

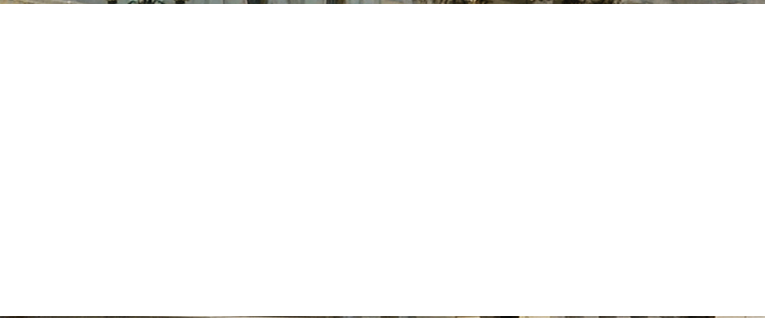
# the Postal Supervisor

June 2024

**NAPS to Congress:**

# It's Time for a Postal Reawakening

page 8





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## Objective

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

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

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## The Truth About 2024 NAPS Goals—Coming Soon

**H**ello, NAPS brothers and sisters. In my February column titled “Fiscal Year 2024 PFP/NPA—A Step Behind,” I outlined the process for working with the USPS on FY24 PFP/NPA. The column was submitted to our editor on Jan. 10. On Jan. 24, UPMA sent out an email titled “NPA Goals” that was available on social media. I presume this email was in response to correspondence NAPS Headquarters sent out on Jan. 22 titled “Board Memo 008-2024: NAPS Response to USPS FY24 NPA Proposal.”



**Ivan D. Butts**  
President

I highlight these dates because facts matter. At our recent LTS, Director of Legislative & Political Affairs Bob Levi referred to my prediction in my testimony before the Government Operations & the Federal Workforce Subcommittee concerning potential service declines as a result of implementing the “Delivering for America” (DFA)

plan as “prophetic.” I don’t know about that, but, regardless, I’m glad I decided to write about the PFP/NPA process in all transparency on Jan. 10—14 days before UPMA sent out its message opposed to NAPS’ response to the Postal Service’s FY24 NPA proposal.

I found a couple statements in UPMA’s Jan. 24 email troubling:

The first statement—“UPMA consulted on the numeric goals two months ago and responded within the day when presented with a final package.”

At that time (two months ago), there was only one package to be considered, which I stated in my *Postal Supervisor* column and document here in an attachment. The USPS package labeled six goals “Under Construction.” These six critical indicators account for 25% of your NPA—your money!

Why in the world would UPMA accept this? Is this how it demonstrates its support for fair and equitable pay for postmasters—the only group of EAS employees this association is authorized under law to represent in



matters of pay policies?

The second statement—“It is not our role to accept or reject goals.”

If that is true, then why are we given proposals for goals? Why does *Title 39* give us the right to “participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and

*Continued on page 7*

# Can You Handle the Truth?

If you have watched the outstanding movie, “A Few Good Men,” the climactic scene involves a confrontation between the characters portrayed by Tom Cruise and Jack Nicholson. As the confrontation escalates, Colonel Jessup (Nicholson) utters the memorable line, “You want the truth? You can’t handle the truth!”

So now, you’re probably wondering, other than revealing some of my movie favorites, what does this have to do with you? Well, recently, a candidate for president of an organization that represents about 20% of the EAS employees who work in the Postal Service wrote a column about me, attacking a comparison of the two organizations I made in the March *Postal Supervisor*.



**Chuck Mulidore**  
*Executive Vice President*

I suppose attacking NAPS leaders is good politics in that organization when running for president, but it reminded me of that famous line in the movie. So, after cutting through the untruths and misrepresentations of their presidential candidate, I have updated Colonel Jessup’s memorable line to “Can you handle the truth?”

NAPS membership in March 2024 was 27,726 EAS employees (including over 5,500 Postmasters), over 10,000 members greater than that other organization! Plus, here’s the best part: NAPS not only represents active postmasters based on the U.S. Court of Appeals ruling in NAPS’ lawsuit against the Postal Service, NAPS represents *all* 47,000 EAS employees who work in over 500 managerial positions in the Postal Service.

Oh, and we don’t inflate our numbers with craft employees who give their money to that other organization but cannot be represented by them. That is called the truth; no amount of deflection or distraction can change that. If you doubt me, read the text of the court’s decision on the NAPS website; the truth is out there!

Most impressively, over 95% of our members are actively working EAS employees; that other organization’s membership is 50% retirees. However, NAPS values the hard work, input and experience our retirees provide. Caring, knowledge and understanding are not limited to active EAS employees in effectively representing our members!

Perhaps the most egregious untruth from that other organization’s candidate is his discussion of the NAPS DDF—Disciplinary Defense Fund—that is included as a benefit of membership in NAPS, but not in that other group. Imagine being an EAS employee facing an adverse action and a rep from that organization told you to pay \$3,000 toward your own defense, assuming the organization even accepts your case. Really?

Well, here is more truth: As a NAPS member, you would pay nothing. That other group does not seem to understand how that is possible and they come up with all kinds of fake scenarios about what your cost really would be as a NAPS member. They claim cases they accept cost upward of \$60,000 to \$80,000. Really?

Wow, perhaps if that money wasn’t spent on a law firm with exclusive rights over adverse action representation the cost would be much lower. Just sayin’! Remember now, nothing but the truth here.

As the NAPS executive vice president, I administer the DDF. *No member* has paid out of pocket for their representation—not one! Plus, we take *all* cases. We don’t screen cases, looking only for the winners; we take them all. In FY24, so far, NAPS has achieved a win or settlement in over 90% of cases.

The NAPS DDF is made up of attorneys, former MSPB judges and former Postal Service Labor managers—all of whom know the Postal Service processes better than a pricey law firm. That is why the NAPS DDF is the best in the business!

Finally, in perhaps the lowest level they have reached so far, that group’s current president chose to attack a member of the NAPS Headquarters staff who formerly worked there in a column in their magazine. Sad. It is not our fault that organization no longer could afford to keep said staff member who now works for me at NAPS Headquarters as our highly effective legislative and political director. I mean really, how low can you go?

Come on now, get it together over there. You see, at NAPS, we do not deal in conspiracy theories or fake news; we simply represent our members, and we do it well. We tell the truth and nothing but the truth.

So, to that other organization’s leadership: Can you handle the truth?

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



# Resolutions Make a Difference

**M**any of you probably have read my column in the May *Postal Supervisor* that referenced our upcoming 69th National Convention to be held at Foxwoods Resort Casino in Mashantucket, CT. Branches will be submitting resolutions that will direct the path of NAPS going forward.

Since the column was published and as well as before, branches have been contacting their respective region and area vice presidents, as well as me, asking if there will be a dues increase and, if so, how much is needed. Those who attended our 2022 National Convention might recall this question also being asked by delegates from the floor. In the past months, branches also have asked for a template as many have not submitted a resolution in the past and would like to submit a resolution at this year's national convention.



**Jimmy Warden**  
Secretary/Treasurer

Your Executive Board held a meeting via Zoom on April 4 (*see page 23*); one of the topics discussed was a dues increase. As you probably are aware, a motion was passed by the Executive Board on May 30, 2023, to levy an assessment of \$2 per active member and \$1 per associate member to take effect on July 1, 2023.

On June 6, 2023, I made a request for reconsideration as I was on the prevailing side to change the effective date from July 1, 2023, to Aug. 26, 2023, in order to allow branches to evaluate and ascertain if there was a need to change their dues structure. My request for reconsideration was passed, along with the motion to change to the later start date. The assessment will be in place until Oct. 4, 2024, ending on Oct. 5, 2024.

At our upcoming convention, a decision will need to be made. Income from dues covers just less than 50% of our yearly expenses. This latest dues assessment that will end in October partially assisted us with expenses; funds still needed to be drawn from investments.

I was asked to develop a template to request an increase in dues. When I presented the template, some eyebrows were raised. As your NAPS secretary/treasurer and ensuring our asso-

ciation is successful and financially sound, I must be as transparent as possible.

The current dues structure without the assessment gives us only less than half of what is needed to run the association yearly—even with all the cost reductions implemented by the Executive Board this past year. It has been recommended by our accountant that a per-capita dues increase of \$4 per pay period is needed to meet yearly expenses. Keep in mind the current \$2 assessment will end Oct. 4, 2024. Financial advisers, including ours, have stated we will not see a bull market again as seen a few years ago. We need to not rely on investments to cover expenses. We also need to keep in mind that the per-capita dues have not been raised in 19 years, since Jan. 5, 2005.

I have been totally transparent regarding NAPS' finances. I have demonstrated this when presenting the yearly budget to the Executive Board by developing a budget that shows the previous budget and final expenses, the present budget and trends, then allowing comparison to the proposed budget so tough discussions and decisions may be made.

At our upcoming national convention, decisions will need to be made. The business at hand will determine our path into the future. I have the fullest confidence that delegates at the convention will make smart, necessary fiduciary decisions to move our association forward. We currently are financially stable, but now is the time to ensure our future is, as well.

Remember, increasing membership demonstrates leadership. Stay safe!

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

NPA Tips

Did you know?

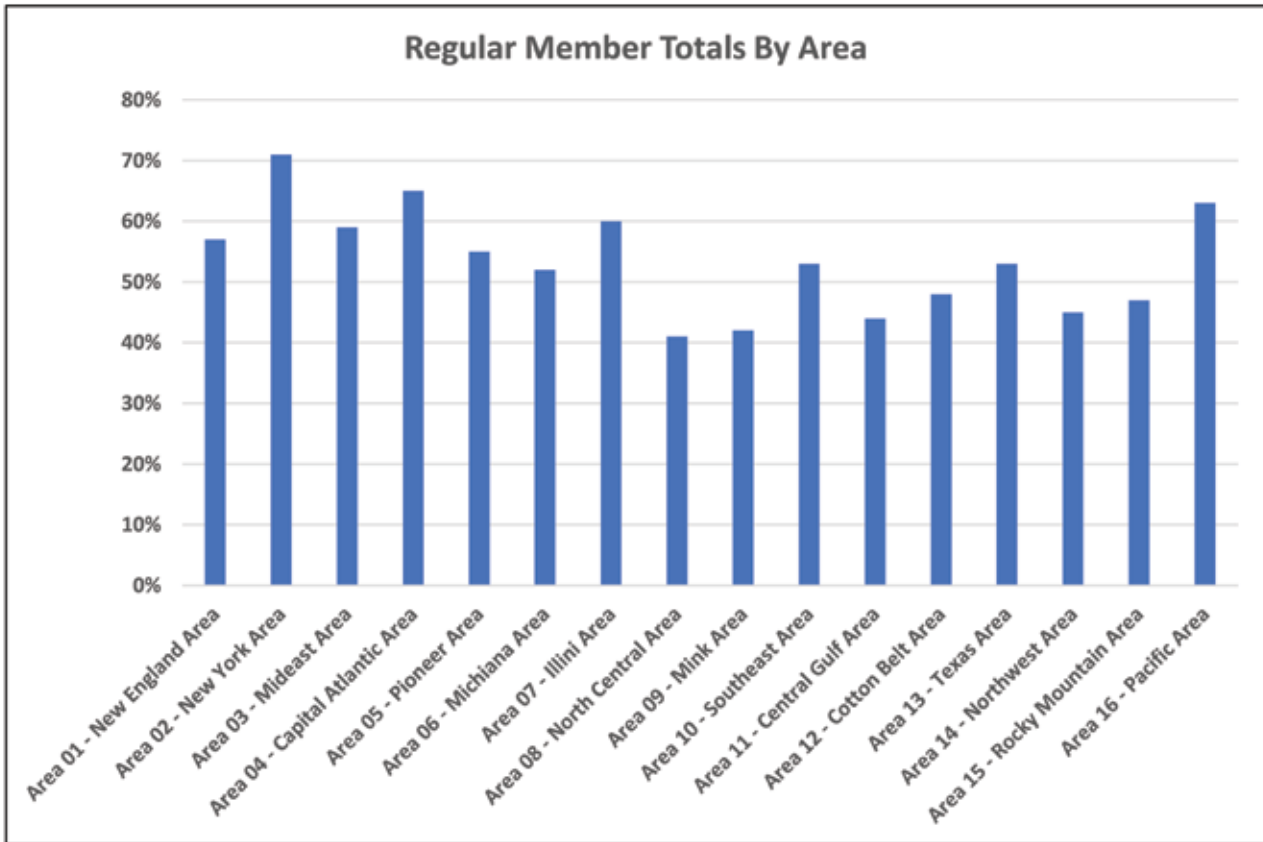
Keeping your Red Books current could increase your NPA by 1 level.

