



June 2025, Volume 116, No. 6

The Postal Supervisor (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, www.naps.org; general e-mail, napshq@naps.org. ©2025

Periodicals postage paid at Alexandria, VA, and additional mailing offices.

NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not

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Objective

The objective of the Assoc-

mote, 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

the Postal Service or the

federal government their

life work.

for its members who make

iation shall be to pro-

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New PMG Named to Head the USPS

ello, NAPS brothers and sisters. As I write this column, the white smoke has appeared. Well, not that white smoke, but the USPS Board of Governors has officially announced that David Steiner will lead the Postal Service as the next postmaster general. The announcement comes as employees of America's Postal Service face the same attacks all federal agency employees are confronting

under the current administration.

Amber McReynolds, BOG chair, announced the board's appointment at its May 9 open session meeting. She said PMG Steiner is set to start in July.

Having a former FedEx executive on the BOG and as PMG raises several significant implications, both positive and controversial. The most notable example is Louis DeJoy, appointed as PMG in 2020. He previously was an executive at



New Breed Logistics, a contractor for FedEx and other private logistics companies.

President

With the appointment of Steiner comes some private vs. public interests. FedEx is a for-profit competitor of America's Postal Service in package delivery. The company operates under different motives than the USPS, which has a public service mandate. A former FedEx exec could favor policies that benefit privatesector models, potentially undermining the USPS' public service mandate.

In past columns, I have mentioned how those who could/would love to see the privatization of America's Postal Service were at the doorstep of USPS Headquarters. With Steiner's appointment, this group may have moved to the 10th floor. Critics argue that such a background may accelerate efforts to privatize the agency, either overtly or through cost-cutting that erodes service quality and public trust.

On a positive note, we could see some logistical efficiency gains. FedEx is a global leader in logistics. An ex-

ecutive from that world could bring further modernization, efficiencies and cost-saving practices the USPS has struggled to implement due to legacy systems and political constraints. A background in high-level logistics could help the USPS better handle volume surges (such as during elections or holidays) and improve delivery

Additionally, the USPS has one of the largest unionized federal workforces. A PMG from the private sector might bring a corporate mindset that conflicts with union protections, potentially leading to labor disputes or reductions in workforce protections.

Under DeJoy's "Delivering for America" plan, the USPS saw reductions in overtime, removal of mail sorting machines and slowing delivery standards. These all were justified as cost-saving measures, but heavily criticized as anti-service.

Furthermore, implementation of poor staffing models in the new DFA facilities helped seal the fate of our 75th PMG. After DeJoy spent most of his term making cuts to all areas of operations, I remember the outgoing proclamation from our 73rd PMG, Pat Donahoe, who said, "The USPS cannot cut its way to solvency."

One thing has been true over the past 15 years: Every USPS initiative has hurt and harmed the delivery of mail to our country, with rural America taking the hardest service hit each time. Appointing someone with private-sector ties also could politicize the agency, especially during election years when vote-by-mail is critical. The perception of bias or conflict can erode

We will know very shortly—after PMG designee Steiner takes the helm in July—whether he believes in serving our country as do the over 600,000 hard-working employees of America's Postal Service.

In solidarity ...

naps.ib@naps.org

A Summer Refresher Course

elcome, June! Summertime is in the air and the boys of summer are playing ball. Now, while school may be out for summer, this month, I wanted to give a summer refresher course on a few issues about which we continue to hear at NAPS Headquarters. Take notes and be prepared for the test at the end!

One such issue is personal leave or personal absence



Chuck Mulidore Executive Vice President

time. This is referenced in the Employee and Labor Relations Manual ing unit exempt employees are paid on a salary basis. This means that under the FLSA they are not considered to be hourly rate employees. Therefore, partial day absences are paid the same as work time. While exempt employees are expected to work a full day, they may request time off to attend to personal matters during the workday, including

time off due to conditions covered by FMLA. If approved, the time off is 'personal absence time' and is not charged to annual leave, sick leave, or LWOP."

ELM 519.732, Partial-Day Absences, further reads:

"Normally, personal absence time is limited to no more than half an employee's workday. However, when an unanticipated need for time off occurs after the employee reports to work and the employee is allowed to leave work but is unable to return, the half-day limit does not apply. For example, when an employee gets sick after 2 hours at work and must leave for the re-

maining 6 hours of the workday, the entire 6 hours is treated as personal absence time. However, a manager may disapprove personal leave requests when necessary to carry out their responsibilities to control work hours as set forth in 519.75. In this regard, managers may require the use of an appropriate leave category, for example, sick leave in the case of partial-day absences for FMLA-covered conditions."

Of course, there also is this— ELM 519.733, Directed to Work:

"When an exempt employee is directed to work a full day on a holi-

(ELM), Section 519.72: "Nonbargain-

The Postal Supervisor **2025 Production Schedule**

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

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

day or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave."

This is a critical piece of information for those EAS employees required to work a full day or holiday. You can request a full day of personal absence not chargeable to your leave!

Another issue that comes up quite often is how a promoted supervisor leaves the craft union once they become an EAS employee. This is governed by ELM 925.122(c), Special Circumstances:

"An employee whose documented position is not within a recognized bargaining unit (such as a supervisor), but who is having dues withheld for a labor organization that is recognized as a bargaining agent (see 923a), may voluntarily cancel the dues withholding authorization, effective the first full pay period after the request for cancellation is received at the HRSSC. The PS Form 1188 should be annotated to reflect the employee's current job title and effective date."

In other words, once you have been promoted to a titled, supervisory, EAS position, you may leave the union at any time, provided you note your current position title and effective date of your promotion on the PS Form 1188 you would submit to the Shared Services Center (HRSSC) in Greensboro, NC.

Another issue we receive calls about, unfortunately, concerns members who work at USPS Headquarters or in a field position who report to USPS Headquarters are, at times, told they cannot be represented by NAPS or even join NAPS. We are not sure why some individuals misrepresent the facts.

> But, the truth of the matter is this: Any EAS, Field, Headquarters, District or Area employee can join NAPS and be represented by NAPS in any disciplinary matter. Such participation is governed by *ELM* 912.1, Right to Participation:

"Postal personnel have the right, freely and without fear of penalty or reprisal, to form, join, or assist a supervisory or managerial organization or to refrain from any such activity. Such personnel are protected in the exercise of such rights. Such rights include partici-

Continued on page 11

Let's Continue Our Grassroots Engagement

n my May column, I wrote that it's always been said, "Don't make it personal; keep it business." I pointed out there are times when it needs to be personal. This is one of those times.

At the 2025 Legislative Training Seminar (LTS), over 500 attendees went to the Hill to see their elected officials or members of their legislative staffs to seek support on resolutions and bills that have a direct effect on



Jimmy Warden Secretary/Treasurer

their livelihood. We then had over 300 members attend the NAPS rally on the West Front Lawn of the Capitol, voicing their concerns over talks about privatization of the Postal Service.

I want to truly thank all those who attended. They spoke on behalf of over 47,000 EAS employees of the Postal Service and, even more importantly, the American

Back in 2023, one of the bills

for which we asked you to seek support was H.R. 82, the Social Security Fairness Act. As you know, your efforts paid off! The bill was signed into law on Jan. 5. This was personal to many as their well-deserved benefits finally were secured.

However, we cannot stop now and expect things to

get done in Congress after leaving the LTS. As I have quoted Albert Einstein, "Life is like riding a bicycle. To keep your balance, you must keep moving."

We need you to keep pushing our legislative issues, even more so while back home. Schedule appointments and visit your elected leaders to explain, as one of their constituents, how important these bills are and how they impact your personal lives.

In this issue of The Postal Supervisor, you will find QR codes you can scan and directly send an email to your representative and senators, voicing your position

and requesting their support. Use these QR codes and share them with others. There is one for each bill we need to keep pushing.

We need grassroots engagement! I am sure at least one of these bills affects you:

- H.Res. 70/S.Res. 147—Resolutions expressing support to keep the USPS independent and not be privatized.
- H.R. 1559—Postal Employees Appeal Rights Amendment Act
- H.R. 1560—Postal Supervisors and Managers Fairness Act
 - H.R. 491/S.624—Equal COLA Act
 - H.R. 2095—Postal Police Reform Act
 - H.R. 2174—Paycheck Protection Act

In late April, the House Committee on Oversight and Accountability approved legislation that would increase FERS contributions, eliminate the FERS supplement, change the retirement formula from high-3 to high-5, effective 2027, and charge a \$350 fee for a case to be sent to the MSPB.

The legislation also stipulates that any new government employee (excluding the Postal Service) has a choice of being an "at-will" employee, meaning they could be terminated for no cause. If a new employee elects not to be at-will, they would be required to pay an additional amount into the FERS retirement system.

That is extortion!

We *all* need to pay attention to these issues. Executive Vice President Chuck Mulidore, Director of Legislative & Political Affairs Bob Levi and I are vigilant regarding our legislative agenda. We all must be; it's personal!

