

# The Postal. Supervisor

Delivering for Our Members Who Deliver for America



Rep. Nikki Budzinski



Rep. James Walkinshaw



Rep. Nick Langworthy

## NAPS' Legislative Allies Affirm Support of an Independent, Sustainable USPS

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Get Ready for  
the City by the Bay!

# The Postal Supervisor

Delivering for Our Members Who Deliver for America

May 2026, Volume 117, Number 5

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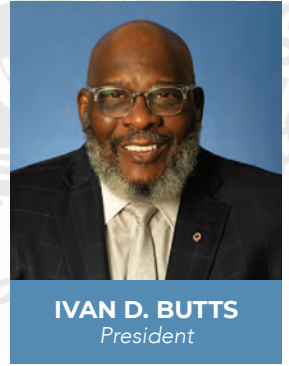
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# Different Face, Same Song

Hello, my NAPS brothers and sisters. When our previous postmaster general was appointed with the approval of President Trump, I wrote in my *Postal Supervisor* column that never before had a proponent of postal privatization been so close to the doorstep of the United States Postal Service. Recent developments suggest that concern remains relevant today.

On March 4, 2026, Bloomberg reporter Cailley LaPara published an article titled “U.S. Postal Service Taps Restructuring Firm Amid Cash Crunch” in its bankruptcy section — that immediately caught my attention. The placement made more sense after reading a statement from PMG David Steiner who said, “We’ve been bankrupt for a long time.”

The decision by the Postal Service — under a second postmaster general appointed with the approval of President Trump — to hire restructuring advisers Alvarez & Marsal carries significant economic and policy implications. It raises deeper questions about the future of public postal services in the United States and could reshape parts of the logistics and delivery industry.

Three major areas of impact stand out: privatization risk, postal reform and policy debate and the impact on the logistics industry. I would like to discuss each of these impacts.

## Privatization Risk

One of the most significant implications is the increased possibility of partial or full privatization of the USPS. Discussions about privatization are occurring in the context of long-standing financial challenges. The USPS has experienced persistent financial losses, declining First-Class Mail volume due to digital communication, high fixed costs associated with maintaining a nationwide delivery network and workforce and limited financial flexibility because it is a government-created entity.

Some policymakers — including statements previously associated with President Trump — have suggested privatizing the Postal Service or moving it under the Department of Commerce. However, the potential negative consequences of privatization could far outweigh

any possible benefits.

Privatization could lead to higher postage costs, reduced service in rural areas and the weakening or elimination of the universal service obligation. Potential benefits often cited include:

- Greater pricing flexibility
- Improved operational efficiency
- The ability to raise capital through private markets

But the USPS has a constitutionally rooted mission: to deliver mail to every address in America, even when it is not profitable. America’s Postal Service is exactly that — a service to the American people and not simply a corporate enterprise.

## Postal Reform and Policy Debate

This situation also intensifies the long-running debate about how the U.S. postal system should be structured and funded. Several policy constraints continue to affect the USPS.

For example, the Postal Service faces a \$15 billion borrowing limit that has not been updated since the 1970s. In addition, postage increases must be approved by regulators, limiting the agency’s ability to adjust prices quickly in response to changing conditions.

NAPS fully supports the universal service obligation that commits the USPS to providing affordable service nationwide.

Congress may consider several reforms, including increasing the USPS’ borrowing authority to help finance modernization efforts currently underfunded. Lawmakers also may consider adjusting pricing rules to allow more flexibility in postage rate changes.

At the same time, if the USPS intends to remain a major player in the package delivery market, it must maintain strong delivery standards — including six-day delivery.

The Postal Service also should consider expanding into new business areas such as postal banking, expanded logistics services and government service delivery hubs.

*continued...*

Ultimately, these reforms will help determine whether the USPS remains primarily a public service or evolves into a more commercialized organization.

### Logistics Industry Impact

The USPS operates one of the largest logistics networks in the country, meaning any restructuring would affect competitors and partners. Major companies impacted would include UPS, FedEx and Amazon.

One market advantage unique to the agency is last-mile delivery. Many companies rely on the Postal Service for this final step because the USPS already visits every address in the country. In many cases, USPS delivery also is more affordable than private alternatives.

If the Postal Service expands partnerships or provides greater access to its delivery network, private carriers could become increasingly dependent on the USPS' infrastructure. This could position the Postal Service as a national logistics platform.

At the same time, if the USPS becomes more commercialized, it may compete more directly with companies such as UPS and FedEx. Increased package volume could shift market share in the more than \$200 billion U.S. parcel industry.

Additional ideas — such as advertising on delivery vehicles or mailboxes — also could create new revenue models, turning the agency's infrastructure into a nationwide marketing network. This reflects a broader trend of government infrastructure being used commercially to offset public costs.

### Broader Economic Impact

Beyond the delivery industry, the Postal Service supports a trillion-dollar mailing industry that touches nearly every sector of the economy. Any restructuring will have wide-ranging implications for:

- Small business shipping costs
- E-commerce logistics
- Rural connectivity
- Access to government services
- Hundreds of thousands of jobs

The USPS employs roughly 640,000 workers, making it one of the largest employers in the United States.

Ultimately, this restructuring effort is not just about improving USPS finances. It could determine whether the United States continues to maintain a traditional public postal service or moves toward a more-privatized logistics model.

In solidarity ...

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## Resident Officer Candidates Announced

At the 2020 NAPS National Convention, Resolution #57 was passed, stipulating, "That, for the good of the membership, NAPS puts in print in *The Postal Supervisor* the currently announced candidates for the three resident officers in three issues before the convention."

To date, the following NAPS members have announced their candidacies for the three resident officer positions:

### President

- Chuck Mulidore
- Brian J. Wagner

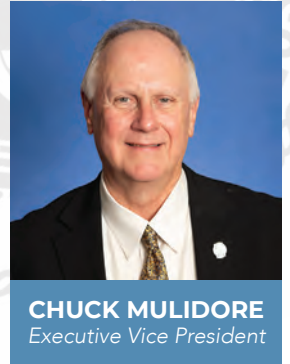
### Executive Vice President

- Jimmy Warden

### Secretary/Treasurer

- Richard Green
- Dan Mooney
- Myrna Pashinski

# NAPS Takes Its Message to Capitol Hill



The 2026 NAPS Legislative Training Seminar, held March 15-18, demonstrated once again why our organization remains a powerful and respected voice for all EAS employees on Capitol Hill. Over several days of meetings, presentations, fellowship and legislative advocacy, more than 400 NAPS members from across the country came together in Arlington, VA, to strengthen their knowledge, sharpen their message and advocate for the future of the Postal Service and the men and women who lead it every day, as well as NAPS' legislative agenda.

The seminar began on Sunday, March 15, with registration and several events that set a meaningful tone for the week. Attendees took part in a wreath-laying ceremony at the Tomb of the Unknown Soldier at Arlington National Cemetery that honors the role veterans have played in the defense of our country. Each year, NAPS honors four veterans who are NAPS members by laying a wreath at the Tomb of the Unknown Soldier.

Following this solemn ceremony, many members worshipped together in a non-denominational service. Later, a first-timers' orientation was held, followed by a town hall meeting with the NAPS resident officers and fellow Executive Board members. The day concluded with a dinner for the NAPS state legislative chairs. Together, those events provided a balance of reflection, preparation and unity as members prepared for meetings on Capitol Hill.

Monday's program delivered a full day of information and engagement centered on postal policy and legislative priorities. The opening session, led by me as part of my executive vice president duties, included patriotic observances and introductions and remarks from NAPS President Ivan D. Butts and Secretary/Treasurer Jimmy Warden. The session reinforced the purpose of the seminar: to ensure NAPS members are informed, organized and ready to represent the interests of EAS supervisors, managers and postmasters at the national level.

The seminar agenda featured an impressive lineup of guests from the Postal Service and Congress. Among the speakers were Postmaster General David Steiner

and USPS Board of Governors member Ron Stroman. NAPS delegates heard from House Postal Service Caucus leaders Rep. Nikki Budzinski of Illinois and Rep. Jack Bergman of Michigan.

Also addressing delegates were Rep. James Walkinshaw of Virginia and Rep. Nick Langworthy of New York, both members of the House Committee on Oversight and Government Reform. Their participation reflected the significance of postal issues in the broader national conversation and underscored the importance of NAPS maintaining a bipartisan, visible and credible presence on the Hill.

The Monday session also included the presentation of the Gold Standard Legislative Leadership Award, named after the late, legendary NAPS legislative leader and advocate Stanley Gold. This year's recipient was George Barrett of Branch 74 in New Jersey. The Monday session wrapped up with vendor comments, SPAC photos, regional caucus meetings and the SPAC reception to honor our dedicated members who contribute at the highest level to the Supervisors' Political Action Committee.

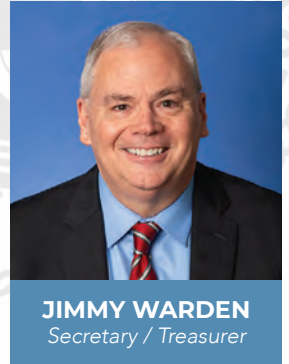
Those activities highlighted the many dimensions of NAPS' work — recognizing excellence, fostering regional coordination and reinforcing support for the association's legislative and political efforts.

The seminar's central purpose came into full focus on Tuesday, March 17, when delegates traveled to Capitol Hill for meetings with members of Congress and their staffs. These meetings gave NAPS members the opportunity to carry the association's message directly to lawmakers, discussing the issues that matter most to NAPS members and to the continued strength of the Postal Service.

The Capitol Hill closeout session later that day gave attendees an opportunity to reflect on their meetings and share insights from their discussions. The final closeout session on Wednesday, March 18, helped bring the seminar to a strong conclusion and reinforced the value of a united legislative strategy.

*continued on page 7...*

# Grassroots Engagement Is Paramount



At our recent 2026 Legislative Training Seminar (LTS), attendees went to Capitol Hill to speak with their elected officials and, in some instances, members of their legislative staffs, to seek support of bills that have a direct effect on their livelihood. I want to thank all those who attended.

While on the Hill, our members spoke on behalf of the over 47,000 EAS employees of the United States Postal Service and, even more importantly, the American people. Being able to personally engage with our lawmakers is one of the great freedoms we have as Americans. It also was great to have 59 first-timers attend LTS. Building the bench by mentoring members to secure the future of NAPS is extremely important.

Some of the folks attending LTS had the privilege of attending fundraisers with their elected officials while in Washington, DC. My wife Ivonne and I had the honor, along with members of the New Jersey State delegation, to attend "Capital Coffee" with New Jersey Sen. Andy Kim.

A continental breakfast was served, then Kim met with

each group individually. Kim already has signed on to S.Res. 147 that expresses support to keep the Postal Service independent and not be privatized.

Our delegation also discussed S. 624, the Equal COLA Act, which, if passed, would grant FERS retirees full COLA increases in their pensions. Kim assured us he would support this initiative.

We cannot stop and expect things to be accomplished in Congress once we return home after LTS. Albert Einstein said, "Life is like riding a bicycle. To keep your balance, you must keep moving." As NAPS members and postal employees, we must keep pursuing our issues — even more so while back home.

I urge everyone to try and schedule an appointment with their members of Congress at their local offices in your community to explain — as one of their constituents — the importance of these issues. Let them know firsthand how these issues impact your personal life, which impacts the community they represent.

On pages 79-81 of this issue, you will find QR codes with an explanation of the important issues of which we



*New Jersey NAPS members with Sen. Andy Kim (D) at his "Capitol Coffee" event, from left: Austin Phillips, Tom Bowie, Sal Grasso, Mike Notaroberto, Constance Scales-Bradley, Jon Kofsky, Kim, Tony Dallojacono, Ivonne Warden, Prescott Butler, Jimmy Warden and Rex Dyer, aide to Kim.*

need to make our elected officials aware. Scanning the QR codes will allow you to directly send an email to your representative and senators, informing them of your position and asking for their support.

This process takes just a few minutes. Let your voice be heard! Have friends and family, as well, use the QR codes to send messages in support of our issues to increase awareness.

The issues connected to the QR codes include:

- H.Res. 70/S.Res. 147 — Resolutions expressing support to keep the USPS independent and not be privatized.
- H.R. 1559 — Postal Employees Appeal Rights Amendment Act

- H.R. 7600 — Postal Supervisors, Managers and Postmasters Fairness Act
- H.R. 491/S. 624 — Equal COLA Act
- H.R. 2095 — Postal Police Reform Act
- H.R. 7265 — Vote By Mail Tracking Act

We all need to pay attention to these issues and remain vigilant regarding our legislative agenda. It's not business — it's personal!

And remember, increasing membership demonstrates leadership.

Stay safe!

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

## NAPS Takes Its Message to Capitol Hill

*continued from page 5...*

What made the 2026 Legislative Training Seminar especially important was not simply the schedule itself, but what it represented. Once again, NAPS showed that effective advocacy depends on preparation, participation and professionalism. From the opening events at Arlington National Cemetery to congressional meetings on Capitol Hill, the seminar reflected an organization committed to speaking with one voice on behalf of all EAS employees nationwide.

The 2026 seminar also served as a reminder that legislative advocacy is not a side effort for NAPS — it is a core responsibility. In a time when the Postal Service continues to face operational, financial and political challenges, the ability of NAPS to directly engage policymakers remains essential. The members who attended this year's seminar did more than participate in a conference; they represented the leadership of the Postal Service and helped carry the concerns of EAS employees to the people who shape national postal policy.

As the 2026 Legislative Training Seminar concluded, it left behind more than a completed agenda. It left renewed momentum, stronger engagement and a clear demonstration that NAPS continues to lead from the front when it comes to legislative advocacy. That commitment will remain critical as the association continues



*The Legislative Training Seminar affirms why NAPS is a powerful and respected voice for all EAS employees.*

its work to protect, promote and advance the interests of postal supervisors across the country, particularly as this nation heads into critical midterm congressional elections this November.

NAPS will continue to lead the way forward — not looking back — and always will put our legislative muscle into advocating for the needs of our members to congressional leaders on Capitol Hill.

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



*The Postal Supervisor*

### 2026 PRODUCTION SCHEDULE

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

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

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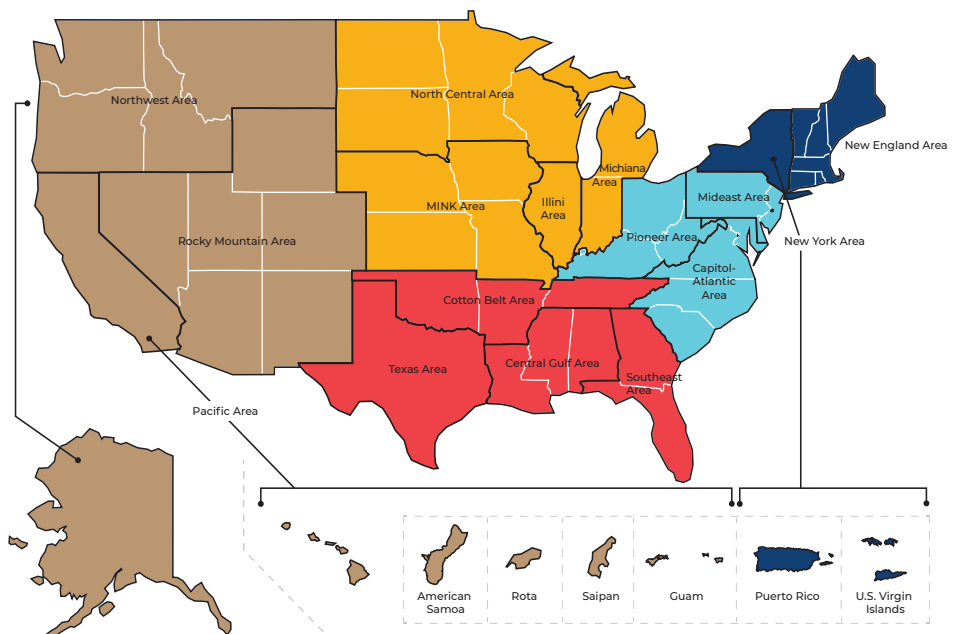
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## REGIONAL MAP

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



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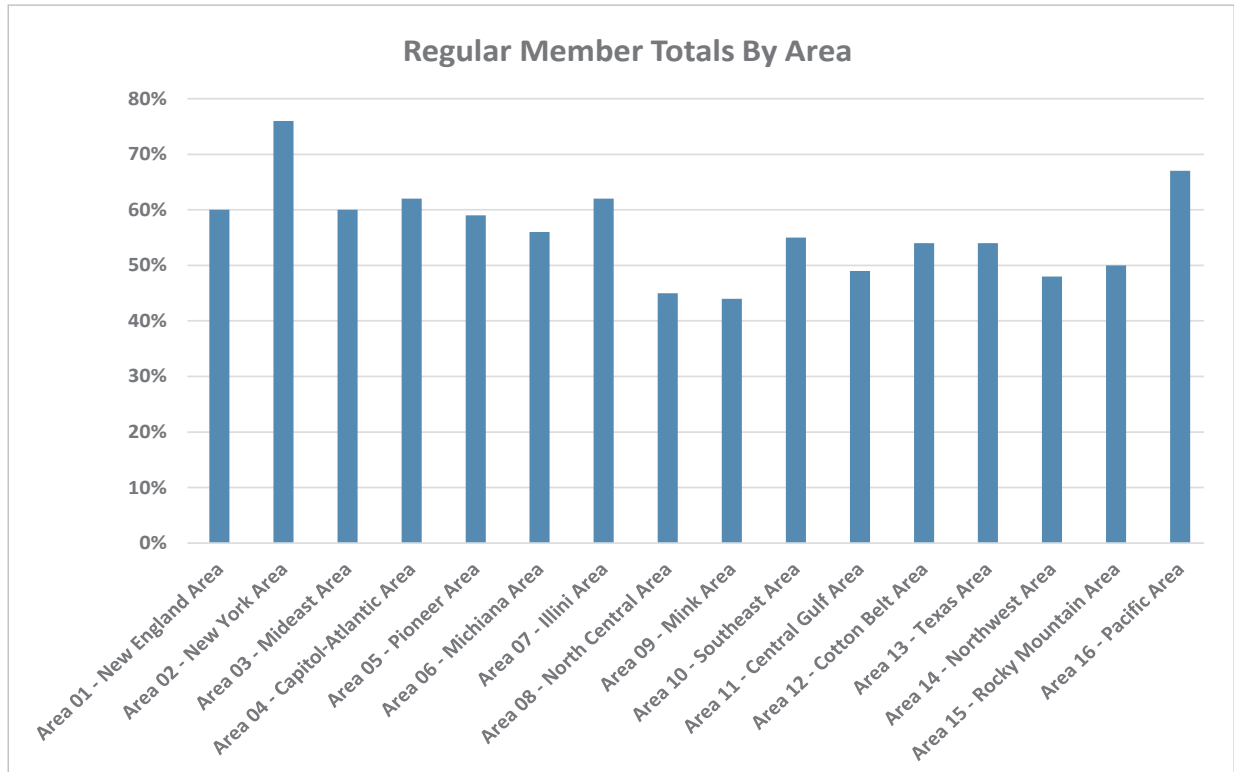
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**NAPS is working for you.**  
We welcome your comments and suggestions!

# FEBRUARY 2026 MEMBERSHIP REPORT



Regular Member Totals By Area	
Area 01 - New England Area	60%
Area 02 - New York Area	76%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	62%
Area 05 - Pioneer Area	59%
Area 06 - Michiana Area	56%
Area 07 - Illini Area	62%
Area 08 - North Central Area	44%
Area 09 - Mink Area	44%
Area 10 - Southeast Area	55%
Area 11 - Central Gulf Area	49%
Area 12 - Cotton Belt Area	54%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	48%
Area 15 - Rocky Mountain Area	50%
Area 16 - Pacific Area	67%
<b>Total Regular Member %</b>	<b>57%</b>
<b>Total Regular Members</b>	<b>27,644</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>20,030</b>
<b>Total NonMember %</b>	<b>43%</b>



Thanks to your efforts, membership keeps rising!

