the Monday session at LTS asking delegates to continue contributing to SPAC—funds that gives NAPS access to Capitol Hill in order to advocate for its legislative agenda.

can provide that. Eventually they may enter into a dialogue with you, which can have an enormous impact.”

Mulidore told delegates he thought it was important to share with them that there is a lot of analytics and data that are behind the visits he and Levi make; the campaigns are targeted and effective. “You can have an impact on the legislation you are going to talk about tomorrow,” he said. “It’s a simple way to break the

ice and make contact and be an advocate.”

He also stressed the importance of contributing to SPAC; without it, there is no access. “Your money gives us access to support our agenda,” he said. “It all matters! Continue to give.”



Wreath-Laying Ceremony at Arlington National Cemetery



The NAPS resident officers and wreath-laying ceremony honorees, front row, from left: Marcellus Wright, A. Millie Callaway, DC, Branch 135; Chanel M. Dodson, Los Angeles Branch 39 Auxiliary; Michael Winters, Heart of Illinois Branch 255; and John H. Carson Jr., Birmingham, AL, Branch 45. Back row: President Ivan D. Butts, Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore.





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‘Be Transformed by the Renewal of Your Mind’



Lloyd Cox welcomed NAPS members to Sunday’s Worship Service, an opportunity to worship and fellowship together.



John Geter introduced Pastor Prescott Butler.



Richard L. Green Jr. gave the Old Testament reading.



The room was full to hear Pastor Prescott Butler’s message.



Marcia Kimbrough gave the New Testament reading.



Attendees were clapping and moving to the motivational music provided by Norris Garner & Company, First Baptist Church, Merrifield, VA.





Learning to be Effective NAPS Activists

This year’s LTS boasted 60 first-timers attending. Executive Vice President Chuck Mulidore welcomed them to their orientation. “We’re going to give you all the information you need to advocate for our legislative agenda on the Hill,” he assured them. “Our legislative agenda reflects the people’s agenda.”

President Ivan D. Butts thanked the delegates for taking the time to do the work of educating and talking to legislators. “We have no down time legislatively,” he observed. “We have critical bills right now regarding the Postal Service. Chuck has been leading our organization to lead the charge. Thanks for being here.”

Secretary/Treasurer Jimmy Warden



Executive Vice President
Chuck Mulidore

thanked everyone for attending LTS, especially the first-timers. “This is some of the most important work we do,” he affirmed. “You will

hear about issues that will affect your life. We have to pass the baton to our future

leaders at some point; you are helping us build the bench. Enjoy it.”

Director of Legislative & Political Affairs Bob Levi described LTS as an entrée to the process of legislation. “We will give you the training to be activists here and throughout the year,” he declared. “We want engagement with lawmakers and provide them accurate information; we are the go-to people.”

Levi stressed the importance of members exercising their political power and electing and reelecting NAPS’ friends. Also, legislators need to hear NAPS members throughout the

year on the issues—not just once a year at LTS.

He explained the importance of making the issues as personal as possible. For example, regarding

the Postal Police Reform Act, post-



President Ivan D. Butts



Secretary/Treasurer
Jimmy Warden

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The first-timers gathered for a group photo.



Director of Legislative & Political Affairs Bob Levi

al crime affects postal employees in the performance of their duties. “We need to convey the message that we must protect people who deliver for America. That resonates more than citing data,” he said.

Levi related that it’s most effective to communicate NAPS’ legislative issues in person. Lawmakers benefit from contact with constituent representatives—NAPS members. Individualized emails also are effective; postal letters are much slower.

He provided tips and instructions to prepare first-timers for their meetings with lawmakers and their staffs. “This is your introduction to the process and LTS,” he offered.





NAPS Executive Board Hears From the Members

Executive Board Chair Chuck Lum presided over the LTS town hall meeting.







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2023 SPAC Contributors at LTS

President's Ultimate (\$1,000+)



VP Elite (\$750)



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Secretary's Roundtable (\$500)



Chairman's Club (\$250)



Supporter (\$100)





Capitol Hill Photo Album

Photos by LTS Delegates

(Photo identifications are from left to right. Due to space, names only are listed; no branch numbers or titles.)

Delaware



Blanche Olliviere, Sen. Tom Carper (D), Deborah Grady and Regina McCloud

Michigan



Hannah Marsh—aide to Rep. Hillary Scholten (D), Theresa Smith and Laura Hires

Maine

Raymond Amergian, Tammy Rosario, Arnie Rosario, Sen. Susan Collins (R), Derek Lothridge, Tammy Lothridge and Erich Simpson



Montana



Brandi Lien, Rep. Matt Rosendale (R), Rick Kindsvatter and Amy Jones



Amy Jones, Rick Kindsvatter, Brandi Lien and Sen. Steve Daines (R)



Brandi Lien, Amy Jones, Sen. Jon Tester (D) and Rick Kindsvatter

New Mexico



Mel Sanchez, Gary Neville, Sen. Ben Ray Luhán (D) and Joel Wadsworth



Gary Neville, Mel Sanchez, Rep. Gabe Vasquez (D) and Joel Wadsworth



Gary Neville, Joel Wadsworth, Claire Wengrod—legislative assistant to Sen. Martin Heinrich (D), and Mel Sanchez



Michele Adams—aide to Rep. Teresa Leger Fernández (D), Mel Sanchez, Joel Wadsworth and Gary Neville



New York

Front row: Jimmy Warden, Ivonne Warden, Tommy Roma, Sen. Chuck Schumer, Margarita D'Auria, Mark Velez, Kenneth Stanley and Robert Blakney.

Back row: Butch Maynard, Joe Amash, Joaquin Rodriguez, Antonio Cabrera and Jeff Goldman.



Tommy Roma and his friend from Brooklyn, Senate Majority Leader Chuck Schumer (D)



Jimmy Warden, Sen. Chuck Schumer and Ivonne Warden



Rep. Marc Molinaro (R) and Joe Amash



Kenneth Stanley and Nia Thomas—legislative assistant to Rep. Adriano Espallat (D)



Joe Amash, Ryan Kambich—legislative aide to Sen. Kirsten Gillibrand (D), Jeff Goldman and Mark Velez

Dennis Gawron, Chris Schirching and Colin Witman—aide to Rep. Nick Langworthy (R)



Clockwise, from lower left: Mark Velez, Ryan Kambich—legislative aide to Sen. Kirsten Gillibrand (D), Joe Amash and Butch Maynard



Kenneth Stanley and Isabelle Schindler—legislative assistant to Rep. Jerrold Nadler (D)



Jimmy Warden, Michael DeFilippis—legislative director for Rep. Nicole Malliotakis (R), Ivonne Warden and Tommy Roma



Darian Harbeck—senior legislative aide to Rep. Paul Tonko (D), and Joe Amash



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Illinois

Illinois delegation
with Rep. Darin
LaHood (R)



Illinois delegation with
Rep. Bill Foster (D)



Illinois delegation with Rep. Nikki Budzinski (D)



Illinois delegation with Rep. Jonathan Jackson (D)

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Illinois delegation with Rep. Raja Krishnamoorthi (D)



Illinois delegation with aide to Rep. Robin Kelly (D)



Illinois delegation with aide to Sen. Tammy Duckworth (D)



Fernando Moreno, Luz Moreno, Katie Levernier, Katie's son Donnie Teuber and Esther Mendoza



Illinois delegation with aide to Rep. Jan Schakowsky (D)



Kansas



Mike Hobson, Yvonne Avis, Sen. Jerry Moran (R) and Will McIntyre



Yvonne Avis, Will McIntyre, Rep. Ron Estes (R) and Mike Hobson

District of Columbia



Maryland and DC delegation with Rep. Eleanor Holmes Norton (D)

Tennessee

Robert Wakefield, Cole Bornefeld—legislative correspondent for Sen. Bill Hagerty (R), Geneva London, Kathy Shoemaker, Justin Shoemaker and Shri Green. Back row: Robert McMurry and Kevin Proctor.