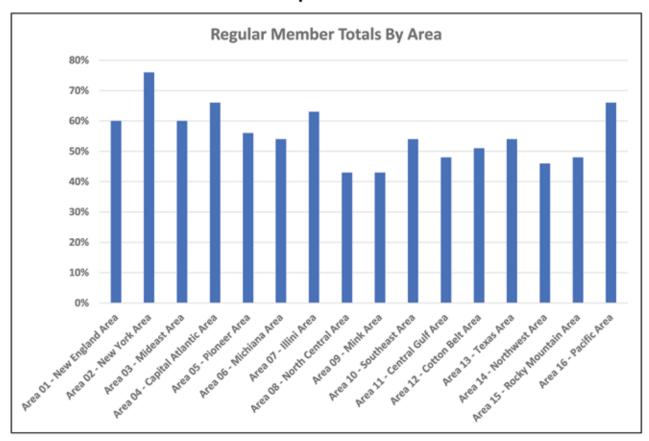
Ivan, Chuck and I attended the National Postal Forum (NPF) in late April in Nashville. I found it to be quite educational compared to last year's. The message I interpreted was the "Delivering for America" plan will go forward. There was no mention of any deviation.

> The forum had the largest Continued on page 11



Ben Franklin and NAPS Secretary/Treasurer Jimmy Warden

National Association of Postal Supervisors Membership Report April 2025



Regular Member Totals By Area					
Area 01 - New England Area	60%				
Area 02 - New York Area	76%				
Area 03 - Mideast Area	60%				
Area 04 - Capitol Atlantic Area	66%				
Area 05 - Pioneer Area	56%				
Area 06 - Michiana Area	54%				
Area 07 - Illini Area	63%				
Area 08 - North Central Area	43%				
Area 09 - Mink Area	43%				
Area 10 - Southeast Area	54%				
Area 11 - Central Gulf Area	48%				
Area 12 - Cotton Belt Area	51%				
Area 13 - Texas Area	54%				
Area 14 - Northwest Area	46%				
Area 15 - Rocky Mountain Area	48%				
Area 16 - Pacific Area	66%				
Total Regular Member %	57%				
Total Regular Members	27,744				
NonMember Totals	NonMember Totals				
Total NonMembers	20,413				
Total NonMember %	43%				



Thanks to your efforts

Membership keeps rising!

Postal Service Issues Pay Proposals

NAPS Headquarters received the Postal Service's pay proposal for Field and Headquarters EAS supervisors, managers and postmasters.

1. PAY-FOR-PERFORMANCE

FIELD MANAGERS

Under the Pay-For-Performance (PFP) Program, Manager performance will be measured under a 10-point rating system with different pay increases established at each of the 10-point ratings. This application will be based on the matrix immediately below:

PFP MATRIX. STARTING FY2026

(3) 2.0%	(6) 4.0%	⁽⁹⁾ 7.5%	
(2) 0.0%	(5) 3.0%	(8) 6.0%	
(1) 0.0%	(4) 2.5%	(7) 5.0%	(10) 9.0%

Note: All percentages are paid as salary increases if room within the salary range. If amount limited by the salary range, balance of amount will be converted to a lump sum payment.

HEADQUARTERS MANAGERS

Eligible Managers in the Performance Pilot program are measured under a 5-cell numerical ratings system, lowest to highest. Pay actions based on the individual rating will generally be in the form of base salary increases. Below are the base salary increases associated with the 5-cell matrix performance ratings:

Individual Rating	1	2	3	4	5
Base Salary Increase	0.0%	2.0%	3.0%	4.0%	5.0%

Eligible Managers in the Performance Pilot program are also measured under the numerical 10-cell National Performance Assessment (NPA) program, which determines an additional, variable lump-sum payout under the PFP program:

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%

Pay actions will be either in salary increases or lump sum payments, or a combination of the two, depending on the Manager's salary in their position salary schedule. All PFP pay actions will be calculated automatically based on the salary information available from the Human Capital Enterprise System (HCES) and performance ratings provided under the web-based Performance Pilot system and NPA functional scorecard ratings, as applicable. Base salary increases and lump-sum payments are based on base salaries as of September 30, 2025.

2. HEALTH BENEFITS CONTRIBUTION

The employer's contribution towards the Postal Service Health Benefits (PSHB) Plan will be 72% of the weighted average as determined by the Office of Personnel Management (OPM) and will not exceed 75% for any individual plan.

1. PAY-FOR-PERFORMANCE

FIELD SUPERVISORS

Under the Pay-For-Performance (PFP) Program, Supervisor performance will be measured under a 10-point rating system with different pay increases established at each of the 10-point ratings. This application will be based on the matrix immediately below:

PFP MATRIX, STARTING FY2026

(3) 2.0%	(6) 4.0%	⁽⁹⁾ 7.5%	
(2) 0.0%	(5) 3.0%	(8) 6.0%	
(1) 0.0%	(4) 2.5%	(7) 5.0%	(10) 9.0%

Note: All percentages are paid as salary increases if room within the salary range. If amount limited by the salary range, balance of amount will be converted to a lump sum payment.

HEADQUARTERS SUPERVISORS

Eligible supervisors in the Performance Pilot program are measured under a 5-cell numerical ratings system, lowest to highest. Pay actions based on the individual rating will generally be in the form of base salary increases. Below are the base salary increases associated with the 5-cell matrix performance ratings. Eligible supervisors in the Performance Pilot program are also measured under the numerical 10-cell National Performance Assessment (NPA) program, which determines an additional, variable lump-sum payout under the PFP program.

Individual Rating	1	2	3	4	5
Base Salary Increase	0.0%	2.0%	3.0%	4.0%	5.0%

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%

Pay actions will be either in salary increases or lump sum payments, or a combination of the two, depending on the supervisor's salary in their position salary schedule. All PFP pay actions will be calculated automatically based on the salary information available from the Human Capital Enterprise System (HCES) and performance ratings provided under the web-based Performance Pilot system and NPA functional scorecard ratings, as applicable. Base salary increases and lump-sum payments are based on base salaries as of September 30, 2025. More information regarding calculations can be found under the Calculations and Effective Date section below.

2. HEALTH BENEFITS CONTRIBUTION

The employer's contribution towards the Postal Service Health Benefits (PSHB) Plan will be 72% of the weighted average as determined by the Office of Personnel Management (OPM) and will not exceed 75% for any individual plan.

1. PAY-FOR-PERFORMANCE

POSTMASTERS

Under the Pay-For-Performance (PFP) Program, Postmaster performance will be measured under a 10-point rating system with different pay increases established at each of the 10-point ratings. This application will be based on the matrix immediately below:

PFP MATRIX. STARTING FY2026

(3) 2.0%	(6)	(9) 7.5%	
(2) 0.0%	(5)	6.0%	
(1) 0.0%	(4)	(7) 5.0%	(10) 9.0%

Note: All percentages are paid as salary increases if room within the salary range. If amount limited by the salary range, balance of amount will be converted to a lump sum payment.

2. HEALTH BENEFITS CONTRIBUTION

The employer's contribution towards the Postal Service Health Benefits (PSHB) Plan will be 72% of the weighted average as determined by the Office of Personnel Management (OPM) and will not exceed 75% for any individual plan.

NAPS Loses a Champion

TAPS mourns the death of Rep. Gerry Connolly (D-VA) on May 21 and extends its deepest sympathies to his family and staff. Connolly was a fearless advocate on behalf of active and retired postal and federal employees who faithfully and energetically represented his constituents in Northern Virginia.



NAPS members enjoyed Rep. Gerry Connolly's sense of humor.

Among members of NAPS, he was a legislative giant, introducing many bills to en-

hance their work experience and their rights. He also was a familiar participant at NAPS' Legislative Training Seminars. On one occasion, Connolly entertained and educated attendees by posing as a Colonial-Era postal stakeholder.

NAPS members will sorely miss Connolly's sage wis-

dom and Irish humor. May Gerry's memory be a blessing for all who knew him.

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A Summer Refresher Course

Continued from page 4

pation in the management of the organization and acting as organization representative and may include the presentation of the organization's views to Postal Service officials, officials of the Executive Branch, the Congress, or other appropriate authority."

There also is ELM 912.2, Right to Membership:

"No interference, restraint, coercion, or discrimination to encourage or discourage membership in such an organization shall be effected in the Postal Service."

The right to have NAPS represent members in matters that may become disciplinary in nature is governed by *ELM* 651.2, Representation:

"Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24, and/or to represent an employee who has appealed a letter of warning or emergency placement in a nonduty status in accordance with 652.4. Employees covered under

these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue."

There you have it. Use the rights granted you as an EAS employee under the ELM. These include requesting personal absence time or filling out *PS Form 1188* to leave the union on promotion, pursuing your right to join and actively participating in, as well as being represented by NAPS in any matters that may be disciplinary in nature—no matter your EAS role in the Postal Service. These are the foundations of a PhD postal career!

naps.cm@naps.org

Let's Continue Our Grassroots Engagement

Continued from page 5

attendance than any other in the past 15 years, as well as the most vendors than any of the past 23 years. It was quite impressive.

While attending different seminars, I made it a point to attend those with major mailers in attendance and presenting. The major concerns voiced were about the recent rise in tariffs and how that is affecting their business.

The second-most-voiced concern regarded mailing costs. Many mailers indicated they are going back to using Every Door Delivery Mail (EDDM). Major companies are finding the number of businesses using the internet for advertising has decreased. There appears to be a sense there is too much fraud on the internet. The Postal Service has seen a rise in the use of EDDM.

Another success story is Ground Advantage. Since 2023, this product has soared; mailers find it very useful, economical and are satisfied. Congratulations to the USPS on a successful National Postal Forum!