# NAPS *of* NOTE

Area highlights from  
around the country

## Revised NPA Indicators

In early March, NAPS received a letter from the Postal Service regarding the FY26 National Performance Assessment. The indicators provided in a Jan. 16 letter were inaccurate. The USPS has provided updated indicators that are available at [naps.org](http://naps.org).

NAPS Headquarters still is waiting for a response regarding its request for a briefing to discuss FY26 NPA.

NAPS Secretary/Treasurer Jimmy Warden met with key lawmakers on Capitol Hill:



Rep. James Comer, chairman of the House Oversight and Government Reform Committee



Rep. Kweisi Mfume, ranking member of the House Oversight's Subcommittee on Government Operations



NAPS resident officers and staff joined Branch 88 officers, as well as Branch 88 Auxiliary officers, on April 10 to review plans for the upcoming NAPS National Convention, Aug. 9-14, in San Francisco. This convention promises to be an exceptional event; we hope to see you there!

Bottom row, from left: NAPS President Ivan D. Butts, Branch 88 Treasurer Sally Simpao, NAPS Meeting Planner Sheri Davies from Conference Direct, National Auxiliary Secretary/Treasurer Bonita Atkins and Branch 88 Auxiliary/California State Auxiliary President Yunina Graham.

Middle row: Branch 88 President Linda Thomas, Vice President Deborah D. Johnson and National Convention Credentials & Registration Committee Chair Roy Madden.

Top row: NAPS Editor Karen Young, NAPS Headquarters Office Manager Sheena Williams, National Auxiliary President Laurie Butts, Branch 88 Auxiliary President Ed Simpao, NAPS Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden.



During the spring NAPS Executive Board meeting, Chief Inspector Tammy Hull, USPS OIG, addressed board members. From left: NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Hull and Secretary/Treasurer Jimmy Warden.

**CAPITOL-ATLANTIC AREA**



Baltimore Branch 42 had over 55 members at its recent membership meeting. Front row: Branch 42 President Maxine Campbell and Virginia State President/James E. Parks Jr. Northern Virginia District Branch 526 President Lloyd Cox. Back row: Eastern Region Vice President Richard Green, NAPS Secretary/Treasurer Jimmy Warden and Capitol-Atlantic Area Vice President Troy Griffin.



**ILLINI AREA**

North Suburban Facility, IL, Branch 489 President Edgar Young presented Esther Mendoza a NAPS watch and certificate after retiring from the Postal Service with 39 years of service.

**MICHIANA AREA**



David Himmerson, Michigan Legislative chair and Grand Rapids, MI, Branch 130 1st vice president, met with Rep. Hillary Scholten (D-MI) in early March. He discussed the possible elimination of Level-18 and -18b postmasters, the need for new vehicles, delay of mail and packages and the agency's financial challenges. Scholten agreed to work together on oversight, as well as the need to get more local elected officials involved in these USPS issues.

**MIDEAST AREA**



New Jersey members George Barrett (left) and Russ Carmody (left) with Rep. Donald Norcross (D) at his recent town hall meeting

**PACIFIC AREA**



Danny Chavez, Sacramento Branch 77 first-timer delegate to LTS, attended the House Subcommittee on Government Operation's hearing on March 17 where Postmaster General David Steiner testified. He said it was a great opportunity to see how the government works.

**PIONEER AREA**



Akron, OH, Branch 63 member Stacey Hurley and Rep. Pete Sessions (R-TX), chairman of the House Subcommittee on Government Operations, before the March 17 hearing that featured PMG David Steiner



## NORTHWEST AREA

Portland Branch 66 hosted its biannual membership brunch on March 8 at the Oregon Golf Club. NAPS Executive Vice President Chuck Mulidore and Northwest Area Vice President John Valuet attended.

Mulidore installed the new officers. Newly elected Branch 66 President Lynn Yut recognized past and current retirees, pledging to recognize retirees annually. Branch 66 also presented scholarships. At the brunch, \$300 was raised for SPAC.



NAPS Executive Vice President Chuck Mulidore installed newly elected Branch 66 President Lynn Yut and Vice President Dan O'Donnell.



From left: Jill and David Ellis accepted a scholarship for their son Bryce Ellis; Rhiannon Chiniewicz received a \$150 scholarship donated by Dillard Financial Services; and Tanya Jackson accepted the \$1,000 Deann DiSimini Memorial Scholarship for her daughter Hidaya Jackson.



President Lynn Yut, with NAPS Executive Vice President Chuck Mulidore, Northwest Area Vice President John Valuet and Western Region Vice President Marilyn Walton, recognized retirees, from left: Trustee Kathi Clapp, Mulidore, Oregon State President Aric Skjelstad, Trustee Ben Clapp, Vice President and Legislative Rep Dan O'Donnell, Karla Sykes, Valuet, Secretary Nancy McVicker, past treasurer Lynn McNulty, Yut and Walton.

## ROCKY MOUNTAIN AREA



NAPS Executive Director Chuck Mulidore joined Rocky Mountain Area Vice President Myrna Pashinski, Las Vegas District Branch 463 Executive Board members and branch members at a recent meeting at Dean's Place in Las Vegas. From left: George Sjolie, executive board member Sherry Patterson, Pashinski, Mulidore, Branch 463 President Jackie Clayton, executive board member Cecilia Pelletier, Stella Haliewicz, Cornelia Ionescu, Rebecca Jones, Teresa Barrett and executive board member Pat Doruth.

## SOUTHEAST AREA



Southeast Area Vice President Bobby Bock attended Tampa Branch 81's membership meeting.



Southeast Area Vice President Bobby Bock attended Daytona Beach Branch 353's membership meeting.





Southeast Area Vice President Bobby Bock swore in Southwest Florida Branch 420 officers:

Top: President Joe LaCorte and State Branch D6 Vice President Al Guerneris.

Bottom: Vice President Josue Caraballo.



Branch 420 President Joe LaCorte presented Branch 420 member Nancy Rose with her retirement certificate.

## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

# Vince Palladino Memorial Student Scholarships

## Deadline: June 30, 2026

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

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



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

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

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

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

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



**POSTAL EMPLOYEES DELIVERED!**

**TOGETHER, WE GAVE  
\$1.89 MILLION AND 2,745 HOURS OF SERVICE  
TO SUPPORT THE 2025 COMBINED FEDERAL CAMPAIGN.**

**A BIG THANK YOU  
TO ALL IN THE  
SOUTHERN RETAIL & DELIVERY DISTRICTS  
FOR BEING THE TOP CONTRIBUTORS!**



# Is the USPS a Business or a Service?

Dee Perez - Northeast Region Vice President



The United States Post Office was established on July 26, 1775, by the Second Continental Congress; Benjamin Franklin was appointed the first postmaster general. After 260 years, many of us are confused about exactly what we are today.

Are we a business, as postal leadership often states? Are we a service to the American public, as Congress and the public believe we are? Or are we both?

In my opinion, we are a service; we can't be both. I owned and built my own small business when I was 23 years old and sold it when I was 27. I worked 80 to 90 hours a week, seven days a week. I had a stationery card and gift store with a lottery machine.

My parents owned an Exxon gas station that also did car repairs for 36 years before selling it. My dad, at age 86, since has downsized. He established and owns a car repair shop with three mechanics.

I will be retiring from the USPS with 38 years of service before he decides to retire, which embarrasses me. My point of sharing my family work history is I am fully aware of what a business is. I know the difference between being a service and being a business.

I have no issues with postal leadership claiming we are a business and instilling a philosophy and business acumen in what they are trying to achieve, while expecting all EAS employees to adapt to their philosophy. They are the leaders of whatever we are; our jobs are to try to make the idea work every day.

But it's difficult for me to accept billion-dollar losses each year. No real business can survive this, although government agencies that offer public services and have been around for over 250 years can survive.

I am not saying USPS leadership is wrong for adopting a business-type outlook and using the technology at their fingertips to pinpoint their losses and figure out how to eliminate them. As easily as leadership has adapted to the technology and passed it on to EAS employees on the front lines, identifying which employees are failing to meet the company/service goals locally and allowing local management to correct these failures is acceptable and understood. But meeting goals does not mean the yearly debt will be eliminated.

USPS leadership fails to understand the core job of their postmasters, managers and supervisors. The added data reports and daily Zoom accountability meetings due to KPI failures take away hours of valuable time, preventing EAS employees from performing their core responsibilities.

These EAS employees are expected to be analytical experts on every report known to mankind. This has become overwhelming because these employees already have more responsibilities than they possibly can handle on a daily basis.

No business I'm aware of continues to pile on more reports and responsibilities to its core management employees without understanding their current workload — never eliminating anything and continually piling on more. In the NFL, piling on is a penalty; it should be the same for the USPS.

Branches, please try to sign three new members a month. MM — membership matters!

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

## NAPS Training Calendar

New England Area Training  
May 28-31, 2026

In conjunction with the New England Convention  
**Conducted by:** New England Area VP Bill Austin

**Location:** Doubletree by Hilton, 2 Somerset-Parkway, Nashua, NH 03063

**Hotel Rate:** \$161 plus tax

**Registration Fee:** \$160

**Training:** Conducted by Jimmy Warden, Bill Austin and others

# Cultivating and Raising the Next Generation of NAPS Leaders

Richard Green - Eastern Region Vice President



As we focus on the future of our organization, our success does not depend on the charisma of our current leaders, but, rather, on the quality of the leaders we raise up to lead us into the future. Raising new leaders is not a passive activity that happens automatically. Rather, it is an intentional, often sacrificial, process of identifying, equipping and empowering the next generation to take the reins.

As the Postal Service continues to rapidly change, we must tap into our ability to develop leaders who have the capacity and vision to sustain NAPS' vision. Here is how I believe we can build structure around raising up the next generation of leaders and create a pipeline of leaders to carry us forward into the future.

## 1. Shift your mindset from "doing" to "developing."

Many leaders fall into the trap of believing they must be involved in every detail of an organization. This is a formula for burnout.

Effective leaders understand their ultimate responsibility is to make themselves obsolete. As NAPS leaders, we must be willing to train, mentor and coach our next generation of leaders and become wise counsel for them.

- With a "replacement" mentality, you should constantly ask, "Who will do this in five years?" Then, start investing in that person today. Who have you identified in your branch who fits this concept?
- Embrace discomfort. Developing leaders means delegating tasks at which you enjoy or excel. It means watching someone take a different approach to a problem than you would have and allowing them to learn from it.

**2. Identify potential — look beyond the usual suspects. Potential for leadership is not always obvious.** While charisma and confidence often are visible, the most reliable indicators of future leadership may be unseen, such as character, willingness to serve and faithfulness in small tasks. We must raise up leaders who have been committed in completing small tasks and are ready and willing for increased responsibility.

- Look for servant hearts. The best leaders often come from those who already are serving in unrecognized, quiet capacities. Once recognized, it is up to us to nurture this leadership trait.
- Identify reliability. Observe who is consistent in

their commitment and values. A track record of reliability is a strong predictor of future responsibility. The best ability is availability.

- Shoulder tapping. Don't wait for people to volunteer. Actively identify potential and ask them to consider stepping up. Many leaders did not recognize their own potential until someone else recognized it in them.

**3. The formula for development is mentor, model and multiply.** Raising leaders requires a structured approach that moves from instruction to observation and, finally, to liberation.

- Model leadership (I do; you watch). Show, don't just tell. Let potential leaders see how you handle difficult conversations, make strategic decisions and manage stress.
- Mentor (I do; you help). Involve them in the process. Ask for their input, let them take notes in meetings and give them small components of a larger project.
- Empower (you do; I help). Give them a project to lead with you in a supporting role. This creates a safe space to lead where they can practice decision-making.
- Multiply (you do; someone else watches). Finally, encourage them to mentor the next person, ensuring the leadership cycle continues.

**4. Build a culture of trust and responsibility.** A new leader will not flourish in a micromanaged environment. You must create a culture where taking initiative is rewarded and failure is seen as a learning opportunity rather than a catastrophe.

- Allow for failure. If you do not allow new leaders to make mistakes, you are preventing them from developing the "scar tissue" needed for high-level leadership.
- Provide constant feedback. Emerging leaders need consistent guidance, not just an annual review. Regular feedback helps them stay motivated and productive, correcting course before mistakes become major failures.

*continued...*

- Grant authority, not just tasks. Do not delegate work without giving the authority to make decisions. If they have to come to you for every decision, they are just assistants, not leaders.

**5. Focus on character over competence.** While skills can be taught, character is the foundation on which effective leadership is built.

- Integrity and trust. Leaders who lose the trust of their followers are destined to fail. Focus first on developing honesty and integrity.
- Emotional intelligence. Help them develop self-awareness, empathy and the ability to listen actively. A great leader inspires confidence in others rather than just forcing compliance.

**6. The necessity of time and intention.** Raising a leader is a long-term commitment. It requires, at minimum, a “1,000-day” perspective — knowing that meaningful leadership development takes years, not months.

- Invest time in relationships. Trust is built over time. You must come alongside people, sharing in their lives and work.
- Shared values. Ensure the leaders you are raising are aligned with the core mission and values of the organization.

**7. The final goal: sending them out.** The ultimate success in raising new leaders often is seeing them leave to plant new projects, lead other departments or even take over your position.

- Defy the “basement syndrome.” If you hold on to people too tightly, they never mature. You must be willing to let them go.
- Reward success and celebrate their wins. Their success is a reflection of your success as a developer of people.

Raising new leaders sometimes is a harrowing, but, ultimately rewarding, journey. It requires a conscious decision to pour your experience, time and trust into others.

By focusing on character, providing a safe space to fail and actively mentoring with the goal of empowerment, you ensure the organization does not just survive your tenure, but thrives long after you are gone. As the old adage suggests, if you want to leave a legacy, you must invest in the people who will carry it forward.

Leading into the future.

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



# The Little Pieces Matter

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

The little pieces are what makes the difference. Success isn't built on a few big decisions — it's built on the small ones we make every day. Success is in the details: the corner you chose not to cut so the job was done right and the piece of information you took time to share so someone else did not lose valuable time trying to figure it out.

When information is not shared, the impact is immediate. Tasks take longer, confusion grows and the entire team feels it. But when we communicate fully and consistently, we raise the level of performance across the board. Teams become more engaged, more efficient and better aligned.

A day in the life of a USPS management team is busy and fast-paced. With constant demands and an abundance of data, the challenge is not a lack of information; it's ensuring the right information is shared at the right time. When that does not happen, the team falls out of sync.

So, how do we stay aligned? We communicate with

purpose. We collaborate throughout the day. We ensure closing supervisors clearly understand what has been completed and the incoming team knows exactly what still needs attention. That level of coordination drives unit performance — and, ultimately, impacts pay-for-performance outcomes.

Then there are the daily responsibilities — the little pieces — that cannot be overlooked. Reports must be completed. Payroll must be accurate. Document requests and pay adjustments must be fulfilled. Route counts, special counts, cash counts and stamp audits all are essential and ongoing. These are not minor tasks; they are the backbone of a well-run operation.

How are you managing them? Are you staying organized, meeting deadlines and maintaining control of your operation — not just reacting to issues, but leading with intention?

Equally important is the role of leadership. Is your leadership team present and engaged? Do they regularly

visit your operation? Are they there to support you in challenging situations? Are they actively coaching and mentoring when they see opportunities for growth? They should be!

As outlined in *ELM 650*, accountable managers and supervisors are responsible for the day-to-day performance management of their employees. This includes monitoring performance, providing resources, offering coaching and delivering meaningful feedback. Performance improvement is a shared responsibility between manager and employee; early communication is critical to building a strong and effective working relationship.

There are leaders who model this well — who take the time to engage, guide and support operations. But there is an opportunity for more consistency, more presence and more investment in developing others.

We need managers, MCSOs, MDOs, postmasters, MPOOs, district managers and division managers to actively share their knowledge, skills and experience. Their insight and guidance matter. And every piece of information they share helps build stronger, more capable teams.

# Build Relationships, Build Bridges

**Dan Mooney** - North Central Area Vice President

As North Central Area vice president the past 12 years, I always have told my folks they must continually work on building relationships with their USPS counterparts. No matter what level you are in NAPS, you must reach across to those in the Postal Service with whom you deal and constantly build a relationship with them.

Communicate with them often! It does not just have to be when you have business to discuss. You want to communicate with them when you don't have business to discuss, as well. Make it personal; there is no reason not to.

When you build that relationship, it becomes a foundation for years to come. Ask about their family, their work, their hobbies. Get to know the person and let them get to know you. Let them understand who you are and share with them.

Have lunch or dinner with them. The better you get to know them and the better they get to know you, the greater chance you have of achieving a positive outcome when dealing with them. Find as much common ground as possible.

If you build those strong relationships now, when you

Leadership development doesn't happen at once — it happens one moment, one conversation, one lesson at a time. It does not matter from where that leadership comes. Whether it's your direct supervisor or a senior leader visiting your unit, the impact is the same. When someone takes the time to invest in your growth, it makes you a better leader — and strengthens the entire organization.

In the end, it all comes back to the little pieces — the information we share, the standards we uphold and the effort we put in every day. When management collaborates, communicates and commits to continuous improvement, the Postal Service becomes more effective, efficient and resilient.

And, most importantly, we take better care of our most valuable resource — our people. Because that's how we retain talent and attract talent. That's how we improve service and reduce costs.

One small piece at a time.

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have a tough issue to address, it becomes much easier to sit down and discuss the issue with them. They are more willing to listen to what you have to say. There is more of a chance of coming to a compromise or not having a door shut for you.

The benefits of developing positive relationships with your USPS counterparts far outweigh not having those positive relationships. Who wants to sit down with someone and talk business if they don't have a positive relationship with them?

It does not mean you have to be weak or give in! If you frame your issue factually and articulate it properly, you should be able to stand your ground. It's okay to disagree if you need to, but, again, keep it on a business level — not a personal level.

This way, you can keep that relationship intact to address future issues. You get the idea!

As I always say, keep it on the high ground; the people and the view are much better.

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# Controlling Costs

**Bobby Bock** - Southeast Area Vice President



Coming out of FY26 1st quarter, the Postal Service reported a loss of \$1.3 billion. This is unusual for this time of year as we typically do not see losses of this magnitude in the 1st quarter.

While watching Postmaster General David Steiner testify at a recent subcommittee hearing on Capitol Hill, he spoke about the success of this past peak season — and he was right. We did have a successful peak. However, the key question remains: Are we effectively managing workload in relation to work hours?

We must ensure we are controlling work hours while also maintaining a strong focus on employee safety. Accidents are costly — not only financially, but also in terms of employee well-being and public perception.

One of the biggest cost-drivers we face are vehicle accidents. These incidents can result in serious injuries to employees and customers and negatively impact how the public views our organization.

Beyond injuries, vehicle accidents also bring significant repair costs. That's why it is critical that we prioritize employee safety observations and take a proactive approach to ensuring safe work practices.

This is not the first time the Postal Service has faced financial challenges. In the 1980s, we "ate the elephant" by cutting 204(b) hours — a reminder that large problems are solved through consistent, incremental efforts. Today, we need to focus on capturing the "low-hanging fruit" by closely monitoring every dollar we spend.

Recently, during a visit to the maintenance department in a plant, I learned an additional office was being constructed in a facility that already had multiple offices. I also heard discussions about installing a koi pond. This raises

important questions about priorities and cost control — who will maintain it and is it truly necessary?

We also should evaluate how many employees currently are on detail assignments. Some individuals have not worked in their official PS *Form 50* positions for years. In many cases, these are unfunded positions. When employees are on detail, their regular roles still must be backfilled, which increases overall labor costs.

There are certain rising costs we cannot control, such as fuel prices and vehicle parts. However, we can control how we respond to equipment issues. If a vehicle engine does not sound right or begins to overheat, it is critical to stop driving and contact the Vehicle Maintenance Facility (VMF). Continuing to operate a failing vehicle can lead to engine replacements costing thousands of dollars. Safety and prevention must come first.