<b>2024 NAPS State Conventions</b>		
Dates	State(s)	Location
June 6-9	Georgia	Athens
June 7-8	Florida	Deerfield Beach
June 7-8	Michigan	Holiday Inn Grand Haven, Spring Lake
June 7-8	Pennsylvania	Sheraton Pittsburgh Hotel at Station Square

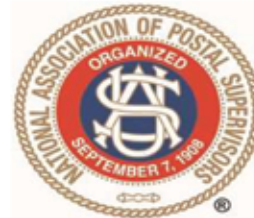
Please report state convention dates to NAPS Headquarters.

# National Association of Postal Supervisors Membership Report

## March 2024



Regular Member Totals By Area	
Area 01 - New England Area	57%
Area 02 - New York Area	71%
Area 03 - Mideast Area	59%
Area 04 - Capitol Atlantic Area	65%
Area 05 - Pioneer Area	55%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	60%
Area 08 - North Central Area	41%
Area 09 - Mink Area	42%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	44%
Area 12 - Cotton Belt Area	48%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	45%
Area 15 - Rocky Mountain Area	47%
Area 16 - Pacific Area	63%
<b>Total Regular Member %</b>	<b>55%</b>
<b>Total Regular Members</b>	<b>26,293</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>20,930</b>
<b>Total NonMember %</b>	<b>45%</b>



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

## The Truth About 2024 NAPS Goals—Coming Soon

Continued from page 3

other programs relating to supervisory and other managerial employees?”

NAPS’ lawsuit against UPMA and the USPS over EAS pay affirmed this. UPMA’s leadership is doing a great disservice to the approximately 50% of postmasters who have yet to join NAPS in our fight for EAS pay. UPMA is fighting against improving EAS pay and accepting PFP/NPA processes that, at that time, were not even finalized.

The courts have determined the USPS is entitled to a pay-for-performance (PFP) program; NAPS does not dispute this fact. However, that does not exempt the USPS from the requirements in federal law to give full and fair consideration to NAPS’ recommendations in deciding whether or how to proceed with a program, such as PFP/NPA, as well as “provide compensation, working conditions,

and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel.”

Should NAPS have been concerned about EAS employees’ ability to achieve their goals in the USPS-enacted PFP program? “Yes!” NAPS cares that 46% of EAS employees will not reach cell block 5 in Competitive Composite if performance is identical to FY23. And 19% of EAS employees will not reach cell block 5 in TOE if performance is identical to FY23.

NAPS sees challenges for EAS employees to achieve all PFP/NPA target indicators across the board, especially with the current impacts as a result of the implementation of DFA going into Quarter III of the fiscal year.

The truth is NAPS continues to sit at the table and work with the Postal Service to have a PFP/NPA program that is fair and equitable for all EAS employees. We continue to meet and look

## The Postal Supervisor 2024 Production Schedule

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

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

for ways to help *all* EAS employees achieve the most they can out of this system. However, a part of the process also requires NAPS Headquarters to take a position—accept or reject it.

Take another look at the “Work in Progress” attachment. UPMA accepted it; would you?

In solidarity ...

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

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# Congress' Work Is Essential to Confirm the Postal Service Performs at the Level Americans Expect and Deserve

*NAPS President Ivan D. Butts provided a statement for the April 16 hearing before the Senate Committee on Homeland Security and Governmental Affairs:*

**C**hairman Peters, Ranking Member Paul and members of the committee, thank you for providing the National Association of Postal Supervisors (NAPS) the opportunity to share our views regarding postal finances and performance. In addition, NAPS intends to restate our well-documented and enduring concerns about the safety of our employees who serve the American public, the protection of postal property under our care and the security of mail in our custody.

As members of the committee may know, NAPS represents approximately 47,000 postal supervisors, managers and postmasters employed by the U.S. Postal Service. These frontline stewards of our nation's mail system manage mail processing, delivery and retail and support functions.

These dedicated and diligent individuals are integral to our nation's most trusted federal agency and are grateful for the vital congressional oversight conducted by this committee. Congressional oversight is among the most consequential responsibilities of the legislative branch of government. Therefore, I am confident that NAPS' past and ongoing engagement with the senators and staff members of this committee has and will continue to contribute to constructive and mean-



ingful congressional USPS oversight. Ultimately, NAPS hopes congressional attention leads to appropriate legislative and regulatory efforts.

In September 2022, I had the privilege of testifying before the House Committee on Oversight and Government Reform, at which time I

raised two major concerns that, regrettably, have come to fruition. First, those portions of the Postal Service's "Delivering for America" (DFA) plan calling for expedited postal processing and logistics facility consolidations and realignments were premature. And second, eliminating postal police officers' law enforcement authority to protect postal employees, property and mail outside a postal facility would adversely impact employee safety and the sanctity of the mail.

In 2022, NAPS pointed to the lack of transparency, stakeholder engagement, regulatory review and beta-testing regarding plant realignment and consolidations. NAPS anticipated the current performance challenges. At the House hearing and subsequently, NAPS urged Postal Service leadership to take its foot off the gas pedal to consider the feasibility of the plans more carefully and to evaluate how each consolidation would impact performance and expenses.

We also implored Congress to ex-


ercise its legitimate oversight authority because NAPS foresaw the unanticipated troubles that likely would occur during the rollout. NAPS identified and shared these issues with Postal Service leadership, but, for the most part, our cautions were dismissed.

Moreover, NAPS believed and continues to believe that the Postal Service failed to comply with Section 302 of the Postal Accountability and Enhancement Act that requires the agency to "make available any service changes in the affected communities, any other effect on customers, any effects on postal employees, and any costs" prior to the closing or consolidation of any postal processing or logistics facility. In addition, Section 302 requires the Postal Service to "afford affected persons ample opportunity to provide input on the proposed decision."

Finally, Section 3661 of *Title 39* provides a key tool to assess major operational changes contemplated by the Postal Service. NAPS believes the agency should have requested the Postal Regulatory Commission (PRC) to issue an "advisory opinion" before implementing the processing and delivery realignment initiative.

Section 3661 clearly states that when "there is a change in the nature of postal services which will generally affect service on a nationwide or substantially nationwide basis," it





shall submit the proposal to the PRC prior to the effective date of the proposal. If the USPS had complied with this provision, the PRC would have solicited comments from stakeholders, issued an advisory opinion and made constructive recommendations on the proposal.

Clearly, this was an avoided opportunity to solicit consequential advice. The mailing public and business community now are experiencing performance difficulties that could have been anticipated and prevented had the law been followed.

House Oversight and Accountability Committee Chairman James Comer authored a critical provision in the 2020 Postal Reform Act that has provided much-needed, high-intensity sunlight on postal performance. NAPS has been monitoring the data and performance in states where major realignments already have been implemented, as well as in areas where smaller consolidations have been executed.

Using the publicly available data exposed to the sunlight through Comer's provision, the American public and Congress can note clearly how on-time, First-Class Mail delivery has suffered—significantly in several regions. For example, First-Class, on-time performance in Georgia cratered to 42.3% in March; the postal district encompassing Idaho, Montana and Oregon fell to 82.3%; and North Carolina slipped to 85.4%.

Finally, as the committee knows, the Postal Inspector General recently concluded an independent review audit of the Richmond, VA, realignment. The operational challenges faced by the Richmond facility contributed to a peak mailing season performance in Virginia of only 76.5%. The USPS on-time, First-Class FY24 target is 92.5%.

I hope the committee can understand the angst shared by your constituents and the mailing community because the USPS is not pausing its DFA implementation in light of the performance issues. NAPS believes a temporary halt is necessary to better evaluate the feasibility of each planned consolidation and realignment.

Prior to implementation, the Postal Service should solicit and consider the input of postal stakeholders, as well as Congress. This is consistent with the recent request made by Peters in his March 19 letter to the Postmaster General. However, the DFA juggernaut continues unabated.

NAPS has heard from our members about sizeable staffing challenges experienced in the newly configured processing units as consolidations unfold. These challenges are shared both in the managerial complement and the employee workforce.

The absence of meaningful supervisory and employee training also hinders effective implementation of the DFA. Moreover, NAPS also has been advised of facilities not being able to accommodate new machinery. As a result, facilities needed to be modified, further impairing mail processing.

The nature of consolidation plans can and will create major pinch-points if something goes wrong at a particular plant; mail can be delayed for days. This happened at multiple locations. Facility modifications and staff quick fixes elevate implementation costs of the DFA.

It would be appropriate to have an accounting of these additional expenditures. In addition, we have heard from our postmasters that rural services could be compromised by shifting postal services out of post offices and into larger facilities, rendering the post offices expendable.

Therefore, as I previously stated, NAPS concurs with Peter's wise request to suspend further implementation of plant realignment and consolidations until operational challenges can be effectively anticipated and addressed. Moreover, we respectfully request the USPS constructively engage with the skilled and experienced supervisors, managers and postmasters—all who have a vested interest in the DFA's success—to develop solutions to the current logistical problems experienced by DFA implementation. This is a superior strategy to presenting the plan to frontline managers as a *fait accompli*.

NAPS also wants to alert the committee of beneficial bipartisan legislation to clarify the law enforcement authority of the uniformed members of the Postal Inspection Service—postal police officers. Apparently, *Title 18* of the U.S. Code needs to be clarified to confirm that postal police officers are permitted to protect postal employees, postal assets and the mail, whether inside or outside a USPS facility, because the USPS changed its rules regarding postal law enforcement.

Until about four years ago, postal police had the authority to prevent and investigate postal-related crime on and off USPS property. In 2020, such authority was restricted to postal facilities. NAPS knows of no pre-2020 issues with the exercise of the broader authority.

Sens. Dick Durbin and Susan Collins introduced S. 3356, the Postal Police Reform Act, legislation to restore postal police law enforcement authority to its pre-2020 status. NAPS appreciates committee members Krysten Sinema, Richard Blumenthal and Jacky Rosen for co-sponsoring the bill. We hope more committee members will support the bill and expeditiously



move it to the Senate floor.

The measure is strongly supported by the Postal Police Officers Association, the National Association of Police Organizations, the Fraternal Order of Police and the Federal Law Enforcement Officers Association. The harm of pulling police off the street has been stark. Ever since the USPS removed postal police officers from their historic role of protecting employees, property and the mail, postal crimes have escalated to the point that financial institutions are advising postal customers to find alternatives to the Postal Service.

Since fiscal year 2019, mail theft has increased by 87%; attacks on postal employees delivering the mail have increased by about 600%. In addition, the U.S. Treasury Department's Financial Crime Enforcement Network has reported check fraud attributable to mail theft doubled over the past year.

Prior to summer 2020, the USPS successfully deployed postal police Letter Carrier Protection Patrols in high-risk, high-crime areas. Letter carriers and postal employees valued the protection and mail was safer. Such patrols significantly decreased postal-related crimes in cities such as Los Angeles and Washington, DC.

The Postal Service has sought to deflect the reasons for the increased postal-related crime to U.S. attorney inattention and lenient criminal sentencing. The agency also levels blame at arrow key vulnerability.

Let me just state that NAPS welcomes efforts to highlight postal crime with prosecutors, increase the penalty for assaulting postal employees and replace arrow keys for postal receptacles with a more secure means of property protection. However, these strategies will have limited success without the informed deploy-

ment of uniformed, visible postal police officers.

Please permit me to address tactics that may decrease postal crime. First, the Postal Inspector General documented that U.S. attorneys already are prosecuting postal-related crimes. A September 2023 Postal Inspector General report on postal crime indicated 92% of mail theft cases and 89% of mail robbery cases presented to an attorney for prosecution were accepted.

Second, the Department of Justice's National Institute of Justice concluded, based on empirical research, the probability of being caught committing a crime is a vastly more effective deterrent than the severity of punishment. Consequently, law enforcement visibility is the most effective constraint on crime.

Third, arrow key replacement will take time and does little to protect mail being carried by postal employees or conveyed in a postal vehicle, nor will it safeguard postal employees on the street. In sum, the most successful strategy is to restore the law enforcement authority that postal police formerly enjoyed.