One of the biggest buzzes at the forum was who would be the next postmaster general. The rumor mill was at full force. I happened to bump into Benjamin Franklin, our first postmaster general. So, I asked him, "Benny, do you want the job one

more time?" You will never guess what he told me, "Fuhgeddaboudit!"

Please stay safe and remember, "It's personal!" Also, increasing membership demonstrates leadership.

naps.jw@naps.org

Please photocopy or clip out, fold and save this quick-reference card in your wallet.

side of this card. low the guidelines on the reverse tion, it is in your best interest to folyou are the focus of an investigavide could be used against you. If that any information you may protocus of an investigation. Be aware You should ask if you are the possible service to our customers. Postal Service to provide the best of the mails and the integrity of the tions and are to protect the sanctity investigations are fact-finding opera-You must understand that the Inspector General's Office. qucted by postal inspectors and/or and assist in any investigation conof your responsibility to cooperate agement, you should be fully aware As a member of postal man-

Postal Inspectors/OIG Awareness

NAPS Disciplinary **Defense Fund**

Purpose

The NAPS DDF was established to provide representation for NAPS members appealing adverse actions: removals, reductions in grade and debt collection (letters of debt determination).

Eligibility

The member must have signed a NAPS membership application 60 days from the effective date of promotion, or have been a member no fewer than 90 days prior to the proposed action and/or incident resulting in discipline.

over

The Insanity of Being a Front-Line EAS Employee

Dee Perez

Northeast Region Vice President

ostmasters, managers and supervisors are not fond of the Postal Service's \$9.5 billion loss this past year; they do not want it to

reflect on them. Postal Headquarters leadership makes front-line EAS employees feel they are the sole reason for this loss.

EAS employees only can do so much in their intensified, stressful, daily second-guessed, pressure-

filled, disrespected work atmosphere. They are asked to do so many different tasks while not having the time to take their deserved hour-long lunch, which all too often is sacri-

ficed in order to try and accomplish completing an impossible workload that, too often, continues to increase. Even if they take their lunch, the workload far exceeds eight hours.

EAS employees are tasked with being on numerous Zoom meetings at

any given time, with a moment's notice, to explain failures. Corrective actions are issued to mitigate these failures in the future while EAS employees are answering many Team and RADAR surveys about every aspect of F-2 and -4.

This, despite already having a report, "The Flash," that provides this very same information at the start of the following week. MPOOs hold bridge calls, Zoom meetings and

DOIS drill-downs and address budgeted hours used at all hours of the day.

Then they want EAS employees to conduct daily window, street and office safety observations and find C360 parcels that create customer complaints that have yet to reach their office—within two days—while monitoring a window survey, which only 0.03% of customers take. EAS employees are ridiculed weekly if they are below the goal and a RCE program that is not related to any NPA goal whatsoever.

There is zero consideration by upper management based on the emails I've received from members in many different districts for an EAS lunch period. It's all business, 24/7. Middle Tennessee Branch 32 President Robert Wakefield discussed this topic in his podcast, "CUPPAJOE." I believe it was episode #8. I highly recommend everyone tune in on Saturday morning to listen to the podcast. Unfortunately, USPS leaders fail to understand that EAS employees all are entitled to a lunch break/breather according to the FLSA, regardless of their levels. Upper management figures if you don't have lunch, it's on you, not on them—despite them keeping you so busy you don't have time to even think about having a lunch break.

As a reminder to upper management, a survey was conducted in the Northeast Region, I believe, in New York in 2016. These findings went directly to PMG Megan Brennen, who rejected the 10.5 hour supervisor's day findings. She said the agency

Continued on page 15

Please photocopy or clip out, fold and save this quick-reference card in your wallet.

Action Responsibility—Revised 5/25
If you receive a letter of proposed downgrade, removal or letter of demand, immediately contact your local branch president or designee. If you receive a letter of decision upholding the action and are requesting DDF representation for an MSPB appeal, your branch president must sign your completed DDF Representation Request Form. Send this form, along with a completed MSPB appeal form and the letters of proposed adverse action and decision, by Priority Mail to Labor Relations Admin Group, PO Box 25822, Brooklyn, NY 11202.

Coverage

DDF provides a representative from Labor Relations Admin Group only. The representative provided may not be an attorney. DDF covers your representative's fees and expenses up to \$4,000, plus travel costs. You are responsible for paying the provider if fees exceed these limits.

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	These are not complete guidelines— always consult with an attorney.
	 Do not sign a waiver-of-rights form, admit or deny any allegations, or make any written or oral statement unless an attorney and/or NAPS representative is personally present.
	 Do not waive any rights, including the right to remain silent.
	• Do not consent to a search of person or property. Ask to see a search warrant.
	matter. If so, contact an attorney immediately.

· Ask if you are a suspect in a criminal

• Request the presence of a NAPS

Phone No.

President

Branch No.

representative.

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: SS#:	
Office: Branch:	
Work Phone: Home Phone:	()
Date of Notice of Proposed Action or Notice of Debt Determination:	
Date of Letter of Decision or Notice of Involuntary Offset:	
	sciplinary Defense Fund (DDF). Representation will be p, LLC. The representative provided may not be an attorney. 4,000 and all travel costs.
Admin Group, LLC will notify me, in advarrepresentation without my authorization. If personally liable to the provider for these advantage of the provider for these advantages.	are expected to exceed the \$4,000 limit, Labor Relations ince. No additional fees or expenses will be incurred for my I do authorize additional fees and expenses, I will be dditional expenses. ayment for my legal fees, it is understood that the monies will
	onies expended for my representation by Labor Relations
If you have been a NAPS member	NAPS since: Month Year rs less than 90 days from the date of the proposed ment that you signed a NAPS membership or promotion from the craft.
I will, in effect, discharge the National Asso	ion through any means other than the NAPS DDF at any time, ociation of Postal Supervisors and Labor Relations Admin rding my case. Furthermore, I understand that I will have to ome resulting from this action.
Signature of Member	Signature of Branch President
Date	Date
Send this signed form and a copy of the adv	verse action file by Express Mail to:
Labor Rela PO Box 25	ations Admin Group, LLC 5822

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

Brooklyn, NY 11202

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

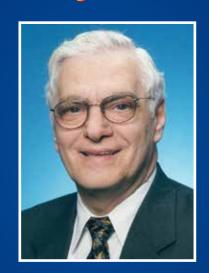
Deadline: June 30, 2025

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 scholar-

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

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



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

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

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

Views from the Vice Presidents

Continued from page 12

couldn't afford to hire the EAS numbers needed. If this survey were taken today, what would your workday show—11, 12 or more hours?

Are all EAS employees managing 100%, as they should? Upper management doesn't think so. Otherwise, everything would be 100% accomplished daily, with every goal met and your NPA in box 10. EAS employees manage people, not robots. People have good days and bad, good weeks and bad.

EAS employees have made huge strides today by beating SPLY/plan budget hours. Front-line EAS employees adapt to an enormous workload that often is impossible to manage in an eight-hour day with all the daily interruptions.

Are they where they want to be with employee availability, preventing accidents and other costly grievance concerns, like Line H and TACS issues, while working to ensure our craft employees eliminate costly inefficiencies contributing to the \$9.5 billion loss? No, not yet.

But all front-line EAS employees strive daily to accomplish this. It may not be fast enough for the satisfaction of their district managers, MPOOs and regional vice presidents, but there is progress. Let's not forget, "Rome wasn't built in a day."

EAS employees are changing the culture of their workroom floors and offices by holding their employees accountable. This is a workplace culture shock to craft employees. EAS employees are dealing with pushback from the craft every day.

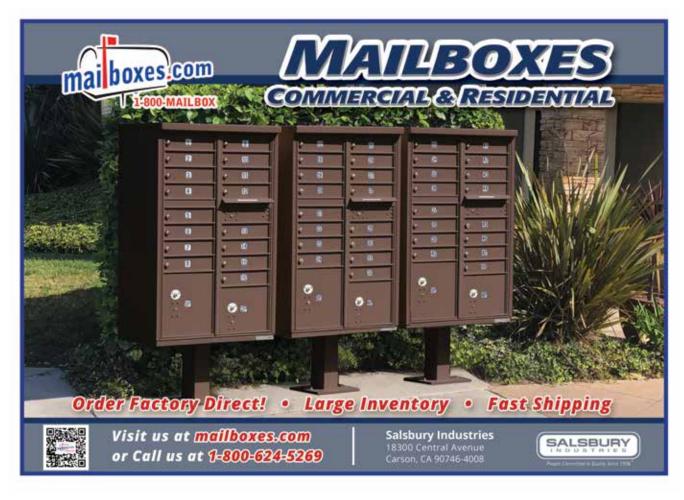
The Postal Service's "Delivering for America" is to blame for the USPS' \$9.5 billion loss—not EAS employees. I'm not saying the plan is wrong; it's

too early to pass judgment. Former PMG Louis DeJoy said it would take time, but he underestimated the costs.

He had to rebuild an entire network and develop a theory on how it would function. Not to mention new construction, new sorting machines and all the equipment required to modernize current sites across the nation that were in disarray for decades. These sites/offices were freshly painted and cleaned thoroughly for the first time in over 30 years, if not longer.

There still is plenty of work to do. The transformation of making our offices respectable and clean places in which to work helps the craft and EAS morale. A happy employee is a productive employee, especially in the insanity of today's workplace.