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Louisiana



Albert Feazell, Ebony Lastrapes, Sen. Bill Cassidy (R) and Kyle Laurendine



Albert Feazell, Kyle Laurendine and Leah McPherson—aide to Rep. Steve Scalise (R)



Albert Feazell, Kyle Laurendine and Matthew Palmer—aide to Rep. Garret Graves (R)

Arizona

Laura Carroll, Jimmy Salmon, Rep. Juan Ciscomani (R), Dawn Burton and John Aceves



Laura Carroll, John Aceves, Kelly Gardner—deputy chief of staff for Rep. Raúl Grijalva (D), Jimmy Salmon and Dawn Burton



Laura Carroll, Sen. Mark Kelly (D) and John Aceves



Florida



Thirty-three delegates from Florida hiked the Hill.



The Florida delegation presented Rep. Michael Waltz (R) a challenge coin to add to his collection.

Sabrina Paisley, Janet Grandison, Ann Strickland, Michael Le-Counte and Carolyn Williams



The Florida delegation met with Wesley Armstrong—aide to Sen. Marco Rubio (R)



Michael Murphy, Pam Long, Yanier Leon, Vanessa Scott—legislative assistant to Rep. Mario Díaz-Balart (R), Catherine Brady and Raymond Maytin

Michael Murphy, Yanier Leon, Sean Smith—legislative assistant to Rep. María Elvira Salazar (R), and Raymond Maytin



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Maryland

Anthony Jones and Rep. Jamie Raskin (D)

Carolyn Elaine Fordham, Sharon Spence, Maxine Campbell, Rep. Kweisi Mfume (D), Cheryl Pulley, Michele Randall, Pat Brownwell, William Neal, Steve Shawn and Thomas "Stu" Davis



Junemarie Brandt and Anthony Jones at Rep. Andy Harris' (R) office



New Jersey

Michael Busciglio, Rep. Christopher Smith (R) and Jon Kofsky



Telyna Jenkins, Ivonne Warden, Jimmy Warden, Marshall Burkhardt—aide to Rep. Andy Kim (D), Tommy Roma, Tony Dallojacono and Lovelace Thomason



California



Mariel Murillo and Rep. Pete Aguilar (D)



J.J. Wong at Rep. John Duarte's (R) office



J.J. Wong (center) with Juliana Fleming and Shane Trimmer, on the staff of Rep. Jared Huffman (D)



J.J. Wong at Rep. Josh Harder's (D) office



Linda Thomas, Crystal Sung—legislative aide to Rep. Nancy Pelosi (D), and Deborah Johnson



Linda Thomas, Stephanie Perera—executive assistant to Rep. Kevin Mullin (D), and Deborah Johnson

J.J. Wong, Yolanda Lewis, Valerie Loera, Lynette Rodgers—aide to Rep. Mike Thompson (D), Edna Gray and Glenn Gray



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Yolanda Lewis, Jordan Smith
—aide to Rep. Barbara Lee
(D), Valerie Loera, Edna
Gray and Glenn Gray



Yolanda Lewis, Valerie Loera,
Ryan Knowles and Joel Miller
—aides to Rep. Eric Swalwell
(D), Edna Gray and Glenn
Gray



Yolanda Lewis, Valerie Loera, Carl Rogers—aide to Rep.
Mark DeSaulnier (D), Edna Gray and Glenn Gray



Morris Salazar, Nicholas Conroy—legislative aide to Rep.
Anna Eshoo (D), and April
Trevena



Yolanda Lewis, Abigail Leonard—aide to Rep. John Gara-
mendi (D), Glenn Gray, Valerie
Loera and Edna Gray



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April Trevena, Seamus McKeon—legislative aide to Rep. Jimmy Panetta (D), and Morris Salazar



Alvetia Smith, Sam Booth Jr., Patricia Jackson-Kelley, Chanel Dodson and Tyler Ward—legislative correspondent for Rep. Jimmy Gomez (D)



Patricia Jackson Kelley, Nicholas J. Melcher—legislative aide to Rep. Ted Lieu (D), Sam Booth Jr., Chanel Dodson and Alvetia Smith



Roxanne Bradley, Regan Williams—aide to Rep. Tom McClintock (R), and Karyn Rahming



Willie Ann Hawkins, Elizabeth Smith—aide to Rep. Nanette Barragán (D) and Evelyn Benjamin



Clockwise, from lower left: Alvetia Smith, Sam Booth Jr., Kathleen Sengstock—senior legislative assistant to Rep. Maxine Waters (D), Chanel Dodson and Patricia Jackson-Kelley

2024 NAPS Legislative Training Seminar



Kyler L. Gilkey—legislative aide and Lila Puziss—legislative correspondent to Rep. Sydney Kamlager-Dove (D), Patricia Jackson-Kelley, Chanel Dodson, Sam Booth Jr. and Alvetia Smith



Morris Salazar, communications aide to Rep. Ro Khanna (D), and April Trevena



Roxanne Bradley, aide to Rep. Ami Bera (D) and Karyn Rahming



Roxanne Bradley, Quinn Waln-Jensen—aide to Rep. Doug LaMalfa (R), and Karyn Rahming



Morris Salazar, Samara Parada—staff assistant to Rep. Zoe Lofgren (D), and April Trevena



Alvetia Smith, Chanel Dodson, Sam Booth Jr. and Patricia Jackson-Kelley

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



2024 SPAC Contributors



President's Ultimate (\$1,000+)

McHugh, James	FL	Branch 386
Mulidore, Chuck	OH	Branch 133
Geter, John	NC	Branch 183
Butts, Ivan	PA	Branch 355
Jackson, Alice	VA	Branch 526

March Contributors

President's Ultimate (\$1,000+)

McHugh, James	FL	Branch 386
Geter, John	NC	Branch 183
Butts, Ivan	PA	Branch 355

VP Elite (\$750)

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

Rosario, Tamara	ME	Branch 96
Amash, Joseph	NY	Branch 83

Secretary's Roundtable (\$500)

Salmon, James	AZ	Branch 246
Dominguez, Jesus	CA	Branch 373
Moss, Donald	DC	Branch 135
Lothridge, Derek	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Bednar, Margaret	SC	Branch 631
Neal, Linda	TN	Branch 555
Green Jr., Richard	VA	Branch 98

Continued on next page

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

Check or money order made payable to SPAC; do not send cash

Credit card (circle one): Visa American Express MasterCard Discover

Card number _____

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

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to March 31, 2024)

National Aggregate:

\$67,173.79

National Per Capita:

\$2.52

Region Aggregate:

1. Eastern.....	\$20,612.10
2. Southern.....	\$12,278.74
3. Western.....	\$12,208.22
4. Northeast.....	\$11,837.29
5. Central.....	\$10,237.44

Region Per Capita:

1. Eastern.....	\$3.31
2. Northeast.....	\$2.37
3. Central.....	\$2.33
4. Western.....	\$2.30
5. Southern.....	\$2.21

Area Aggregate:

1. Capitol-Atlantic....	\$13,539.95
2. Pacific.....	\$ 6,657.00
3. Mideast.....	\$ 5,082.00
4. New England.....	\$ 4,842.00
5. New York.....	\$ 4,745.29
6. Southeast.....	\$ 4,443.74
7. Pioneer.....	\$ 4,240.15
8. Texas.....	\$ 3,971.00
9. North Central.....	\$ 3,950.54
10. Rocky Mountain..	\$ 2,928.00
11. Illini.....	\$ 2,882.00
12. Northwest.....	\$ 2,623.22
13. Michiana.....	\$ 2,150.00
14. Cotton Bel.....	\$ 2,090.00
15. Central Gulf.....	\$ 1,774.00
16. MINK.....	\$ 1,254.90