Finally, the Postal Service's financial condition continues to be a major concern to NAPS. Thankfully, congressional recognition of the financial harm imposed by the USPS' past requirement to prefund retiree health obligations led to the provision's repeal just two years ago. That statutory correction provided much-needed financial relief to the Postal Service. Nevertheless, the Postal Service continues to operate underwater, absorbing a loss of \$6.5 billion for fiscal year 2023. Simply raising postage rates is not the answer.

What is most alarming to the postal supervisors, managers and postmasters whom I represent is the continued

decline in mail volume. We are concerned performance and security issues are deflating volume. The mailing public doubts increased postage equates with enhanced performance.

The mailing public and business community traditionally have relied on the Postal Service for dependable and timely communication and commerce. They now are compelled to seek alternative channels to communicate and conduct business. Our goal must be to restore confidence in our national mail system.

The Gallup Organization quantified that loss in confidence this past fall. Although the Postal Service still is the most-valued federal agency, its approval rating has slipped from 77% in 2019 to 62% in 2023. Simply doubling down on parcels without maintaining quality First-Class Mail will not result in success or rebuild public trust.

Mail is touched by everyone, everywhere, every day. While about one-third of postal revenue is attributable to parcels in fiscal year 2023, its volume accounts for only 6%. Americans continue to value First-Class Mail.

Over the many decades, Congress and successive administrations have acknowledged the Postal Service's vital importance as an integral part of the nation's essential infrastructure. Indeed, the underlying postal statute declares the Postal Service to be the governmental entity that "binds our nation together."

In part, for this reason, Congress set aside \$10 billion to stabilize the Postal Service in the wake of the COVID-19 pandemic, providing the resources necessary to fulfill and deliver millions of COVID tests to the American public and buttress the agency. This helped ensure our democracy would not be undermined because of the pandemic. Further-



NAPS Secretary/Treasurer's  
**Financial Report** Jimmy Warden

more, Congress appropriated \$3 billion to help restore a depleted and obsolete postal delivery fleet.

NAPS recognizes this committee's appreciation of the USPS' universal service obligation (USO), which strives to provide rural America with the same standard of service as its non-rural counterparts—at the same cost. It is important to note the PRC estimated the USO to cost \$6 billion in fiscal year 2023.

NAPS believes Congress will need to prioritize federal resources and its attention to the Postal Service. The goal should be to enhance the Postal Service's role to receive, process and deliver those materials and information that other logistics providers cannot or will not.

In addition, during national emergencies, the nation's most-trusted governmental provider must be able to deliver vital products to the American public, no matter where an individual may live or work. And, notably, the administration will need to correct the method used to calculate the Postal Service's retirement liability. The unfair formula, which has cost the USPS billions of dollars, has been a longstanding concern of NAPS and others in the postal community.

Absent a viable Postal Service, rural America will suffer, seniors will suffer, our friends and neighbors will suffer and American businesses will suffer. This committee's work is essential to confirm the Postal Service performs at the level Americans expect and deserve; to ensure the security and safety of the postal workforce, postal assets and the mail; and to equip the Postal Service with the resources it needs for years to come.

NAPS looks forward to continuing to work with the committee as it strives to accomplish these achievements. Thank you.

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

**Statement of Financial Position (Balance Sheet)**—Feb. 29, 2024

<b>Assets:</b>	
Cash and Investments	\$ 7,590,491.86
Dues Withholding Receivable	471,971.90
Prepaid Expenses and Other Assets	235,478.44
Total Current Assets	8,297,942.20
Building and Equipment, Net of Accumulated Depreciation	2,027,594.40
Total Assets	\$ 10,325,536.60
<b>Liabilities and Fund Balances:</b>	
Accounts Payable	\$ 27,827.45
Deferred Revenues	\$ 127,924.96
Accrued Expenses	179,753.94
Dues to be Remitted to Branches	613,972.54
Total Liabilities	949,478.89
Unrestricted and Designated Net Assets	9,376,057.71
Total Liabilities and Net Assets	\$ 10,325,536.60

**Statement of Activities (Revenues and Expenses)**

(For the period Dec. 1, 2023 through Feb. 29, 2024)

<b>Revenues:</b>	
Dues and Assessments	\$ 2,122,355.07
Less: Dues Remitted to Branches	1,171,839.99
Net Dues and Assessment Revenue	950,515.08
Royalties	2,997.95
Other Revenues	1,351.62
Total Revenues	954,864.65
<b>Expenses:</b>	
National Headquarters	524,100.49
Executive Board	106,143.63
<i>The Postal Supervisor</i>	143,151.15
Legal/Fact Finding/Pay Consultation	27,837.84
Legislative Expenses	7,094.95
Legislative Counsel	300.00
Membership	38,557.10
Education and Training	42,236.36
Disciplinary Defense	114,495.31
Total Expenses	1,003,916.83
Net Expenses in Excess of Revenues From Operations	(49,052.18)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (109,022.89)
Less Depreciation & Amortization	(33,614.73)
NAPS Property, Inc. (Net Loss)	(142,637.62)
Investments Net Income	494,403.73
Total Revenues in Excess of Expenses	\$ 302,713.93

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

# Status of EV Deployment, Grace Period for Station Managers Who Lose Craft Employees to S&DCs Among Items Discussed

**N**APS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the March 26 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulita Wimbush, USPS Labor Relations Policies & Programs, and Mike Melendrez, Surface Logistics.

## Agenda #1

NAPS asked that, with respect to all programs and policies, including, but not limited to pilot programs the Postal Service currently is planning or developing that relate to supervisory and/or other managerial employees (i.e., all EAS employees), the Postal Service:

- A. Identifies any and all such programs and policies currently being planned or developed;
- B. Provides copies of all documents relating to that planning and development, including, but not limited to, draft policies, proposals, research/studies, surveys and reports; and
- C. Allows NAPS to participate directly in the planning and development of those programs and policies.

*The Postal Service has continued to comply with its obligations under 39 USC 1004(d). NAPS has been notified of program and policy changes related to supervisory and/or other managerial employees as defined by statute and the recent decision of the U.S. Court of*

*Appeals for the District of Columbia Circuit. NAPS should have records of such notice; proposals are sent to NAPS prior to any decision being made regarding the same. Consistent with its statutory obligations, decisions related to programs and policies are made following the Postal Service's consideration of feedback from NAPS, if any.*

*For example, we provided you a proposal in fiscal year 2023 on our intent to revise job descriptions in Mail Processing and Maintenance. You reviewed the proposal and provided concerns and recommendations. Labor Relations facilitated a meeting with you and Maintenance and Organizational Effectiveness to further discuss your recommendations. Consideration was given to your recommendations; all the recommendations were adopted prior to informing you of a decision to proceed with implementing the job descriptions.*

## Agenda Item #2

On Sept. 27, 2023, the USPS proposed and NAPS subsequently agreed to increase NPA base salaries in boxes 3 through 9 between 1% to 2%, with similar increases to the HERO pay matrices. Once NPA goals were announced in January 2024, these increases were reduced to previous levels.

NAPS requested that, in light of continuing economic challenges in the nation, as well as in recognition of outstanding EAS performance and commitment, that FY24 NPA pay matrices be increased once again, at a minimum, to the levels proposed

in the Postal Service's Sept. 27, 2023, correspondence to NAPS.

*This request is for modifications of pay policy and is not the appropriate forum for this request.*

## Agenda Item #3

NAPS reported that as the S&DC process is a Headquarters function, an issue has arisen in the Washington District. A change is being made to the Everett, WA, S&DC with offices. The carriers from the Lynnwood, WA, Post Office and all but 12 routes in a different zone are moving into Everett. The North City station carriers are moving into Lynnwood.

The North City carriers are under the Seattle postmaster. The Lynnwood Level-24 postmaster is under POOM Area A; Everett is under POOM Area B. NAPS asked what officially is going to happen with the postmaster position and the office in Lynnwood. Will the position remain a Level-24 postmaster or will it be a manager position and likely downgraded?

*With the movement of carriers in and out of Lynnwood, the level will be reevaluated. Currently, the agreement is if the postmaster level earned is higher, the level is adjusted; if the level is lower and encumbered, it is not adjusted. Current projections have the Lynnwood Post Office remaining at Level-24.*

## Agenda Item #4

NAPS asked about the status of electric vehicles (EVs) in the Vehicle Maintenance facilities:



A. What is the status of deploying EVs in Atlanta?

*E-Transits for the Athens and South Atlanta S&DCs have been deployed. Battery electric NGDVs are expected to begin deliveries to the Atlanta area in late 2024.*

B. Fleet Management is transitioning from SEAM to Fleet Management Information System (FMIS). What is the timeline for this to be completed and employees completely trained?

*All VMFs are expected to be transitioned to FMIS by the end of FY24. VMF employees will be trained on-site during deployment at their respective VMFs.*

C. Based on a survey recently completed by Fleet Management, what is the status on getting restrooms and locker rooms renovated in the VMFs?

*All VMFs have been surveyed to assess restroom and locker room needs. Headquarters Facilities currently is conducting on-site assessments at locations where work is required. A specific timeline to upgrades is under development by Headquarters Facilities.*

#### **Agenda Item #5**

NAPS said it would like to partner with the USPS to develop a process to resolve rejected/denied submitted mitigations as this can be critical to all EAS employees regarding salary and retirement. Currently, once the deciding official/installation head has denied the mitigation request, it is final. NAPS believes these types of disputes should be resolved in a fair and unbiased process.

*NAPS' statement—"Currently, once the deciding official/installation head has denied the mitigation request, it is final"—is incorrect. The current process follows the Unit Mitigation Approval Process Flow. The Postal Service deems the current process to be fair. It allows for resubmission to the vice president if denied by the PCES manager. The pro-*

*cess flow chart indicates the flow process whether you are in Retail and Delivery, Processing or Logistics.*

*If the installation head submits the mitigation request and the district manager (for example) disapproves it, the installation head then can resubmit the request directly to the area vice president for review. The request also is sent to the executive manager, Finance, and director, Field HR, for review and recommendation. If disapproved by the vice president, there is no further appeal. The mitigation process was developed with NAPS in 2012.*

#### **Agenda Item #6**

NAPS provided the following message that was sent to a supervisor, Customer Services (SCS), relative to S&DC changes on March 5, 2024:

*"As information, your position in the Tropical Reef Station as SCS has now been deemed unauthorized due to the staffing changes for the Pompano Beach SDC. At this time, I will need you to please print the attached letter and preference sheet and ensure that I receive your preferences to the Pompano S&DC by March 8, 2024, no later than 5 p.m. Failure to do so will result in placement outside of the Pompano bid cluster into any vacant SCS EAS vacancy within a 50-mile radius.*

*"Please note: Although it is in the best interest of impacted employees to provide a preference, it is not required. If you elect not to indicate a placement preference or you do not make enough preference selections, you may be subject to a direct reassignment to an earned vacant position based on management's discretion without your input [emphasis added]. If I do not receive your response by the deadline, I will assume you are not interested in a voluntary noncompetitive move and your preferences will not be considered."*

NAPS contended that it would appear that giving an EAS employ-

ee less than three days to make a life-altering decision is, at minimum, disrespectful of personal, family and career obligations. Why is this timeline so short? If the USPS is aware of the timeframe to move delivery units into a S&DC, then why is the process so compact? NAPS requested that the USPS give EAS employees more time to make these types of decisions, certainly, at a minimum, 30 days.

*The standard response time is three to five business days. In this particular circumstance, employees were notified well in advance of the shift of operations to the S&DC and the intent to reassign employees. The preferencing had occurred in accordance with the standard response time.*

*The positions that were available for preferencing were within commuting distance and would not warrant any relocation. This move resulted in the supervisor moving from Tropical Reef to the S&DC, which was seven miles away. Considering the commuting distance and not warranting any relocation, the three to five business days to submit preference for a position is appropriate.*

#### **Agenda Item #7**

NAPS asked for a briefing on the Optimized Collections process that is rolling out nationwide.

Mike Melendrez, senior director, Surface Logistics, provided a briefing.

#### **Agenda Item #8**

NAPS pointed out that, under the current S&DC process, postmasters who have carriers and clerks moved to a S&DC have been given a grace period whereupon they are told they will not be reassigned, transferred or have their position downgraded or reduced. NAPS agrees with this policy. However, NAPS requests this same guarantee be given to station managers who are faced with the loss of craft employees to a S&DC.

*The manager positions that lost all*

*deliveries to S&DCs currently are being evaluated. If NAPS has any basis to support this request, please send it as soon as possible for review and consideration.*

#### **Agenda Item #9**

NAPS requested that the USPS use a standardized process for reassigning EAS employees from a losing delivery unit to a gaining S&DC based on the seniority date of the affected EAS employee. This would allow for a fair and recognized process, rather than a variety of processes being used in various parts of the country as reported by affected members in the Field.