We are worth the expense! nyavpdee@aol.com





Board of Governors Selects Next PMG

On May 9, the Postal Service Board of Governors announced it had chosen David Steiner as the 76th postmaster general. Once Steiner completes the vetting process, acting PMG Doug Tulino will return to his permanent position as deputy PMG and chief Human Resources officer. Steiner is expected to join the agency in July.

Steiner served as president and CEO of Waste Management for 12 years. During his tenure, the company solidified its role as the leading provider of waste management and recycling services in North America. Before joining Waste Management, Steiner was a partner at Phelps Dunbar LLP.

He serves on several non-profit and education boards, as well as FedEx Corporation, Vulcan Materials and AMP. Steiner will leave the board at FedEx and manage his other roles and business/financial interests as required before joining the Postal Service.

Steiner earned a B.S. in accounting from Louisiana State University and a J.D. from the University of California, Los Angeles.



New Jersey State Legislative Co-Chair Constance Scales-Bradley (left) with Rep. LaMonica McIver (D)



Executive Director Chuck Mulidore met with Sen. Lisa Murkowski (R-AK)



Evelyn Benjamin (left), Mabel Stephens So CA Branch 266 president, attended a local town hall meeting conducted by Rep. Nanette Díaz Barragán (D) after returning from the LTS.

New Jersey State Legislative Co-Chair George Barrett (left) and South Jersey Branch 74 member Russ Carmody (right) with New Jersey Reps. Jefferson VanDrew (R) and Nicole Malliotakis (R)



Attending the recent Dakotas Bi-State Convention were, from left, NAPS Central Region Vice President Craig Johnson, Jody Guodance, Rich Everson, Carrie Heberlee, Linda Nation, Chad Olson, Tracey Neilsen, NAPS Executive Vice President Chuck Mulidore, Sonny Magnuson, David Erickson and NAPS North Central Area Vice President Dan Mooney.



NAPS Executive Vice President Chuck Mulidore, with North Central **Area Vice President Dan Mooney** (second from left) and Central Region Vice President Craig Johnson (right), swore in the South Dakota State Branch 946 officers: Vice President Sonny Magnuson, Secretary/ Treasurer Carrie Heberlee and President David Erickson.



Luther B. Manuel Jr. NAPS Branch 548, NJ, celebrated its 50th anniversary on April 15 with its newly elected officers sworn in by New Jersey State President Jon Kofsky. From left: Sergeant-at-Arms Peter Ware, Financial Secretary Anthony Callandrillo, Executive Board member Adah Kreps, President Gerisha Daniel, Executive Board members Brindsley Nurse and Martin Block, Recording Secretary Yolanda Gross, State Executive Board members Jessica Magee-Callandrillo and Raymond Okali and Executive Vice President Michael Kotora.



Dallas Branch 86 officers, from left: Vice President of Customer Service Dionne Davis, Vice President of the North Texas P&DC Marilyn Barnes, Executive Vice President Johnetta White, President Patrick Wright, Vice President of the Dallas P&DC Denise Brister, Treasurer Andrea Dee **Amos-McNary and Secretary Liz** Richardson.

NAPS participated at the Arizona/New Mexico District Career Conference

From left: Phoenix Branch 246 President Wendell March, NAPS Rocky Mountain Area Vice President Myrna Pashinski, Secretary/Treasurer Jimmy Warden and USPS Delivery Operations Vice President and NAPS member John Morgan.

The NAPS table at the Career Conference with Phoenix Branch 246 President Wendell March, NAPS Rocky Mountain Area Vice President Myrna Pashinski and Secretary/Treasurer Jimmy Warden





Phoenix Branch 246 President Wendell March spoke to two supervisors who just moved to Phoenix from Brooklyn, NY, about the benefits of membership in NAPS.



From left: NAPS Secretary/Treasurer Jimmy Warden, **Rocky Mountain Area Vice President** Myna Pashinski, **Phoenix Postmas**ter and NAPS member Tina Sweeney and Phoenix Branch 246 President Wendell March.



Tennessee State officers were installed April 26. From left: NAPS **Cotton Belt Area Vice President** Shri Green, Secretary/Treasurer Robert Wakefield, Vice President Robert McMurry, President Donna Aaron, NAPS President Ivan D. Butts and Southern Region Vice President Jaime Elizondo Jr.

Illinois held its 2025 State Convention in Oak Brook, April 24-26:



Past NAPS President Brian Wagner, with Illini Area Vice President Luz Moreno, swore in the Illinois State officers, from left: President Toni Coleman-Scruggs; Vice President Katie Levernier, Area Vice Presidents Santos Perez and TaWanda Williams, Secretary/Treasurer LaShanda Haymer, Legislative Rep Okie Okedina, Illinois North Shore Branch 270 Treasurer Gayle Mayo and Area Vice Presidents David DeNosky and Shannon Creath.



Illinois Auxiliary members worked the SPAC table, from left: President Pat Crowe and members Ernestine Warren, Chester Lacey and Adam Mobley.



NAPS Secretary/Treasurer Jimmy Warden with members from Elizabeth R. Flamon Branch 14 and Central Illinois District Branch 369 at Friday night's dinner.

NAPS Secretary/Treasurer Jimmy Warden with Heart of Illinois Branch 255 members.



North Suburban Branch 489 at Friday night's cowboy-theme dinner.

Members from Branch 255, 14, 493 and 489 at the dinner



First-timers at the Illinois State Convention



Fernando Moreno and Chicago BMC Branch 541 President Shasta Phillips



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Hilton
Geraginas BOOR HILLS
BY LORT & CONFIRENCY CENTER

USPS Eastern Vice President of Processing Operations Todd Hawkins addressed delegates.



Former NAPS Secretary/Treasurer John Aceves was an instructor.



USPS Central Area Vice President of Retail & Delivery Raj Sanhera addressed delegates.



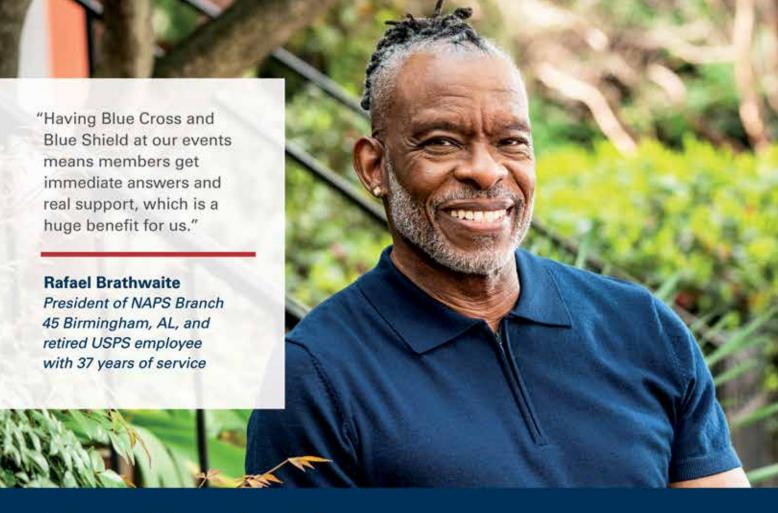
Detroit Branch 23 member Ken Bunch conducted training.



NAPS Secretary/Treasurer Jimmy Warden and Illinois State President Toni Coleman-Scruggs

dent Brian Wagner conducted training.

Past NAPS Presi-



Benefits that keep USPS employees healthy

The Blue Cross and Blue Shield Federal Employee Program is proud to partner with the National Association of Postal Supervisors (NAPS) in supporting USPS employees and their families.

We're here to help USPS employees, retirees and their families live their healthiest lives by offering comprehensive health benefits, including access to a network of over 2 million doctors and hospitals, plus chiropractic care and health management.

That's the Benefit of Blue."

Learn more at fepblue.org/USPS-every-step.



Federal Employee Program.



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 Postal Service Health Benefits Program brochures (FEP Blue Standard) and FEP Blue Basic; RI 71-020; FEP Blue Focus; RI 71-025). All benefits are subject to the definitions, limitations and exclusions set forth in the Federal brochures.



Bob LeviDirector of Legislative & Political Affairs

uring a series of pauses in the April 30 House Oversight and Accountability meeting—at which the committee adopted a series of postal and federal employee



duce earned benefits in several ways.

These cuts should not to be surprising as they were referenced in my columns dating back to the beginRetirement System (FERS) to base the calculation on the highest-5 consecutive salaried years, rather than the highest-3 years.

Finally, the committee-passed measure would eliminate the FERS Annuity Supplement on the bill's enactment into law for future retirees. The annuity supplement provides a financial safety net for FERS employees who retire before age 62, the age of Social Security eligibility.

It should be noted that, while all the voting Democratic members of the committee opposed the legislation, the only Republican who voted against the legislation was Rep. Michael Turner of Ohio. In voting no, Turner declared, "I don't believe it represents Republican values or American values." He went on, "I believe making changes to pension benefits in the middle of employment is wrong. Employee benefits are not a gift; they are earned."

This brings me back to where I began this column. In 1990, Democrats held the majorities of the House and Senate; Republican George H.W. Bush was president. There was a bipartisan consensus to reduce the budget deficit. So, the House Budget Committee, under the chairmanship of Leon Panetta (D-CA), crafted reconciliation instructions to several House committees to reduce programs under their respective jurisdictions.