Area Per Capita:

1. North Central.....	\$4.41
2. Capitol-Atlantic.....	\$3.98
3. New England.....	\$3.02
4. Pioneer.....	\$3.01
5. Northwest.....	\$2.52
6. Illini.....	\$2.38
7. Texas.....	\$2.33
8. Central Gulf.....	\$2.32
9. Rocky Mountain.....	\$2.29
10. Pacific.....	\$2.23
11. Mideast.....	\$2.20
12. Southeast.....	\$2.14
13. Cotton Belt.....	\$2.06
14. New York.....	\$1.89
15. Michiana.....	\$1.79
16. MINK.....	\$1.15

State Aggregate:

1. California.....	\$6,147.00
2. Virginia.....	\$4,801.50
3. Texas.....	\$3,971.00
4. Ohio.....	\$3,887.00
5. Florida.....	\$3,886.74

State Per Capita:

1. South Dakota.....	\$16.71
2. Maine.....	\$15.89
3. North Dakota.....	\$ 9.38
4. Idaho.....	\$ 7.32
5. Virginia.....	\$ 6.06

Drive for 5

Members by Region:

1. Eastern.....	46
2. Southern.....	43
3. Western.....	37
4. Central.....	36
5. Northeast.....	29

Aggregate by Region:

1. Western.....	\$5,568.72
2. Eastern.....	\$4,683.50
3. Southern.....	\$4,063.24
4. Northeast.....	\$3,213.29
5. Central.....	\$2,755.00

Chairman's Club (\$250)

Mannings, Judy	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Campbell, Stephnia	CA	Branch 159
Jackson-Kelley, Patricia	CA	Branch 39
Jones, Marilyn	CA	Branch 39
Loera, Valerie	CA	Branch 127
Trevena, April	CA	Branch 94
Wong, John	CA	Branch 497
Pashinski, Myrna	CO	Branch 65
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
Valuet, John	ID	Branch 915
McCartney, Kelly	KS	Branch 919
Campbell, Maxine	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Amergian, Raymond	ME	Branch 96
Elyea, Chad	MI	Branch 142
Moore, Robert	MN	Branch 104
Kindsvatter, Leo	MT	Branch 929
Dallojacono, Anthony	NJ	Branch 568
Englerth, Scott	NY	Branch 11
Forde, Nicholas	NY	Branch 202
Laster, Edward	OH	Branch 46
Green, Shri	TN	Branch 41
Carmona, Richard	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Brandt, Junemarie	VA	Branch 526
Shoemaker, Justin	VA	Branch 132
Thomas, Carlos	VA	Branch 98
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61

Supporter (\$100)

Booth, Samuel	CA	Branch 39
Bradley, Roxanne	CA	Branch 77
Florentin, Diana	CA	Branch 244
Francisco, Daryel	CA	Branch 159
Ortiz, Michelle	CA	Branch 244
McNeil, Yvette	CT	Branch 5
Garland, Angela	DE	Branch 909
McCloud, Regina	DE	Branch 909
Olliviere, Blanche	DE	Branch 909
McKinsey, Laurie	FL	Branch 81
Murray, Donald	FL	Branch 93
Lum, Laurie	HI	Branch 214
Denosky, David	IL	Branch 255
Pierce, Annette	IL	Branch 255
Rendleman, Daniel	IL	Branch 255
Wagner, Brian	IL	Branch 255

Malone, Tammy	IN	Branch 8
Carter, Tonious	LA	Branch 421
Madden, Roy	MA	Branch 6
Rafuse, Renee	MA	Branch 102
Burke, Yolanda	MD	Branch 42
Griffin, Troy	MD	Branch 42
Jones, Anthony	MD	Branch 923
Spence, Sharon	MD	Branch 403
Miller, Kadee	MN	Branch 104
O'Donnell, Curt	MN	Branch 16
Soukey, Louis	MN	Branch 104
Johnson, Craig	MO	Branch 36
Price-Booker, Virginia	MO	Branch 131
Hill, Mildred	MS	Branch 199
Caruso, Richard	NE	Branch 10
Ayers-Cohen, Pamela	NJ	Branch 79
Breese, Stephen	NJ	Branch 568
Phillips, Austin	NJ	Branch 224
Robinson, Tywanda	NJ	Branch 75
Walton, Irma	NJ	Branch 75
Jackson, Penny	NY	Branch 336
Krempa, Keith	NY	Branch 11
Perez, Dioenis	NY	Branch 202
Kimbrough, Marcia	OH	Branch 46
Kopcash, Timothy	OH	Branch 133
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Benford, Debra	PA	Branch 50
Rodriguez, Joaquin	PR	Branch 216
Peter, Alison	RI	Branch 105
Moore, Delisa	SC	Branch 228
Hibbler, Marilyn	TN	Branch 41
Austin, Jacqueline	TX	Branch 122
Clark Jr., Bobby	TX	Branch 124
Fletcher, Mae	TX	Branch 9
Hill, Earnest	TX	Branch 122
Garrett, Donald	VA	Branch 98
Holley, Deborah	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Mott III, George	VA	Branch 132
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

February Contributors

President's Ultimate (\$1,000+)

Mulidore, Chuck	OH	Branch 133
Jackson, Alice	VA	Branch 526

VP Elite (\$750)

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

Olson, Chad	ND	Branch 937
Scales-Bradley, Constance	NJ	Branch 53

Chairman's Club (\$250)

Burton, Dawn	AZ	Branch 246
Salmon, James	AZ	Branch 246
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Kerns, John	CO	Branch 141
Moss, Donald	DC	Branch 135
Hoerner, Thomas	FL	Branch 420
Campbell, Maxine	MD	Branch 42
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Evans, Darius	NY	Branch 85
Sawhney, Wanda	SD	Branch 46

Supporter (\$100)

Melchert, Pamela	AK	Branch 435
Brathwaite, Rafael	AL	Branch 45
Dangerfield, Carol	AL	Branch 45
Reid, Jaime	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Campbell, Stephnia	CA	Branch 159
Gibson, Lelton	CA	Branch 88
Loera, Valerie	CA	Branch 127
Maggiore, Dana	CA	Branch 127
Prevulsky, Stephen	CA	Branch 244
Rahming, Karyn	CA	Branch 77
Trevena, April	CA	Branch 94
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Bock Jr., Robert	FL	Branch 406
Brady, Catherine	FL	Branch 420
Gucmeris, Algimantas	FL	Branch 420
Long, Pamela	FL	Branch 577

Continued on page 93

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

By internet:

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

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

By telephone:

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



National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2024

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, 2024. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2024 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2024. Scholarships may be used to pay expenses in the student’s current or following semester.

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

Board Has Jam-Packed, One-Day Meeting

Submitted by Jimmy Warden
Secretary/Treasurer

The spring 2024 Executive Board meeting was called to order at 8:32 a.m. on March 26 by Executive Board Chair Chuck Lum. The invocation was led by Capitol-Atlantic Area Vice President Troy Griffin. The Pledge of Allegiance was led by Central Gulf Area Vice President Dwight Studdard.

Pioneer Area Vice President Ed Laster and New York Area Vice President Dee Perez were named sergeants-at-arms. Secretary/Treasurer Jimmy Warden conducted the roll call; all board members were present.

President Ivan D. Butts welcomed board members, expressing his hope everyone had successful meetings on Capitol Hill. He thanked Executive Vice President Chuck Mulidore for this year's excellent Legislative Training Seminar (LTS).