We also must ensure we are following contractual guidelines to minimize grievance-related expenses.

In discussions with Fleet Management, I've learned there currently are no plans to purchase new tractors, box trucks or administrative vehicles. This means we should plan on maintaining and using our existing fleet for the foreseeable future.

Personally, I'm still exploring options such as acquiring a rollback tow truck to help reduce towing costs.

Ultimately, we need to work smarter — not harder — while continuing to drive down operational expenses. And remember, the VMF is your partner in helping achieve that goal.

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*These photos show what happens when warning signs and sounds from an engine are ignored. This ProMaster van caught fire while traveling en route.*



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

AUGUST 9 – 14, 2026

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



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

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

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

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

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

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

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

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

### IMPORTANT CONVENTION DATES

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

### Marriott Marquis San Francisco

780 Mission St., San Francisco, CA 94103

RESERVATIONS NOW OPEN

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

70TH NAPS NATIONAL CONVENTION

# GOLF

## Tournament



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

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

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



PRESIDIO GOLF COURSE | SAN FRANCISCO

## Scooter Rentals in San Francisco

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

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

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





NATIONAL ASSOCIATION OF POSTAL SUPERVISORS  
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# 2026 National Convention Shirts Available to Order

**S**an Francisco Branch 88 is pleased to announce the presale of 2026 NAPS National Convention shirts. Cravis Taybron – Taybron’s Sweaters Unlimited – is providing the shirts with the convention logo. NAPS members can choose any shirt from his catalog. You may add your name, branch number and title for a minimal price, but that is optional.



## ORDER DEADLINE IS JUNE 15

### TO MAKE AN ORDER, YOU MUST:

1. Go online and view Taybron’s catalog at <https://www.sportswearcollection.com/?site=KRFP TGUMLS>
2. Fill out the order form and mail or email to him at:  
**Taybron’s Sweaters Unlimited, 5301 Bragg Blvd., Fayetteville, NC 28303** • Phone: 910-322-1103 • [cravist@aol.com](mailto:cravist@aol.com)
3. The deadline for orders is June 15. Once he receives your order, he will contact you and provide the total cost.
4. Payment then is due and can be sent via postal money order or check, payable to Taybron’s Sweaters Unlimited. Payment also may be made via Cash App (\$Cravistaybron).
5. He prefers to get a NAPS Branch’s complete order on one form so he can ship shirts to one location. Shirts are mailed via Priority Flat Rate.



..... **2026 NATIONAL CONVENTION SHIRT ORDER FORM** .....

Name \_\_\_\_\_ Phone \_\_\_\_\_ Email \_\_\_\_\_

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

Item #	Name of Item	Size	Color	Branch #	Name/Title	Quantity
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						



# GET READY FOR THE CITY BY THE BAY!

Linda Thomas - San Francisco Branch 88 president

The NAPS 70th National Convention is headed to beautiful San Francisco this August. From iconic San Francisco sights to unforgettable nearby destinations, everything is within reach.

Explore Napa Valley's world-class wineries, enjoy the coastal beauty of Monterey, visit charming Marin County or take in famous landmarks, casinos and baseball games. If your passion is sightseeing, dining, entertainment or adventure, there is something for everyone.

San Francisco and its surrounding cities offer endless opportunities to relax, explore and make lasting memories while we come together for an impactful and productive convention.

Some must-see highlights include:

- Golden Gate Bridge — Stroll across this world-famous landmark and enjoy breathtaking views of San Francisco Bay.
- Fisherman's Wharf & Pier 39 — Explore fresh seafood restaurants, shops and see the famous sea lions basking in the sun.
- Alcatraz Island — Take a ferry to visit the historic prison and enjoy a unique perspective of the city skyline.
- Chinatown — Visit one of the oldest and largest Chinatowns in North America, filled with incredible food and culture.
- Union Square — A vibrant hub for shopping, dining and people-watching — right in the heart of the city.
- Cable Cars — Experience a true San Francisco tradition and see the city's hilly streets in a fun and historic way.
- Whale watching — Tours offer exciting whale watching adventures from San Francisco Bay to the Pacific Ocean. From views of San Francisco to sightings of humpback and gray whales, this is a trip you never will forget.
- Dinner cruises — This is a great way to enjoy the beautiful sights of San Francisco Bay at night while enjoying food and drinks.
- Walking tours — City Guides, founded in 1978, offers trained volunteers who lead free historical and architectural walking tours. Also available are food tours that explore the best of San Francisco.

We are confident your time here will be memorable. Our branch is busy making plans and look forward to welcoming you to our city.

We promise, you will "leave your heart in San Francisco!" Come on to the heart of the Bay. I and my fellow Branch 88 members can't wait to see you!



## Enjoy a Baseball Game at Oracle Park

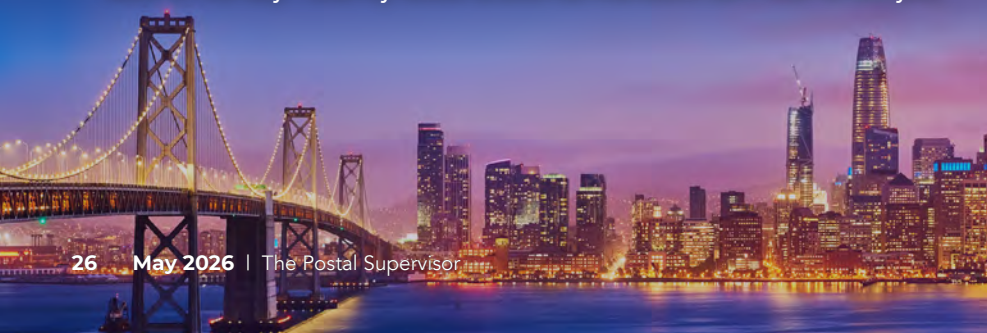
Make plans to watch a San Francisco Giants game during NAPS' convention week:

- **Saturday, Aug. 8, 4:15 p.m.**  
**Giants vs. Tigers**
- **Sunday, Aug. 9, 1:05 p.m.**  
**Giants vs. Tigers**
- **Wednesday, Aug. 12, 12:45 p.m.**  
**Giants vs. Astros**

Oracle Park, the first privately financed ballpark in Major League Baseball, offers breathtaking views of San Francisco Bay. The stadium is a classic design with an old-time feel, but with modern amenities.

At the entrance is a nine-foot statue of Willie Mays. You also can see Portuguese water dogs fetch home-run balls that splash into McCovey Cove, an 80-foot Coca-Cola bottle with playground slides and miniature Oracle Park behind left field that has become an attraction for kids of all ages. And it offers mass public transit that rivals any sports complex in the world.

Branch 88 is working on getting discounted tickets for NAPS members for these dates; stay tuned for more information!





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## Help Support Our Humanitarian Project

**Beverly Torain** - Humanitarian Ambassador

Hello, NAPS family! During our Carolinas Bi-State leadership meeting in November 2021, we wanted to establish a humanitarian project. We decided on providing dignity bags for some of the homeless population in New Orleans, the site of our 2022 National Convention.

We began our journey by sharing our vision with attendees at the Capitol-Atlantic Area States Convention in May 2022. This group consisted of members from North Carolina, South Carolina, Maryland, DC and Virginia. Everyone was excited about the project and the opportunity to help those in need.

Emails and letters were sent to Eastern Region Vice President Richard Green, Capitol-Atlantic Area Vice President Troy Griffin and the Eastern Region NAPS branches, telling them about our project and asking for their participation. In July 2022, we began procuring items for the bags and chose a facility.

In August, we shipped the items to the convention host hotel in New Orleans. On Saturday before the start of the convention, we prepared over 300 dignity bags. The bags were distributed to three different shelters — one male, one female and one for children.

The funds used to secure the bags and items were donated by a majority of NAPS members living in the East. We made our report to convention delegates on

Tuesday, after which some of our ambassadors were approached by convention delegates, asking how they could help with future humanitarian efforts.

As a result of those inquiries, it was decided that, for the 2024 National Convention in Connecticut, 500 dignity bags would be assembled and distributed. We called and you answered!

But, instead of assembling dignity bags, we decided to collect funds and, after researching shelters in the area, supported Saint Vincent de Paul Place. Shelter Director Jillian Corbin was overjoyed with what our NAPS family did to support them.

The shelter now not only houses the homeless, but also offers job skills training, meals, showers, clothes and so much more. Jillian attended the convention to express her gratitude.

This year, once again, we are asking you to help the community we will be visiting this August when we travel to San Francisco for the national convention. Won't you please help us help those less fortunate?

We are asking each NAPS branch to donate \$100 toward this worthy cause. We also are asking that each state branch donate \$200. Imagine the impact we could have in San Francisco!

Funds can be sent via check or money order to Humanitarian Project, PO Box 478, Newell, NC, 28126. In the memo line, please write, "Humanitarian Project." Thank you in advance for supporting this worthy cause.

With sincere appreciation, the Humanitarian Ambassadors:

**Karen Douglas**, Charlotte, NC, Branch 183

**Phoebe Jordan**, Carolinas Bi-State Branch 936

**Rene Hulin**, Columbia, SC, Branch 225

**Patricia Stephens**, Carolinas Bi-State Branch 936

**Beverly Torain**, Joseph Butler Winters Jr. Raleigh Branch 177

**William Taylor**, Carolinas Bi-State Branch 936





# 2026 LEGISLATIVE TRAINING SEMINAR

# The Postal Service and



Photos by  
Panoramic Visions Photography



The Capital Band offered a patriotic musical medley to open Monday morning's LTS session.

Sgt. 1st Class Erik Tue, vocalist for the Army Band, sang the national anthem.

Joe Lahmann, Greater Oregon Branch 276, led the Pledge of Allegiance.



OUR  
**VOICE** IS  
OUR **POWER**



# Is a Constitutional Essential Service That Deserves Congress' Respect

By Karen Balent Young, editor

**NAPS** members made their annual trek to Washington, DC, for this year's Legislative Training Seminar (LTS). Their goal was to meet with their lawmakers on Capitol Hill and promote NAPS' legislative agenda. The Postal Service continues to face financial challenges; Congress must take steps to ensure the agency is viable into the future.

NAPS Executive Vice President Chuck Mulidore greeted delegates Monday morning, March 16 — a day with unpredictable and violent weather forecast, including a

chance of tornadoes. "Welcome to DC," he declared. "We are happy to have you back."

Mulidore reminded everyone of the importance of SPAC—the Supervisors' Political Action Committee. "Without SPAC, we can't do any of this," he offered.

"Contributions from your paychecks and annuities, as well as the sale of our recent challenge coin, allow us to go on the Hill and make a difference. SPAC also allows us to send you to events in your home districts. Nothing works without SPAC!"



The United States Navy Ceremonial Guard presented the Colors.



Marcia Kimbrough, Cleveland Branch 46, gave the invocation.



Executive Vice President Chuck Mulidore showed delegates the special NAPS challenge coin created for this year's LTS to benefit the Supervisors' Political Action Committee.



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# LEGISLATIVE TRAINING SEMINAR



**Secretary/Treasurer  
Jimmy Warden**

The Capital Band entertained attendees, closing out their musical presentation with each of the Armed Forces' songs, with NAPS veterans invited to stand during their particular service song. After the conclusion of the musical interlude, Mulidore told delegates it's remarkable what our country's service members do.

"The world is a dangerous place," he said. "Thank you, veterans, for all that you do. The people on the front lines, risking their lives, allow us to be here today. Say a prayer for the men and women who serve and protect us. Our flag flies over the land of the free and home of the brave because of our veterans."

NAPS Secretary/Treasurer Jimmy Warden greeted members and gave some announcements. NAPS President Ivan D. Butts welcomed NAPS members and introduced former board members in attendance. Warden introduced the current board members.

Butts addressed delegates, affirming the importance of educating Capitol Hill legislators on what NAPS does and what its members do. "There's a lot being said about mail service in general," he observed, "what it is and is not doing and should not be doing!"

He reminded everyone the Postal Service is legally required to serve and bind the nation together. "And that's what you do," he stressed. "I praise you because

you provide that service under some of the most strenuous conditions I've ever seen in my years in the Postal Service. I thank you."

Butts paused his remarks in order to introduce Postmaster General David Steiner. The PMG told NAPS members he was happy to be with them. "I've had the chance to go around and meet folks," he conveyed. "Thanks for leading the organization. And thank you for coming and representing the United States Postal Service.

"You are the front-line leaders who bridge the gap between the plan and the work. You set the tone for performance, safety and the day-to-day experience of our people. Universal service doesn't just magically happen; it happens because you lead every day in real facilities with real teams with real pressure.

"That's what the Postal Service is all about and why I thank you for everything you do."

Steiner told delegates their meetings on Capitol Hill matter, reminding them the agency operates under a framework unlike any other of its size and scale. "We are a national infrastructure with a public mission," he offered. "But we also are operating in a constantly changing market."

Steiner said the Postal Service has made a lot of progress over the past several years — investing in the processing and delivery infrastructure with improved capacity and performance, as well as moving mail and packages more predictably, even during peak season.

"Those gains in service are real," he stressed, "but we have to be honest. We are self-financed and, like most modern businesses, we have to cover our costs through revenue with legislative and regulatory guardrails. We



**Executive Vice President  
Chuck Mulidore introduced  
National Auxiliary President  
Laurie Butts. "The Auxiliary  
does great work for us,"  
he affirmed. Butts talked  
about the fundraising  
efforts the Auxiliary would  
conduct during LTS and  
thanked NAPS members  
for their support.**



**President Ivan D. Butts**



# OUR VOICE IS OUR POWER



**Postmaster General David Steiner**

have responsibilities like a federal agency, but none of the benefits.”

Steiner referred to the agency’s continuing systemic losses, but, regardless, the effort will continue to keep improving service because that is foundational — it

builds trust, is relevant and drives customer decisions and revenue.

“We will keep driving efficiently because we have to operate responsibly,” he proclaimed. “We cannot cost-cut our way to prosperity; we have to grow. And to grow long-term stability, we have to grow in relevance, volume and value. That means leveraging our assets — the last-mile and retail presence and brand.”

Steiner told delegates the USPS will continue improving its products and customer service, as well as adapting to today’s business values with flexibility and innovation. “We will be open to new revenue opportunities and operating with the agility of a modern enterprise,” he stressed, “and unlock value from the network we’ve built, including the last-mile capacity.

“We can improve operations, reduce costs and improve service. We have done those things, but, as long as the underlying business rules rely on outdated parameters, the path to sustainability is harder than it needs to be.

“We need to be honest and direct; if we do not do anything differently and not get help from outside, we are on a path where cash becomes a crisis. Then, questions become, painfully, how long will employees keep coming?”



## **Southern Region**

### **Vice President Jaime Elizondo Jr.**

took a moment to remember Ernest Hill, the longtime Texas legislative chair who served over 30 years. “We lost a great person,” Elizondo intoned. “He was all about the process and conveyed the message. And by conveying the message, we got WEP/GPO repeal passed.”

“That effort took 30 years,” he noted, “but we got it done. Be persistent; you matter! You don’t know who you are going to touch when you talk to that aide or lawmaker on Capitol Hill. Each of you makes a difference.”



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# LEGISLATIVE TRAINING SEMINAR

***“This is my message. Talk to Congress: If the USPS becomes financially unstable, everyone loses.” - David Steiner***

Steiner pointed out that, over the past 15 years or so, the Postal Service has lost 110 billion pieces of mail moving through the system. At today’s stamp prices, that is about \$86 billion in revenue. “If UPS or FedEx lost that amount, they would have no revenue!” he declared. “No private company takes a hit like that and simply cost-cuts its way to safety. Instead of modernizing rules to match reality, we work under rules that make our jobs harder.

“This is my message. Talk to Congress: If the USPS becomes financially unstable, everyone loses. Every priority becomes harder, every community becomes more vulnerable to disruption — that’s reality, not rhetoric. We lost \$110 billion, \$86 billion.

“We were sailing along, nice and smoothly, then we got thrown into the water. And instead of a getting a life preserver, we got an anchor; rules can pull us under. My job when I talk to Congress this week is help lawmakers understand the difference between criticism and correction; help us to be on the right path. The biggest threats to our future are the structural constraints imposed by outdated rules.”

Steiner outlined his most-pressing actions:

First, modernize the agency’s borrowing authority to access liquidity. The current limit — \$15 billion — was set decades ago and has not set pace with current needs and reality. “That is the simplest and most immediate lever Congress can pull for liquidity,” Steiner said. “It buys time without operating on the edge of a cash cliff.”

Second, implement CSRS reform through updated methodology. The current approach is outdated by about 50 years and overstates what the USPS must pay, which drains resources. “This should be grounded in modern practice,” he stressed. “Every dollar unnecessarily drained is a dollar we can’t use to improve facilities, modernize equipment, invest in our workforce and stabilize operations.”

Third, enact workers’ compensation reform to be more like a private employer. “That doesn’t mean cutting pay,” Steiner explained. “It means having the tools to manage claims responsibly and stabilize costs. The current costs deny us the tools any large organization would use and swings dramatically year to year, hindering long-term planning.”

Fourth, impose modern pricing and a regulatory framework. The rigid caps and complex formulas that govern USPS decisions were designed for a different era. The agency is expected to cover its costs, but is restricted in its ability to align costs.

“We need regulatory flexibility that matches today’s reality and pressures,” he reinforced. “If policymakers want universal service and delivery to every address, every day, we can do it, but somebody has to pay for it.”

And fifth, modernize retirement investment options. “We have a system where we are required to invest only in Treasury bills,” Steiner offered. “If we could have other investment vehicles, we could have another \$800 billion



The NAPS wreath-laying honorees from Sunday’s event at Arlington National Cemetery were recognized and presented with a NAPS challenge coin. From left: NAPS President Ivan D. Butts; Stanley Griffin, Knoxville, TN, Branch 165; Bruce Kuiper, Minneapolis Branch 16; Christina McComas, Charleston, WV, Branch 212; Thomas Bowie Jr., MSC Red Band District, NJ, Branch 568; Executive Vice President Chuck Mulidore; and Secretary/Treasurer Jimmy Warden.



# OUR VOICE IS OUR POWER

in our retirement plans. It's not about risk; it's about having modern options to match modern obligations.

"None of these ideas are abstract. They directly affect our ability to invest, modernize, compete and protect our universal service obligation. My message is if the institution is viable, improvement is possible. If not, everything becomes harder. I encourage you to focus on common-sense reform that keeps us self-sustaining and strong and benefits our employees, customers and every community that relies on us very day."

The PMG related to NAPS delegates that another important part of the Postal Service is its culture. "We can modernize, bring in new technology, but if we don't stress leadership and culture, we will fall behind in the most important way and for the long term for supervisors and other leaders," he said.

"Culture is not abstract; it's what you do every day. You set the standard that shows up in service, safety, retention and product. We need to protect the people who make the institution run.

"Building a better workplace is not simply the right thing to do — it's what we have to do. Treat people the way you want to be treated. It's amazing how many people make it complicated! Treating people that way is not just right, it's smart.

"A stronger culture means lower turnover and training costs, better service and more consistent performance. The broader workforce today values meaning behind their work. Leaders who coach and develop — not just direct — achieve higher standards of leadership. Supervisors' and front-line leaders' influence is enormous. You set the environment on the workroom floor and help foster the post office in the future.

"A modern postal service is not just tech, machines and AI. It's a modern culture built on respect, accountability and teamwork. It's part of our evolution and every organization's evolution.

"Thank you so much for your leadership and everything you do every day and doing what we are going to do: Make the Postal Service great!"

After Steiner's address, Butts returned to the podium and referred to his recent testimony at the Congressional Postal Service Caucus roundtable in which he discussed legislation to recalculate the USPS' CSRS benefits obligation. "We will be squarely behind moving forward



**NAPS Secretary/Treasurer Jimmy Warden, President Ivan D. Butts, PMG David Steiner and Executive Vice President Chuck Mulidore**

because this would give us revenue that we need," he explained. "Also, we feel we need a subsidy for the service we provide."