The Budget Committee tasked the House Post Office and Civil Service Committee with coming up with budget reductions that impacted postal and federal employees and retirees and the U.S. Postal Service. In mid-October 1990, under the leadership of Postal and Civil Service Committee Chair William Ford (D-MI) and Ranking Republican Benjamin Gilman (R-NY), the committee voted unanimously to reject the budget rec-

Continued on page 31

'Merely a Flesh Wound' May Morph Into an Amputation

cuts intended to help offset \$5 trillion in corporate and high-income tax reductions and increased funding for border security and the military—I took the opportunity to enlighten the committee's leadership of budget reconciliation act history. This was from personal experience regarding the Budget Reconciliation Act of 1990.

At the time, I was on the staff of the House Post Office and Civil Service Committee. I confirmed my recollection of events with a then-committee colleague who, like me, now represents members of the federal workforce.

I reminisced about how, in 1990, the committee's forerunner, the House Post Office and Civil Service Committee, stood up to the House Budget Committee and House leadership in rejecting reconciliation instructions to cut postal and federal employee benefits. I mused that our nation's postal supervisors, managers and postmasters were seeking heroes, such as those from past congresses, to preserve their earned benefits.

As you know, the current House Committee approved the cuts by a one-vote majority (22-21) and is intended to be part of the 2025 Budget ning of the year and highlighted in my summary of the House Budget Resolution, H.Con.Res. 14. I know many of you who have contacted members of Congress about the Budget Resolution have received a terse response that the resolution was merely a "blueprint."

This retort reminds me of the line in the movie "Monty Python and the Holy Grail" where King Arthur dismembers the Black Knight, yet the knight continues to taunt the king, claiming his injuries are "merely a flesh wound." Let me remind you that the budget resolution was not merely a blueprint and the benefit cuts are not merely a flesh wound.

First, the committee-approved legislation would increase the FERS employee contribution to 4.4% for postal and federal employees hired prior to 2014. This increase translates to a cut in take-home pay of 3.7% for employees hired prior to 2013 and a pay cut of 1.3% for those hired in 2013. Employees hired in 2014 and thereafter already pay 4.4%.

Second, the legislation would reduce the annuities of employees retiring in 2027 and thereafter by revising the Civil Service Retirement System (CSRS) and Federal Employees

Your Questions Answered Regarding House Budget Reconciliation Cuts to Postal and Federal Benefits

ith the recent House Oversight and Accountability Committee approval of federal benefit cuts, NAPS members have several fundamental questions about the potential changes.

1. Are the changes a done deal?

No, the changes must be included in the 2025 Reconciliation Act that the full House and the Senate have yet to pass and President Trump must sign the bill into law. For these reasons, NAPS members must continue to contact their representatives and senators to oppose the benefit reductions.

2. How should I contact Congress?

NAPS has made it easy and convenient. You may use the QR code on this page to help you communicate with members of the House of Representatives. If and when the reconciliation bill advances to the Senate, NAPS will post an advocacy message tailored for the Senate with a different QR code, which will be broadcast to NAPS members.

3. If the bill is signed into law as approved by the House Oversight and Accountability Committee, will the FERS Annuity Supplement be eliminated? When would the elimination take effect?

Yes, the FERS Annuity Supplement would be eliminated. As approved by the committee, the FERS Annuity Supplement would continue for those already receiving the supplement; however, anyone retiring after the bill is enacted would not receive the supplement.

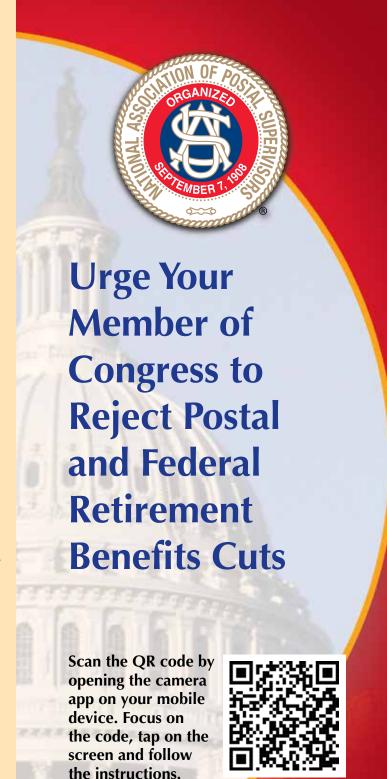
4. If the bill is signed into law as approved by the House Oversight and Accountability Committee, when would the change to the CSRS and FERS annuity calculation from the high-3 to the high-5 take effect?

The change in the annuity calculation would apply to CSRS and FERS-covered employees who retire on or after Jan. 1, 2027.

5. How much will my take-home pay be reduced if the committee-approved increase in FERS contributions is signed into law?

The committee-approved increase would affect different FERS-covered employees in three different ways. Employees hired in 2014 and after would not contribute a greater percentage of their salary toward FERS; they already contribute 4.4% of salary.

Employees hired in 2013 would contribute an additional 1.3% of salary and employees hired prior to 2013 would contribute an additional 3.6% of salary. The changes would take effect on enactment.



NAPS Legislative Campaign



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

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





Urge Your
Member of
Congress to
Co-Sponsor the
Postal Supervisors
and Managers
Fairness Act
(H.R. 1560)

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





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

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





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

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



2025 SPAC Pins

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

President's Ultimate

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

Drive for 5

Contribute to SPAC by payroll deduction or direct payment.



VP Elite

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



Secretary's Roundtable \$500 level



Chairman's Club \$250 level



Supporter

\$100 level

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

2025 SPAC Contributors

April Contributors

President's Ultimate (\$1,000+)					
Shawn, Steve	MD	Branch 403			
Laster, Edward	ОН	Branch 46			
Laster, Jacshica	ОН	Branch 46			
Christopher, Arthur	TX	Branch 122			

VP Elite (\$750)		
Randall, C. Michele	MD	Branch 531
Jackson, Alice	VA	Branch 526

Secretary's Roundtable (\$500)			
Wong, John	CA	Branch 497	
Lum, Chuck	HI	Branch 214	
Smith, Reba	KY	Branch 1	

Chairman's Club (\$25	0)	
Brathwaite, Rafael	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Gibson, Lelton	CA	Branch 88
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Jones, Marilyn	CA	Branch 39
Nguyen, Nicole	CA	Branch 373
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Lynn, Patti	FL	Branch 296
Williams, Carolyn	FL	Branch 146
Moore, Kevin	GA	Branch 595
Valuet, John	ID	Branch 915
Moreau, Steven	MA	Branch 102
Moreno, Richard	MA	Branch 498

SPA	C
Contribution Form	on

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 #	国際などの意図
Name	
Home Address/PO Box	■ 3 68 99 %
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 followers	owing 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, 2025)

National Aggregate: \$56,530.34		National Per Capita: \$2.12	
Region Aggre	gate:	Region Per Capita:	
1. Eastern		1. Eastern	
2. Southern	\$11,813.82	2. Western	\$2.17
3. Western	\$11,506.14	3. Southern	\$2.13
4. Central	\$ 8,159.15	4. Central	\$1.86
5. Northeast	\$ 7,514.23	5. Northeast	\$1.50
Area Aggrega	te:	Area Per Capita:	
1. Capitol-Atlantic		1. Pioneer	\$3.76
2. Pacific		2. Capitol-Atlantic	
3. Texas		3. Texas	
4. Pioneer		4. Central Gulf	
5. Mideast		5. Northwest	
6. New England		6. Pacific	
7. Northwest		7. Cotton Belt	
8. Illini		8. North Central	
9. New York		9. Illini	
10. Michiana		10. New England	
11. Southeast		11. Michiana	
12. Rocky Mount		12. Rocky Mountain	
13. Cotton Belt		13.Mideast	
14. Central Gulf	\$ 2,106.00	14. MINK	\$1.17
5. North Central	\$ 2,006.00	15. Southeast	\$1.09
16. MINK	\$ 1,276.65	16. New York	\$1.06
State Aggrega	ite:	State Per Capita:	
1. California		1. Maine	\$9.39
2. Texas		2. Idaho	\$8.57
3. Maryland	\$4,772.00	3. Maryland	\$7.59
4. Ohio	\$4,179.00	4. Utah	\$5.75
5. Virginia	\$4,084.50	5. Virginia	\$5.11
	Drive	for 5	
Members by F	Region:	Aggregate by Regi	on:
1. Eastern		1. Eastern 9	
2. Southern		2. Western	
3. Western		3. Southern	
	34	4. Northeast	
5. Northeast	27	5. Central	\$3,228.00

Rosario Jr., Arnold	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Price-Booker, Virginia	MO	Branch 131
Hill, Mildred	MS	Branch 199
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Burgasser, Ted	ОН	Branch 29
Bartko, Susan	PA	Branch 20
Green, Shri	TN	Branch 41
Peters, Diane	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Farmer, Joanne	VA	Branch 526

Supporter (\$100)		
Jalloh, Ibraham	AL	Branch 901
Madison, Shanek	AL	Branch 45
Reid, Jaime	AL	Branch 45
Neal, Rebecca	AZ	Branch 246
Booth, Samuel	CA	Branch 39
Bradley, Roxanne	CA	Branch 77
Graham, Mardina	CA	Branch 88
Johnson, Deborah	CA	Branch 88
Simpao, Sally	CA	Branch 88
Trevena, April	CA	Branch 94
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Beckhum, Regina	DC	Branch 135
Hughes, Reginald	DC	Branch 135
McCloud, Regina	DE	Branch 909
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Lum, Laurie	HI	Branch 214
Gardner, Brian	ID	Branch 915
Byrd, Scheronda	IL	Branch 14
Hartman, Stephanie	IL	Branch 14
Lanford, Sheryl	IL	Branch 14
Pitts, La Neda	IL	Branch 14
Rendleman, Daniel	IL	Branch 255
Toles, Francee	IL	Branch 14
Malone, Tammy	IN	Branch 8
Mosley, Monique	IN	Branch 8
Webb, Marcel	IN	Branch 8
Berger, Ricky	MD	Branch 531
Jones, Marcia	MD	Branch 42
Harmon, Susan	ME	Branch 96
Krzycki Jr., Kenneth	MI	Branch 508
Tessmer, Stephen	MI	Branch 508
Baker, Neil	MN	Branch 104
O'Donnell, Curt	MN	Branch 16

Continued on page 31

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.
- 6 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."
- Click on "Allotments."
- 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.
- Olick "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.
- When prompted, enter your employee ID number.
- 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.
- **3** 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):

77225555

(Example: 77225555512345678).