Butts said they will assess how successful the board meeting will be as it is only one day. He said he looks forward to a productive day.

Mulidore thanked board members for everyone's participation at LTS. SPAC contributions totaled about \$12,000. He acknowledged Karen Young, NAPS' editor, for her work in helping make LTS successful.

Mulidore said the early LTS feedback reports indicate the meeting went well; he looks forward to reading all the reports. The Postal Police reform bill was a major topic.

Warden welcomed the board

members and said he looks forward to a successful meeting and addressing next year's fiscal budget. He affirmed the board will address important NAPS business to move the association forward.

Mulidore reviewed items in board members' folders, specifically the staffing assignments.

Lum told members the main purpose of the meeting was addressing the budget and membership. He commended Perez for his excellent results in recruiting new members. Lum said there are many opportunities for membership recruitment; nonmembers total just over 21,000. The non-member lists need to be reviewed monthly.

He told board members it's also important to keep up with messaging on the "Delivering for America" plan. As board chair, he continues to attend the USPS consultative meetings. Lum said he appreciates the support he receives from the board.

The new Supervisor Apprentice Program was discussed. The Postal Service distributed a service talk that deemed the program a success; key to success is a local NAPS branch needs to be involved.

Northeast Region Vice President Tommy Roma participated in the initial program in Brooklyn. He said there were some issues, such as the trainer not being available to coach the new supervisors.

There also was an issue with the trainees working alone on Sunday operations. Roma said that was

brought to the attention of the postmaster and plant manager, who immediately addressed the issue.

A motion was made by Southern Region Vice President Jaime Elizondo, seconded by Eastern Region Vice President Richard Green, to approve the fall 2023 Executive Board minutes previously sent to the board, published in *The Postal Supervisor* and posted on the NAPS website. The motion passed unanimously on a voice vote.

Warden reported on NAPS' investments, assets and balance sheet:

- As of Jan. 31, 2024, NAPS investments totaled \$7,045,114.92.
- On June 1, 2023, NAPS investments totaled \$7,112,418.48.
- This is a 2024 fiscal year-to-date decrease of \$67,303.56 or 1%.

As of Feb. 27, 2024, the NAPS General Fund Signature FCU checking account balance was \$273,742.56; the Signature FCU money market account was \$125,394.01, for a total of \$399,136.57.

As of Jan. 31, 2024, NAPS Property, Inc. (NPI) had \$153,897 in cash on the balance sheet. There is \$61,799 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), leaving \$92,098 unencumbered. The target unencumbered cash balance generally is set to equal one month of operating expenses to account for seasonality and one-time projects that occur throughout the year.

Effective March 1, 2023, Local Works leased the entire 1727 side of the 3rd floor, Suite 305, 7,250 square feet. This is a license agreement with

NAPS Training Calendar

Rocky Mountain Area Training Seminar

May 31-June 1

In conjunction with the CO/WY Convention

Conducted by: Rocky Mountain Area Vice President Myrna Pashinski

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

Hotel Rate: \$199

Registration Fee: TBD

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

Texas Area Training Seminar

May 25, 2024

In conjunction with the Texas State Convention

Conducted by: Past President Brian Wagner will facilitate the two-hour training via Zoom.

Training Topics: SPAC and membership

profit-sharing. It's assumed to be low risk, but also has no defined income model. After a period of nine months, this tenant will be reevaluated for a five-year term, based on the income derived from this arrangement.

For FY24 through Jan. 31, profit-sharing with NPI totaled \$31,855. The budget was conservative and included only \$3,000 per quarter.

The current cash projections assume continued vacancies on the 2nd floor, as well as suites 105 and 350. The overall pace of leasing activity remains slow. Due in part to the surplus from LocalWorks revenue-sharing, as well as savings on expenses, the budgeted contributions from the landlord to support operating deficits of \$40,000/month were lowered to \$35,000/month for November 2023 through January 2024 and are projected to decrease further to \$30,000/month for the remainder of the fiscal year.

On Dec. 31, 2022, the property listing agreement with Cushman/Wakefield expired. On Oct. 19, 2023, a letter was written to Cushman/Wakefield memorializing the termination of that listing agreement. Cushman/Wakefield no longer is NAPS' leasing agent. The Stoladi Group since has been seeking prospective tenants.

On Feb. 27, 2024, an agreement was signed with LocalWorks to occupy Suite 105. The agreement is the same premise as the agreement for the space it occupies on the 3rd floor.

As of Feb. 28, NAPS Headquarters' social media results were as follows:

Facebook had 4,175 followers (up from 3,843 in February 2023, or 7.95%).

Posts continue to garner an average of about 300-1,000 views; the

most engaging posts get about 1,000-4,000 views organically.

The post with the highest reach during 2023 was from Aug. 1 (3.3k+ reach/views): The August issue of *The Postal Supervisor* magazine is now available to be downloaded from the NAPS website.

The next highest posts/reach:

• July 5 (3k+): The July issue of *The Postal Supervisor* magazine is now available to be downloaded from the NAPS website.

• Dec. 21 (2.8k+): "Breaking News: USPS Responses to Modifications to Salary Schedules and Annual Leave Programs."

• April 3 (2.6k+): The April issue of *The Postal Supervisor* magazine is now available to be downloaded from the NAPS website.

• Sept. 2 (2.4k+): The September issue of *The Postal Supervisor* magazine is now available to be downloaded from the NAPS website.

• May 2 (1.2k+): "Be a Leader—Not a Boss," by Ivan D. Butts, NAPS president.

The competition for organic views on Facebook's timeline remains intense. Every year, NAPS' page competes with numerous organizations, individuals and pages to appear on people's timelines while scrolling through the platform. To expand reach, boosting posts can be an affordable option.

It is a cost-effective approach that can increase the number of people who see NAPS' posts. Most of the web traffic from social media continues to come from Facebook (90%+); it's still very important to be on the other platforms for visibility, such as Instagram and LinkedIn.

Instagram had 698 followers as of Feb. 28 (up from 395 in February 2023; up 76.71%).

LinkedIn had 726 followers as of Feb. 28 (up from 218 in February 2023; up 233.03%).

The X (formerly Twitter) account no longer is in use per President Ivan D. Butts' memo of Nov. 2, 2022.

Web traffic for 2023 showed a 22.71% overall increase in users over 2022. The number of overall page views increased by 8.66%. Also, the data shows users who are visiting the website are clicking through about the same number of pages when they visit the website as the previous year. This is evidenced by the bounce rate remaining pretty flat.

Email remains a significant factor in boosting website traffic and readership. The news pages and magazine articles regularly published online

and distributed through email also are among the most popular pages. Reposting the printed magazine articles on the website is crucial because it offers current and potential association members an additional means of accessing the information.

Furthermore, it provides the website with consistent and fresh content, which is essential for Google and search purposes. From July 1-Dec. 31, 2023, four of the top 25 pages were from *The Postal Supervisor*:

(#3) naps.org/Post/Compensation-for-EAS-Employees-Falls-Short-Again

(#8) naps.org/Post/NAPS-Requests-Adjustments-to-the-EAS-Salary-Range

(#10) naps.org/Post/Don't-Let-the-Clock-Run-Out-on-HR-82-GPO-WEP-Repeal-Bill-82

(#23) naps.org/Post/USPS-Offers-New-Supervisor-Apprentice-Program

So far this year, four of the top 25 pages (20%) are from *The Postal Supervisor*:

(#6) naps.org/Post/Our-Work-for-EAS-Employees-Continues

(#8) naps.org/Post/Compensation-for-EAS-Employees-Falls-Short-Again

(#13) naps.org/Post/NAPS-Requests-Adjustments-to-the-EAS-Salary-Range

(#16) naps.org/Post/Fiscal-Year-2024-PFP-NPA-A-Step-Behind

It is recommended to create an ongoing content plan for publishing more original news and other types of original content/messaging on the website that will speak directly to members and prospective members. It is recommended to develop a year-long plan that is broken down quarterly.