NAPS provided an attachment that showed the process in Georgia. The EAS selections are made by some person or entity without any specific selection guidelines. This leaves the selection process open to bias.

*NAPS' allegation that different processes are used without any guidelines is unfounded. The following process of reassigning non-bargaining SCS employees has been used since the implementation of S&DCs and has been applied consistently. The Postal Service deems the method to be appropriate and fair:*

- *All impacted SCS at hub and spoke sites are preferenced together for all available SCS positions at the S&DC based on retention standing order. Employees receive a preference letter, the list of available jobs and a sheet to identify their preferences. HR assigns vacant SCS positions based on highest retention standing order and their returned vacancy preference sheet selections. Employees then are notified of their job assignment and the Form 50 is processed on the given effective date.*

- *If additional spokes are brought into the S&DC after initial implementation, only incoming spokes sites SCS preference into new available SCS positions based on retention standing order.*

#### **Agenda Item #10**

NAPS requested the USPS remove

employee retention off NPA as a goal. EAS employees cannot entirely control whether an employee stays or not. EAS employees in the Field have reported circumstances when a new hire trains five days in a row with an on-the-job trainer, even after the employee goes to the carrier academy, and they still quit.

In many cases, much of the turnover can be traced to economic conditions, particularly because, oftentimes, the USPS pays new hires considerably less than other industries. NAPS understands the need to retain employees, but this indicator, which has a 5% impact to NPA, is not fair.

*As discussed with NAPS in previous meetings and specifically the March 2023 consultative meeting, the retention metric no longer is used. Retention was a FY22 NPA goal. For FY23, the metric was changed to career and non-career separations. Detailed reasons for employees leaving are not recorded, but exit surveys are conducted.*

*Nature of Action (NOA) codes—which are resignations, separations, terminations, removals and retirements—are recorded. For NPA purposes, retirements, removals and separations for cause (charges pending/pre-appointment condition) are excluded. Also, employees who are hired, but ultimately have their hire Form 50 accession canceled, are not counted and do not negatively impact the separation rate.*

*Seasonal or Exception Period non-career employees are excluded from the separation calculation. In addition, pre-career employees separated for service break purposes do not count in the separation rate calculation.*

*Based on exit surveys provided by employees leaving the USPS and who responded to the survey, the major factors for leaving the organization revolve around work environment, supervision and work schedules which all are within our control.*

#### **Agenda Item #11**

NAPS discussed that, in many cases, EAS employees have been detailed to the Headquarters TIAREAP process since January 2023. NAPS Headquarters has been told that many of these individuals did not qualify for a NPA pay increase for FY23. When PES entries were required, they were told they were not to enter the detail and, instead, put in their *Form 50* position.

Those who mitigated with the district had their mitigation denied. NAPS requested information from the USPS as to why these EAS employees were denied a PFP raise based on their authorized Headquarters detail. NAPS also requested that individuals affected by this action have their 2023 NPA ratings recalculated, corrected and reflected in their NPA.

*The HERO Performance Pilot can recognize detail assignments, but only to Form 50 or vacant positions. If a Field employee is given a Headquarters assignment and there is no vacant job, then the individual is assigned the scorecard based on their position of record, Form 50. Individuals were not denied a PFP award.*

#### **Agenda Item #12**

NAPS requested that when town halls are scheduled based on USPS Headquarters initiatives under DFA, that local HR managers contact local NAPS representatives to include them in the town hall meetings in support of the process.

*NAPS Headquarters is notified in advance with formal notifications concerning all USPS Headquarters initiatives that may impact non-bargaining employees. NAPS President Ivan D. Butts also has met with the PMG concerning these initiatives.*





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This is a summary of the features of the Blue Cross and Blue Shield Service Benefit Plan. Before making a final decision, please read the Plan's Federal brochures (FEP Blue Standard and FEP Blue Basic: RI 71-005; FEP Blue Focus: RI 71-017). All benefits are subject to the definitions, limitations and exclusions set forth in the Federal brochures.

# NAPS Executive Board Directory

## Resident Officers

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



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**Chuck Mulidore**  
Executive Vice  
President  
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**James "Jimmy" Warden**  
Secretary/Treasurer  
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### 3—Midwest Area (DE/NJ/PA)



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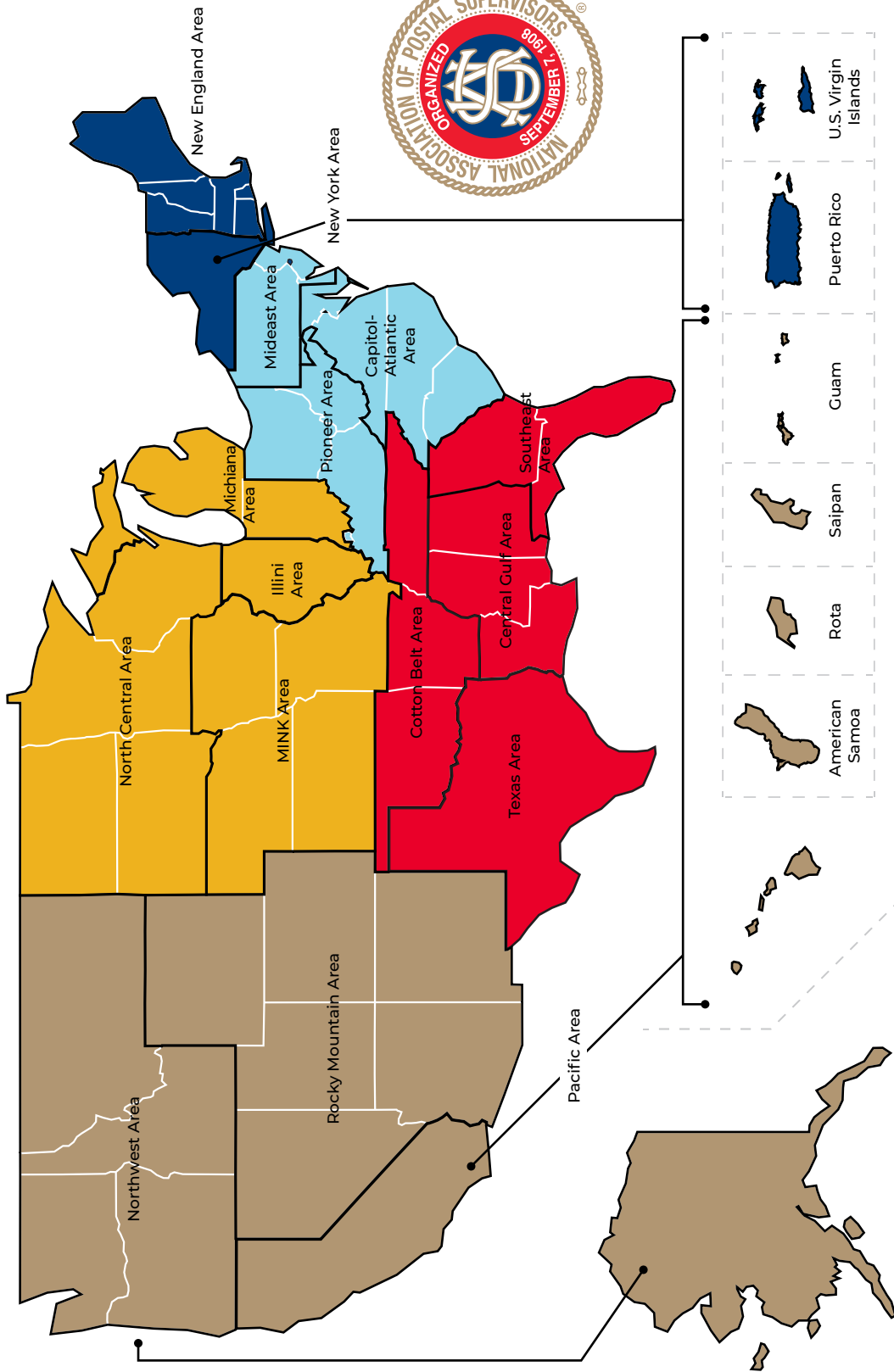


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- Western Region
- Central Region
- Southern Region
- Eastern Region
- Northeast Region



### Special Exemption Extended

Postal Service Headquarters has extended the original Agreement on Exempt Managers Delivering Mail to July 26, 2024. Under the agreement, exempt postmasters Level-22 and below and all exempt station managers, Customer Service, are entitled to additional pay should the need arise when they are required to deliver mail.

NAPS continues to encourage all EAS employees who are performing craft work to properly record those hours in RADAR, which is validation to be paid.

### Changes to Annual Leave Carryover and Exchange Policy

In response to NAPS' request at the Nov. 23, 2023, consultative meeting to extend the annual leave carryover and exchange exceptions, the Postal Service officially notified NAPS that, effective immediately, career non-bargaining employees may carry over an additional 80 hours to a maximum of 640 hours. Regarding the Annual Leave Exchange Program, career non-bargaining employees may exchange an additional 40 hours of annual leave against their advanced leave accrual for a maximum of 168 hours

### NAPS' Representation of USPS Headquarters EAS Employees

NAPS and the Postal Service are engaged in an ongoing disagreement regarding which EAS Headquarters and area positions NAPS represents. After repeated requests, the Postal Service has provided NAPS with a list of 806 EAS positions it contends NAPS does *not* represent.

NAPS' position continues to be that, under relevant law—*Title 39*, Section 1004(b), as a supervisory organization, NAPS represents the interests of all supervisory *and managerial* employees who are not represented by a union—not just supervisory personnel.

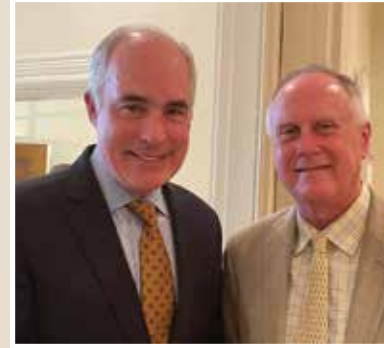
This dispute is one of the issues NAPS is litigating in its ongoing lawsuit against the USPS. NAPS already won a favorable ruling on this issue from the U.S. Court of Appeals for the DC Circuit. NAPS has requested and is receiving discovery from the Postal Service on this issue. NAPS will seek a ruling from the trial court applying “supervisory and other managerial personnel” as expansively as possible.

The list of the 806 EAS positions in contention is available on the NAPS website.

NAPS Executive Vice President Chuck Mulidore met with Capitol Hill lawmakers to discuss NAPS' legislative priorities.



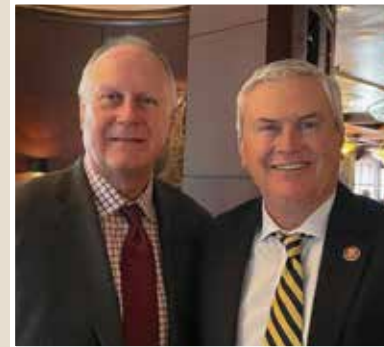
Sen. Mark Warner (D-VA)



Sen. Bob Casey (D-PA)



Rep. Gerry Connolly (D-VA)



Rep. James Comer (R-KY), chairman of the House Committee on Oversight and Accountability



Toni Coleman-Scruggs (left) and Illini Area Vice President Luz Moreno attended the Illinois District 2 Career Conference at the Moraine Valley Community College, Palos Hills, IL, on April 27.

**Correction:** Two photos in the May issue have the wrong name. On page 69, under the Maryland Hill visits, the member in the photo with Rep. Jamie Raskin and Junemarie Brandt is Darrell Young, not Anthony Jones, as identified.





NAPS Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi (right) met with Rep. Marcus Molinaro (R-NY) and discussed postal police legislation, the EAS consultative process and postal operations in Molinaro's district.



Southern Region Vice President Jaime Elizondo Jr. attended the 72nd annual Texas Southern Relays in April where Houston Branch 122 member Ella East was recognized for her 16 years of volunteer service at the relays. From left: East, Elizondo and Raevyn Rogers, 2020 Olympics bronze medalist in the 800 meters.

Brooklyn Branch 68 held a meeting April 16 featuring Brooklyn Post Office OIC Adella Livingston and Plant Manager Steve Grant.



OIC Adella Livingston addressed Branch 68 attendees.