Butts also reinforced the importance of the accountability and oversight process. "We can't give those up knowing what happens over the years," he offered. "We are going to work with leadership as much as we can to free up resources, but we have to have oversight in place to make sure we are doing the right thing and the safe thing.

"We can, starting with our work up here over the next couple days, plant those seeds to get financial relief for our agency and keep America's mail moving. I look forward to that."

Butts told delegates it has been such an honor to serve them as NAPS president. "I came on the Executive Board in 2008 as Eastern Region vice president, not sure of my goals, but honored to serve the Eastern Region," he reminisced. "Then, in 2014, I was blessed to become your executive vice president. I told you then if you would join with me, we could push out in the deep water, drop our nets and get more. That has been my goal — to get you more.

"I feel good that, in the past five years, the median salary has grown over 21%; it should be more! And I

***"We are going to work with leadership as much as we can to free up resources, but we have to have oversight in place to make sure we are doing the right thing and the safe thing."*** - Ivan D. Butts



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certainly know there is more to do. I feel it's time for me to let leadership continue and move forward.

"Let me look at other areas and other things I can do. I'm always looking to benefit you. What can I do to make your life better? I hope I was able to do that during my time here with you. But I'm not done yet; I still have some time."

Butts told delegates he has been working with Dr. Gigi Griffin-Ernest in developing the NAPS Training Academy, explaining it's been one of his goals to offer training to members in micro sessions that would be delivered out in the field. In April, members whose emails are on file at NAPS Headquarters will be contacted regarding webinars and one-hour sessions.

NAPS also is inviting members to suggest topics for the academy (see page 84). A QR code is printed that will take members to a site to make suggestions. The first session will focus on KSAs, which is relevant considering EAS employees currently are experiencing about 245 RIFs.

"My work is not done," Butts affirmed. "I will keep fighting the fight and working for you. I appreciate you for receiving me and my family over my term."

A video message from Rep. Chris Pappas (D-NH) was played for NAPS delegates:

"Thank you to the dedicated men and women who work to keep the Postal Service running. The Postal Service provides essential services to our communities, our families and our businesses. Prompt mail and package deliveries remain essential to the well-being and economic vitality of our country.

"That's why I was thrilled to work with my colleagues to launch the Congressional Postal Service Caucus this Congress. I know everyone in our caucus is ready to promote long-term financial stability to ensure transparency and accountability to support employees and improve mail service nationwide.

"In the past few years, there have been efforts to consolidate or downgrade processing and distribution. Locally, I've heard tremendous concern regarding how this not only would risk reliability of service for our communities, but also threaten local jobs.

"We work in a bicameral and bipartisan basis to raise red flags about consolidation and will continue to work to ensure strong oversight in Congress. Last year, legislation advanced out of the Appropriations Subcommittee to prevent the USPS from downsizing facilities in underserved areas, provide more oversight to delivery schedule modifications and increase public transparency over



**Rep. Chris Pappas (D-NH) provided a video message for NAPS delegates.**

proposed changes.

"We're going to keep working to get that passed into law to protect these services, as well as postal jobs. Employees deserve a Postal Service that values their work and keeps them safe. We've got to take steps to improve public safety and support legislation like the Protect Our Letter Carriers Act. This would modernize the infrastructure of collection boxes and keys and enhance prosecutorial efforts and strengthen sentencing guidelines to deter these serious offenses.

"I also believe there is bipartisan interest in Congress to put the USPS on more solid, predictable financial footing for the future. We hope to work with supervisors, workers and stakeholders to shore up the Postal Service and ward off privatization.

"I want to thank you all for being here and all the work you do for our communities. Please let us know if we ever can be of assistance. We look forward to hearing from you soon."

Mulidore explained to delegates that the newly formed House Congressional Postal Service Caucus is extremely bipartisan. "The Postal Service is not a partisan issue," he exclaimed. "We are waiting for legislation to be introduced on some of those pieces and will work with legislators."

Mulidore introduced NAPS Director of Political & Legislative Affairs Bob Levi as a critical member of NAPS' Legislative Team. "Bob opens doors for us to accomplish the legislative things we do," he said. "Congress comes to us with questions. And that's because of your SPAC contributions and willingness to be involved."

***"Employees deserve a Postal Service that values their work and keeps them safe."*** - Chris Pappas



# OUR VOICE IS OUR POWER

***“We are prepared as an organization to interpret recommendations and respond to those that are harmful, but also promote those that may be helpful.” - Bob Levi***

Levi quipped that the PMG was his warm-up act. “If you listen to PMG Steiner talk about the agency being governed by outdated rules and regulations, remember: The Postal Service is an historic institution,” he stressed. “If I want to leave you with anything today, it is that the history of the Postal Service and its importance is as relevant today as it was more than 250 years ago. Around the world, foreign postal systems are being undermined; most recently, in Denmark.”

Levi reminded delegates that Denmark has stopped delivering letter mail. Now, a private entity charges about \$3.30 to deliver a one-ounce letter within five days in a country the size of Massachusetts. Also, on March 24, the United Kingdom will have a hearing before its Parliamentary Committee on Business and Trade regarding the privatized letter service’s poor performance. “This is the path we don’t want to follow,” he highlighted. “We have a history of a reliable, efficient mail system.”



**NAPS Director of Legislative & Political Affairs Bob Levi provided a legislative and political review to equip NAPS delegates ahead of their visits to Capitol Hill.**

Levi reviewed with delegates the materials they were furnished to use on their visits to Capitol Hill. “We are providing congressional staff with background, resources and data supporting our arguments in support of the USPS, including charts, pictures and narratives — not just talking points,” he offered.

NAPS delegates also will provide economic impact statements indicating how many postal employees are in specific congressional districts. “Why is that important?” Levi asked. “Within the past two or three weeks, the Brookings Institution issued a report demonstrating the impact the Postal Service has on rural communities. Rural areas, inner cities, exurban—the USPS has a significant impact; Brookings quantified that impact.”

Levi affirmed that NAPS has become the congressional resource for a lot of information regarding postal operations, the last mile and delivery functions. “We are the spokesperson, analyst and explainer of many facets of the Postal Service,” he said. “We have a broad, global outlook on postal operations.”

He reminded delegates “There is nothing new under the sun,” as expressed in Ecclesiastes. “And there is nothing new under the postal sun!” Levi stressed. The PMG has mentioned to the news media the agency is in danger of running out of cash within the next year; the USPS is in crisis.

Steiner also disclosed he has hired a management organization, Alvarez & Marsel, experienced in corporate restructuring. “We have heard all this before!” Levi exclaimed. “Many of you have attended multiple Legislative Training Seminars. I have been dealing with postal issues for over 40 years; there’s nothing new here. NAPS is well-equipped to deal with these issues because we are experienced.”

The Postal Service has hired multiple agencies in the past seeking advice on reorganization. “We are prepared as an organization to interpret recommendations and respond to those that are harmful, but also promote those that may be helpful,” he offered.

Levi discussed the most recent USPS updates with delegates:

**March 2** — Trump nominated Jeffrey Brodsky, William Gallo and Robert Steffens to the USPS Board of Governors.

**March 3** — PMG Steiner disclosed to Bloomberg and Reuters that the USPS hired Alvarez & Marsal, a restructuring consultant firm.



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**March 5** — NAPS President Ivan D. Butts took part in the Congressional Postal Service Caucus roundtable to discuss USPS finances and operations.

**March 17** — PMG Steiner and GAO official David Maroni to testify before the House Government Operations Subcommittee.

Mail volume has seen about a 50% reduction since 2007 — from 213 billion down to 109 billion pieces. Marketing mail remains stable. And despite former PMG Louis DeJoy doubling down on parcels and shipping, since 2019, the Postal Service has seen a 30% steady decline in market share. Levi shared that UPS and FedEx also have seen declines, 20% and 15%, respectively. Amazon recently has emerged as the market leader in parcels.

He discussed Steiner’s wish list he shared with NAPS delegates:

- Regarding raising the agency’s debit limit, credit is extended by the Treasury. What conditions or limits would Treasury place on the USPS for raising the limit? How would the USPS pay it back?
- Changing the CSRS liability calculation — many CSRS retirees worked in the Post Office Department before 1971. It only would be fair for that portion of their careers to be borne by the federal government — not the Postal Service.
- Removing restrictions over retirement investments — currently, investments only are allowed in low-interest Treasury bills. If funds had been invested in marketable securities or TSP L-fund vehicles, assets could be \$80 billion or more. The challenge is to start now as investments build up over time.

• Provide expanded rate-setting authority. Levi asserted that providing more flexibility is one thing, but doing away with Postal Regulatory Commission oversight is wrong. “If it means gutting performance standards or the ability of the PRC to evaluate on-time delivery or the universal service obligation, that’s something completely different than, for instance, greater price flexibility,” Levi asserted.

• Aligning the USPS’ workers’ compensation program with private-sector practices that when an employee is eligible for retirement, they switch from workers’ comp to another system, which the USPS does not do.

Levi next referenced the recent Supreme Court case regarding President Trump’s tariffs. Justice Neil Gorsuch cited a debate in 1791 that involved the Post Office Department. George Washington wanted to assume the power to establish post roads; a representative from New Hampshire wanted to give him that right.

However, in the Second Congress, the House of Representatives rejected, on “non-delegation grounds,” a proposal to cede to the president a largely unfettered power to establish postal routes. Gorsuch cited this in the tariffs case.

“It’s important,” Levi noted, “because the current administration wants to assume the power of the Postal Service and put it under Commerce. Congress has the authority over the Postal Service, but, because it is self-funded, Congress does not have the power of the purse, so it is somewhat limited in its authority.”

He used the examples of Denmark and the UK for reasons not to privatize the postal system. In both instances, prices increased and service decreased.



The National Auxiliary was on hand to sell raffle tickets and organize other fund-raising opportunities for SPAC. From left: MINK Area Vice President Mary Caruso, Pacific Area Vice President Jerry Eckert, Capitol-Atlantic Area Vice President Shearly Shawn, Executive Vice President Beverly Austin, President Laurie Butts, North Central Area Vice President Sherry Mattfield, Eastern Region Vice President Hazel Green, Secretary/Treasurer Bonita Atkins, Michiana Area Vice President Heather Hommerson, Western Region Vice President Chanel Dodson and Illini Area Vice President Linda Rendleman.



# OUR VOICE IS OUR POWER

Levi provided the following statistics. The USPS:

- earned \$80.5 billion in 2025
- hires 70,000 veterans and is the largest civilian employer of American military veterans
- delivers 156 million pieces of First-Class Mail every day
- is responsible for \$1.6 trillion/7.6% of the GDP; the postal industry is an economic engine for the nation

He reviewed the congressional bills specific to NAPS members:

- H.R. 7600 would expedite the consultative process and bind the Postal Service to the decisions of an independent, expert fact-finding panel
- H.R. 1559 would extend MSPB rights to non-supervisory USPS managers, for which NAPS has been fighting since 2013, and give due-process rights to all EAS employees
- Vote by mail is involved in two issues coming up that look political. Trump is talking about ending voting by mail. The SAVE (Safeguard American Voter Eligibility) Act being argued in the Senate includes a provision to dramatically undermine voting by mail.

H.R. 7265 is a bipartisan bill approved by the House Oversight and Government Reform Committee by a 43-1 vote. Introduced by Ranking Member Kweisi Mfume and co-sponsored by Rep. Pete Sessions, the legislation would track ballots through the mail, which is more important now due to postmark rules that mail now is being acknowledged at the processing process instead of at the acceptance process; that could delay a postmark up to two days.

This legislation would allow election ballots to be tracked. It is a wonderful opportunity and would be convenient, reliable and accurate.

- H.R. 491 and S. 624 — Equal COLA Act — would provide parity between COLAs with respect to FERS annuities and CSRS annuities.

“Last year, we protected EAS-level postal benefits by defeating provisions in a reconciliation bill. The reason — we were smart enough to know Senate rules,” Levi affirmed. “Among the provisions was a real risk that EAS employees could have become at-will hires; they could be fired for any reason or no reason.”

“Speaker Johnson has indicated he is considering another reconciliation bill to underwrite some type of health care fix due to a loss of subsidies and a shortfall in military spending. NAPS will continue to be vigilant regarding any attack on NAPS members’ benefits.”

In wrapping up the legislative training portion of LTS, Levi stressed the importance of SPAC. NAPS distributes a NAPS-branded candidate questionnaire for anyone running for Congress to evaluate their views to ensure they align with NAPS’ views. “We need to build up SPAC,” he



**Ron Stroman, member of the USPS Board of Governors**

urged. “It’s very important.”

Mulidore introduced Ron Stroman, a member of the USPS Board of Governors (BOG) and former deputy postmaster general, as a good friend to NAPS. Stroman affirmed he continues to have great relationships with NAPS and its resident officers.

One of the responsibilities of the BOG is hiring the postmaster general. Stroman talked about the process involved in hiring David Steiner. He told delegates the board had not anticipated former PMG Louis DeJoy leaving as quickly as he did and had not initiated an intense succession planning process.

“It was a difficult time for the board,” Stroman acknowledged. “It was the beginning of the new administration and there were rumors regarding the future of the Postal Service and the Board of Governors.”

“At the end of the day, we agreed it was our fiduciary responsibility to select a PMG we believed had the talent, skill and vision to lead the agency — regardless of the circumstances and what it meant to us personally. That is our pledge and responsibility.”

The board hired a well-known search firm that provided a list of candidates whom the board interviewed. Stroman noted the candidates had varying degrees of what they thought the direction of the Postal Service should be. “Of all the candidates we had before us,” he relayed, “Dave had the best vision of what the USPS could be, particularly as it related to the package side of the house and where we needed to go.”

“He articulated a vision consistent with where I thought we needed to go. He was adamant and had no interest in privatizing the USPS. In that context, we decid-



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***“If we can change our direction, I think our future will be bright.” - Ron Stroman***

ed this was the candidate we think can and should lead the Postal Service under the current circumstances.”

Once the BOG made its choice, the administration agreed Steiner was an excellent candidate. “He comes in at a very difficult time for us,” Stroman stressed. “When DeJoy came in, postal reform had just passed, we had a fair amount of cash. He promised to break even in 2023; that did not happen. It creates all kinds of concern about what we do at this point.”

Stroman offered his personal critique and perception of the “Delivering for America” (DFA) plan, telling delegates the plan was focused on the weakest part of the USPS network — the middle mile. The intent was to build out the middle mile and simplify the transportation routes while creating a ground-based transportation system end to end.

“But in order to do that,” he pointed out, “you had to spend a lot of money to build out that middle portion. And there really was not enough in that middle portion to build out with revenue.

“Some of us voiced our concern at the time; we had not seen the numbers. In addition to that, the time frames were unrealistic. The idea to turn around and get revenue in that short amount of time and with all the deferred maintenance was unrealistic.

“When the revenue did not come, we slowed mail to

save money. When you slow delivery, it starts to spiral; we were going in the wrong direction. I agree we have a lot of deferred maintenance; upgrading old plants was part of the plan that still makes sense. Our employees need to work in decent conditions; in many instances, they do not.”

Going forward, Stroman said he supports what Steiner is trying to do — working on an approach that focuses on the agency’s core strengths: first and last mile. “If we focus on that deliver and get more volume in the first and last mile, we can deliver well over 96%, 98% on-time delivery,” he offered. “Steiner understood having sufficient density and product at our first and last mile makes a lot of sense.”

Also important, Stroman said, is the timing. UPS and FedEx are getting out of the last-mile business and abandoning low-margin package products. “This is the perfect time to gobble that up, get more revenue, expand our delivery units, put money in the first and last mile,” he stressed. “If we can change our direction, I think our future will be bright.”

Stroman assured delegates he wants to work with NAPS, the unions and the PMG to turn the ship and focus on what he believes is a plan and approach that will grow revenue across the board. Also, realistically, the Postal Service has to cut costs: How and where do you do that?



**President Ivan D. Butts, Secretary/Treasurer Jimmy Warden, Board of Governors Member Ron Stroman and Executive Vice President Chuck Mulidore**



# OUR VOICE IS OUR POWER



"We have to have conversations with NAPS and others to find where that makes sense," he conceded.

"We have to help Congress see it has a role to play — give us time to do this. Where do we do that? Steiner mentioned some of these things; for me, there are two things now:

"Our debt limit has to be expanded. No business can operate with debt limits from the 1990s. We are limited to \$15 billion; that is from when we were a \$40 billion business. We now are an \$80 billion company; give us the ability to borrow money consistent with our revenue. That will buy us five or six years to make the transition.

"We need to be able to invest our pension funds in something other than the Treasury. Congress should be willing to allow us; it's our money. If we could have invested in a TSP-like account back in the 1990s, we would be very profitable. Giving us that ability makes a lot of sense.

"The point I want you to take as you go to Capitol Hill is the Postal Service is in a position to really turn our revenue situation around. It's very tight and we have to make some changes."

Stroman talked about an event he just attended for one of the DC mayoral candidates who said working for the Postal Service turned his life around. "The USPS gave him not only the ability to live a certain life he never had experienced, but it gave him certain tools — the tools of dedication, hard work and an ability to see across the District of Columbia in ways he never could before — and the foundation for him to run for mayor."

"This is an institution that is worth saving!" Stroman exclaimed. "We will save it and we will turn it around, but we all have to work together."

Rep. Nikki Budzinski (D-IL), co-chair of the Congressional Postal Service Caucus, was escorted to the stage



The Illinois delegation of Dave DeNosky, Dan Rendleman, Tyler Forby, Luz Moreno and Brian Wagner escorted Rep. Nikki Budzinski (center) to the dais.

by Illinois NAPS members. "Each of you keep the mail moving, thank you for doing that," she told delegates. "I'm here today to ensure the Postal Service and that sacred public good is protected for generations to come."

Budzinski referenced the sweeping changes as a result of the DFA plan. "I have seen firsthand the decrease in service," she offered. "I see it and hear about it from my constituents. They deserve better and need to know their mail is delivered on time."

Budzinski credited the Postal Service's 630,000 employees who work tirelessly to keep the agency running. "We need them now more than ever," she exclaimed. "Thank you for your service."

She said she was proud to work with Rep. Jack Bergman (R-MI), Postal Caucus co-chair, as well as colleagues in the Senate, to introduce H.R. 2108, the Protect Postal Performance Act. The legislation would require the USPS to reverse the Regional Transportation Optimization plan that has slowed mail pickup in rural areas and limit the ability to close post offices and processing units.

"I will not rest until we get this legislation moved forward and passed," Budzinski avowed. "I am proud you are supporting this."

She also is proud to have worked with colleagues on both sides of the aisle, including Reps. Bergman, Pappas and Garbarino, to establish the Congressional Postal Service Caucus. "Its members are dedicated to improving on-time delivery and supporting the Postal Service," she explained.

"We have 30 members of Congress — 15 Republicans and 15 Democrats. A few weeks ago we had our first roundtable. I'm grateful to President Butts for joining that discussion. I believe it is critical that Congress protects USPS employees and sets guardrails for delivery rates for customers across the country.

**"I'm here today to ensure the Postal Service and that sacred public good is protected for generations to come." - Nikki Budzinski**



Rep. Nikki Budzinski (D-IL)



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# LEGISLATIVE TRAINING SEMINAR



**Secretary/Treasurer Jimmy Warden, President Ivan D. Butts, Rep. Nikki Budzinski and Executive Vice President Chuck Mulidore**

“The Postal Regulatory Commission has played an important role in ensuring transparency and accountability. Congress supports the continued existence of the PRC.

“As co-chair of the caucus, I’m looking forward to working with my fellow members and all of you to ensure the viability of the Postal Service.”

Sen. Andy Kim (D-NJ) was unable to attend in person, but provided a special video message:



**Sen. Andy Kim bestowed the 2026 Gold Standard Legislative Leadership Award on fellow New Jerseyan George Barrett via a video message.**

“I have the honor of presenting the prestigious 2026 NAPS Gold Standard Legislative Leadership Award to George Barrett. George is a lifelong New Jersey resident and served his country as a staff sergeant and drill instructor in the U.S. Marine Corps and 36 years in the Postal Service.