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





'A Tale of Two Cities'

Toni Coleman-Scruggs

n his classic, "Tale of Two Cities, Charles Dickens wrote, "It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness ..."

For NAPS, Sept. 7, 1908, was a time in which the founders of this organization—50 postal supervisors from post offices in 13 states—met in Louisville, KY. Their objective was to establish an association comprising supervisors dedicated to the welfare of supervisors and improvement of the United States Post Office Department.

Poor working conditions and an unfair salary system were among the challenges that faced these pioneers, all of whom risked their livelihoods to participate in these early organizational activities. In the early 1900s, no standard workday or workweek existed for postal employees. The 8-hour workday was not a reality for postal supervisors.

The workday began at a specified time, but ended only when all mail on hand had been processed. Saturdays and Sundays were regular workdays; there was no overtime or compensatory time. The sick leave benefit was years away and on completion of a "career" in the Post Office Department, there was no retirement annuity.

As our "Historical Sketch" reads:
"These were bleak years made
bleaker because no cooperative relationship existed between postal supervisors and postal managers in
Washington, DC. The phrase 'man-

agement team' had not been coined, but the National Association of Supervisory Post Office Employees (later renamed the National Association of Postal Supervisors, or NAPS) was emerging as a force to influence a change."

> It now is 2025 and, as the title of this column reads, we are living in "A Tale of Two Cities." Many of my fellow EAS colleagues feel there is no "best of times, just the worst of times."

Like in the early 1900s, many members' livelihoods today are in jeopardy; most have received little or no raises the past few years. Morale is down; workloads have increased. EAS employees continually are passed over for details or promotions to craft employees, in spite of the so-called "best qualified" candidates selection process.

In many cases, EAS employees applying for promotions no longer receive letters for interviews or letters of non-selection. You may receive an email, but what happened to the process of receiving a letter in advance, instead of an email that may get lost in the hundreds of daily directive emails that fill up your inbox?

EAS employees still are being treated as PTFs; their schedules are changed more often than a baby's diaper. In spite of the involuntary reassignment letter being issued many times, this issue seems to be an ongoing problem.

I hear people say they are in fear of retaliation, the EEO process is broken and there is no process in place to address issues. I always have been a firm believer in document, document, document! I continually tell people who call or write me the importance of documenting everything.

I often recommend completing a 1723 and using a leave slip for vacations and leave requests. Don't use your car to deliver mail, conduct street supervisions or drop off Express Mail. If you have an accident, the Postal Service will not cover the damage to your car.

The Postal Service issues letters of directives, but, many times, our members still don't know their rights. You are entitled to due process and be treated with respect. Your representative has the right to represent you.

When you are accused of violating the Joint Statement on Violence in the Workplace because you did your job, you don't have to just accept a ruling handed down by a DRT team, postal Labor representative or POOM without ever being interviewed.

Yet this has happened. Individuals have been terminated, forced to take training classes or moved from their *Form 50* position without ever having their day in court. As the Constitution states, we all are entitled to due process.

Yes, many believe we are regressing to bleaker times instead of reemerging as a force to influence a change like those brave supervisors in 1908.

We have details lasting years and years, jobs staying vacant for many months or even years. Many NAPS members keep asking why this continues to happen. If we don't push back, we will continue to see the worst of times.

The goal of this organization is to educate, represent and look out for the interest of its members. We have the tools, the talent and the people; we just underuse those resources. Most EAS employees have worked in various offices; it, too, is like a tale of two cities—each operates differently, without uniformity. Rules vary from district to area, from state to state.

I wish it was the best of times, but, if we surveyed our members, they would agree it is the worst of times. Until we have unity and better communication, along with better

wages, respect and a decrease in workload, the poor working conditions the founding members faced will continue to plague our members in 2025.

I look forward to the best of days like many of you. A change has to come. Together, we can make it happen.

toni.scruggs@yahoo.com

Toni A. Coleman-Scruggs, retired postmaster, Illinois State Branch 916 area vice president and Lorraine Harry-Dr. Nancy Wesley Branch 493 officer.

Legislative Update

Continued from page 22

onciliation instructions.

I believe Ford's and Gilman's leadership in standing up for the postal and federal workforce resulted in a 1990 reconciliation act less harmful to the postal and federal community than originally proposed.

So, during pauses in the Oversight and Accountability Committee's reconciliation deliberations, I shared my recollection of that event of 35 years ago with Chairman James Comer (R-KY) and Acting Ranking Democrat Stephen Lynch (D-MA). I respectfully asked if it was possible for history to repeat itself. I got my

answer at the conclusion of the sixhour long meeting.

Nevertheless, NAPS members, as part of a broad postal and federal coalition, must continue to fight reconciliation cuts; NAPS has made it easy to do so. Just go to page 23 and use the QR code to connect with your member of Congress.

While the target date for House consideration is before Memorial Day, there is doubt the House can meet that target. The target notwithstanding, the fight on Capitol Hill will continue through the summer. So, use the NAPS advocacy tool to fight to protect your benefits.

naps.rl@naps.org

NAPS Training Calendar

Northeast Region Training Seminar

June 27-28, 2025

Conducted by: Northeast Region VP Dee

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

Hotel Rate: \$378.75, including tax and fees; rooms must be booked by June 7; https://www.marriott.com/event-reservations/reservation-link.mi?id=1738688 937168&key=GRP&guestreslink2=true &app=resvlink. The earliest to book an extended stay at the same rate is June

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

Training: TBA

Southeast Area Training Seminar

Sept. 26-27, 2025

Conducted by: Southeast Area Vice **President Bobby Bock**

Location: Embassy Suites, 8978 International Dr., Orlando, FL 32819

Hotel Rate: \$140 plus tax; \$11/parking; https://www.hilton/com/en/attend-myevent/naps-meeting-orlando-2025/

Registration fee: TBA

Training: Bobby Bock and Brian Wagner

2025 SPAC Contributors

Continued from page 28

Soukey, Louis	MN	Branch 104
Robinson, Theresa	NC	Branch 299
Allen, Peggy	ОН	Branch 46
Caffey, Jacquelyn	ОН	Branch 133
Kimbrough, Marcia	OH	Branch 46
Price, Jonathan	ОН	Branch 46
Skjelstad, Aric	OR	Branch 66
Butts, Ivan	PA	Branch 355
Smith, Mary	PA	Branch 44
Giorgio, Victor	RI	Branch 105

Blakely, Kathy	TN	Branch 41
Brooks, Lamarcus	TN	Branch 41
Austin, Jessie	TX	Branch 122
Clark, Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Cousins, Wiley	TX	Branch 9
Jones, Charleen	TX	Branch 122
Brandt, Junemarie	VA	Branch 526
Brown, Lorraine	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Wade, Harold	VA	Branch 526

Executive Board Attends to NAPS Business

Submitted by Jimmy Warden

Secretary/Treasurer

APS Executive Board Chair Chuck Lum called the April 9 Executive Board meeting to order at 8:31 a.m. New England Area Vice President Bill Austin gave the invocation. The Pledge of Allegiance was led by Northwest Area Vice President John Valuet.

Eastern Region Vice President Richard Green and North Central Area Vice President Dan Mooney were named sergeants-at-arms. Secretary/ Treasurer Jimmy Warden conducted the roll call; all members, except Southeastern Area Vice President Bobby Bock (who was excused), were present.

President Ivan D. Butts welcomed the board and expressed hope that members had successful meetings on Capitol Hill. He thanked Executive Vice President Chuck Mulidore for an excellent LTS, noting that Chuck and Director of Legislative & Political Affairs Bob Levi put forth great effort in making the seminar a success.

Butts noted the great turnout at the NAPS Rally on Tuesday. He said he was glad to see the board members and looked forward to a productive meeting.

Mulidore thanked everyone for their participation at LTS and the rally. He offered special thanks to Levi, NAPS Editor Karen Young and Meeting Planner Sheri Davies for all their work behind the scenes to help make LTS a success.