Brooklyn Plant Manager Steve Grant addressed attendees. To his left are Maintenance Manager Sal Saieva, Branch 68 Vice President Walter Deberry and Northeast Region Vice President Tommy Roma.



Photos by Howard J. Weiss

Branch 68 Executive Board members and guest speakers, from left: Janay Hall, John Bu, Tommy Roma, Sal Saieva, Lin Lee, Walter Deberry, Adella Livingston, Steve Grant, Rosalie Martial and Sheila Kane.







President Ivan D. Butts, with Capitol-Atlantic Area Vice President Troy Griffin, swore in the officers of Baltimore, MD, Branch 42 members. From left: Griffin, Butts, Larry Martin, Arlene Streeter, Anita Jones and David Devaney.

At Buffalo, NY, Branch 27's membership meeting, NAPS Secretary/Treasurer Jimmy Warden swore in the Executive Board. From left: Arron Smith, sergeant-at-arms; Warden; Dennis Gawron, president; Steve Gawron, convention delegate; Norb Rzeszutek, treasurer; Shunna Chyrek, secretary; Brendan Shea, convention delegate; and Chrissy Schirching, vice president.



New branch officers for San Juan, PR, Branch 216, from left: Francisco Villalobos, GPO coordinator; Joaquin Rodriguez, president; Ernesto Irizarry, vice president; Antonio Cortes, treasurer; Juan A. Velez, AO coordinator; and Antonio Cabrera, secretary. Not pictured: Kendrick Comulada, Rafael Correa, Gwendolyn O'Garro and Juan Lugo.

The Virginia District Career Conference on May 5 hosted over 300 EAS employees, as well as craft employees looking to join the management ranks.



Virginia State Branch 951 President Lloyd Cox, Arnold Navarre, Richmond, Branch 98 member Gail Phillips and Branch 98 Vice President Carlos Thomas



Eastern Region Vice President Richard Green and Virginia State Branch 951 President Lloyd Cox

Branch 98 member Gail Phillips, Eastern Region Vice President Richard Green and National Auxiliary Eastern Region Vice President Hazel Green





New York Area Vice President Dee Perez held a one-day training seminar in April at the Westchester Marriott. Over 60 NAPS members attended the full day of training.



NY3 District Manager Marcellina Del-Pizzo welcomed attendees.



NAPS Secretary/Treasurer Jimmy Warden provided updates on the NAPS v. USPS lawsuit and other topics of concern.



Past NAPS President Brian J. Wagner provided training on branch officer duties and responsibilities.



NY2 Group B MPOO Frank Monteleone gave a presentation on triangulation reports.



Jamaica Queens Postmaster Dermot Tuohy gave a presentation on the Service Performance Measurement.



New York Area Vice President Dee Perez was the meeting facilitator.



Attendees heard an update from Karla Kirby, USPS executive manager of PSHB, on the new health benefits program.



Midwest Area Vice President Tony Dallojacono gave a presentation on National Delivery Intelligence.



Members from Houston Branch 122 also attended the training seminar. New York Area Vice President Dee Perez gave them a "I Love NY" coffee mug as a token of appreciation. Sitting, from left: New York State President Mark Velez, Perez, NAPS Secretary/Treasurer Jimmy Warden, Midwest Area Vice President Tony Dallojacono and Past President Brian Wagner.

Standing: Branch 122 Second Vice President Melanie Soders, Vice President Mary Irving, President Richard Carmona, Administrative Assistant Joel Compton, Secretary Jacqueline Austin and Treasurer Dianna Peters.

## Time Management—Who Has Time for That?

**Dee Perez**

New York Area Vice President

**T**ime management is a crucial skill lacking in the Postal Service field. It's also a disregarded necessity as it appears to USPS Headquarters. Time management is a process of consciously planning and controlling time spent on specific tasks to increase efficiency.

We all have a routine we follow every day. The tasks often are ingrained in our minds from the minute we wake up to go to work until our workday is completed. Several months ago, I brought up this concern during a Zoom meeting with USPS Headquarters leadership.

I emphasized the urgent need for USPS Headquarters to provide comprehensive time management training. This training, I believe, would not only equip our EAS employees with the necessary skills to handle the increasing workload, particularly in Customer Service, but also help significantly boost their productivity



and work-life balance.

By efficiently managing the constant flow of emails and daily tasks, often duplicated by different leaders, our employees would be able to allocate more time to their personal lives, thereby promoting a healthier work-life balance. This is not just a professional requirement, but a vital aspect of our work and personal lives today; we must find the balance to be effective in both.

One of time management's most challenging aspects is when superiors

begin yelling at, talking down to and issuing corrective action threats to postmasters and supervisors in their Zoom meetings. The EAS employees who have encountered this treatment must somehow gather their thoughts and move on with all the tasks at hand without the previous motivation they may have had until their MPOO dressed them down.

I tell those who have called me to complain to log off when the MPOO is out of control. If they call and ask why you logged off, tell them, "I don't appreciate being talked down to, threatened by corrective action or embarrassed in front of my peers. You must stop this immediately!"

It's difficult to complete your ever-increasing workload, then deal with a MPOO's lengthy Zoom meeting, repeatedly listening to the same thing. This doesn't include interruptions throughout your day with employees, union officials and customers while the phone rings off the hook. For those who do not understand, this is not regulated to a specific part of your day. This continues throughout

your entire day until you go home, every single day.

USPS Headquarters leaders who created this work environment intensity never have worked with this type of accountability. Therefore, many EAS employees without time management skills are having problems adjusting to the demands of today's Postal Service. My advice is to take one task, one day at a time, and give your very best; only a fool would ask for more!


CRDO leadership doesn't understand the detrimental effects of their daily micromanaging and excessive dashboard data reports. They are driving everyone insane and hindering our ability to focus on the tasks at hand. A regular postmaster, manager or supervisor doesn't have the time every day to look at, digest or even analyze every Dashboard data.

These leaders do not consider the daily distractions placed on these field EAS employees and how consuming they are. EAS Customer Service positions are the hardest and most underpaid jobs in the USPS today; there's no comparison. A Level-21 at USPS Headquarters cannot be compared to a Level-21 position in Customer Service.

There you go—the unspoken truth has been said. There is no time to do this job how it is envisioned. This is why time management needs to be studied and implemented.

Every branch should strive to sign three new members monthly. This would increase NAPS membership by approximately 10,440, offset NAPS attrition due to 4,000 retirements a year and still net us about 6,000 new members.

nyavpdee@aol.com

 **On the Move?**

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

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

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



## April 4 Executive Board Meeting

# Executive Board Addresses Convention Matters

**Submitted by Jimmy Warden**  
*Secretary/Treasurer*

The April 4 Executive Board meeting via Zoom was called to order at 4:02 p.m. on April 4 by Executive Board Chair Chuck Lum. All board members were in attendance, as well as NAPS Legal Counsel Bruce Moyer and attorneys Andy Freeman and Lauren Kelleher.

The meeting agenda included an update on the status of the lawsuit against the Postal Service. The board went into executive session to discuss the lawsuit. At the conclusion of that

discussion, the meeting was opened to other business.

**Motion #1**—Submitted by Western Region Vice President Marilyn Walton and seconded by Central Region Vice President Craig Johnson, that each board member will purchase two tickets for the Auxiliary Luncheon at the 2024 National Convention.

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

absent. The motion passed 21-1-1.

The board then discussed writing a resolution regarding a dues increase. Board members have been asked by branches for advice on writing a resolution pertaining to a dues increase; the assessment will end Oct. 4, 2024. President Ivan D. Butts told the board Secretary/Treasurer Jimmy Warden will be sending board members a resolution template they may share with branches.

Butts thanked the board for attending the meeting and wished them all well. Lum adjourned the meeting at 5:31 p.m.

## We Are Family—Jay Killackey

**Bobby Bock**  
*Southeast Area Vice President*

In March, we lost a distinguished member who once helped lead our organization. Jay Killackey—a friend to many, a mentor and former NAPS Executive Board member—died March 21.

When Jay initially was promoted to supervisor, he immediately joined NAPS and became active in Boston Branch 43. He served as branch vice president and president in the 1980s and 1990s. He also served a term as the Massachusetts State President. In 1998, Jay was elected to four terms as the New England Area vice president.

In 2006, Jay was elected to two

terms as NAPS secretary/treasurer. In 2010, he was elected to serve two terms as NAPS executive vice president. In 2014, Jay returned to Massachusetts and his family.

In late 2023, Branch 43 was named the James F. Killackey/John Russell Branch in honor of these two fantastic members. This is the first time in NAPS history a branch was named after two living members.



I first met Jay 20 years ago at LTS. It was a privilege to see such dedication in a member. In 2010, I was honored to introduce my wife and daughter to the Killackey family at the national convention in Orlando. During the opening ceremonies, my daughter Mackenzie and Jay’s youngest daughter

Jessalyn led the delegation in the Pledge of Allegiance. Since then, they have become lifelong friends.

Jay was extremely dedicated to his family. He had four daughters and nine grandchildren and loved to share stories about his family and their achievements. Most recently, he moved with his wife Suann, Jessalyn and her fiancé Curtis to a new home in a small farm town.

They moved their three horses, 17 chickens and two goats onto the property. Jay especially loved his horses and chickens and bringing his friends over to meet them and enjoy the small-town life of which he dreamed.

Jay’s optimism never wavered throughout his health issues. No matter the hardship, he was upbeat and would be there to help whoever


*Continued on page 32*

# Order Your NAPS Banner Now!

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

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

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




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

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

Scan to Join NAPS

Scan to Join NAPS




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

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

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

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



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

## Bob Levi

Director of Legislative & Political Affairs



Sandwiched between NAPS President Ivan D. Butts and Executive Vice President Chuck Mulidore at the mid-April Senate Postal Service oversight hearing, the refrain “we told you so” subconsciously kept

## We Told You So

repeating on a loop. Educated members of the postal community recognize that, among postal-allied groups, NAPS got it right—the logistics realignment and consolidation component of the USPS’ 10-year plan was not ready for prime time. In fact, a few weeks ago, a senior Republican member of the House Committee on Oversight and Accountability said just that to me.

This unsolicited congressional observation returns me to the Dirksen Senate Office Building hearing room. Senator after senator raised serious questions about the Postal Service realignment and consolidation plan’s ability to deliver for America. The concerns were bipartisan. Most tragically, much of the panel viewed the agency to be in a state of denial as the defects of the Postal Service’s ever-mutating logistics operation are being revealed.

The compelling and irrefutable evidence of the flaws were presented by the senators themselves, as well as by Postal Regulatory Commission (PRC) Chairman Michael Kubayanda and Postal Inspector General (IG) Tammy Hull. The PMG himself had to apologize for the deficient performance. Moreover, it was not just the failures in Richmond, Houston and Atlanta. It also was mounting skepti-

cism about the 10-year plan around the entire country.

Postal infirmities suffered by constituents of U.S. senators should be of overriding importance to the Senate-confirmed members

of the USPS Board of Governors. At their respective confirmation hearings, each one of the governors was asked by the committee about attentiveness to postal performance and their pledge to return to the committee to be questioned about their actions, or inactions, relating to performance.

It was clear from the panel’s questioning of Postmaster General Louis DeJoy and the other three witnesses that the impact of the 10-year plan regarding on-time First-Class Mail delivery and postal operations in rural America was paramount. Compounding the almost universal congressional anxiety about the plan was the apparent refusal of the Postal Service to take an essential pause to reassess the wisdom, speed and magnitude of the realignment and consolidation juggernaut.

As you may recall, as early as NAPS’ 2022 testimony before the House Oversight and Reform Committee, we cautioned that the Postal Service’s facility realignment and consolidation was not ready for prime time. The then-emerging plan cried out for transparency and stakeholder engagement.

Absent thoughtful, comprehensive and meaningful evaluation, the plan would yield disaster—and it did. The PRC and IG statements presented at the hearing, including testimony submitted by NAPS (*see page 8*), laid out in detail what ensued and how the problems could have been prevented and mitigated. Furthermore, the dialogues conducted among the senators and witnesses

## Resident Officer Candidates Announced

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

“WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members’ dues, and

“WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are allowed to place election advertisements in *The Postal Supervisor*, and

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

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

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

### President

- Ivan D. Butts
- John Maida

### Executive Vice President

- Chuck Mulidore

### Secretary/Treasurer

- James Warden

strongly suggest the Postal Service should push the pause button.

Following the hearing, on the April 19 episode of *NAPS Chat*, I hosted Federal News Network Reporter Jory Heckman. He outlined the deep concerns expressed by Senate committee members and how those concerns potentially could impact future legislative action with respect to the Postal Service.