“He began his career as a mail handler, then entered the supervisory level at Atlantic City. He embodies the definition of public service. He has been an incredibly strong advocate for postal issues.

“I’m proud to present this award to George Barrett — from one New Jerseyan to another!”

Mulidore presented the award to Barrett, a member of South Jersey Branch 74 and the state’s immediate past legislative chair. “I had no idea this was happening,” he exclaimed. “How they kept it a secret! I enjoy doing this and visiting congressional offices, especially Sen. Kim. I met him before he was a member of Congress. Thanks, NAPS!”

Mulidore told delegates it is a well-deserved award. “George has a long history of engagement with lawmakers in New Jersey. He’s always going to local events. Also, Sen. Kim is a great person and supporter of NAPS and the Postal Service.”

Rep. Jack Bergman (R-MI) was scheduled to address NAPS delegates at LTS, but due to severe weather in Michigan and Washington, DC, was unable to fly out of Michigan. He penned a message that Mulidore read:

“Good afternoon, everyone. Thank you for the opportunity to provide this statement. I regret I’m unable to be with you all in person today — my flight back to Washington was canceled this morning due to snowstorms moving across the Midwest. Even so, I appreciate the chance



**Executive Vice President Chuck Mulidore presented the award to Barrett.**



**Secretary/Treasurer Jimmy Warden, President Ivan D. Butts, awardee George Barrett and Executive Vice President Chuck Mulidore**



# OUR VOICE IS OUR POWER



to share a few thoughts and provide updates on the state of the Postal Service and some of the work we're doing here in Congress.

"First, thank you all for being here today and thank you for the work you do each and every day to keep our United States Postal Service running. As I write this from Watersmeet in Michigan's Upper Peninsula, trying to find a way back to Washington, I can't help but notice the irony.

"While my flight has been grounded by the weather, the Postal Service continues to deliver because as the saying goes, 'neither snow nor rain nor heat nor gloom of night' stops the work you and the more than half a million postal employees do every day in communities across the country.

"The National Association of Postal Supervisors plays a critical role in representing the men and women responsible for overseeing postal operations nationwide. Postal supervisors are truly the backbone of the system.

"You manage teams, coordinate complex logistics, solve operational challenges in real time and ensure that carriers and clerks have the support they need to do their jobs effectively. Your leadership keeps the system functioning day in and day out, often under difficult conditions.

"Delivering mail in rural and remote America is especially challenging. I represent Michigan's 1st Congressional District — the second-largest district east of the Mississippi River. My district spans all of the Upper Peninsula and a large portion of northern Michigan. Our communities are spread across forests, small towns and long stretches of rural roads. For many of them, the local post office also is the last federal presence left in town.

"That's why the work of our postal employees matters so much. They're not just delivering letters and packages — they're delivering medications from the Department of Veterans Affairs, Social Security checks, legal and business documents and essential goods that keep communities connected. For seniors, veterans, small businesses and families in rural areas, that delivery is not optional — it's essential.

"I recognize that the challenges facing the Postal Service are not abstract policy debates — they're real operational pressures that postal employees and supervisors deal with every single day. In rural areas especially, recruiting and retaining workers can be difficult.

"Routes can stretch across dozens — sometimes hun-

dreds — of miles. Inclement weather, staffing shortages, and operational changes all can affect service in ways that are felt immediately by the communities I represent and that you serve.

"That's why any conversation about the future of the Postal Service must account for rural America. A system designed only around urban efficiency will not work for places like the Upper Peninsula, northern Michigan or many rural communities across the country.

"In Congress, Congresswoman Budzinski, Congressman Pappas, Congressman Garbarino and I have been working with our colleagues in the Congressional Postal Service Caucus — along with members across the House more broadly — to ensure the voices of rural communities are heard when decisions about postal policy and operations are being made.

"We're focused on ensuring transparency and accountability when the Postal Service makes operational changes that could affect service in rural communities. When delivery standards shift, when facilities are consolidated or when routes are reorganized, those decisions can have major consequences for rural residents and businesses. Congress has a responsibility to make sure those changes are being implemented in a way that protects reliable service.

"We've also been working to protect and strengthen local post offices. In many small towns across the country, the local post office is more than just a place to send or receive mail — it's a hub of the community. Ensuring that these facilities remain viable and continue serving rural Americans is something many of us — Republican and Democrat alike — are committed to.

"At the same time — and perhaps most pressingly — we're continuing to engage with Postal Service leadership on the broader 'Delivering for America' plan and its potential impacts on service in rural areas. Modernization and efficiency are important goals, especially with the continued precarious state of the Postal Service's finances, but those goals must be balanced with the Postal Service's universal service mission.

"Reliable service to every address in America — no matter how remote — is part of what makes the Postal Service unique. And none of this works without the workforce that keeps the system moving. That's why hearing directly from organizations like NAPS is so important.

"Postal supervisors are the people who see these challenges up close. You understand the operational realities

***"... the work of our postal employees matters so much. ... For seniors, veterans, small businesses and families in rural areas, that delivery is not optional — it's essential."*** - Jack Bergman



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on the ground better than anyone else. Your experience and insight are essential as Congress considers policies affecting the future of the Postal Service.

"I want to thank the National Association of Postal Supervisors for your continued advocacy on behalf of postal supervisors and the broader postal workforce. Your work helps ensure the Postal Service remains strong, reliable and capable of fulfilling its mission.

"Thank you again for the opportunity to share these remarks. I wish you all a productive and successful conference. And I look forward to continuing to work with you to support the Postal Service and the communities that depend on it every day."

*Sincerely,  
Jack*

Mulidore next introduced Rep. James Walkinshaw (D-VA), noting he has big shoes to fill in place of the late Rep. Gerry Connolly. "He is filling those shoes quite well," Mulidore observed.

"I was thinking about you on the way over here and the Postal Service motto," Walkinshaw told delegates. "Except the motto doesn't include tornadoes! Despite the weather, I wanted to be with you for so many reasons." (The National Weather Service had issued a tornado watch for the Washington metropolitan area for Monday afternoon.)



Rep. James Walkinshaw (D-VA)

Walkinshaw talked about the importance of mail during the Civil War; the federal government made a deliberate decision to keep the mail moving — delivering for families, soldiers and communities. And in Lincoln's first inaugural address, he told the nation, "The mails ... will be continued to be furnished in all parts of the Union."

"Even at the moment it was breaking apart," Walkinshaw observed, "Lincoln understood something essential: When the mail moves, the country can continue to function as one. The Postal Service has helped bind our nation together; I think it is more important today than it ever has been."

He acknowledged that, currently, so many things are pulling us apart. "But the work you all do — the work of the USPS — is one of the few things that continues to bind our nation together," Walkinshaw affirmed.

"As many of you know, I had the honor to serve as chief of staff to Rep. Gerry Connolly for 11 years. He once attended this conference in full costume as the fictional early American Congressman Thaddeus Cobblestone. For 11 years, I had the privilege to be by his side and, with Rep. Elijah Cummings, had many iterations of postal reform legislation.

"We worked through the proposals and setbacks to modernize an organization as large as the USPS. The Postal Service Reform Act was one of Connolly's proudest accomplishments. We understood deeper structural challenges remained.

"Today, the Postal Service is facing serious financial pressures. It's facing those pressures because of the hard-working men and women who make sure mail gets delivered — the changing economy and flawed opinions from the previous PMG have resulted in flawed service to the American public.

***"... the work you all do — the work of the USPS — is one of the few things that continues to bind our nation together."*** - James Walkinshaw



# OUR VOICE IS OUR POWER



Executive Vice President Chuck Mulidore presented Rep. Walkinshaw with a NAPS challenge coin. From left: Secretary/Treasurer Jimmy Warden, President Ivan D. Butts, Walkinshaw and Mulidore.

"We have a lot of work to do; it won't be easy. But in partnership with all of you, we have to find a solution. Congress has to work with USPS leadership and stakeholders like you to ensure the agency remains financially sustainable while providing service to the American public."

Walkinshaw told delegates it's important to remain vigilant regarding existential threats to the agency. During

Trump's first administration, there were efforts to privatize; those efforts are circulating again.

"We need to be crystal clear about what that would mean," he stressed. "Those efforts would undermine the universal service obligation (USO) that guarantees delivery to every community in America and threaten the stability of the workforce, as well as delivery to rural areas — shifting it away from service to more profit.

"That's not what the agency was created to do! The Postal Service serves the American people, connecting more than 160 million delivery points across the country, delivering mail and packages to every community in America. Across the country, especially in rural communities, Americans rely on the Postal Service to get medicine, Social Security checks, their ballots and so much more."

Walkinshaw said the USO obligation is a defining feature of the USPS and is something Congress has a responsibility to protect. The agency remains the most-trusted institution in the federal government, but that trust cannot be taken for granted.

"Public approval has fallen, reflecting the frustration many Americans have felt as service standards have been lowered and rates have climbed," he offered. "Confidence in the system is going to suffer; strong government oversight is essential."



NAPS Director of Legislative & Political Affairs Bob Levi and Rep. James Walkinshaw

NAPS resident officers and Headquarters staff, from left: President Ivan D. Butts, Membership Coordinator Patrick Gustafson, Office Assistant Tierney Campbell, Executive Assistant to the President and Office Manager Sheena Williams, Director of Legislative & Political Affairs Bob Levi, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden.



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Walkinshaw referred to PMG Steiner’s testimony scheduled for the next day before the House Oversight and Government Reform’s subcommittee. “It is my hope and expectation that he will be candid about the challenges and how he plans to move forward. I hope he will outline a clear path to work with Congress and stakeholders to advance reforms that strengthen financial stability and reliability. The USPS needs to communicate its goals and provide data to let Congress and stakeholders know if they are being met.”

He reiterated that ideas being discussed on how to improve the situation only will succeed if USPS leadership works with Congress and stakeholders, such as NAPS, to communicate how to protect long-term sustainability and service.

Walkinshaw said the Senate also has an important responsibility to ensure nominees to the BOG are qualified and understand the unique nature of the Postal Service, as well as be committed to the public mission. “I think the Senate should have a red line that they will not confirm anyone who will not pledge to not let the USPS be privatized,” he proclaimed.

“I want to emphasize the success of the Postal Service ultimately depends on the people who run it every day. It is the most trusted agency because of all of you who serve the American people every day. You see what works and doesn’t and where improvements are needed. That’s why I’m a proud a sponsor of H.R. 7600 and 1559 — bills to support you.”

Walkinshaw affirmed the workforce is essential to the Postal Service. “The USPS has delivered during wars, pandemics and technological change and disruptions, but one thing has remained constant: the dedication of the men and women who keep the mail moving.

“If Congress does its job, USPS leadership does its job and we invest in the institution the way it deserves, the Postal Service will continue delivering for the American people. I know it will happen because the people in this room do it every day.”

NAPS Legal Counsel Bruce Moyer was on hand to provide an update on the NAPS lawsuit — NAPS v. USPS. He reminded delegates the lawsuit was filed against the USPS in the federal District Court of DC six years ago after NAPS received a favorable, unanimous fact-finding decision on the 2016-2019 pay package.

“That seems like a long time ago that we still are in court,” Moyer observed. “What took so long? After we were bounced out of court, we appealed to the DC Circuit Court of Appeals, the second-highest court in the land.”

That court, on Feb. 22, 2022, unanimously ruled for NAPS in five different ways:

1. NAPS had a right to file its lawsuit.
2. It questioned whether the supervisory differential was sufficient — at least 5% above the clerks and carriers they supervised.
3. Found the USPS never did a study as required by



**NAPS Legal Counsel Bruce Moyer provided delegates an update on the NAPS lawsuit.**



**Secretary/Treasurer Jimmy Warden, Rep. Nick Langworthy and Executive Vice President Chuck Mulidore**



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**Rep. Nick Langworthy (R-NY)**

law gauging whether supervisory pay was comparable to private-sector pay.

4. NAPS had the right to represent all EAS employees: “We’ve known this now for three years,” he stressed, despite the USPS’ resistance to those terms and entering into a MOU with UPMA in which it voluntarily recognizes UPMA as entitled to represent non-supervisory and non-managerial employees. That category doesn’t even exist, at least according to the appeal decision.

“We expect a decision from the DC court sometime this spring. All the papers were filed with the court last summer. The case went for review of all the pleadings.

“Justice is slow, but, at the end of the day, whatever case loses will be entitled to appeal. Your officers and board have been willing to consider all offers of resolution, but have been unable to come to an agreement with the Postal Service for a fair resolve.

“We expect the district court would send the case back to the USPS for a calculation according to the variables the court lays out in the decision.”

The final speaker of the day was Rep. Nick Langworthy (R-NY) who serves on the House Committee on Oversight and Government Reform and the powerful House Committee on Rules. He thanked NAPS members for the work they and their colleagues do every day to keep one of our essential institutions running for the American people.

“When I think about the Postal Service,” he offered, “a few words come to mind: trust, reliability and connection. Those are the three components needed to achieve a successful service.

“That’s only possible when you have people in the system who live by those principles and understand the

***“I am proud to represent small-town America. You are critical to rural lifestyles in this country; you are a lifeline.” - Nick Langworthy***

system is dependent on their execution; your leadership makes that system work and has for generations.”

Langworthy credited supervisors and managers as being the ones who solve problems before they become crises. “It’s hard to believe we are six years from the pandemic,” he observed, “and the role our Postal Service played. The agency’s essential, frontline workers put it on display for the whole world to see. You make sure the promise of universal service remains a reality.

“I marvel at the institution. Because of the people in this room, the work gets done. Americans always can count on the fact you are working to keep mail moving; that’s no small feat and I’m greatly appreciative.

“I am proud to represent small-town America. You are critical to rural lifestyles in this country; you are a lifeline. What you do matters and your leadership really matters. I make it a point to stand with postal supervisors and managers to keep the benefits you have earned and maintain strong congressional oversight.”

Langworthy told delegates that serving on the House Oversight and Rules committees gives him a direct role in shaping USPS policy and affirmed that when someone dedicates their career to public service, promises made must be kept. He referenced H.R. 1, the 2025 reconciliation bill, that fundamentally would have altered the USPS pension equation.

“That’s not what you signed up for and would have not been fair,” he declared. “I made it clear to leadership if that was in the bill, it would be ‘hell no!’ You have an agreement; it needs to be ironclad. We must never balance budgets on the backs of people who have given years of selfless service to the country.

“I want to make sure while you are on the job you are kept safe. I’m deeply troubled by the increase in crimes on postal employees. People don’t understand what a difficult and dangerous job it is. Our postal employees are sitting ducks; this is unacceptable. No one should be in fear and I am proud to co-support the Postal Police Reform Act.”

Langworthy also stressed the importance of congressional oversight in regard to how the USPS continues to evolve in response to ecommerce and package delivery,



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cautioning that modernization cannot come at the price of safety and reliability.

He is proud to support H.R. 7265, the Vote by Mail Tracking Act, that would enhance transparency and trust in the system. “These are challenging times in Congress,” he acknowledged. “The hyper-politicized environment has made it challenging.

“As we start this process for FY27, fiscal responsibility is a priority; taxpayers are expecting us to spend wisely. We must remember the Postal Service is not just another line item to be picked at. It’s a constitutional service and essential service that deserve Congress’ respect.

“We must avoid short-term fixes that create long-term problems. Managers and supervisors play a critical role in mentoring new, young employees. The next generation of postal leaders is looking to you — the people in this room — and learning from your experience and watching how you navigate change and uncertainty.

“We’re counting on you to lead the way. The Postal Service remains one of the most-trusted institutions in the nation. That trust was not built overnight. It was built by generations of employees who showed up and did the hard work.

“I will continue to be a champion for you and advocate for policies that protect you and ensure Congress provides the oversight the USPS deserves. Thank you again for your service and leadership.”

At the close of Monday’s LTS session, Chuck Mulidore took a moment of personal privilege. “This is the fifth and final LTS I’ll be organizing. Thank you for all the hard work you’ve done to make it easier for me.

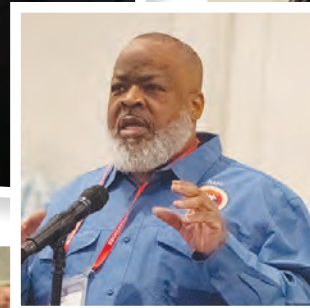
“Next year, you will have a new executive vice president and they will do an excellent job. Thank you from the bottom of my heart.”



**Executive Director Chuck Mulidore thanked delegates for their support and hard work over the years he has organized this and the previous four Legislative Training Seminars.**



# OUR VOICE IS OUR POWER



# Wreath-Laying Ceremony at

Photos by Johnny Bivera



**The NAPS resident officers and wreath-laying ceremony honorees, sitting, from left: Thomas Bowie Jr., MSC Red Bank District, NJ, Branch 568; Christina McComas, Charleston, WV, Branch 212; and Bruce Kuiper, Minneapolis Branch 16. Standing: Stanley Griffin, Knoxville, TN, Branch 165; President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden.**





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# Arlington National Cemetery



NAPS members at Arlington National Cemetery for the annual LTS wreath-laying ceremony





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# ‘God Has Something

NAPS delegates who attended Sunday afternoon’s worship service heard a message of transformation and hope. The service is designed for all to enjoy a time of worship and fellowship together.

Lloyd Cox welcomed members to the service. Norris Garner & Company provided the uplifting music. “I feel God’s hand is in this fellowship,” Garner told attendees.

The Old Testament reading was by Marcia Kimbrough. The New Testament reading was by Marilyn Jones.

President Ivan D. Butts introduced Richard Green who addressed members, offering that God planted a seed in 1908 when a group of supervisors formed the first iteration of the National Association of Postal Supervisors.

“Our work is not done in vain,” he stressed. “We must raise up the next generation of leaders.”

Rev. Prescott Butler gave the inspirational message that was based on Romans 12:2 — “Do not be conformed to this world but be transformed by the renewal of your mind, that you may prove what is the will of God, what is good and acceptable and perfect.”

He reminded NAPS members that, “If nothing changes, nothing changes,” noting that fear is nothing but faith going in the wrong direction.

“Don’t settle where you are,” he intoned, “be willing to change. We want to do better; our mindset needs to change. God has something great for everyone.”



Lloyd Cox



Marcia Kimbrough



Ivan D. Butts



Marilyn Jones



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# Great for *Everyone*'



Richard Green



Prescott Butler



Norris Garner



Pianist Pernell Spencer



Backup singers Michelle, Jennifer and Shannon — The Posey Sisters

Worship service participants offered a moment of respite for NAPS members.



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## ‘Be a NAPS Champion!’

NAPS Executive Vice President Chuck Mulidore thanked the nearly 60 first-timers for being at LTS. “This is a critical time for the survival of the Postal Service,” he said. “So much is going on; it’s important for you to take our message to Capitol Hill.”

Mulidore assured the first-timers that when they go up on the Hill, their legislators will know who they are. “That shows the impact we have on Capitol Hill and the value they see in us,” he declared. “We have to use our voices and make our legislative agenda known, as well as advocate for the Postal Service.”

He also emphasized to everyone the importance of maintaining relationships with their members of Congress in their home districts. “Be the go-to person for your representative and senators,” he urged. “Become a champion for NAPS.”

NAPS Director of Legislative & Political Affairs Bob Levi introduced J.D. Guerrero, legislative assistant to Rep. Pete Sessions (R-TX), chairman of the House Subcommittee on Government Operations. He told the

**“We have to use our voices and make our legislative agenda known, as well as advocate for the Postal Service.” - Chuck Mulidore**



**Executive Vice President Chuck Mulidore**

first-timers that Sessions has been a longtime advocate of the Postal Service and is a good friend to NAPS.