While the magazine articles are

popular, it is worth asking if there is other information NAPS wants to get out to its audience in other/newer formats. This approach could help expand NAPS' messaging, increase website traffic and further attract potential members. Additionally, digital communication can be easily tracked.

As of the January 2024 DCO (reflecting DCO membership through pay periods 1 and 2), NAPS had 27,488 members (26,034 active and 1,454 associate; 95% and 5%, respectively). Total membership from a year ago, (pay periods 1 and 2, 2023) was 25,971 (24,513 active and 1,458 associate); an overall total increase over SPLY of 1,517 members or (6%).

As of the January 2024 DCO, the total number of active nonmembers was 21,218. This number is based on the USPS payroll files of nonmember EAS employees, which now also includes postmasters. Based on current membership totals, there are approximately 45% nonmembers.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check. The "High-Five Club" provides additional \$25 checks to members who sign five new members in a 90-day period.

Local and state branches continue to receive their NAPS Nonmember and Change Summary reports, along with their DCO and Mail Address reports monthly. NAPS also encourages review of the biweekly EAS Promotion and monthly Postmaster Promotion reports. Moreover, NAPS urges members to contact individuals listed as nonmembers and inform them of the benefits of joining NAPS.

Per board motion, contracts expiring before the October 2024 Exec-

utive Board meeting are to be presented to the board. There are no contracts expiring before the fall board meeting.

Butts welcomed National Auxiliary President Laurie D. Butts and Secretary/Treasurer Bonita Atkins, saying he appreciates all their efforts to support NAPS and acknowledging the growth of the Auxiliary over the past couple years. When he became an officer in 2014, he realized the National Auxiliary works independently of the NAPS Executive Board, but is fully supportive of NAPS and the betterment of the members.

The officers reported:

- \$8,800 was raised at LTS for SPAC through the sale of fudge, necklaces and Executive Board gift cards.
- There is interest in starting local auxiliaries, but there is pushback from some branches; five persons are needed to start a branch auxiliary.
- The afternoon break at LTS was added to give members an opportunity to purchase tickets and contribute to SPAC.
- There is an issue retrieving Auxiliary records from a former president who is deceased. The Auxiliary is in contact with the family.
- The National Auxiliary presently has 75-80 members, up 50-60 members from three years ago.
- The Auxiliary is actively recruiting; dues are \$2 a year and are paid by the branch and are due before the national convention.
- Most of the funding is coming from raffles conducted during the year and what the NAPS Executive Board contributes. The Auxiliary takes in about \$8,000 to \$9,000 a year.
- A question was raised regarding multiple family members becoming

members. Currently, the Auxiliary Constitution & Bylaws designates “one member for every NAPS member in good standing.” The NAPS Executive Board would like the Auxiliary Constitution & Bylaws amended to allow a NAPS member in good standing to have multiple family members be eligible for Auxiliary membership.

- Some branches pay additional for Auxiliary support. For the LTS, the Auxiliary pays for travel and registration. At the national convention, it pays per diem, travel and registration. Rooms are not compensated.

- It was asked if it is unethical for an Executive Board member to speak to the branches and lobby for establishing new auxiliaries. The response was, “No, it is not unethical.”

- The Denver branch used to have a separate fund to support the auxiliary. Some states conduct raffles to support their auxiliary.

- Dues used to be \$2 a member in the branch, which was written in the branch constitution and bylaws—the current \$2 per *auxiliary* member. Members-at-large are part of the National Auxiliary; dues are paid directly to the National Auxiliary.

- Information will be given to the board regarding the account balance and what branches support the auxiliary.

Sheri Davies of ConferenceDirect addressed the board. She reported \$27,000 in sponsorship money was raised for the 2024 LTS, an increase of \$3,000 from 2023. There were 176 attendees at the LTS SPAC event.

The website for reservations for the 2024 National Convention is open. The DATTCO transportation link is open to secure airport transportation, as well as a link for tours

on Wednesday at the convention.

Davies reported that three cities are vying for the 2028 National Convention:

- Nashville—Gaylord Opryland
- Atlantic City—Harrah’s Resort & Casino

- Reno—Nugget Casino Resort and Grand Sierra Resort & Casino

The board went into executive session to discuss the specifics of each site.

Secretary/Treasurer Jimmy Warden read the fiscal years 2024/2025 budget; it was sent to board members two weeks before the meeting to allow time for review. The board discussed the proposed budget.

Motion #1—Submitted by Richard Green, seconded by Luz Moreno: “To accept the FY24-25 budget as read.”

The motion passed unanimously.

NAPS Director of Legislative & Political Affairs Bob Levi provided the bottom-line results from the LTS conference delegate surveys. More than 65% of those responding rated the LTS excellent; over 33% rated it satisfactory. Specifically, over 66% rated the legislative training excellent.

Levi indicated he and Mulidore would provide a more comprehensive report to the board within the next few weeks. In addition, he reported that NAPS members contributed a total of \$15,706.90 to SPAC during LTS. The February online SPAC gift raffle raised \$11,165 for SPAC.

The board went into executive session to hear an update from Legal Counsel Bruce Moyer on the NAPS lawsuit against the Postal Service.

The following motions and recommendations were submitted by the board:

Motion #2—Submitted by Ivan Butts, seconded by Chuck Mulidore, that:

“NAPS Headquarters sponsors and supports the National Auxiliary at the 69th National Convention by providing the Auxiliary \$15,000.”

Voting “yes” were Butts, Mulidore, Warden, R. Green, Johnson, Elizondo, Walton, Laster, Trayer, Moreno, Mooney, Studdard, S. Green, Davis and Pashinski. Voting “no” were Roma, Austin, Perez, Griffin, McCartney, Bock and Valuet. Dallojacono abstained.

The motion passed 15-7.

Motion #3—Submitted by Dee Perez. The motion concerned Auxiliary funding. Perez discussed that, this past year, the area and region vice presidents had their budgets reduced 5% due to NAPS’ current economic challenges. The motion requested that NAPS reduce the Auxiliary’s final approved monies by 5%, matching the Executive Board’s self-imposed cost savings for this year. In addition, any time the Executive Board imposes cuts to its own budgets, the Auxiliary also would be subjected to the same cost savings.

Lum ruled the motion out of order as Motion #2 already passed.

Motion #4—Submitted by Dee Perez, seconded by Tommy Roma, that:

“The Auxiliary provide a detailed PowerPoint presentation showing the Executive Board its budget of detailed expenses and income or submit its budget of detailed expenses and income to the Executive Board 10 calendar days before the spring Executive Board meeting.”

A discussion was held—a motion was made by Jimmy Warden, seconded by Bobby Bock, to amend the mo-

tion that the report be submitted to the Executive Board in the same year as the National Convention as the request by the Auxiliary is made in the same year as the National Convention. A report would not be needed on non-convention years.

The amended motion passed unanimously on a voice vote.

Due to the shortened board meeting, no committee reports were presented.

Mulidore discussed the Disciplinary Defense Fund and informed the board of a recent issue regarding members responding electronically when decision letters are received; the letters provide information on how to file electronically. All cases need to be sent to Al Lum, NAPS' DDF provider; he will file the cases electronically.

Each board member received a handout with DDF data. In FY24:

- Total cases: 73—32 were closed; 41 are open.

- Of those 73 cases—47 MSPB, 19 Debt Collection Act and 7 *ELM* 650.

- Of the 47 MSPB cases—27 are pending; 17 settled; 1 win; 1 loss; and 1 withdrawn.