Jory also pointed out one particular “unforced error” by the PMG. In response to a question posed by Sen. Jon Ossoff (D-GA) about correspondence to the PMG, DeJoy responded



that he did not read the letter. Ossoff proceeded to sternly lecture DeJoy about the importance of reading mail, particularly a letter authored by a U.S. senator who sits on the committee with jurisdiction over the Postal Service and whose largest city and rural environs were brutally victimized by the USPS' Atlanta realignment and consolidation actions.

Sens. Josh Hawley (R-MO) and Roger Marshall (R-KS) expressed deep concern about chronic delivery delays in Kansas City and St. Louis. Sen. Jacky Rosen (D-NV) parried with the PMG about moving mail processing from Reno to Sacramento, considering critical weather issues unique to the Donner Pass—the one avenue of transit between the two cities. Sen. Maggie Hassan (D-NH) questioned the wisdom of processing New Hampshire mail in Boston due to the traffic snags between the two points. Sen. James Lankford (R-OK) articulated worry about mail destined or originating in Tulsa and Oklahoma City.

In sum, the senators conveyed their collective angst about the changes and how these changes, thus far, have degraded service as illustrated on the Postal Service's own performance dashboard. Along with Senate committee activity, several bipartisan bills were introduced in the House and Senate to limit postal plant closures and consolidations. In addition, provisions are being considered as part of the annual appropriations process.

At the Senate hearing, Sen. Richard Blumenthal (D-CT) took some time to question DeJoy about protecting postal employees and mail through legislation pending before the committee, the Postal Police Reform Act (S. 3356). The senator decried the growing incidence of mail thefts and carrier assaults. In response to Blumenthal's request to support the bill, DeJoy stated he



# *We All Can Help* **Build Membership**



## **March High-Five Club Members**

Delmy Alarcon, Branch 244, CA  
Roxanne Butler, Branch 82, GA  
Darold Dantzler, Branch 225, SC  
Keith Delucia, Branch 81, FL  
James Goodwill, Branch 20, PA  
Larry Martin, Branch 42, MD  
Dawn Rosenberry, Branch 376, AZ  
Beverly Torain, Branch 177, NC  
Brian Wagner,<sup>††††</sup> Branch 255, IL  
Donald Waiters, Branch 425, FL

<sup>††††</sup>Denotes 40+ members signed in the past 90 days.

would “read the bill.”

On April 26, the PRC issued a precedent-setting order directing the Postal Service to “show cause” for why it has not requested a PRC advisory opinion of the “Delivering for America” plan by May 16 or to request such an opinion by June 5. Section 3661(b) of *Title 39* of the U.S. Code requires the Postal Service to request a PRC advisory opinion prior to operational changes that could result in service changes over a broad area of the country.

This April order appears to reconsider part of a December 2021 PRC decision to accept the USPS's reasoning for not requesting an advisory opinion. At that time, the PRC dis-

missed a complaint filed by New York, Pennsylvania, California, Connecticut, Delaware, Illinois, Maine, Maryland, Massachusetts, Michigan, Minnesota, Nevada, New Jersey, New Mexico, North Carolina, Oregon, Virginia, Vermont, Rhode Island and the District of Columbia against the Postal Service for not requesting an opinion.

Interestingly, PRC regulations require the USPS to file the request for the advisory opinion 90 days prior to implementing the changes. It is unclear how the PRC advisory opinion process would align with ongoing realignments and consolidations. It will be interesting to behold.

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

Support the

# Postal Employees' Relief Fund

# PERF



**The 2024 tornado season has arrived!** In late April, an intense line of severe storms swept through Nebraska, Iowa, Texas, Oklahoma and Arkansas. The National Weather Service received over 140 tornado reports over four days; at least eight reached EF3 or higher, with winds of at least 136 mph. Nearly 47 million people were at risk for severe weather.

Five fatalities were reported, but it could have been much worse. Fortunately, good forecasts were available ahead of time so people were warned and prepared. As a Postal Service employee, you can help prepare for a disaster by contributing to the Postal Employees' Relief Fund.

PERF exists to help active and retired postal employees—management and craft—whose homes are completely destroyed or uninhabitable as a result of a natural disaster. The fund provides small relief grants to help qualifying victims of such circumstances.

Whether you are a victim of a natural disaster or someone else in the postal family is a victim, PERF stands ready to help. Please make a contribution to this worthy fund.

## DONATIONS CAN BE MADE:

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

*All donations are tax-deductible.*



For more information, go to  
[www.postalrelief.com](https://www.postalrelief.com)  
202-408-1869  
[perf10268@aol.com](mailto:perf10268@aol.com)

# Your NAPS Family Has Your Back

**Peggie Bednar**

Over the years, the duties and responsibilities of postmasters have significantly increased. What once was another EAS district employee's responsibility now has been delegated back to postmasters.

As a postmaster 20 years ago, my responsibilities were scheduling employees, working the window and ensuring mail was dispatched and delivered on time. This was a much simpler time; you knew if you failed, you surely would need your NAPS representative.

All tasks needed to be conducted efficiently and effectively to ensure there were no disruptions in the mail delivery system. There was a 24-hour clock process, six days a week—a wash, lather and repeat process.

Fast-forward to today; this is not

all that is required of postmasters. We ensure employees report as scheduled (should their attendance become an issue—PDI them and all that entails), request supplies purchases (praying that the approver approves your request), enter repairs needed for the facility (hoping they are approved as I would not have entered them if they were not needed), enter carriers' edit book updates (don't mess it up as it will affect rural carriers' pay) and confirm the line of travel for all rural routes in their facilities.

We no longer work the window more than 15 hours a week or complete bargaining-unit work. Thank goodness, as we now are out delivering mail increasingly often. And don't get me started on reports.

We also must ensure all reports required by USPS Headquarters are accurate and submitted timely. If the

reports are not completed, know you will be required to attend a Zoom meeting.

These reports are what have me baffled as most, if not all, are reactive as opposed to initiative-taking, requiring increased time to review what occurred. As a result, we do not have time to troubleshoot today's events before running these reactive reports.

Here is what I wish could be programmed. Because the mail volume is known before arriving at each facility, including parcel volume per route, we could just push a button that would give us the data immediately for carrier expectations, window operations (approximately the time for clerk lunch breaks) and the best time for scheduling TACS corrections as this now is clerk's work (training your LSSA and, if able, another two clerks as backups), as we are out of the building delivering mail.

My stress level was extreme. If I were not a NAPS member, I would have been committed to the psych ward. My NAPS family was there to help me when I was pushed to the edge.

Remember, you are not alone out there. Get involved with your local NAPS branch and learn what they are doing for postmasters and all other EAS employees. Bring a fellow EAS employee with you to the meeting so they, too, will have the NAPS family behind them for everyone's success.

**msbednar@comcast.net**

*Peggie Bednar is president of Myrtle Beach, SC, Branch 695 and the retired postmaster of Rock Hill.*

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>April 2024</b>	<b>0.35%</b>	<b>(2.47%)</b>	<b>(4.08%)</b>	<b>(6.46%)</b>	<b>(3.17%)</b>
<b>12-month</b>	<b>4.36%</b>	<b>(1.50%)</b>	<b>22.62%</b>	<b>21.03%</b>	<b>8.69%</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 2025	L 2030	L 2035	L 2040
<b>April 2024</b>	<b>(0.95%)</b>	<b>(1.27%)</b>	<b>(2.48%)</b>	<b>(2.76%)</b>	<b>(3.03%)</b>
<b>12-month</b>	<b>7.34%</b>	<b>8.68%</b>	<b>11.90%</b>	<b>12.60%</b>	<b>13.34%</b>
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>April 2024</b>	<b>(3.27%)</b>	<b>(3.49%)</b>	<b>(4.06%)</b>	<b>(4.06%)</b>	<b>(4.06%)</b>
<b>12-month</b>	<b>13.96%</b>	<b>14.62%</b>	<b>17.34%</b>	<b>17.34%</b>	<b>17.33%</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, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.					
Visit the TSP website at <a href="http://www.tsp.gov">www.tsp.gov</a>					



# 2024 SPAC Pins

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



## President's Ultimate

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



## VP Elite

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



## Drive for 5

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



## Secretary's Roundtable

*\$500 level*



## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*

*In 2024, SPAC contributors will be sent the pin recognizing their total 2024 contribution at the end of the year; all pins will indicate "2024." The 2024 "Drive for 5" pins will continue to be mailed at the end of the month in which the contributor made their first withholding contribution, either through PostalEASE or OPM Retirement Allotment. There will be no change in The Postal Supervisor's listing of SPAC contributors who progress through the pin categories over the course of the year.*

*Make Contributing to SPAC a Habit:*

# Contributions via USPS Payroll Deduction

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

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

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

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



## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 \_\_\_\_\_

(Example: 77225555512345678).

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



# 2024 SPAC Contributors



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

McHugh, James	FL	Branch 386
Shawn, Steve	MD	Branch 403
Rosario, Tamara	ME	Branch 96
Mulidore, Chuck	OH	Branch 133
Geter, John	NC	Branch 183
Butts, Ivan	PA	Branch 355
Jackson, Alice	VA	Branch 526

## April Contributors

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

Shawn, Steve	MD	Branch 403
Rosario, Tamara	ME	Branch 96

### VP Elite (\$750)

Salmon, James	AZ	Branch 246
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Randle, Carol	CA	Branch 39
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### Secretary's Roundtable (\$500)

Kerns, John	CO	Branch 141
Shoemaker, Justin	VA	Branch 132

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

Brathwaite, Rafael	AL	Branch 45
Gibson, Lelton	CA	Branch 88
Moore, Kevin	GA	Branch 595
Lum, Chuck	HI	Branch 214
Moreno, Richard	MA	Branch 498
Griffin, Troy	MD	Branch 42
Bartko, Susan	PA	Branch 20
Peters, Diana	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124

# SPAC Contribution Form

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

**\$1,000**—President's Ultimate

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2019

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

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

Name \_\_\_\_\_

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

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

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

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



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

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

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

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

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

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

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

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

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

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



# SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to April 30, 2024)

## National Aggregate:

\$74,083.73

## National Per Capita:

\$2.77

## Region Aggregate:

1. Eastern .....	\$22,438.60	1. Eastern .....	\$3.60
2. Western .....	\$14,231.64	2. Western .....	\$2.68
3. Southern .....	\$13,545.82	3. Northeast .....	\$2.57
4. Northeast .....	\$12,847.23	4. Central .....	\$2.51
5. Central .....	\$11,020.44	5. Southern .....	\$2.44

## Region Per Capita:

1. Eastern .....	\$3.60
2. Western .....	\$2.68
3. Northeast .....	\$2.57
4. Central .....	\$2.51
5. Southern .....	\$2.44

## Area Aggregate:

1. Capitol-Atlantic ....	\$14,757.55	1. North Central .....	\$4.60
2. Pacific .....	\$ 7,764.50	2. Capitol-Atlantic .....	\$4.34
3. Mideast .....	\$ 5,484.00	3. New England .....	\$3.35
4. New England .....	\$ 5,375.00	4. Pioneer .....	\$3.31
5. New York .....	\$ 5,012.23	5. Northwest .....	\$2.98
6. Southeast .....	\$ 4,686.82	6. Central Gulf .....	\$2.69
7. Pioneer .....	\$ 4,657.05	7. Rocky Mountain .....	\$2.63
8. Texas .....	\$ 4,421.50	8. Texas .....	\$2.60
9. North Central .....	\$ 4,115.54	9. Pacific .....	\$2.60
10. Rocky Mountain .....	\$ 3,369.00	10. Illini .....	\$2.51
11. Northwest .....	\$ 3,098.14	11. Mideast .....	\$2.38
12. Illini .....	\$ 3,039.00	12. Cotton Belt .....	\$2.34
13. Michiana .....	\$ 2,440.00	13. Southeast .....	\$2.26
14. Cotton Belt .....	\$ 2,380.00	14. Michiana .....	\$2.03
15. Central Gulf .....	\$ 2,057.50	15. New York .....	\$1.99
16. MINK .....	\$ 1,425.90	16. MINK .....	\$1.31