Mulidore said he looked forward to getting feedback reports from delegates; early reports indicate all the meetings went well. One change for next year is looking at taking the SPAC photos in a different room to alleviate pressure on getting the room set up for the next event.

Attendance at the rally was about 300 people. He thanked Ivan for bringing energy to the rally.

Warden welcomed board members, affirming he, too, was looking forward to a productive meeting. The agenda included addressing next fiscal year's budget. He stressed there is important NAPS business to address to move the association forward.

Lum gave his report. He said he has attended many Career Conferences and branch meetings. He also participates in the monthly consultative meetings with Postal Service Headquarters.

Lum commented that seeing members, as well as non-members, not knowing many of the current issues is a concern. A positive aspect of signing new members is getting NAPS' message out. Many people are using the NAPS website for contacts when they have an issue. Also, training is helpful.

Lum said he looks forward to continue serving as board chair.

Recommendation #1—Made by Richard Green, seconded by Western Region Vice President Marilyn Walton, that:

"Minutes of the fall 2024 Executive Board meeting be accepted as

written, previously sent to the board, printed in The Postal Supervisor and posted on the NAPS website."

A voice vote was taken; the recommendation passed unanimously.

Recommendation #2—Made by Capitol-Atlantic Area Vice President Troy Griffin, seconded by Mideast Area Vice President Tony Dallojacono, that:

"The minutes of the March 30, 2025, Zoom Executive Board meeting be accepted as they previously were sent to the Board."

A voice vote was taken; the recommendation passed unanimously.

Sheri Davies, ConferenceDirect, reported on the just-completed 2025 LTS. Sponsorship (vendor) fees continued to increase: 2023, \$24,000; 2024, \$27,000; 2025, \$55,000.

There was discussion of some concerns with the Crystal Gateway Marriott. There were no bellmen available: some escalators and elevators were not in service. Davies indicated she will add an addendum to the contract to keep the restaurant open longer, more days; provide the correct ratio of staffing; and ensure escalators and elevators are in working order.

NAPS is contracted with the Marriott through 2028 for LTS, but Davies will investigate other venues for 2029. She addressed the need to move SPAC photos out of the ballroom.

Jim Stokes, Stephanie Glacier and Shelley Baxter from the STOLADI Group updated the board on the 2nd floor "white boxing" project. Stokes said he received the permit for demolition on March 24 and contacted five contractors for bids.

E.E. Reed Construction was selected on March 27. Bids were discussed with architect David Carter Scott. Demolition began April 7; completion is expected by April 25. The project was budgeted for \$200,000; \$55,000 to \$60,000 in savings was achieved by not installing windows. E.E. Reed was the lowest bid at \$90,000.

Stokes discussed leasing competition with other buildings in Alexandria. There are 30 buildings similar to NAPS' 3rd-floor layout and six buildings similar to the 2nd-floor layout. About 40% of leases are non-profit associations. Stokes is on site every Thursday for broker visits.

The next agenda item was filling the Northeast Region vice president vacancy.

Recommendation #3—Made by Butts that:

"NAPS appoints Sabir Salih Northeast Region vice president."

Butts indicated he had spoken to the nine state presidents in the Northeast Region; votes were 5-4 for Salih. Board discussion ensued. A voice vote was taken; the recommendation failed.

Recommendation #4—Made by Butts that:

"NAPS appoints New York Area Vice President Dee Perez Northeast Region vice president." A voice vote was taken; the recommendation passed.

Mulidore swore in Perez as Northeast Region vice president.

Mulidore, with DDF Provider Al Lum, updated the board on the DDF. Lum discussed a recent ruling that federal employees no longer can resign with a "clean record." When a

federal employee leaves their job, their previous employment history, including reasons for termination, may be accessible to future employers. The exception to this ruling are Postal Service employees.

In FY25, June 1, 2024, through March 31, 2025, Lum reported:

- 8 cases representing postmasters
- 81 total cases: 42 closed, 39 pending
- Total cost: \$93,146.07; average cost per case: \$2,910.81
- 56 MSPB cases, 69%; 20 debt collection, 25%; 5 ELM 650, 6%
- 29 pending, 52%; 18 settled, 32%; 5 withdrawn, 9%; 3 wins, 5%; 1 loss, 2%

Debt Collection:

- 8 pending, 40%; 9 wins, 45%; 3 settled, 15%; 0 losses; 0 withdrawn ELM 650:
- 3 settled, 60%; 1 pending, 20%; 1 loss, 20%; 0 wins; 0 withdrawn

The cases by type were performance—27; finance—23; falsification—12; violence—8; sexual misconduct—6; attendance—3; and theft—2.

Cases by area: Capitol-Atlantic—12; Illini, MINK and Rocky Mountain—7; New York and Texas— 6; New England, Southeast, Cotton Belt, Northwest and Pacific—5; Michiana and Central Gulf—3; Mideast and North Central—2; Pioneer—1.

The monthly USPS consultative meeting was held with Bruce Nicholson, James Timmons and Paulita Wimbush, USPS Labor Relations Policies & Programs. Responses will be published when available.

Warden gave his report:

- As of Feb. 28, 2025, NAPS investments totaled \$7,009,557.78.
 - As of Feb. 29, 2024, NAPS in-

vestments totaled \$7,224,882.95.

- This is a decrease of \$215,325.17 or 3%.
- As of March 24, 2025, the NAPS General Fund Signature FCU Checking account balance was \$105,223.19; the Signature FCU Money Market account was \$153,801.22, for a total of \$259,024.41.

As of Feb. 28, 2025, NAPS Property Inc. (NPI) had \$111,742 in cash on the balance sheet. There is \$35,460 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), with \$76,282 unencumbered.

LocalWorks, currently occupying Suite 305 (7,250 square feet), expanded into Suite 105—an additional 6,090 square feet—as of March 1, 2024. Like the agreement for Suite 305, the expansion is a license agreement with profit sharing. It is assumed to be low risk, but also has no defined income model.

Through Feb. 28, 2025, profit sharing with NAPS Property Inc. totaled \$77,550, which averages \$8,615/ month. The year-to-date total is \$8,250 under budget. The budget assumes continued growth over the fiscal year as LocalWorks expands its client base.

The current cash projections assume continued vacancies on the 2nd floor, as well as suites 300 and 350. Jim Stokes of STOLADI Property Group, Inc. has been contracted to lease out the space. The overall pace of leasing activity remains slow.

The cash forecast for the fiscal year assumes contributions of \$32,500/month from the landlord to cover building operating expenses. However, to the extent vacancies are leased out and/or LocalWorks becomes more profitable, these contributions may decrease.

Fiscal year-to-date contributions total \$407,500. Contributions for January and February increased over budget to fund the remodel expense for the 4th floor copy room. Contributions totaling \$275,000 are projected for the last quarter of the year in anticipation of the 2nd floor "white boxing" project.

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

Facebook had 4,441 followers (up from 4,175 in February 2024, or 6.37%). Posts continue to garner an average of about 300-1,000 views; the most engaging posts get about 1,000-3,000 views organically.

The competition for organic views on Facebook's timeline remains intense. Every year, NAPS' page competes with many organizations, individuals and pages to appear on users' timelines while scrolling through the platform. Most of NAPS' web traffic from social media continues to come from Facebook (90%+); it's still very important to be on the other platforms for visibility (Instagram and LinkedIn).

Instagram had 487 followers (up from 442 in February 2024, or 10.18%).

LinkedIn had 1,069 followers (up from 726 in February 2024, or 47.24%).

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

Web traffic in 2024 was slightly less compared to 2023. The number of overall page views decreased by 5.96%; number of users decreased 4.01%. It still is significantly higher than it was in 2022.

Email remains a significant factor

in boosting website traffic and readership. The news pages and magazine articles regularly published online and distributed through email also are among the most popular pages. Reposting printed magazine articles on the website is crucial because it offers current and potential association members an additional means of accessing information.

Moreover, it provides the website consistent and fresh content, which is essential for Google and search purposes. From Jan. 1-Dec. 31, 2024, five of the top 25 pages (20%) were from *The Postal Supervisor*.

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

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

Regarding membership, as of the February 2025 DCO (reflecting DCO membership through PPs 4 and 5), NAPS had 29,060 members (27,608 active and 1,452 associates; 95% and 5%, respectively). Total membership from a year ago, (2024 PPs 3 and 4) was 27,659 (26,234 active and 1,425 associate); an overall total increase over SPLY of 1,401 members or (5%).

As of the February 2025 DCO, the total number of active non-members was 20,465. This number is based on USPS payroll files of non-member

EAS employees, which includes postmasters. Based on current membership totals, there are approximately 43% non-members.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check. The "High-Five Club" offers an opportunity for sponsors to receive an additional \$25 check.

Local and state branches continue to receive their NAPS Non-Member and Change Summary reports, along with their DCO and Mail Address reports, monthly. NAPS also encourages review of the biweekly EAS promotion and monthly postmaster promotion reports. NAPS asks that any individual listed as a non-member be contacted and informed about the benefits of joining NAPS.

No pending contracts are scheduled to expire before the 2025 fall board meeting.

The fiscal year 2025/2026 budget was read; discussion followed. Warden sent board members the budget to review three weeks prior to attending the board meeting.

Motion #1—Submitted by Jaime Elizondo, seconded by Luz Moreno, that:

"The Executive Board accepts the FY25/26 budget as read."