- Of the 19 Debt Collection Act cases—9 pending; 9 wins; and 1 settled.

- Of the 7 *ELM* 650 cases—4 pending; 2 settled; 1 loss.

The top-three charges were performance, finance and attendance.

The 73 DDF cases by area:

- New England—5
- New York—9
- Mideast—5
- Capitol-Atlantic—11
- Pioneer—2
- Michiana—2
- Illini—4
- North Central—0

- MINK—2
- Southeast—3
- Central Gulf—1
- Cotton Belt—1
- Texas—11
- Northwest—7
- Rocky Mountain—4
- Pacific—6

Under new business, Griffin reported that the Carolinas Bi-State Branch is splitting; South Carolina will form its own branch, Branch 944. He asked if board members from the Southern Region would introduce him to postal leadership in the Southern Area.

Butts discussed national convention seating; one region needed to choose its seating. He informed the board he would be handling banquet seating. The procedure will be the same as used for the 68th National Convention in New Orleans; it worked well.

He also informed the board there will not be a post-convention Executive Board meeting. Board members will depart Saturday after the convention.

A question was asked that when local town hall meetings are held if a list of questions could be placed on the NAPS website so local members would know what to ask. The consensus was no, but the questions could be circulated by the region and area vice presidents.

There are 15 RIFs announced for this year. Out of the 25 announced last year, two remain.

There was concern expressed that local NAPS branches are not allowed to visit the RP&DCs and NDCs. They have been told a request must be made nationally. In Illinois, there have been issues with violence. NDC issues were referred to the OIG,

which also was notified of major issues in Illinois.

The following Executive Board members declared their intent to run for office at the 2024 National Convention:

Ivan D. Butts—president

Chuck Mulidore—executive vice president

Jimmy Warden—secretary/treasurer

Tommy Roma—Northeast Region vice president

Richard Green—Eastern Region vice president

Craig Johnson—Central Region vice president

Jaime Elizondo Jr.—Southern Region vice president

Marilyn Walton—Western Region vice president

Bill Austin—New England Area vice president

Dee Perez—New York Area vice president

Tony Dallojacono—Mideast Area vice president

Troy Griffin—Capitol-Atlantic Area vice president

Ed Laster—Pioneer Area vice president

Luz Moreno—Illini Area vice president

Kevin Trayer—Michiana Area vice president

Dan Mooney—North Central Area vice president

Kelly McCartney—MINK Area vice president

Shri Green—Cotton Belt Area vice president

Bobby Bock—Southeast Area vice president

Pamela Davis—Texas Area vice president

Dwight Studdard—Central Gulf Area vice president

Myrna Pashinski—Rocky Mountain Area vice president

John Valuet—Northwest Area vice president

Chuck Lum—Pacific Area vice president

Dates for the 2024 fall Board Meeting are Oct. 20-24.

For the good of the association, Lum said he felt the shortened meeting went well. Griffin agreed, but felt it should have been two days to include the consultative with the Postal Service.

Motion #5—Submitted by Troy Griffin, seconded by Bill Austin, that:

“The spring board meeting be a two-day business session contingent on the resident officers securing hotel accommodations.”

Voting “yes” were Butts, Mulidore, Warden, Roma, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Griffin, Laster, Trayer, Moreno, Mooney, McCartney, Bock, Studdard, S. Green, Davis, Pashinski and Valuet; absent, R. Green.

The motion passed unanimously, with R. Green absent.

Butts thanked everyone for pressing through to get the association’s business done in the shortened scheduled. He wished everyone safe travels home. He informed the board he already contacted Conference Direct regarding amending the contract to add one day to the spring board meeting per Motion #5.

Butts affirmed that NAPS will ensure everyone impacted by the RIFs will get a position. He then informed the board he was just notified of four new AMP studies.

The closing prayer was led by Michiana Area Vice President Kevin Trayer. Lum adjourned the meeting at 4 p.m.



We All Can Help **Build Membership**



February High-Five Club Members

Gilbert Barba, Branch 373, CA

Mary Barcenez, Branch 103, TX

Thomas Barone, Branch 202, NY

John Bu, Branch 68, NY

Darold Dantzler, Branch 225, SC

Rickey Frazier, Branch 399, AL

Jessie Gholston, Branch 545, MI

Deborah Johnson, Branch 88, CA

Debra Johnson, Branch 354, FL

Marilyn Jones, Branch 39, CA

Ronrika Kelley, Branch 33, OH

Leo Kindsvatter Jr., Branch 9239, MT

Cheyenne Lindsey, Branch 119, MO

Scott Mayle, Branch 33, OH

Raymond, Maytin,* Branch 146, FL

Robert Moore, Branch 104, MN

Sandra Noble,* Branch 322, KY

Renee Rafuse, Branch 102, MA

Dave Smith, Branch 39, CA

Brian Wagner,**** Branch 255, IL

Kin Wingfield, Branch 93, FL

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

****Denotes 40+ members signed in the past 90 days.



Support the
**Postal
Employees'
Relief
Fund**

PERF



On Aug. 8, a wildfire sparked in Lahaina on Maui, HI, fed by hurricane winds following months of drought. Once the capital of the Kingdom of Hawaii, significant portions of the historic town have been destroyed. Residents are cut off from the rest of the island. They have no power or communications and are dealing with devastating losses.

The Lahaina Main Post Office survived, but the Downtown Lahaina Finance Station is a total loss. Seven Postal Service employees lost their homes.

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



DONATIONS CAN BE MADE:

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

All donations are tax-deductible.

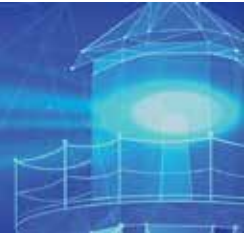
For more information, go to www.postalrelief.com; 202-408-1869; perf10268@aol.com.



POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO
350 TROLLEY LINE BLVD
MASHANTUCKET, CT 06338



69th NAPS National Convention Delegates Credential Process

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

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

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

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

The respective branch president then will receive an email stating NAPS Headquarters is requesting their signature on Jane Doe's delegate credential form. Finally, the delegate, branch president and NAPS Headquarters will receive an emailed copy of the final, completed and signed credential form.

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

Branch presidents: Keep an eye on your inbox for requests for electronic signatures as NAPS Headquarters begins receiving registrations after March 1. If you have any questions, please reach out to us at napshq@naps.org. We are here to help our members!

Important Convention Dates

- May 31** Deadline for all resolutions from states with conventions before the end of May to be emailed to Executive Vice President Chuck Mulidore
- June 28** Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 3** Deadline for entries for the Best Website and Newsletter contests to be emailed to kbalentyoung@gmail.com
- July 9** Deadline to register for the 69th NAPS National Convention (opens March 1)
- July 14** Deadline to submit refund and substitution requests to NAPS Headquarters
- July 19** Deadline for emailing deceased members' names to Executive Assistant Sheena Williams

Foxwoods Resort Casino

350 Trolley Line Blvd., Mashantucket, CT 06338

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

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



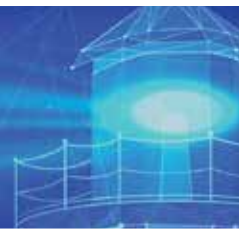


POWERING THE FUTURE

THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO
350 TROLLEY LINE BLVD
HARTFORD, CT 06158