## Area Per Capita:

1. North Central .....	\$4.60
2. Capitol-Atlantic .....	\$4.34
3. New England .....	\$3.35
4. Pioneer .....	\$3.31
5. Northwest .....	\$2.98
6. Central Gulf .....	\$2.69
7. Rocky Mountain .....	\$2.63
8. Texas .....	\$2.60
9. Pacific .....	\$2.60
10. Illini .....	\$2.51
11. Mideast .....	\$2.38
12. Cotton Belt .....	\$2.34
13. Southeast .....	\$2.26
14. Michiana .....	\$2.03
15. New York .....	\$1.99
16. MINK .....	\$1.31

## State Aggregate:

1. California .....	\$7,174.50	1. Maine .....	\$17.85
2. Virginia .....	\$5,275.50	2. South Dakota .....	\$16.81
3. Texas .....	\$4,421.50	3. North Dakota .....	\$ 9.69
4. Ohio .....	\$4,243.00	4. Idaho .....	\$ 8.75
5. New York .....	\$4,057.23	5. Virginia .....	\$ 6.66

## State Per Capita:

1. Maine .....	\$17.85
2. South Dakota .....	\$16.81
3. North Dakota .....	\$ 9.69
4. Idaho .....	\$ 8.75
5. Virginia .....	\$ 6.66

## Drive for 5

### Members by Region:

1. Eastern .....	46	1. Western .....	\$7,092.14
2. Southern .....	42	2. Eastern .....	\$6,292.50
3. Western .....	37	3. Southern .....	\$5,270.32
4. Central .....	36	4. Northeast .....	\$4,098.23
5. Northeast .....	29	5. Central .....	\$3,538.00

### Aggregate by Region:

1. Western .....	\$7,092.14
2. Eastern .....	\$6,292.50
3. Southern .....	\$5,270.32
4. Northeast .....	\$4,098.23
5. Central .....	\$3,538.00

Butler, Phillip	VA	Branch 98
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### Supporter (\$100)

Jalloh, Ibrahim	AL	Branch 901
Johnson, Deborah	CA	Branch 88
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Beckhum, Regina	DC	Branch 135
Wright, Marcellus	DC	Branch 135
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Denosky, David	IL	Branch 255
Wesley, Nancy	IL	Branch 493
Berger, Ricky	MD	Branch 531
Jones, Marcia	MD	Branch 42
Harmon, Susan	ME	Branch 96
Hurless-Byrum, Ruth	MI	Branch 508
Baker, Neil	MN	Branch 104
Clayton, Jackie	NV	Branch 463
Laster, Jacshica	OH	Branch 46
Skjelstad, Aric	OR	Branch 66
Blakely, Kathy	TN	Branch 41
Cox, Lloyd	VA	Branch 526

## We Are Family—Jay Killackey

*Continued from page 23*

needed him. Up until his death, Jay was in good spirits and wanted to do what he could to help his people.

The morning after his death, I received a phone call from a vendor whom I've met just once. She asked about Jay's death and talked about the great advice he would give her and how thankful she was to have known him.

Jay was one of my best friends. I spoke to him three times a week at minimum; he always boasted about Suann and Jessalyn and how happy he was with his life.

Many members of the NAPS Executive Board attended Jay's funeral; it was a pleasure to see the showing for this remarkable friend of mine. It was a privilege to see USPS Director of Labor Relations Policies & Programs Bruce Nicholson in attendance on behalf of the Postal Service.

Words cannot describe the hole in my heart from the passing of my dear friend Jay. The knowledge and wisdom he bestowed on his peers is timeless. His everlasting legacy will leave a notable impact on the generations of leaders and supervisors to come.

Please keep the Killackey family in your prayers.

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

*Make Contributing to SPAC a Habit:*

# OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

## **By internet:**

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov), then:

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

## **By telephone:**

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



**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 30, 2024**

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

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

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



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

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

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

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

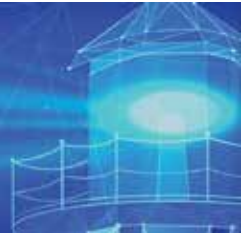




# POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION  
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO  
350 TROLLEY LINE BLVD  
MASHANTUCKET, CT 06338



## 69th NAPS National Convention Delegates Credential Process

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

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

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

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

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

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

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

### Important Convention Dates

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

### Foxwoods Resort Casino

350 Trolley Line Blvd., Mashantucket, CT 06338

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

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

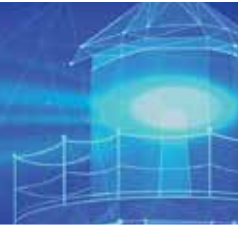




# POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION  
AUGUST 11 - 16, 2024

FOXWOODS RESORT CASINO  
250 TROLLEY LINE BLVD  
HARTFORD, CT 06138



# 69th NAPS National Convention Agenda

This agenda is tentative as of May 13.

## Saturday, Aug. 10

### 9 a.m. - 6 p.m.

Registration—Premier Ballroom Pre-Function

### 9 a.m. - 2 p.m.

Executive Board Meeting—Red Carpet Meeting Room

## Sunday, Aug. 11

### 8 a.m. - 6 p.m.

Registration—Premier Ballroom Foyer

### 8 a.m. - 5 p.m.

Exhibits Open—Premier Ballroom Pre-Function

### 9 a.m.

Tee Time, NAPS Golf Tournament

### 1:30 - 3 p.m.

Non-Denominational Church Service—Premier Ballroom G & H

### 3:30 - 4:45 pm

NAPS Delegates' Orientation—Premier Ballroom G & H

## Monday, Aug. 12

### 6:30 - 8 a.m.

Breakfast—Premier Ballroom F, G & H

### 6 a.m. - 5 p.m.

Exhibits Open—Premier Ballroom Pre-Function

### 8:30 - 11:45 a.m.

Opening Ceremony—Premier Ballroom ABCD

### noon

Lunch on your own

### 12:10 p.m.

Area photos—New England and New York areas—Premiere Ballroom G & H

### 1:30 - 5 p.m.

NAPS Business Session—Premier Ballroom ABCD

### 5 p.m.

Area photos—Midwest, Capitol-Atlantic and Pioneer areas—Premier Ballroom G & H

### 7 - 11 p.m.

NAPS Welcome Party—Grand Lawn and Pool Area

## Tuesday, Aug. 13

### 6:30 - 8:30 a.m.

Breakfast—Premier Ballroom F, G & H

## Scooter Rentals

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

### 8 a.m. - 5 p.m.

Exhibits Open—Premier Ballroom Pre-Function

### 8:30 - noon

NAPS Business Session—Premier Ballroom ABCD

### noon

Lunch on your own

### 12:10 p.m.

Area photos—Northwest, Rocky Mountain and Pacific areas—Premiere Ballroom G & H

### 1:30 - 5:00 p.m.

NAPS Business Session—Premier Ballroom ABCD

### 5:15 p.m.

Area photos—Southeast, Central Gulf, Cotton Belt and Texas Areas—Premier Ballroom G & H

## Wednesday, Aug. 14

*No official convention business.*

## Thursday, Aug. 15

### 6:30 a.m.

SPAC Walkathon—Meet in the front of the hotel lobby

### 6:30 - 8:30 a.m.

Breakfast—Premier Ballroom F, G & H

### 8 a.m. - 5 p.m.

Exhibits Open—Premier Ballroom Pre-Function

### 8:30 a.m. - noon

NAPS Business Session—Premier Ballroom ABCD

### noon

Lunch on your own

### 12:10 p.m.

Area photos—Michiana, Illini, North Central and MINK areas—Premier Ballroom G & H

### 12:30 p.m.

Eastern Region Luncheon—Celebrity Ballroom D, E, F & G

Western Region Luncheon—Celebrity Ballroom A

### 1:30 - 5 p.m.

NAPS Business Session—Premier Ballroom ABCD

## Friday, Aug. 16

### 6:30 - 8 a.m.

Breakfast—Premier Ballroom F, G & H

### 8 a.m. - 4:30 p.m.

Exhibits Open—Premier Ballroom Pre-Function

### 8:30 - 11:30 a.m.

NAPS Business Session—Premier Ballroom ABCD

### 11:30 a.m.

Lunch on your own

### noon-1:30 p.m.

Auxiliary Luncheon—Celebrity Ballroom A, C & D (*ticket required*)

### 1:45 p.m.

NAPS Business Session—Premier Ballroom ABCD

### 3:45 p.m.

Installation of Officers—Premier Ballroom ABCD

### 5 p.m.

Adjournment

### 6:45 p.m.

Grand Banquet (formal attire)—Rainmaker Expo (*ticket required*)



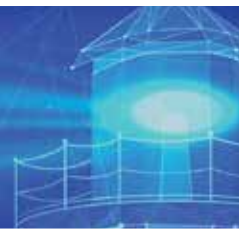


**POWERING THE FUTURE**

THROUGH COLLABORATION

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FOXWOODS RESORT CASINO  
350 TROLLEY LINE BLVD  
HARTFORD, CT 06158



# *Explore the Sights in New England*

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

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

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

### **Boston**

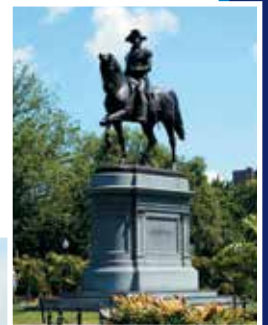
*8 a.m. to 9 p.m.—Free time in Boston*

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

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

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

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



Photos courtesy of BCVB



## Official 69th National Convention Challenge Coin



NAPS delegates attending the 69th NAPS National Convention will have the opportunity to get a challenge coin designed just for the convention. For a contribution of \$25 to SPAC, you will get this specially designed challenge coin.

## Mystic, CT

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

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

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



## Mystic Seaport Museum and Downtown Mystic, CT

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

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

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

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



Photo by Rhwanwinkle



## 2024 National Convention Airport Shuttle

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

To reserve your airport shuttle, go to <https://dattco.com/naps-conference-shuttle/#airport>. Reservations for shuttles and day trips must be made by July 31.



Photo by MVASCO

### Newport, RI

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

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

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



### New York City

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

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

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



Photo by Julienne Shaer



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

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



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

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

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

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

## The 2024 NAPS Golf Tournament Welcomes Sponsors

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

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

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

### 69th NAPS National Convention Golf Tournament Registration

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

Name \_\_\_\_\_

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

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

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

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

City \_\_\_\_\_

State \_\_\_\_\_

ZIP \_\_\_\_\_

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

Handicap \_\_\_\_\_ (Y/N)

Club rentals are not available.

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

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

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

# An Associate Audit

**Brian J. Wagner**

*Past NAPS President*

Over the past few months, I have had the opportunity to provide in-person and Zoom training on NAPS officer duties and responsibilities at various state conventions or during weekends for specific areas or branches. During these training sessions, we review the NAPS Dues Check-Off (DCO) Report related to membership, both active and associate.



For the record, active NAPS members are EAS employees still working at the Postal Service. Associate members are retired EAS employees who qualified for NAPS membership after their retirement. However, becoming a NAPS associate member is not automatic after retirement. Here's the scoop!

According to the NAPS Constitution & Bylaws, Article III, Membership: Section 3. Associate Members

“(a) Former active members who were active members for at least 90 days prior to the date of their official postal retirement are considered to be in good standing with the association at the time of retirement and may not be denied associate membership. Associate members may affiliate with a local or state branch of their choice.

“(b) Associate members shall be entitled to all the same benefits granted active members.

“(c) Associate members shall pay dues at the national or branch level no less than an amount one-half the national per capita tax, which will include a subscription to *The Postal Supervisor*.

“(d) Associate members who hold offices at the national level shall pay the full share and same dues and assessments as active members of their branches.”

Pretty simple, right? However, with the 2024 National Convention fast approaching, those who recently retired from the USPS do not automatically become NAPS associate members. These respective retirees must complete a NAPS *Form 1187-A* to become an associate member if they want to be an eligible

delegate to the national convention. It seems strange that you may be an active NAPS member for 30-plus years, but the day you retire from the USPS, you become a non-member and must rejoin NAPS as an associate member.

Here is the kicker. As past NAPS president and secretary/treasurer, I know NAPS Headquarters will be reviewing its current DCO report against the national convention registration to ensure those who are registering as an associate branch delegate are, in fact, associate members. This is a necessary process to ensure a non-member, recent active member now retired, is not given a delegate credential to vote.

Therefore, it is imperative for a branch to audit their current DCO report to check if an active member has a DCO status flag of RET (retired). If yes, get them an *1187-A* as soon as possible to join NAPS, especially if they are a branch officer and/or a delegate to the 2024 NAPS National Convention.