Guerrero was joined by NAPS Western Region Vice President Marilyn Walton and Southeast Area Vice President Bobby Bock, both members of the NAPS Executive Board’s Legislative Committee, to demonstrate a visit to Capitol Hill and give first-timers a sense of how to lobby.

After the lobbying session, Levi had a mini Q&A with Guerrero to help first-timers with their Hill visits:

**Levi:** What helps make a good impression on lawmakers and their staffs?

**Guerrero:** Getting baseline knowledge on the bills NAPS supports is helpful. For staffers not familiar with postal issues, your meeting might be their first opportuni-



**Director of Legislative & Political Affairs Bob Levi**



**J.D. Guerrero (right), legislative assistant to Rep. Pete Sessions, met with NAPS citizen-lobbyists Marilyn Walton and Bobby Bock to prepare first-timers for their visits to Capitol Hill.**



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**Western Region Vice President Marilyn Walton, Southeast Area Vice President Bobby Bock and Legislative Assistant J.D. Guerrero**

ty to discuss and learn about the Postal Service.

(Levi reminded first-timers to be sure and familiarize themselves with NAPS' legislative agenda explained in the "LTS Issues Brief.")

**Levi:** How long should the meetings last?

**Guerrero:** If you are meeting with a member of Congress, 20 to 30 minutes. If you are meeting with a staff member, 15 to 20 minutes. Be sure and hit the bills you want to mention; 15 minutes is okay.

**Levi:** As a citizen lobbyist — a constituent — what makes a meeting with a member of Congress resonate? Does it help to share personal stories?

**Guerrero:** Everyone has the right to lobby their member. Hearing about their issues is more profound and helps me contextualize the issues. I like hearing personal stories.



**Levi:** NAPS delegates have visuals to share with you they display on their mobile devices. Does that help clarify issues or is it distracting?

**Guerrero:** It might be specific to each staffer. I prefer having information from which I can choose what to review. I like to have more information; others prefer less. I find having a variety is helpful. Senate staffers are, perhaps, more in tune with the issues.

Levi next discussed "Legislative Advocacy 101" with first-timers. He explained they are representing EAS employees. "We want you to advocate for issues of concern to the members we represent," he offered. "When you lobby, maximize the opportunity to meet with staffers like J.D."

He described their roles as citizen lobbyists. "In your meetings, ask for change, show support, share stories and provide information," he counseled. "Lawmakers want to hear from you — individualized communication is helpful.

"No one can provide information on the EAS workforce like you can. As managers, we can spread more information about the system as a whole. And in-person visits from constituents are the most influential. You will be effective when you make contact."

Levi referred to last year's repeal of WEP/GPO that proved perseverance and doggedness pay off. NAPS lobbied for years for repeal and finally was successful.

He told first-timers to prepare for their meetings and provide a sense of urgency when they meet. The Postal Service's economic condition is challenging; it's important to provide details.

It's also important to have future connections in case there are questions and other issues arise. Maintain momentum after the meeting; issues will continue. "Follow up after your meeting," he directed. "Be sure and thank who you meet for their time and ask if they need more information.

"Remember, the NAPS Legislative Department is behind you!"

# NAPS Executive Board



Executive Board Chair Chuck Lum opened the town hall meeting and told NAPS members this was their opportunity to ask questions of their leaders.





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# Town Hall Meeting





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# 2025 SPAC Contributors at LTS

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• Secretary's Roundtable (\$500) •



• Chairman's Club (\$250) •



• Supporter (\$100) •





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# Capitol Hill

Photos by LTS Delegates

## Alabama



Huntsville, AL, Branch 399 President Ricky Frazier, Alabama State President John Carson, Cameryn Blackmore – staff member for Rep. Terri Sewell (D) – and Central Gulf Area Vice President Dwight Studdard



Alabama State Legislative Chair Judy Mannings, Will Stiers – legislative director for Rep. Mike Rogers (R) – and Alabama State President John Carson

## Arizona



Cliff Hamilton, John Aceves, Rep. Adelita Grijalva (D), Jimmy Salmon and Wendell March



Wendell March, Jimmy Salmon, Rep. Eli Crane (R), Cliff Hamilton and John Aceves



# Photo Album

(Photo identifications are from left to right)

## California



Mariel Murillo and Rep. Pete Aguilar (D)



Nick Falk (second from left) – aide to Rep. Brad Sherman (D) – with Branch 244 members Oscar Salazar, Delmy Alarcon and Nellie Esparza



Mathew Smith (second from left) – aide to Rep. Vince Fong (R) – with Branch 244 members Oscar Salazar, Delmy Alarcon and Nellie Esparza



Jesse Ebadi (second from left) – legislative assistant for Rep. Salud Carbajal (D) – with Branch 244 members Oscar Salazar, Delmy Alarcon and Nellie Esparza



Taylor DuBard (center) – legislative aide to Rep. John Garamendi (D) – with Branch 127 members Glenn Gray, Yolanda Lewis, Edna Gray and Donnetta Smith



Hannah Smith (center) – aide to Rep. Lateefah Simon (D) – with Branch 127 members Yolanda Lewis, Donnetta Smith and Edna and Glenn Gray



# 2026 LEGISLATIVE TRAINING SEMINAR



Rep. Mark DeSaulnier (D), second from left, with Branch 127 members Yolanda Lewis, Donnetta Smith and Edna and Glenn Gray



Ryan Knowles (center) – legislative aide to Rep. Eric Swalwell (D) – with Branch 127 members Donnetta Smith, Yolanda Lewis and Edna and Glenn Gray



Jamie Mitchell (center) – legislative aide to Rep. Mike Thompson (D) – with Branch 127 members Yolanda Lewis, Donnetta Smith and Edna and Glenn Gray



Branch 39 members Sam Booth Jr. and Chanel Dodson with Tiffany Kim (center) – aide to Rep. Ted Lieu (D)



Branch 39 members Sam Booth Jr. and Chanel Dodson with Darlene Murray – officer manager for Rep. Maxine Waters (D)



Branch 39 members Sam Booth Jr. and Chanel Dodson left NAPS information with Rep. Sydney Kamlager-Dove's office (D).



# OUR VOICE IS OUR POWER



Branch 77 members Danillo Chavez, Roxanne Bradley and Karyn Rahming met with Maximas Gome – aide to Rep. Ami Bera (D).



Rep. Doris Matsui (D) with Branch 77 members Karyn Rahming and Roxanne Bradley

## Colorado



Bella Borbonus – aide to Rep. Diana DeGette (D) – and Branch 65 members Myrna Pashinski, Richard Price, Francois Touré and Maureen Flores



Branch 65 members Maureen Flores, Richard Price, Myrna Pashinski and Francois Touré with Riley King – aide to Rep. Jeff Hurd (R)

Branch 65 members Maureen Flores and Jason Tat, Rep. Brittany Pettersen (D), Branch 141 member Paul Hill and Branch 65 member Richard Price



## Connecticut



Branch 47 Vice President Brian Falcha and President Patrick Lauture visited Sen. Chris Murphy's (D) office

## Delaware



Ann Thomas, Sen. Chris Coons (D) and Blanche Olliviere

## Florida



Rosena Bivens, Patti Lynn, Legislative Aide Marcello Fischer and Rep. Jared Moskowitz (D)



Gigi Griffin-Ernest, Riley Clarke – legislative aide to Rep. Corey Mills (R) – Bobby Bock and Ernie Gonzalez

Branch 296 Vice President Rosena Bivens, Rep. Jared Moskowitz (D) and Florida Legislative Chair Patti Lynn



# OUR VOICE IS OUR POWER



Mike Murphy (Branch 146), Pam Long (Branch 577), Able Ortiz (Branch 146) and Vanessa Scott – legislative assistant to Rep. Mario Diaz-Balart (R)



Able Ortiz (Branch 146), Cody Larsen – legislative correspondent for Rep. Greg Steube (R) – Pam Long (Branch 577) and Mike Murphy (Branch 146)



Stephen Mohler – aide to Rep. Aaron Bean (R) – Able Ortiz (Branch 146), Pam Long (Branch 577) and Mike Murphy (Branch 146)



Able Ortiz (Branch 146), Emily Lanham – aide to Rep. Byron Donalds (R) – Pam Long (Branch 577) and Mike Murphy (Branch 146)



Florida delegation visited an aide (third from left) to Rep. Maria Salazar (R).



Able Ortiz (Branch 146), aide to Rep. Carlos A. Giménez (R), Pam Long (Branch 577) and Mike Murphy (Branch 146)



# 2026 LEGISLATIVE TRAINING SEMINAR

## Illinois



Illini Area delegation with Caitlin Fong (third from right) – legislative assistant to Rep. Bill Foster (D)



Illini Area delegation with Kaelee German (fourth from right) – legislative correspondent for Sen. Tammy Duckworth (D)



Illini Area members with Rep. Brad Schneider (D)



Illini Area delegation with Brandon Dibulfo (third from right) – aide to Rep. Robin Kelly (D)



# OUR VOICE IS OUR POWER



Illini Area delegation with Kody Keckler (third from right) – aide to Rep. Mike Quigley (D)



Illini Area members with Brad Middleton (second from left) – aide to Sen. Dick Durbin (D)



Heart of Illinois Branch 255 Legislative Representative Dan Rendleman, Past NAPS President Brian Wagner, Branch 255 member Tyler Forby, Rep. Mary Miller (R), Branch 255 Auxiliary member Rebecca Hernandez and President Dave DeNosky



Past NAPS President Brian Wagner, Branch 255 member Tyler Forby, Branch 255 Auxiliary member Rebecca Hernandez, Rep. Nikki Budzinski (D), Branch 255 President Dave DeNosky and Legislative Representative Dan Rendleman

2026

# LEGISLATIVE TRAINING SEMINAR

## Maine



Maine State Legislative Chair Raymond Amergian, Sen. Susan Collins (R), Portland Branch 96 President Arnold Rosario, Branch 96 member Tammy Lothridge and Vice President Derek Lothridge

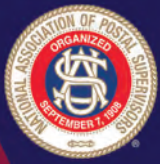
## Maryland



Sen. Angela Alsobrooks (D), Capitol-Atlantic Area Vice President Troy Griffin and Baltimore Branch 42 member Oprah Martin



Capitol-Atlantic Area Vice President Troy Griffin, Rep. Kweisi Mfume (D) and Baltimore Branch 42 member Oprah Martin



# OUR VOICE IS OUR POWER



## Massachusetts



Worcester, MA, Branch 6 Legislative Representative Roy Madden; Vermont State Branch 235 Legislative Representative Penny Bradley; Springfield, MA, Branch 102 Legislative Chair Steve Moreau; and Evie Schoenthal, legislative assistant to Rep. Richard Neal (D)



Vanessa Baker – legislative aide to Rep. Lori Trahan (D) – and Branch 6 Legislative Representative Roy Madden



Alicia Walden-Bryan – legislative correspondent for Rep. Jim McGovern (D) – and Branch 6 Legislative Representative Roy Madden

## Minnesota



Rep. Kelly Morrison (D), North Central Area Vice President Dan Mooney and Minnesota State Secretary/Treasurer Tammy Rimer

## Mississippi



Mississippi-Louisiana Bi-State President Linda Turner, Rep. Bennie Thompson (D) and Jackson Branch 199 President Mildred Hill



# 2026 LEGISLATIVE TRAINING SEMINAR

## Montana



Darcy Hibbs, Rep. Ryan Zinke (R), Amy Jones, Rick Kindsvatter and Kally Permann



Amy Jones, Darcy Hibbs, Rep. Troy Downing (R), Kally Permann and Rick Kindsvatter

## New Jersey



Mike Notaroberto, Tom Bowie, Mideast Area Vice President Tony Dallojacono, Jon Kofsky, Ryan Golden – legislative aide to Rep. Christopher Smith (R) – Ivonne Warden, NAPS Secretary/Treasurer Jimmy Warden and New Jersey State Legislative Chair Sal Grasso



Russ Carmody, Michael Notaroberto, George Barrett, Prescott Butler, Ian – legislative aide to Sen. Cory Booker (D) – Constance Scales-Bradley, Sal Grasso, Austin Phillips, Jon Kofsky, Tom Bowie and Tony Dallojacono



# OUR VOICE IS OUR POWER



Willie Williams – aide to Rep. LaMonica McIver (D) – Constance Scales-Bradley and Prescott Butler



John Szpyhulky, Branch 287 President Michael Busciglio, Rep. Chris Smith (R), a NARFE member and NAPS member Angela Meheski

## New Mexico



Mel Sanchez, Sen. Ben Ray Luján (D), Reni Lopez and Melissa Keeran



Mel Sanchez, Katherine Broten – aide to Sen. Martin Heinrich (D) – Reni Lopez and Melissa Keeran



Chance Mitchell – aide to Rep. Melanie Stansbury (D) – Reni Lopez, Melissa Keeran and Mel Sanchez



# 2026 LEGISLATIVE TRAINING SEMINAR



Alan Rojas Rodriguez – aide to Rep. Teresa Leger Fernández (D) – Reni Lopez, Melissa Keeran and Mel Sanchez



Mel Sanchez, Denys Castillo – aide to Rep. Gabe Vasquez (D) – Reni Lopez and Melissa Keeran

## Nevada



Mika Alvarez – aide to Sen. Jacky Rosen (D) – Cecilia Pelletier, Jackie Clayton, Javier Contreras and Olga Zoraiqi – aide to Sen. Rosen



Jackie Clayton, Sen. Cortez Masto (D), Javier Contreras and Cecilia Pelletier



OUR  
**VOICE** IS  
OUR **POWER**



Javier Contreras, Cecilia Pelletier, Rep. Susie Lee (D) and Jackie Clayton



Javier Contreras, Colby Harrison, Cecilia Pelletier and Jackie Clayton at Rep. Dina Titus' (D) office



Javier Contreras, Cecilia Pelletier, Ethan Valenti – aide to Rep. Mark Amodei (R) – and Jackie Clayton



Jackie Clayton, Madison Hughes – aide to Rep. Steven Horsford (D) – Cecilia Pelletier and Javier Contreras

## New York



Branch 202 Vice President Jay Singh, Northeast Region Vice President Dee Perez, Rep. Andrew Garbarino (R), Branch 202 President Tom Barone and Secretary/Treasurer Rocky Singh



Tommy Roma Branch 68 Vice President Walter DeBerry, Rep. Dan Goldman (D), Branch 68 Plant Representative Danika Tai and President Jamal Muhammed



Buffalo Branch 27 members Aaron Smith and Shauna Chyreck, Rep. Nick Langworthy (R) and Branch 27 member Dennis Gawron



Branch 100 Executive Vice President Kenneth Stanley, Candace Person – communications coordinator for Rep. Adriano Espaillat (D) – Branch 100 President Vilma Jimenez and New York Area Vice President Tom Hughes



# OUR VOICE IS OUR POWER



## Oregon



Eric Nelsen, Nicole Archer, Sen. Ron Wyden (D), Heather Westlake and Joe Lahmann



Nicole Archer, Joe Lahmann, Sen. Jeff Merkley (D), Heather Westlake and Eric Nelsen

## Texas



Jessie Austin and Texas Area Vice President Pamela Davis met with a staff member for Sen. John Cornyn (R).

## Utah



Sundance Branch 139 member Nate Van Hulten, Sen. John Curtis (R) and Branch 139 members Bobby Jones and Teresa Barrett



Sundance Branch 139 member Bobby Jones, Rep. Blake Moore (R) and Branch 139 members Teresa Barrett and Nate Van Hulten

## Virginia



Charlana Chicot (Branch 123), Virginia State President Lloyd Cox, Alice Jackson (Branch 526), Rep. Eugene Vindman (D), James Reedy (Branch 526), Deborah Holley (Branch 951 legislative chair), Dawn Sonnier (Branch 132) and Andrew Martin (Branch 526)



# OUR VOICE IS OUR POWER



Andrew Martin (Branch 526), Sylvia Archer (Branch 98), Rep. James Walkinshaw (D) and Alice Jackson (Branch 526)



Gale Phillips (Branch 98), Charles Jacob (Branch 98), Rep. John McGuire (R), Angela Surles (Branch 98), Anthony Mcijwan (Branch 98) and Darcy Driscoll (Branch 526)



Virginia delegation with aide to Rep. Jennifer L. McClellan (D)



Virginia delegation with legislative aide

# Bills to Co-Sponsor

NAPS encourages sponsorship of the following bills:

## House Legislation

**H.Res. 70, Expresses support for the Postal Service as an independent establishment of the government and opposition to postal privatization.**

**Primary Sponsors: Reps. Stephen Lynch (D-MA-8), Nick Lolota (R-NY-1), Andrew Garbarino (R-NY-2) and Gerald Connolly (D-VA-11), introduced Jan. 28, 2025**

**Contact: Bruce Fernandez, 202-225-8273, [bruce.fernandez@mail.house.gov](mailto:bruce.fernandez@mail.house.gov)**

The non-binding House of Representatives resolution declares that the House opposes privatization of the U.S. Postal Service

**H.R. 7600, Postal Supervisors, Managers and Postmasters Fairness Act**

**Primary Sponsors: Reps. James Walkinshaw (D-VA-11) and Michael Bost (R-IL-12),**

**Contact: Jaelin Lesprier, 202-225-1492, [jaelin.lesprier@mail.house.gov](mailto:jaelin.lesprier@mail.house.gov)**

The bill would provide for the timely start of pay talks between Executive Administrative Schedule (EAS) postal employees and the Postal Service by decoupling EAS pay consultations from the protracted timeline of collective bargaining between the largest postal union and the USPS. Under the bill, EAS pay talks would start 60 days prior to the expiration of the existing EAS “pay agreement.”

In addition, the bill would establish a fair and credible process for the conduct of pay consultations by binding the USPS and the supervisors’ organization to the findings and conclusions of an independent Federal Mediation and Conciliation fact-finding panel.

**H.R. 1559, Postal Employee Appeal Rights Amendments Act**

**Primary Sponsors: Reps. James Walkinshaw (D-VA-11) and Andrew Garbarino (R-NY-2), introduced Jan. 27, 2023**

**Contact: Jaelin Lesprier, 202-225-1492, [jaelin.lesprier@mail.house.gov](mailto:jaelin.lesprier@mail.house.gov)**

The bill would confer to approximately 5,000 non-supervisory managerial postal employees the right to appeal significant personnel actions to the Merit Systems Protection Board

(MSPB). Non-supervisory postal personnel currently only may appeal such actions through an internal USPS process that lacks impartial third-party review. Postal supervisory personnel and nearly all federal civil service employees already enjoy MSPB appeal rights.

**H.R. 491, Equal COLA Act**

**Primary House Sponsor: Rep. James Walkinshaw (D-VA-11), introduced Jan. 16, 2025**

**Contact: Jaelin Lesprier, 202-225-1492, [jaelin.lesprier@mail.house.gov](mailto:jaelin.lesprier@mail.house.gov)**

The bill would create parity between the cost-of-living adjustment with respect to a Federal Employees System (FERS) annuity and a Civil Service Retirement System (CSRS) annuity.

**H.R. 1522, Federal Retirement Fairness Act**

**Primary House Sponsor: Rep. Emily Randall (D-WA-6), introduced Jan. 16, 2025**  
**Contact: Jaelin Lesprier, 202-225-1492, [jaelin.lesprier@mail.house.gov](mailto:jaelin.lesprier@mail.house.gov)**

The bill would permit certain federal and postal employees who participate in the Federal Employees Retirement System (FERS) to make “catch-up” retirement contributions for the time spent as non-career employees after Dec. 31, 1988. Many postal employees began their USPS careers in non-career positions, either working as postal employees or as employees in other federal agencies.

The time employees worked as part of the non-career workforce is presently not creditable toward a FERS annuity. H.R. 5995 would revise the law to permit such federal and postal employees the opportunity to make catch-up retirement contributions for time spent in non-career positions, for the time after Dec. 31, 1988.