Explore the Sights in New England

During the 69th NAPS National Convention

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

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

Boston

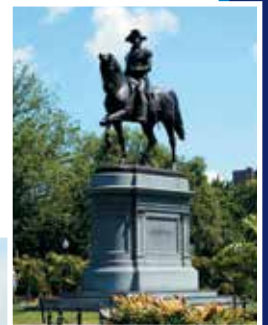
8 a.m. to 9 p.m.—Free time in Boston

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

Add-on option: Duck Tour

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

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

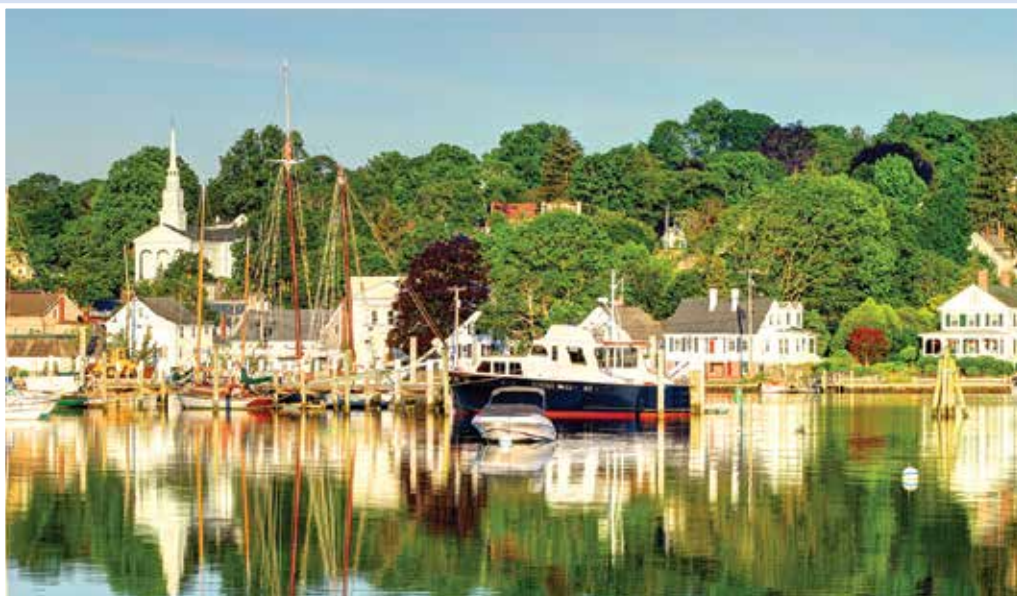


Photos courtesy of BCVB

2024 National Convention Airport Shuttle

DAATCP Conference & Event Shuttle Services is NAPS' transportation partner for this year's National Convention at Foxwoods Resort Casino in Connecticut. During the convention, DAATCO will offer shuttle service to and from Hartford's Bradley Airport (BDL) and Providence's TF Green Airport (PVD).

To reserve your airport shuttle, go to www.daatco.com/naps. Reservations for shuttles and day trips must be made by July 31.



Mystic, CT

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

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

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



Mystic Seaport Museum and Downtown Mystic, CT

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

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

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

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



Photo by Rhvanwinkle

Scooter Rentals

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

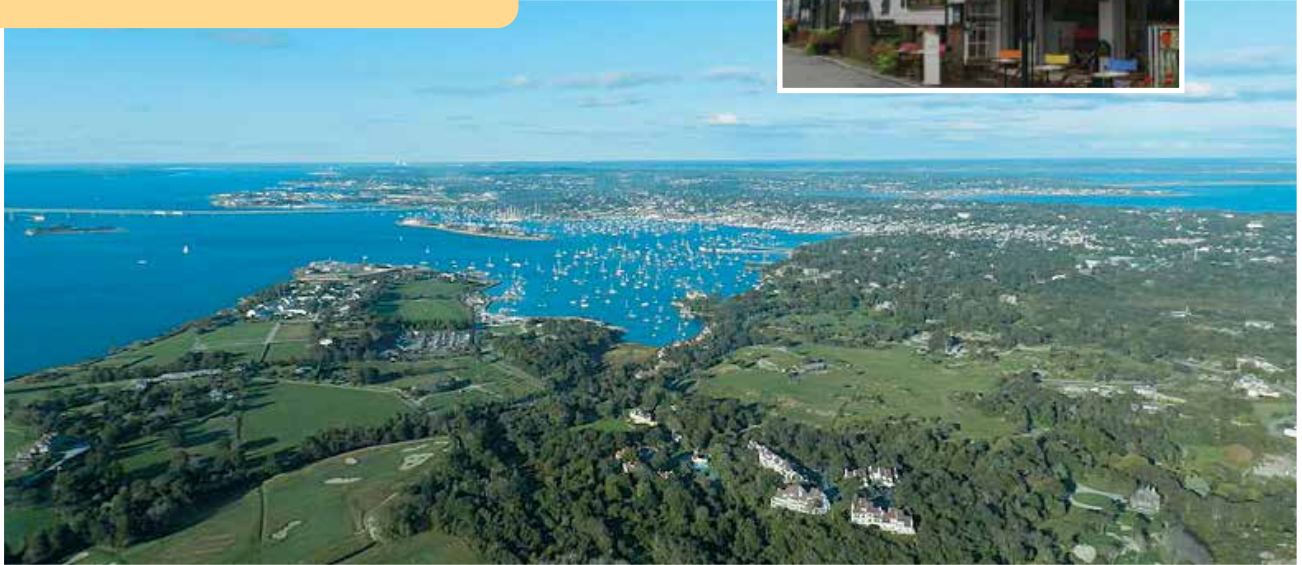


Photo by MVASCO

Newport, RI

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

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

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



New York City

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

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

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



Photo by Julienne Shaer

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

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



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

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

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

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

The 2024 NAPS Golf Tournament Welcomes Sponsors

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

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

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

69th NAPS National Convention Golf Tournament Registration

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

Name

Phone # (include area code)

Branch #

Branch location

Mailing Address

City

State

ZIP

Non-postal email address

Handicap _____ (Y/N)

Club rentals are not available.

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

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

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

Order Your NAPS Banner Now!

A great addition to your membership recruitment efforts is the new NAPS retractable banner. Available to order on the NAPS Store, the banner measures 33 by 81 inches and comes with a carrying case; the banner is \$150, which includes shipping by Priority Mail.

The banner is portable and highlights some of the organization's more notable accomplishments. Order yours today and get out and recruit members to join NAPS—the largest and most effective postal management association that represents *all* EAS employees.

Go to the NAPS store at www.naps.org and download the order form. The form either can be mailed with payment to NAPS Headquarters or emailed to napshq@naps.org, with a phone call to NAPS Headquarters to pay by credit card. Information, including contact information, is on the order form.

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

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

Scan to Join NAPS

Scan to Join NAPS

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

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

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

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

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

May the Legislative Force Be With You!

Brian J. Wagner
Past NAPS President

In March, NAPS completed another successful annual Legislative Training Seminar (LTS). With NAPS' legislative agenda in hand and on their minds, delegates came out in force, ready to listen, be trained and engage with our legislative representatives on Capitol Hill. Great job.

Now that LTS is over, see you next year. Wait! There is more to NAPS' legislative efforts and agenda than a once-a-year conference. Here's the scoop!

Yes, NAPS hosts an annual legislative conference where over 400 NAPS members, including Auxiliary, participate in a three-day event to learn about our important NAPS legislative issues and take those issues to Capitol Hill. We learn about the legislative bills NAPS is supporting to encourage our senators and representatives to support them.

Whether our LTS delegates met personally with congressional leaders or their aides, it was important that



the legislative message delivered by our LTS delegation was clear, concise and comprehensive. Such messaging can help ensure our legislators understand why passing such bills would have an important and positive impact on the Postal Service and the livelihoods of NAPS members, postal retirees and our families.