Please note that associate members pay dues directly to the branch. NAPS Headquarters will deduct an as-

sociate member's respective per capita (\$1.75 per postal pay period or \$2.75 with the current NAPS assessment) before sending the branch their monthly DCO. Branches need to “collect and protect” membership dues by collecting associate dues directly from their associate members.

Another associate audit to conduct is to verify if any of your associate members have paid their dues to the branch. If not, a branch will need to contact NAPS Headquarters to remove an associate member from their DCO as not to be charged the respective associate per capita for that member each month. This will cost the branch money. Again, “collect and protect” membership dues.

One other final associate audit to conduct is to verify all associate members on your DCO are alive and not deceased. NAPS Headquarters is notified by the USPS via a DCO flag of DEATH when an active NAPS member is deceased.

However, it is a branch's responsibility, specifically the secretary or treasurer or secretary/treasurer, to contact NAPS Headquarters when an associate member has died so they are removed from the membership rolls. This is necessary to ensure the branch is not charged associate per capita each month for a deceased member. Again, “collect and protect” membership dues.

In addition, if a deceased associate member remains on the DCO, that deceased member is counted into the branch's national convention voting strength. A NAPS branch could receive additional votes if a deceased associate member is not taken off the membership rolls.

Today's takeaway: "Collect and protect" membership dues by doing a branch audit of all your members, including reviewing the active members who may be in your branch or should

be in another branch due to a USPS Finance number being incorrectly affiliated with your branch.

After doing a full audit of the ice cream in my freezer, I can accurately

report the ice-cream-flavor-of-the-month recommendation is Marigold Dreamsicle. Be safe and eat more ice cream!

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

## Is Sunday Delivery Really Worth It?

**Peter Piteira**

*Orlando, FL, Branch 321 President*

**E**very Sunday, the Postal Service delivers packages for Walmart and Amazon. Although that may be a great service we provide for the American people, I believe it's a losing proposition for the Postal Service.

Customers are delighted to get these packages on Sunday. The problem is Amazon and Walmart get the credit for such a fast and efficient service, while we at the Postal Service get the headaches.

It doesn't make sense to go out of our way to deliver our competitors' packages while delaying USPS Priority and Ground Advantage packages. If we must deliver packages on Sunday, doesn't it make sense to deliver our products first?

The Postal Service worries about retaining city carrier assistants (CCAs). However, it dismisses the notion that one of the biggest complaints from CCAs is having to work on Sundays.

Not only do CCAs have to work on Sundays, they have to be at work at 10 a.m.; it ruins their whole day. Of course, the same applies to the EAS supervisors—some who have over 30 years working for the Postal Service—forced to work on Sundays.

The Postal Service expects us to be as efficient as UPS and FedEx. However, they forget one, simple thing: We do not have the equipment, facilities or vehicles suitable for processing and delivering packages—UPS does. (Trust me on this, I worked for UPS before I

joined the Postal Service.)

UPS has employees whose only responsibility is to load the vehicles for the drivers. On the other hand, we expect CCAs to load their vehicles, then go deliver the parcels. All UPS, FedEx and Amazon do every day is deliver parcels. Our CCAs deliver parcels one day a week.

As a result, our CCAs have a hard time being as efficient as our competitors. And when CCAs get to know their areas and have enough experience to be almost as efficient as our competitors, they become career em-

ployees and stop working Sundays.

The other challenge the USPS has with Sunday delivery is we don't have a good forecast of the number of parcels we will have on any given Sunday. So, we either understaff or overstaff.

I propose the next time we negotiate contracts with Amazon and Walmart to deliver their parcels on Sunday, they need to give us a good, solid parcel forecast for the next Sunday. If they are off by 1% either under or over, they either pay us a surcharge or we have the right to deliver the parcels

*Continued on page 47*



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

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

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

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





# Mental Health at Every Age

Submitted by the USPS Employee Assistance Program

**L** leading a multigenerational workforce can be both challenging and rewarding. The following information may help postal supervisors support themselves, their families and the USPS employees they lead by informing them of what individuals may be up against in different stages of life.

It is crucial to support mental wellness through each stage as it profoundly impacts an individual's overall well-being, relationships, work performance and quality of life. Here's why focusing on mental health is important and an overview of common concerns, as well as potential solutions for individuals navigating through each stage of life:

## **Childhood (ages 0-12)**

**Why a focus on mental health is important in this stage:**

- Developmental foundation—Mental health during childhood lays the foundation for emotional regulation, social skills and cognitive development.

- Academic success—Positive mental health supports academic achievement, as it enhances concentration, memory and problem-solving abilities.

- Healthy relationships—Children with good mental health are more likely to form secure attachments with caregivers and develop healthy peer relationships.

## **Common Challenges in Childhood:**

- Anxiety disorders—Children may experience excessive worry, fear or nervousness.

- Behavioral disorders—Including attention-deficit/hyperactivity disorder (ADHD) and conduct disorder.

- Depression—Children can experience symptoms of depression, such as persistent sadness, irritability or changes in appetite and sleep.

## **Potential Solutions:**

- Early intervention—Identifying and addressing mental health issues early through screening

and assessments.

- Therapeutic interventions—Play therapy, cognitive-behavioral therapy (CBT) and family therapy can be effective.
- Healthy lifestyle—Encouraging regular exercise, adequate sleep and a balanced diet.

### **Adolescence (Ages 13-18)**

**Why a focus on mental health is important in this stage:**

- Identity Formation—Adolescence is a critical period for identity development; good mental health facilitates self-esteem, self-confidence and a sense of purpose.
- Educational attainment—Mental well-being influences academic performance, attendance and engagement in extracurricular activities.
- Risk prevention—Addressing mental health challenges during adolescence can mitigate the risk of substance abuse, self-harm and other risky behaviors.

**Common Challenges in Adolescence:**

- Depression and anxiety—Commonly experienced due to academic stress, peer pressure and hormonal changes.
- Substance abuse—Experimentation with drugs and alcohol can increase during adolescence.
- Eating disorders—Such as anorexia nervosa, bulimia nervosa and binge-eating disorder.

**Potential Solutions:**

- Psychotherapy—CBT, dialectical behavior therapy (DBT) and interpersonal therapy can be beneficial.
- Peer support groups—Connecting adolescents with peers experiencing similar challenges.
- School-based interventions—Providing mental health education and access to counselors within educational settings.

### **Young Adulthood (Ages 18-35)**

**Why a focus on mental health is important in this stage:**

- Transition period—Young adulthood often involves significant life transitions such as starting college, entering the workforce or establishing independence; good mental health supports resilience during these transitions.
- Career success—Mental well-being contributes to productivity, creativity and job satisfaction, leading to better career outcomes.
- Healthy relationships—Positive mental health enhances communication, empathy and conflict resolution skills, helping foster fulfilling relationships.

**Common Challenges in Young Adulthood:**

- Stress and burnout—Balancing work, relationships and financial responsibilities can lead to high levels of stress.
- Mood disorders—Depression and anxiety may persist or develop during this life stage.
- Substance use disorders—Continued substance abuse or addiction can impact mental health.

**Potential Solutions:**

- Mindfulness and stress reduction—Practices such as meditation and yoga can help manage stress.
- Work-life balance—Encouraging boundaries between work and personal life to prevent burnout.
- Access to mental health services—Including therapy, counseling and support groups.

### **Middle Adulthood (Ages 36-65)**

**Why a focus on mental health is important in this stage:**

- Family dynamics—Middle adulthood is typically characterized by caregiving responsibilities for children or aging parents; good mental

health supports effective coping and adaptation in familial roles.

- Work-life balance—Mental well-being is essential for managing the demands of career, family and personal life, preventing burnout and promoting overall satisfaction.
- Physical health—Mental health influences lifestyle choices such as diet, exercise and sleep, impacting overall physical health and longevity.

**Common Challenges in Middle Adulthood:**

- Workplace stress—Juggling career demands, family responsibilities and financial concerns.
- Marital and relationship issues—Relationship strain, divorce or caring for aging parents can impact mental well-being.
- Midlife crisis—Reflecting on life choices and existential concerns can lead to emotional turmoil.

**Potential Solutions:**

- Couples therapy—Addressing relationship issues and improving communication.
- Career counseling—Exploring job satisfaction, career transitions and work-life balance.
- Self-care practices—Prioritizing hobbies, social connections and relaxation techniques.

### **Later Adulthood (Ages 65+)**

**Why a focus on mental health is important in this stage:**

- Healthy aging—Maintaining good mental health in later life promotes cognitive function, emotional resilience and overall quality of life.
- Social connectedness—Positive mental health supports social engagement, reducing the risk of loneliness, isolation and depression among older adults.
- Adaptation to change—Older adults may face significant life changes such as retirement, loss of

loved ones or health challenges; good mental health fosters adaptation and acceptance.

**Common Challenges in Later Adulthood:**

- Isolation and loneliness—Loss of friends, family or mobility can contribute to feelings of loneliness.
- Grief and loss—Coping with the death of loved ones or declining health can lead to depression.
- Cognitive decline—Dementia and Alzheimer’s disease can impact mental well-being.

**Potential Solutions:**

- Social support—Encouraging participation in community activities, senior centers or support groups.
- Healthy aging practices—Maintaining physical activity, a nutritious

diet and regular medical check-ups.

- Memory enhancement programs—Cognitive stimulation activities and memory training exercises.

As we have shared, mental health challenges can affect individuals across all age groups. Whether you have young children, are caring for aging parents or lead a team comprising individuals from a broad age span, it’s essential to understand that mental health influences various aspects of human functioning, from cognitive abilities to social relationships and physical health.

Therefore, prioritizing mental well-being through prevention, early intervention and access to support services is essential for promoting resilience, fulfillment and overall flourishing. The USPS Employee Assistance

**Submit Auxiliary Dues**

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

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

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

Program is here to support you.

Our aim is to promote awareness, reduce stigma and ensure access to mental health resources and support services. Reach out to the EAP at 800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341; or visit EAP4YOU.com to learn more about how a holistic approach to mental well-being can contribute to better outcomes for everyone.

# Auxiliary Luncheon Registration Form

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

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

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

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

**Check one:**

Auxiliary Member     Auxiliary State President

NAPS Member     Visitor

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

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

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

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

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

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

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

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

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

*Thank you.*



# Notes

from the National Auxiliary

## National Convention Reminders

### Bonita Atkins

Secretary/Treasurer

**O**ur 2024 National Convention in Connecticut is fast approaching. Are you ready? Foxwoods Resort Casino is beautiful and spacious. I highly recommend wearing comfortable shoes; you may want to invest in a scooter to scoot around the entire complex (see page 37).

As previously mentioned, the hotel has five, full-size casinos, two large towers and a Tanger Outlets with over 70 stores. That might give you some concept as to how spread out the hotel is.

The National Auxiliary will be conducting fundraisers to include, but not be limited to, “split the pot” with two winners sharing 50% of the raffle and our gift card tree. There will be a daily drawing of “split the pot,” except on Wednesday.

This is the only opportunity the Auxiliary has to raise funds for its operations. Please be sure to stop by the Auxiliary table early and often to support us. Share some of your casino winnings with us or just try your luck on the “split the pot;” I’m thinking you will have better odds with us.

The Auxiliary Luncheon recognizes our Auxiliary state presidents and introduces the newly elected National Auxiliary Executive Board. It also is our way of saying “thank you” to all the NAPS members for their continuous support. Although tickets are \$50, that is not near the actual



cost of a full, plated lunch. We try extremely hard to make your dining experience with us memorable and enjoyable.

We are excited to have you join us at noon on Friday, Aug. 16, in the Celebrity Ballroom. Please complete the

Auxiliary Luncheon Registration form and send it with your payment as soon as possible to ensure I receive it in time. Remember: No tickets will be sold at the convention. Every person must have their own ticket before

entering the ballroom.

To all delegates and visitors, have a safe trip to Foxwoods and get ready to have a fun-filled and informative convention.

[latkins326@aol.com](mailto:latkins326@aol.com)

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### Thoughts from the Branches

*Continued from page 43*

later in the week.

The Postal Service may argue that Sunday delivery is worth it from an economic standpoint—despite it being bad for morale, the USPS being less efficient than our competitors and all the other Sunday challenges we face. Maybe the decision makers are right; I don’t know because the agency doesn’t break down the costs and revenues of Sunday delivery.

I suspect Sunday delivery only benefits our competitors and their customers, while imposing a heavy burden on the Postal Service. But, then again, what do I know?

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

## National Auxiliary Executive Board

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Region vacant: Northeast

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



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