**H.R. 2095, Postal Police Reform Act**

**Primary House Sponsor: Rep. Andrew Garbarino (R-NY-2), introduced March 14, 2025**

**Contact: Dominick Porcella, 202-225-7896, [dominick.porcella@mail.house.gov](mailto:dominick.porcella@mail.house.gov)**

The bill would reverse a 2020 directive from the Chief Postal Inspector that limited the

jurisdiction of the U.S. Postal Police to postal facilities. Under the directive, postal police cannot investigate crimes against postal personnel and property not situated on postal-owned or -leased real estate.

**H.R. 2103, Protect Postal Performance Act**

**Primary House Sponsor: Rep. Nikki Budzinski (D-IL-13), introduced March 14, 2025**

**Contact: Matt Brush, 202-225-2371, [matthew.brush@mail.house.gov](mailto:matthew.brush@mail.house.gov)**

The bill would prevent the Postal Service from downsizing facilities in underserved areas, provide more oversight over modifications to delivery schedules and increase public transparency on proposed changes.

**H.R. 3011, U.S. Postal Service Shipping Equity Act**

**Primary House Sponsor: Rep. Dan Newhouse (R-WA-4), introduced April 24, 2025**

**Contact: Chris MacArthur, 202-225-5816, [chris.macarthur@mail.house.gov](mailto:chris.macarthur@mail.house.gov)**

The bill would end the Prohibition-era ban that prevents the USPS from shipping alcoholic beverages to consumers, allowing it to ship directly from licensed producers and retailers to consumers over the age of 21 in accordance with state and local laws at the delivery location. This bill is critical in leveling the playing field and increasing consumer and manufacturer choice while bringing in millions of dollars in revenue for the USPS.

**H.R. 7265, Vote by Mail Tracking Act, introduced Jan. 27, 2026**

**Primary Sponsors: Reps. Kweisi Mfume (D-MD-7) and Pete Sessions (R-TX-17)**  
**Contact: Andrew Heineman, 202-225-4741, [andrew.heineman@mail.house.gov](mailto:andrew.heineman@mail.house.gov)**

The bill would increase the transparency of mail-in ballots, boost confidence in elections and help Americans confirm their votes are counted by authorizing the use of scannable barcodes and an official election logo on mailed ballots.

## Senate Legislation

**S.Res. 147, Expresses support for the Postal Service as an independent establishment of the government and opposition to postal privatization.**

**Primary Sponsor: Sen. Gary Peters (D-MI), introduced March 27, 2025**

**Contact: Dominic Thibault, 202-224-4751, [dominic\\_thibault@hsgac.senate.gov](mailto:dominic_thibault@hsgac.senate.gov)**

The non-binding Senate resolution declares that the Senate opposes privatization of the U.S. Postal Service.

**S. 624, Equal COLA Act**

**Primary Sponsor: Sen. Alex Padilla (D-CA), introduced Feb. 18, 2025**

**Contact: Adrienne Epstein, 202-224-3553, [adrienne\\_epstein@padilla.senate.gov](mailto:adrienne_epstein@padilla.senate.gov)**

The bill would create parity between the cost-of-living adjustment with respect to a Federal Employees System (FERS) annuity and a Civil Service Retirement System (CSRS) annuity.

# NAPS Legislative Campaign



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

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



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

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



# NAPS Legislative Campaign



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

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



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

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





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

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



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

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





# The Postal Escalator Pitch

Within the U.S. Capitol complex, there is a short escalator connecting the basement of the Rayburn House Office Building with the trolley to the Capitol. It was reported to me by a NAPS member attending the recent Legislative Training Seminar (LTS) that she spotted a member of Congress she knew by sight and caught his attention while he was descending to the trolley and she was ascending to catch a bite at the Rayburn House Cafeteria.

As they passed each other on the escalator, she remarked to him across the space dividing them how important the Postal Service is to his community and he needed to help sustain it. The congressman looked back at her, got off the escalator, turned around and ascended in her direction to continue the discussion near the top of the escalator. The five-second pitch led to a meaningful and constructive six-minute conversation. Only in the Capitol? Not really.

This type of brief encounter — whether in the U.S. Capitol or along Main Street, USA — has a meaningful impact on congressional relationships and, more importantly, on postal policy. Short engagements often result in longer discussions.

The NAPS members who attended our March legislative conference have effectively mastered the skills essential to promote postal sustainability and legislation to enhance the work life of postal supervisors, managers and postmasters — whether by sharpening their escalator pitch or fashioning an expert postal narrative.

One of my most enjoyable experiences at LTS is the seminar I conduct for first-time attendees. It must be a popular event because the audience is not limited to legislative novices, but also includes a fair number of legislative conference veterans. A seminar highlight is the participation of a legislative staff member who is joined by a couple of experienced NAPS citizen lobbyists who take part in a lobbying exercise.



**BOB LEVI**

Director of Legislative & Political Affairs

The attendees benefit by experiencing a real-life lobby-

ing encounter. A recounting of the recent seminar appears on page 52.

You can visualize our success in reaching Congress evidenced by the sheer volume of meetings that took place during NAPS' lobbying days on Capitol Hill. A mere sampling of these interactions are depicted starting on page 60.

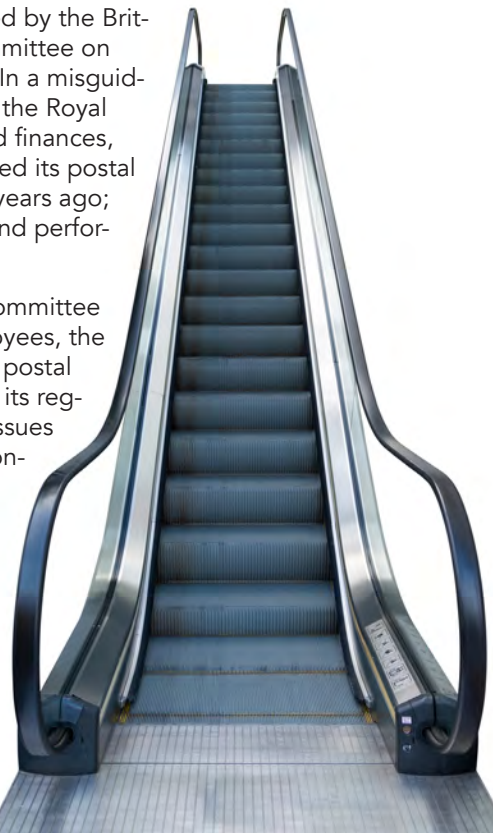
About a week after LTS, I began reviewing the Lobbying Reports filed by conference attendees. Of course, NAPS members advanced our legislative priorities. At the same time, members of Congress and their legislative staffs raised a series of issues, most prominently among them their view that postal performance has a lot to be desired, as well as their concern about the future of the Postal Service.

Both issues are not mutually exclusive. They reflect a strong and continued belief that the Postal Service remains an essential component of our national infrastructure. As such, postal stakeholders and Congress need to collaborate on ways to sustain and improve the federal agency. We are not unique in this undertaking.

Online, I recently viewed a March 24 hearing conducted by the British Parliament's Committee on Business and Trade. In a misguided effort to improve the Royal Mail's operations and finances, Great Britain privatized its postal operation about 15 years ago; postage rates rose and performance declined.

The parliamentary committee heard from its employees, the owner of the private postal service provider and its regulator. Many of the issues our Postal Service confront are shared by Britain's privatized postal operator.

What was particularly noteworthy was the discussion among committee



members and the postal operator about declining service, particularly the slower speed and escalating postage of mail transiting the United Kingdom. Committee members expressed deep concern about the late delivery of 220 million letters and the potential impact such tardiness would have on missed medical appointments and the risk that paper ballots may be delivered late for May elections across England, Scotland and Wales.

In fact, the British postal regulator recently fined Royal Mail for poor performance. (Our Postal Regulatory Commission has no such authority.) Also striking was the intense discussion between the postal regulator and the committee about the operator's obligation to provide universal service.

There appears to be serious consideration about narrowing the Royal Post's universal service obligation due to shrinking mail volume and the increasing financial pressure on the postal operator to meet its existing obligation. For example, the private postal operator argued the universal service obligation should adopt alternate day deliveries instead of six-day delivery.

Moreover, the British postal regulator seems to be supportive of revised service targets integral to the universal service obligation with the intention to "normalize" service reductions. Indeed, the British postal proceedings are eerily similar to what could be anticipated in the United States unless Congress acts.

NAPS is taking a serious look at section 2401 of *Title 39* that authorizes a "public service" appropriation for the Postal Service — an appropriation the agency has failed to request for more than 40 years. In addition, it is likely the scope of the public service obligation warrants revision as the result of shrinking mail volume, yet the increasing number of delivery points.

Fulfilling its vital mission to ensure that no American is left in a postal desert, NAPS will be working with Congress to ensure our essential Postal Service will not race to the bottom as has our European counterparts. This is our postal escalator pitch.

*continued on page 86...*

## March 31 Executive Order Seeks to Upend Vote by Mail

On March 31, President Trump signed an executive order (EO) that, in part, directs the U.S. Postal Service to restrict the delivery of mail absentee ballots to voters who appear on a State Citizenship List prepared by the Department of Homeland Security in consultation with the Social Security Administration.

The EO also would implement the provisions included in the bipartisan Vote by Mail Tracking Act (H.R. 7265). These would require envelopes containing election ballots for federal elections to be imprinted with an official election mail logo and a unique bar code, which would enable tracking of the envelopes. NAPS supports H.R. 7265.

While authorizing the USPS to design an envelope is consistent with postal laws and regulations, requiring the USPS to police voter rolls and restrict delivery of otherwise mailable items is not. Even if such a directive were permissible, the EO provides no funding to enable the USPS to comply with the EO. Also, the USPS is not equipped to enforce election law.

The overwhelming majority of election attorneys has concluded the EO is unconstitutional. The U.S. Constitution assigns states the authority to "establish the times, places and manner of holding elections."

Regarding the Postal Service, it is doubtful the president can require the agency to restrict the delivery of election ballots. There is no provision in postal law granting the Postal Service authority over elections. The only explicit language relating to ballots concerns the authority to carry overseas ballots for free.

In addition, as an independent agency with its own Board of Governors, presidential authority over postal operations is limited. Nevertheless, it was noteworthy that Secretary of Commerce Howard Lutnick attended the EO signing and answered press questions regarding the Postal Service's role in the EO. This is the same Howard Lutnick who, last year, sought to take over the Postal Service.

It is important to note that, despite the president's assertion to the contrary, vote by mail remains secure, accurate, safe and convenient. Moreover, there is no credible evidence that vote by mail suffers from fraud.

Voting by mail has a long, storied and successful history in our country dating back to the Civil War. The process served as a lifeline to democracy during the recent pandemic.

Previous EOs issued by President Trump on elections have been blocked by federal courts.

# It's Hard to Say Goodbye

The Post Office Department was founded 250 years ago — it's older than the United States. Benjamin Franklin was selected to be the first postmaster general by the Continental Congress 344 days before the Declaration of Independence was signed.

The job of postmaster was highly revered and one of great honor. You did not just become a postmaster; you were appointed. A postmaster was a pillar in the community in which they lived and served. A postmaster was as important as the mayor.

Fast forward 250 years — approximately 640,000 employees and 75 postmasters general later, about 371.3 million pieces of mail are delivered daily, of which 146.2 million are letters. And the Postal Service is facing the possibility of shutdown? It's hard to believe we now stand at this crossroads.

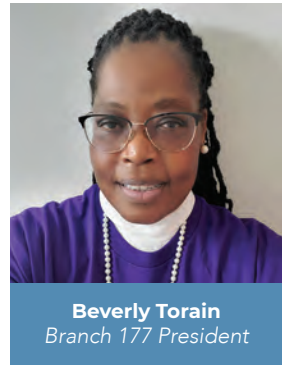
For years, we've heard the agency was going to run out of money, but didn't believe it. Yet, this time, it feels different. I believe it all started when Congress put a mandate on the Postal Service to prefund 75 years of future

retiree health benefits, paying \$5.5 billion annually.

When First-Class Mail volume began its precipitous drop, the organization struggled to make those payments. Then the USPS OIG found the agency overfunded its CSRS obligations by \$75 billion. Then, the COVID-19 pandemic hit.

The losses were nearly insurmountable; business was not as usual. Yet, the Postal Service continued to perform, despite the many obstacles. Now, here we are, six years later, and things have gotten worse.

Former PMG Louis DeJoy developed the "Delivering for America" plan to help solve the problems and steer the ship, but, is it working? Obviously not or we would not be in this condition.



**Beverly Torain**  
Branch 177 President

*continued on page 92...*

## NAPS Training Academy

Grow • Lead • Develop



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

### Suggested Topic Areas

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



Scan to Submit a Training Topic

### Training Details

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

# 2026 SPAC Contributors

WORKING  
FOR YOU!



## March Contributors

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

Mulidore, Chuck	OH	Branch 133
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### VP Elite (\$750)

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

Laster, Edward	OH	Branch 46
Jackson, Alice	VA	Branch 526

### Secretary's Roundtable (\$500)

Walton, Marilyn	CA	Branch 77
Jones, Wilmore	MD	Branch 42
Lothridge, Derek	ME	Branch 96

Tessmer, Stephen	MI	Branch 508
Laster, Jacshica	OH	Branch 46
Randall, C. Michele	MD	Branch 531

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

Mannings, Judy	AL	Branch 45
Black, Regina	CA	Branch 94
Campbell, Stephnia	CA	Branch 159
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Jones, Marilyn	CA	Branch 39
Randle, Carol	CA	Branch 39
Pashinski, Myrna	CO	Branch 65
Bock, Robert	FL	Branch 406
Tynan, Lawrence	FL	Branch 478
Lum, Chuck	HI	Branch 214
Valuet, John	ID	Branch 915
Moreno, Luz	IL	Branch 489
McCartney, Kelly	KS	Branch 919
Gramblin, Reginald	MD	Branch 531
Griffin, Troy	MD	Branch 42
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96

Kent, Eric	MN	Branch 104
Johnson, Craig	MO	Branch 36
Forde, Nicholas	NY	Branch 202
Aldape, Pamela	OR	Branch 66
Bartko, Susan	PA	Branch 20
Peters, Leitrim	RI	Branch 105
Dickey, Azilee	SC	Branch 225
Green, Shrl	TN	Branch 41
Elizondo Jr., Jaime	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Peters, Diana	TX	Branch 122
Van, Nathaniel	UT	Branch 139
Butler, Phillip	VA	Branch 98
Farmer, Joanne	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Thomas, Carlos	VA	Branch 98
Gruetzmacher, Bjoern	WA	Branch 31

### Supporter (\$100)

Studdard, Dwight	AL	Branch 45
Booth, Samuel	CA	Branch 39
Bradley, Roxanne	CA	Branch 77
Lewis, Yolanda	CA	Branch 127
Nguyen, Nicole	CA	Branch 373
Rahming, Karyn	CA	Branch 77
McCloud, Regina	DE	Branch 909
Olliviere, Blanche	DE	Branch 909
Lum, Laurie	HI	Branch 214
Byrd, Scheronda	IL	Branch 14
Hartman, Stephanie	IL	Branch 14
Rendleman, Daniel	IL	Branch 255
Singleton, Barbara	IL	Branch 14
Travis, Bette	IL	Branch 14
Moore, Robert	MA	Branch 43
Jones, Marcia	MD	Branch 42
Mooney, Dan	MN	Branch 16
Price-Booker, Virginia	MO	Branch 131
Kindsvatter, Leo	MT	Branch 929

Belger, Michael	NC	Branch 183
Scales-Bradley, Constance	NJ	Branch 53
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Allen, Peggy	OH	Branch 46
Bennett, Kelley	OH	Branch 33
Kimbrough, Marcia	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Smith, Ronald	OH	Branch 46
Yut, Lynn	OR	Branch 66
Manes, Phylicia	PA	Branch 20
Cabrera, Antonio	PR	Branch 216
Hibbler, Marilyn	TN	Branch 41
Davis, Pamela	TX	Branch 122
Foster, Debra	TX	Branch 9
Soders, Melanie	TX	Branch 122
Brandt, Junemarie	VA	Branch 526
Joers, Julie	WI	Branch 72

continued from page 83...

## USPS Employer Share of FERS Contribution Temporarily Suspended

I have received a number of calls relating to the April 9 USPS Board of Governors' decision to temporarily suspend the agency's FERS contributions. It is important to note this is not the first time the Postal Service has taken such an action.

For example, in 2011, the agency suspended the employer-share due to OPM's projected overfunding of the pension plan. Lost amidst the attention to the BOG action is the more consequential action taken by the Postal Regulatory Commission on April 9 relating to the Postal Service's amortization payments of postal pensions.

- A portion of postage is obligated by PRC rules to cover the USPS' annual **pension amortization payments**. On April 9, through a regulatory order, the PRC waived this obligation through 2030, unless extended or shortened by the PRC as the result of the USPS' financial condition at the time. The PRC waiver provides \$2.4 billion liquidity for FY26 and about \$3 billion per year through 2030 — totaling about \$15 billion in financial breathing room.
- The BOG action relates to the **FY27 employee-share contributions** — not amortization payments. The temporary suspension of USPS employer contributions would free up about \$2.5 billion this year. The agency does not indicate for how long it would suspend its employer-share.

*It is important to note that neither the suspension of the employer-share nor the PRC's five-year waiver would impact FERS benefits. It would, however, impact the USPS pension liability.*

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

# SPAC Scoreboard

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

### National Aggregate:

\$21,912.66

### National Per Capita:

\$0.81

### Region Aggregate:

1. Eastern .....	\$18,475.50
2. Western .....	\$ 9,393.22
3. Southern.....	\$ 8,302.53
4. Central.....	\$ 6,708.45
5. Northeast.....	\$ 6,630.26

### Region Per Capita:

1. Eastern .....	\$ 3.06
2. Western .....	\$ 1.65
3. Central.....	\$ 1.39
4. Southern.....	\$ 1.34
5. Northeast.....	\$ 1.25

### Area Aggregate:

1. Capitol-Atlantic....	\$11,102.35
2. Pacific.....	\$ 5,425.00
3. Pioneer .....	\$ 4,671.15
4. Mideast .....	\$ 4,052.00
5. Texas .....	\$ 3,662.50
6. New England .....	\$ 3,016.00
7. New York .....	\$ 2,664.29
8. Northwest.....	\$ 2,115.72
9. Illini .....	\$ 2,024.50
10. Michiana.....	\$ 1,975.00
11. Cotton Belt.....	\$ 1,757.00
12. Rocky Mountain.	\$ 1,752.50
13. Southeast .....	\$ 1,717.53
14. North Central ....	\$ 1,550.00
15. Central Gulf .....	\$ 1,184.50
16. MINK .....	\$ 1,158.95

### Area Per Capita:

1. Capitol-Atlantic .....	\$ 3.83
2. Pioneer .....	\$ 3.05
3. Texas .....	\$ 1.96
4. Pacific.....	\$ 1.92
5. Northwest.....	\$ 1.81
6. New England .....	\$ 1.79
7. Cotton Belt.....	\$ 1.66
8. North Central .....	\$ 1.64
9. Mideast .....	\$ 1.56
10. Michiana.....	\$ 1.47
11. Illini .....	\$ 1.45
12. Central Gulf .....	\$ 1.39
13. Rocky Mountain.....	\$ 1.09
14. MINK .....	\$ 1.02
15. New York .....	\$ 0.89
16. Southeast.....	\$ 0.71

### State Aggregate:

1. California .....	\$ 5,005.00
2. Maryland .....	\$ 4,569.00
3. Ohio.....	\$ 4,340.50
4. Virginia .....	\$ 4,175.50
5. Texas.....	\$ 3,662.50

### State Per Capita:

1. Maine .....	\$10.19
2. Maryland .....	\$ 7.20
3. Virginia .....	\$ 5.80
4. Idaho .....	\$ 5.43
5. Ohio.....	\$ 4.11

## Drive for 5

### Members by Region:

1. Southern.....	42
2. Eastern .....	40
3. Western .....	33
4. Central.....	29
5. Northeast.....	29

### Aggregate by Region:

1. Eastern .....	\$5,270.50
2. Western .....	\$4,505.72
3. Southern.....	\$3,920.03
4. Northeast.....	\$2,975.29
5. Central.....	\$2,610.00

# 2026 SPAC Pins

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



## President's Ultimate

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

## Drive for 5

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



## VP Elite

*\$750 level includes  
LTS SPAC recep-  
tion for donor plus  
one guest*



## Secretary's Roundtable

*\$500 level*



## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*

*In 2026, SPAC contributors will be sent the pin recognizing their total 2026 contribution at the end of the year; all pins will indicate "2026." The 2026 "Drive for 5" pins will continue to be mailed at the end of the month in which the contributor made their first withholding contribution, either through PostalEASE or OPM Retirement Allotment. There will be no change in The Postal Supervisor's listing of SPAC contributors who progress through the pin categories over the course of the year.*



# Strength Through Awareness: Supervisors and Mental Health Support

Submitted by the USPS Employee Assistance Program

Mental health influences how people think, feel and act throughout their everyday lives. Just like physical health, mental health is not static — our well-being can change depending on stress, personal circumstances and the support systems we have in place. For USPS supervisors, understanding the basics of mental health is a key part of maintaining a safe, respectful and productive work environment.