These Capitol Hill meetings during LTS are very invigorating, not only for seasoned LTS participants,

2024 SPAC Contributors

Continued from page 77

Vorreyer, Leslie	FL	Branch 353
Williams, Carolyn	FL	Branch 146
Moore, Kevin	GA	Branch 595
Lum, Chuck	HI	Branch 214
Valuet, John	ID	Branch 915
Ayoodugbesan, Felix	IL	Branch 255
Lech, Stephen	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Noble, Sandra	KY	Branch 322
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Jones, Wilmore	MD	Branch 42
Elyea, Chad	MI	Branch 142
Hommerson Jr., David	MI	Branch 130
Krzycki Jr., Kenneth	MI	Branch 508
Orloski, Rose	MI	Branch 508
Boggan, Kim	NC	Branch 183
Stephens, Patricia	NC	Branch 936
Kennerly, Tareyah	NJ	Branch 548
McKiernan, Michael	NJ	Branch 74
Englerth, Scott	NY	Branch 11
Forde, Nicholas	NY	Branch 202
Perez, Dioenis	NY	Branch 202
Warden, James	NY	Branch 100
Allen, Peggy	OH	Branch 46
Laster, Edward	OH	Branch 46

Bartko, Susan	PA	Branch 20
Timothy, Pat	PA	Branch 941
Cabrera, Antonio	PR	Branch 216
Ravo, Steve	RI	Branch 105
Erickson, David	SD	Branch 946
Heberlee, Carrie	SD	Branch 946
Nation, Linda	SD	Branch 946
Nielson, Tracey	SD	Branch 946
Weier, Craig	SD	Branch 946
Barbee, Johnny	TN	Branch 41
Brooks, Lamarcus	TN	Branch 41
Green, Shri	TN	Branch 41
Carmona, Richard	TX	Branch 122
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Irving, Mary	TX	Branch 122
Peters, Diana	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Fratto, Jeff	UT	Branch 139
Brandt, Junemarie	VA	Branch 526
Butler, Phillip	VA	Branch 98
Ferguson, George	VA	Branch 22
Shoemaker, Justin	VA	Branch 132
Thomas, Carlos	VA	Branch 98
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61
Taylor, Georgia	WA	Branch 31

such as myself, but also for our LTS first-timers. First-timers are provided insight on the legislative process and how they can effect change as a legislative constituent.

My LTS branch delegates and state delegation came out in force to ensure our NAPS legislative message was heard loud and clear by our Illinois congressional representatives and senators. Whether we were speaking directly to our congressional leaders or an aide, the message and its importance still was the same: Support and pass legislation important to NAPS.

However, our legislative message cannot stop after our LTS Hill visits. It is important that every NAPS LTS delegate takes NAPS' legislative message back to their branches and members. Due diligence is necessary to ensure all NAPS members are briefed on

what was accomplished at LTS.

Consider scheduling a special branch meeting that focuses only on NAPS' legislative efforts. If an in-person meeting is not possible, try doing the meeting via Zoom or both.

A branch legislative meeting is a great opportunity for the branch president or the legislative representative to share information on what transpired during LTS. Share the information in NAPS' *Legislative Issues Brief*. Additionally, explain what still needs to be accomplished legislatively.

Having a branch meeting focused on legislation also is an excellent opportunity to share with members the plethora of other important political and legislative information on the NAPS website, www.naps.org, under the "Legislative Center" tab. The center shows members how to con-

tact their congressional leaders via VoterVoice to ask them to support pending legislation.

NAPS members also can learn who has or has not co-sponsored a bill that NAPS supports. It is nice and important to have co-sponsors. However, it is more important that we get our legislation to a vote and passed.

On NAPS' website, members can learn more about LTS, NAPS-supported legislation and hear great legislative-related podcasts via *NAPS Chat*. Members also will find excellent information about the importance of contributing to NAPS' Supervisors' Political Action Committee (SPAC) fund.

SPAC is key to getting our access to lawmakers to share our legislative agenda. NAPS' website also provides members the opportunity to easily contribute to SPAC.

Auxiliary Luncheon Registration Form

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

Name (Please PRINT) _____ Auxiliary #/Branch # _____

Street Address/PO Box _____

City _____ State _____ ZIP _____

Check one:

Auxiliary Member Auxiliary State President

NAPS Member Visitor

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

The total is \$ _____

Allergic to shellfish number of tickets= _____

Vegetarian number of tickets= _____

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

Group name: _____
Last Name/Auxiliary Name/Branch Name

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

There will be no ticket sales at the convention. Advance tickets will be available for pickup Sunday, Aug. 11, through Tuesday, Aug 13.

Advance Sales:

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

Thank you.

During your branch meeting, besides sharing legislative information on the NAPS website, consider developing a legislative strategy that involves regular local contact with your congressional representatives. Schedule that LTS follow-up meeting with your congressional leaders when they are back home in their districts.

When visiting your representatives at their district offices, take your *Legislative Issues Brief*, along with some newly legislatively trained branch members, so they can meet with the legislative representative, too.

Remember, NAPS LTS is not a one-and-done type of an event. LTS is an extension of NAPS' year-round legislative efforts that include advocating for more contributions by more and more active and associate members to SPAC.

With members in force, now is the time to build a strong branch legislative team. Ensure NAPS' legislative message does not fall on deaf ears, only to be resurrected again next year at the 2025 LTS. One thing that will not fall on deaf ears is your vote.

Vote in your primary and general elections so your legislative voice is heard. This will show your congressional leaders that you are serious about legislation and its impact on the livelihoods of NAPS members and their families.

Yes, I am from Illinois. And yes, the motto of Chicago Cubs fans is, "Wait Till Next Year!" However, I am a NAPS fan; I am not about to let NAPS strike out on our legislative efforts. Therefore, my motto is "May the Legislative Force Be With You—All Year!"

Now, let's go win this legislative game and ensure our NAPS-supported bills are passed. I hope you will agree that I just may have hit a home run with my ice-cream-flavor-of-the-month recommendation: Baskin Robbins' Baseball Nut.® Be safe and eat more ice cream!

brian4naps@aol.com

Notes

from the National Auxiliary

NAPS Auxiliary: Down Through the Years

Felecia Hill

Southern Region Vice President

As I look ahead with great excitement to the 69th NAPS National Convention at Foxwoods Resort Casino in Mashantucket, CT, I think of how well the Auxiliary and NAPS have worked together through the years, especially on legislative goals.



In March, NAPS and the Auxiliary assembled for our annual Legislative Training Seminar in Arlington, VA, at the Crystal Gateway Marriott. At LTS, goals for SPAC are made and accomplished.

SPAC is our voice on Capitol Hill. Our political action committee provides the funds to advocate for NAPS' legislative agenda on Capitol Hill when we physically cannot be there. Again this year, with the help of NAPS, the Auxiliary was able to raise nearly \$9,000 for SPAC.

We truly appreciate NAPS for its

Submit Auxiliary Dues

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

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

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

assistance. Together, we had another successful LTS that ended with our visits to Capitol Hill. There, we met with legislators and expressed our views and desires.

Throughout the years, the Auxiliary has stood by NAPS as it works to secure beneficial legislation, promote the welfare of supervisors and participate in legislative work. We also work on increasing membership so we have strength to support our organizational goals. I sum it up like this:

*At their beginning NAPS members were a few,
Then they grew and they became strong.
Then came the Auxiliary to help them along.*

*Members came from afar to convention towns,
But you know that Auxiliary; they still stayed around.*

*Down through the years, through uneven tides,
NAPS stood firm, with the Auxiliary by their side.*

*On Capitol Hill from Congress to the Senate
Goes NAPS + the Auxiliary and our views are presented.*

*NAPS, you have had struggles and the Auxiliary has too,
But we remain steadfast and we do what we must do.*

*With all the rough waters we have been through,
NAPS, we are still here; we remain here to support you!*

fah91@sbcglobal.net

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