Employees may experience a wide range of mental health symptoms, including stress, anxiety, depression and reactions related to trauma or grief. It is important to remember these symptoms do not look the same for everyone.

Cultural background, age, identity and life experiences all shape how individuals express distress. Some employees may share emotional concerns directly; others may report headaches, fatigue or physical discomfort.

Some employees may become quieter or more withdrawn, while others may show frustration more easily. These differences highlight the need for supervisors to approach each situation with awareness, patience and respect.

Misconceptions about mental health can create significant barriers to receiving support. Mental health challenges are common; they are not signs of weakness or failure. Many people managing mental health concerns continue to work effectively, support their families and contribute positively to their communities.

Mental health struggles are not always visible. Asking questions or checking in does not make the situation worse. Respectful, open conversations often reduce stigma and empower individuals to seek help.

Every person's path to well-being is unique. Some employees benefit from conversations with trusted family members or friends. Others may rely on professional counseling, physical activity, mindfulness practices, faith communities or creative outlets.

There is no single "right" approach; what works for someone at one point in life may not work at another. For some individuals, receiving a mental health diagnosis can bring clarity and direction. A diagnosis does not define a person; rather, it helps guide treatment, resources and support plans.

Daily habits also influence emotional and physical resilience. Routine practices — such as maintaining healthy sleep, taking short breaks, practicing breathing or relaxation techniques, staying connected with supportive people or setting small, achievable goals — can strengthen well-being over time.

Supervisors are not expected to diagnose or treat mental health conditions. However, supervisors play an essential role by fostering awareness, supporting respectful communication and guiding employees to available resources.

Creating an environment where employees feel safe asking for help is one of the most impactful leadership behaviors. When supervisors model empathy, reinforce confidentiality and remind employees of support services — especially the Employee Assistance Program (EAP) — they help ensure mental health is treated with the same importance as physical safety.

The EAP is a completely confidential\* resource available to all USPS employees and their families. By encouraging employees to reach out early, supervisors help reduce the impact of stress and support healthier teams. Through awareness, compassion and consistent leadership, supervisors contribute to a stronger, more resilient workforce and a Postal Service where every employee feels valued and supported.

**Reach out to the EAP  
or visit the EAP web-  
site to learn more.**

*\*EAP counselors have master's degrees and are licensed professionals. Your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors.*

*Information you share with the EAP may not be released to anyone without your prior written consent, except as required by law (e.g., when a person's emotional condition is a threat to themselves or others or there is suspected child or elder abuse) or the issuance of a court order upon a showing of good cause.*





# Your Impact Matters

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

We just finished another NAPS Legislative Training Seminar (LTS). Whether it was your first or 21st time attending LTS, your attendance and legislative action on behalf of your branch and members made an impact on Capitol Hill. Here's the scoop!

At one of my local Rotary meetings, I was asked to give the opening inspirational message. What I shared with my fellow rotarians was a message that someone in NAPS shared with me many years ago. I modified it slightly for this NAPS column.

What I realized from this message is that we all make an impact in the world; it is your choice if your impact will be positive or negative. Having a positive attitude with family, friends, strangers and co-workers only can have a positive impact on those relationships.

Your impact on others is bigger than you think. How you build those relationships that surround you today not only will have an impact on current results, but future results, as well. Think about your impact:

- Does someone still giggle when they think of that funny thing you said?
- Does someone still smile when they think of the compliment you gave them?

- Does someone silently admire you for the positive work you did for them?
- Did the advice you give make a positive change for that person?
- Did the support you offered make someone's day?
- Did your input and opinion make someone think twice?
- Did the other person feel you treated them with dignity and respect?

When it comes to NAPS, you can make a big impact, too. Think about it:

- Are you an active NAPS member by attending meetings?
- Have you considered being a NAPS officer?
- Have you volunteered to be on a NAPS committee?
- Have you submitted a motion or resolution to improve NAPS?
- Have you given your viewpoint on a NAPS issue or concern during NAPS events?

*continued...*

## THRIFT SAVINGS PLAN

March 2026

Fund	G	F	C	S	I	
<b>March 2026</b>	<b>0.34%</b>	<b>(1.77%)</b>	<b>(4.98%)</b>	<b>(4.58%)</b>	<b>(9.35%)</b>	
<b>12-month</b>	<b>4.36%</b>	<b>4.38%</b>	<b>17.78%</b>	<b>20.81%</b>	<b>28.90%</b>	
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.						
Fund	L Income	L 2030	L 2035	L 2040	L 2045	L 2050
<b>March 2026</b>	<b>(1.66%)</b>	<b>(3.67%)</b>	<b>(4.29%)</b>	<b>(4.69%)</b>	<b>(5.04%)</b>	<b>(5.37%)</b>
<b>12-month</b>	<b>9.14%</b>	<b>15.14%</b>	<b>16.12%</b>	<b>17.16%</b>	<b>18.05%</b>	<b>18.93%</b>
Fund	L 2055	L 2060	L 2065	L 2070	L 2075	
<b>March 2026</b>	<b>(6.40%)</b>	<b>(6.40%)</b>	<b>(6.40%)</b>	<b>(6.40%)</b>	<b>(6.40%)</b>	
<b>12-month</b>	<b>21.98%</b>	<b>21.98%</b>	<b>21.98%</b>	<b>21.98%</b>		
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.						

- Have you sought NAPS training, EAS career development, attended LTS, state conventions or a national convention to learn more and share what you learned?
- Do you have the confidence and passion to represent NAPS members when called on?
- Are you seeking to get more involved in NAPS to better our organization, including the livelihoods of fellow members?

You are significant and unforgettable. Whether you see it or not, you make a positive difference to your family,

friends, neighbors, strangers and co-workers. You are impactful as a USPS employee and definitely as a NAPS member.

Your impact in this world — positive or negative — will depend on you. Be your best to be significant, impactful and unforgettable.

Now it is time to make a significant impact with my ice-cream-flavor-of-the-month recommendation: blueberry pie. Be safe and eat more ice cream!

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

# The Importance of Staffing Persistence

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



Failure often is perceived as the end of a journey, but, in reality, it is not determined by setbacks or mistakes. The only true way to fail is to give up — when one decides to stop trying and abandons their efforts. Perseverance is what separates temporary obstacles from permanent defeat.

Success is built on continuous effort and the determination to overcome challenges. By refusing to quit, individuals maintain the possibility of achievement, regardless of difficulties. Persistence transforms failures into learning opportunities, paving the way for future accomplishments.

From my experience with certain members of postal leadership, it seems they rely on people abandoning their important causes. This approach enables them to avoid fulfilling their responsibilities to ensure our success, perhaps because they lack knowledge or are unwilling to reveal this weakness — especially when it comes to staffing.

Service work credits (SWCs) determine how many supervisors are needed at a unit or post office based on its workload. SWCs are calculated every month, released by the Postal Service and available on the Workforce page of the Blue page.

These figures are based on local office input and should accurately represent your unit's workload, craft assignments and other related data. When properly calculated, SWCs indicate the number of supervisors required for your office.

As an example, if you interact with eight clerks, 35 carriers and serve as an Amazon hub, all this workload should be recorded in your SWCs data. Otherwise, others may receive credit for your work.

Local knowledge ensures your workload is accurately reflected. Unfortunately, some in leadership roles do not really understand this data process due to a lack of knowledge in this area and, as a result, drag their feet on ensuring your unit is properly staffed.

Now for the persistence part. If you have approved craft positions not listed or filled in your unit or your SWCs show you qualify for an additional supervisor, that's where your persistence kicks in to request the proper staffing through your local channels.

Verify your webCOINS and other data so your staffing is correct. If not, that needs to be fixed to ensure your SWCs data is corrected. Easy for me to say, right?

It can be time-consuming when requesting additional staff and hitting roadblocks. Regardless, you need to obtain the necessary staffing for success. Keep in mind if you have the workload for the staffing, then your unit needs the staffing for your daily workload. You even may qualify for a relief supervisor position.

Instructions for the SWCs electronic worksheet, as well as station managers' Work Service Credits (WSCs) and postmasters' WSCs (*Form 150*) worksheets, also can be found on the Workforce page. Until next time.

Taking care of business the "NAPS way."

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

## Do TSP Millionaires Invest in Lifecycle Funds?

BY AARON OYA

Before answering that question, it helps to think about how a TSP millionaire approaches investing. Throughout this series, we've learned that millionaires tend to share several habits: they maximize contributions (elective and catch-up), maintain an aggressive allocation focused on long-term growth and invest heavily in the stock funds — C, S and I funds.

They pay attention to fund performance and cost per share. Some apply the timeless principle of buying low and selling high.

So, how does that mindset relate to the Lifecycle funds? Let's use the newest fund, L2075, as our example.

The name reflects the projected year of TSP withdrawals, meaning this fund is designed for someone who may begin withdrawing around 2072.

That target investor:

- could be as young as 17 today
- is roughly 48 years from retirement

In other words, the "target audience" for L2075 may still be in high school — at least on paper.

Investing in any Lifecycle fund means investing across all five TSP funds. Here's the interesting part: The L2055 through L2075 funds all share the same target allocation. The only difference is cost per share — and the newest fund (L2075) has the lowest cost.

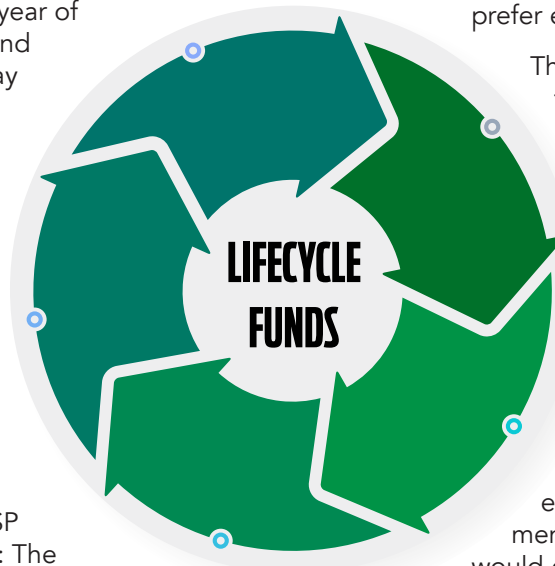
That means for the same contribution amount, you

buy more shares of L2075 than L2070, while still receiving the same investment mix. Some investors describe this as "buying more of the same product for the same price."

Could you replicate L2075 yourself? Yes. The L2075 allocation can be duplicated by investing:

- 52% C Fund
- 13% S Fund
- 35% I Fund
- 0% G/F funds

This essentially is a 100% stock portfolio — the type of aggressive mix many long-term investors prefer early in their careers.



The TSP website reads: "To maintain each L Fund's target allocation, we rebalance it at the end of every trading day. ... In effect, we're buying low and selling high at the end of every trading day." This automatic discipline is something many investors intend to do, but few execute consistently.

Now, think back to the mindset of a TSP millionaire. In my previous article, we noted that, even with 10 years before retirement, some long-term investors still would consider staying fully in stock funds. If you applied that thinking to the Lifecycle lineup, you'd be looking at the L2035 Fund, which currently holds about 35% in the G and F funds.

That raises a natural question: Would an investor with a long-term, growth-focused mindset choose to have that much in bonds with a decade to go? The answer varies — and that variation is exactly what leads us to the broader question.

Where does that leave the question of whether TSP millionaires invest in Lifecycle funds? The honest answer is it depends — and not in a vague way, but in a deliberate one.

*continued...*



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Some investors appreciate the low cost per share of the higher-numbered L funds, as well as the automatic daily rebalancing that reinforces a buy-low/sell-high approach. Others prefer to manage their allocations directly, maintaining full control of their stock-fund exposure. And some use all investment mixes available.

What we can say from the TSP millionaire conversations so far is this: L funds may not typically sit at the center of a millionaire's portfolio, but they remain one of the tools available to any TSP investor.

And that's really the takeaway! There isn't a single "millionaire approach" to L funds — only the understanding they can play a role, depending on the investor's strategy, comfort level and long-term plan.

TSP millionaires succeed not because they follow one formula, but because they understand their options and commit to a long-term strategy. Whether you build your own allocation, incorporate a Lifecycle fund or use a combination of both, the goal remains the same: Invest with intention, stay disciplined and let time and consistency do the heavy lifting.

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## It's Hard to Say Goodbye

*continued from page 84...*

It saddens me to see what this organization has become; it certainly is not the U.S. Postal Service anymore — it's the "Post Office." Service has suffered because supervisors, managers and postmasters are the public's initial contact, but they have the least input on what they think best would steer the ship.

EAS employees spend 90% of the day trying to achieve unattainable goals: carriers off the street at a certain time, mail up by a certain time, all packages delivered by a certain time and a certain amount of mail processed, yet service still suffers. There no longer is commitment — every piece, every day, all letters and flats, none of which take priority. Yet we continue to look for new revenue streams.

How about bringing the Postal Service back to its glory days when grandma's letter or my nephew's *Highlight* magazine mattered. And before you say, "But, Beverly, volume is down," yes, I know. But why would I spend money with you when you do not value your own product and the core for which you were founded?

Stop asking for Business Connects opportunities when all you want are packages. Supervisors, managers and postmasters are told to focus only on packages.

Gone are the days when every piece mattered. The Postal Service does something no other company can do, yet has sacrificed its own for the whims of others — no true guarantees on your own product, but sacrificing everything.

Mail going from the East Coast to West Coast takes five-plus days. There is no true overnight service and no more two-to-three-day Priority. And the agency wonders why it's losing money.

Vehicles are in horrible conditions; if you were a classic-car collector, the USPS has a whole fleet of classics available. It appears ill-advised to spend millions on plant and facility consolidations processing letters and flats in one plant and parcels in a different plant 100-plus miles away instead of using in-house facilities for the surrounding service area. Everything ships via ground; nothing in

the air. Service to customers continues to decrease.

The Postal Service was not created to make a profit. But, with the current trajectory and decisions being made, no wonder we are talking about running out of money. Use the technology, experience and knowledge you have to process the mail! Lean on and value those who remember what an honor it is to work for the U.S. Postal Service. Go back to the basics for which you were established in the first place.

It's going to be hard to say goodbye when, ultimately, you don't have to.

*Beverly Torain is president of Joseph Butler Winters Jr. Raleigh, NC, Branch 177 and the retired postmaster of Apex.*

[pmbbev071302@frontier.com](mailto:pmbbev071302@frontier.com)

## We All Can Help Build Membership

**December High-Five Club Members**

**Kiyond Oneal**, Branch 173, AR

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



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



# NAPS NATIONAL AUXILIARY

## *Hazel Cochran Scholarship*

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

*Hazel Cochran*  
**FOUNDER**

### **HOW TO APPLY?**

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

### **APPLICANT CRITERIA**

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

### **DEADLINE**

Completed applications must be emailed by May 31, 2026

**SPONSORED BY:**

*Dillard*  
Financial Solutions, Inc.



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

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY

## NATIONAL AUXILIARY EXECUTIVE BOARD

### National Officers

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President

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**Beverly Austin**

Executive Vice President

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**Bonita R. Atkins**

Secretary/Treasurer

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**Jerry Eckert**

Pacific Area

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**Region vacant:** Northeast

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

## NATIONAL AUXILIARY MESSAGE

# Empowering Our Postal Family

Your support matters now more than ever — join the NAPS National Auxiliary. Across the nation, the unwavering dedication of NAPS members shines brightly as they lead, guide and support the Postal Service with unrelenting passion.

Behind these champions stand devoted spouses, partners and family members who intimately understand the profound commitment, intricate challenges and immense pride that comes with serving the postal community.

The National Auxiliary is built on the foundation of unity, bringing these supporters together to forge an unbreakable bond that uplifts our postal families while amplifying the mission of NAPS. Today, our organization stands at a pivotal moment, poised for growth and evolution.

We are calling on fresh faces, innovative thinkers and dedicated volunteers to join us in shaping the future of the Auxiliary. This is an opportunity not just for management employees, but also for spouses, significant others and supporters who want to make a lasting impact.

### Not Just an Organization, but a Vibrant Community

The Auxiliary long has been a haven where meaningful relationships flourish, friendships deepen and the spirit of service extends far beyond the workplace. Through fellowship, outreach and support for NAPS initiatives, Auxiliary members play a vital role in fortifying the broader postal community.

Members have opportunities to support programs that uplift postal families and communities, build enduring friendships with like-minded individuals, contribute visionary ideas that shape the organization's future and participate in national and local events that honor the dedication of postal supervisors.

The Auxiliary is built on the conviction that, when we lift each other up, we strengthen the entire postal family.

### A Call for Visionary Leaders

Any dynamic organization relies on passionate volunteers who are willing to step forward and lead. We invite members and supporters to consider taking on leadership roles where they can leverage their talents to drive positive change.

Serving on an Auxiliary board is not only an opportunity to contribute your expertise, but also a chance to chart the course for an organization that supports thousands of postal families nationwide. Whether your strengths lie in organization, communi-



**Hazel Green**  
Eastern Region  
Vice President

*continued...*

cation, event planning or community building, there is a place for you in the Auxiliary.

Fresh perspectives spark innovative ideas and innovative ideas are the lifeblood of our organization.

### Everyone Has a Role to Play

You don't need years of experience to make a difference; what matters most is your willingness to serve, collaborate and propel the Auxiliary forward. Many of our most impactful leaders began their journey by asking, "How can I help?"

Management employees, spouses and significant others bring distinct perspectives that enrich the Auxiliary, reflecting the diversity and strength of the postal community. By joining us, you become part of a network that values teamwork, service and mutual support.

### The Future Is in Our Hands

The National Auxiliary has a proud legacy, but its future depends on the people who choose to step forward today. By joining the Auxiliary and considering leadership roles, you ensure the organization continues to thrive, inspire and support postal families for generations to come.

If you ever have considered getting more involved, the time is now. Your ideas, leadership and voice are crucial to our success. Together, we can help build a stronger Auxiliary and stronger postal family.

Join us, serve with us, grow with us.

[hazel.green5@icloud.com](mailto:hazel.green5@icloud.com)



## REGISTRATION FORM

# Auxiliary Luncheon

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

### ATTENDEE:

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

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

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

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

### TICKET REQUEST:

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

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

### SPECIAL DIETARY REQUESTS:

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

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

### CHECK ONE:

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

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

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

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



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

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

Support the

# Postal Employees' Relief Fund

# PERF



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

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

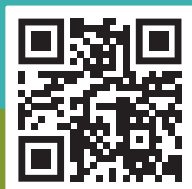
The Postal Employees' Relief Fund (PERF) exists to help active and retired postal employees—management and craft—whose homes are completely destroyed or left uninhabitable as a result of a natural disaster, displacing postal employees and their families for an extended period of time.

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

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

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

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



## DONATIONS CAN BE MADE:

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

*All donations are tax-deductible.*