Voting "yes" were Butts, Warden, R. Green, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Trayer, Moreno, Mooney, Washington, Studdard, S. Green, Davis, Valuet and Pashinski. Voting "no" were Griffin and Laster. Absent were Mulidore and Bock.

The motion passed 18-2-2. Following are the Executive Board Committee reports:

Legislative—Marilyn Walton, chair, reported on her activities:

- Worked on the Get Out to Vote Campaign for 2024
- Sent local representatives to congressional representatives' fundraisers
- Organized and coordinated the 26th annual California Postal Legislative Coalition meeting
- Scheduled guest speakers from the craft unions, management associations, NARFE and the AFL-CIO
- Worked with local and state legislation representatives to update the 119th Congress list
- Continued to submit a monthly NAPS blog, focusing on Civics 101 and the current DOGE process
- Attended virtual and in-person town hall meetings
- · Sent out local teams to fundraisers
- Attended the "Fight Like Hell" NALC rally in Honolulu
- Sent NAPS reps to participate in the NALC "Fight Like Hell" rally in Santa Rosa, CA

Kevin Trayer reported he recently was keynote speaker at the NALC rally in Grand Rapids, MI. He also attended the rally in Kalamazoo. Rep. Jack Bergman (R), representing Michigan's 1st Congressional District, introduced a bipartisan bill to prioritize rural post offices. Bergman also signed on to a letter to President Trump opposing privatization of the Postal Service.

Trayer continues to be in contact with House and Senate staffers. He also updates local news outlets, as well as county and other local government agencies on postal issues.

Bill Austin reported he recently attended a congressional fundraiser in New Hampshire. All representatives and senators were covered for LTS.

Bobby Bock has been ill and is excused until he recovers.

Walton thanked her committee: Bill Austin, Bobby Bock, Chuck Mulidore and Kevin Trayer

Constitution and Bylaws—Bill Austin, chair. The committee—Jaime Elizondo, Dan Mooney, Myrna Pashinski, Bob Washington and Bill Austin—communicated via emails and phone calls the last week of March 2025.

After communication among committee members, no new resolutions were submitted by members; nor were there any new requests for Bylaws changes.

Mooney asked what the status was of the Executive Board-approved resolutions that were not submitted at the 2024 National Convention. Due to a communications misunderstanding, these resolutions never made it to the floor. Presumably, the resolutions would have to be resubmitted and voted on again.

Austin thanked his committee.

Training—Myrna Pashinski, chair. The committee meet via Zoom on Saturday, March 29, at 3 p.m. Topics included:

Active shooter training—Myrna discussed the importance of having training on active shooters for EAS employees, potentially recommending the Postal Service has annual active shooter drills. She is doing training in Phoenix and Denver for Threat Assessment Teams and an Avoid, Deny, Defend (ADD) video on active shooter situations.

The USPS conducts fire drills annually, but does nothing for violence in the workplace. There has been a rise in shootings and threats in the workplace. Memphis, Tucson, Seattle, Colorado Springs and other situations have not made national news. It's time that EAS employees are prepared to protect themselves and the employees who report to them.

650 audio clips on the website— While doing a quick, one-hour training at a branch meeting and on Zoom, Pashinski decided to do an audio book on writing 650 appeals. It would be helpful to get the quick tips page in the Officer Training Manual.

The next step is to have the committee get together to record writing the steps of each appeal process.

Postal impact by state information on the NAPS website's Legislative tab— Mooney provided feedback on a previous step the committee suggested on legislation. He wanted all the economic impact statements for each state in the Legislative Center. Since the website was updated, Mooney verified the impacts have been posted and easy to find.

The committee's next step on Legislation is to put together "Grassroots at Home" training for branches to do while their House and Senate members are at home. Legislative efforts don't stop after LTS is over.

Pashinski thanked her committee: Dan Mooney, Pam Davis, Dwight Studdard and Ed Laster

Postmasters—Dee Perez, chair. The committee welcomed new members at the 2024 National Convention, while also thanking previous members for their contributions.

New Postmasters Committee members attended Zoom meetings in FY25. They also have submitted columns for The Postal Supervisor, as has been the practice for many years.

The committee held the following Zoom meetings:

Feb. 6, 2024—NAPS LTS prep with Bob Levi, accompanied by an

invitation to Western Region Vice President Marilyn Walton.

July 7, 2024—Discussed input concerning rural postmaster issues from various individuals. These rural challenges were shared among the committee to continue discussing how they will lead to an approach on this rural topic without adversely affecting city SWCs.

Sept. 24, 2024—Welcomed new committee members. Everyone had an opportunity to discuss their challenges, which included S&DC concerns.

Oct. 2, 2024—Discussed reasonable talking points/ideas concerning the rural Form 150. We need to develop justification and talking points on lowering the levels to add more supervision, while increasing office levels to an outdated Form 150. Also discussed having USPS Headquarters provide a subject matter expert to conduct Zoom training to educate each committee member about this complex matrix/form.

Jan. 22, 2025—Discussed the challenges faced by rural offices and the lack of route adjustments, despite some rural routes having excessive deliveries that would be difficult to accommodate if broken up, as their buildings cannot accommodate additional routes. Local district management is aware of this hardship. Regarding inquiring about rural Form 150 Zoom training, USPS Headquarters said the person responsible had retired. Once the new person is up to speed, NAPS can request again.

March 4, 2025—NAPS LTS prep Zoom meeting with Bob Levi and Al Lum.

The goal of the Postmasters Committee is to unite postmasters in the NAPS family and address any concerns they may have. Perez said he

believes NAPS is on the right track to accomplishing this mission; all Executive Board members on the committee are providing support. Along with Perez' many daily emails, this ensures everyone understands that NAPS is there to help them and they are part of the NAPS team.

Perez said he is focused on holding a Zoom meeting in FY25 to provide training and better understanding for rural postmasters. He will submit another request shortly to USPS Headquarters for Zoom training on this topic.

Perez thanked his committee— Tony Dallojacono, Chuck Mulidore, Pam Davis, Troy Griffin and Craig Johnson

Ethics—Craig Johnson, chair. No concerns were reported. Johnson thanked his committee—Jaime Elizondo, Richard Green and Marilyn Walton

Executive Board Duties and Responsibilities—Shri Green, chair. No recommendations were offered. Green thanked her committee—Ivan Butts, Richard Green, Craig Johnson and Luz Moreno.

Plant Staffing—Chuck Lum, chair. The committee is going to break the plant into processing, maintenance and logistics to determine what actions are needed going forward. This will give a better understanding of the structure. They then will know what relationships need to be built. They will review in 30 days where each member will provide bullet points. Breaking down the function will assist in addressing issues and concerns.

Lum thanked his committee— Shri Green, Bob Washington, Luz Moreno, Dwight Studdard and Kevin Trayer.

PFP—Tony Dallojacono, chair. On Jan. 30, 2025, the PFP advisory committee met to discuss NPA slides presented on Jan. 28. The committee spoke about the numerous slides to review in a short period of time and determined more time was needed to review the various goals presented.

The committee's job is to find what is best for NAPS members; many have complained it already is a quarter of the way into the fiscal year. The committee concluded it was best to publish the goals with the stipulation it has more time to review. If there are goals it believes are questionable, they can be discussed with Postal Headquarters to correct.

The committee also would like to discuss if FY26 goals are in the works in order that NAPS members and all EAS employees can receive goals at the beginning of FY26 instead of four or five months into the year. On Feb. 12, NAPS received a response from Postal Headquarters stating it will continue to provide updates on FY25 NPA performance and would accept feedback from NAPS on development of FY26 NPA.

On Feb. 27, the committee had another meeting to discuss the 167 pages of documentation. The committee concluded the timeline was unobtainable and it would review and dissect them a little at a time.

The committee discussed reviewing whether offices could not make certain goals based on the office level and what indicators should be changed or deleted from those office levels because they are not for the offices and based on district or Headquarters numbers. It is not fair that offices have goals for offices that do not pertain to them.

The committee will continue to



meet to discuss these issues and see if anything it brings to the table can be changed or deleted. If it is not possible for this fiscal year, then, hopefully, for the next fiscal year.

Dallojacono thanked his committee—Bobby Bock, Troy Griffin, Chuck Lum, Dee Perez and John Valuet

Recommendation #5—Made by Butts (after speaking to the two state presidents comprising the New York Area and having a split recommendation), that:

"Thomas Hughes be appointed New York Area vice president."

There was no discussion. A voice vote was taken, the recommendation passed unanimously.

Warden notified the area vice presidents of the branches that need to raise their dues that are not covering the per-capita because their associate members pay their dues directly to the branch: 7, 12, 40, 53, 70, 119 and 207.

Newly appointed New York Area Vice President Thomas Hughes Zoomed into the meeting and introduced himself. Warden swore in the new board member.

Bob Levi provided the Executive Board the preliminary results of the Legislative Training Seminar surveys from conference delegates.

- Overall: 62% excellent; 33% satisfactory
- First-timers: 57% excellent; 40% satisfactory
- Town hall meeting: 43% excellent; 42% satisfactory
- Legislative training: 55% excellent; 39% satisfactory
- Tom Day: 77% excellent; 23% satisfactory
- VoterVoice: 31% excellent; 50% satisfactory
 - Rally: 61% excellent; 21% satis-

We All Can Help **Build Membership**



March High-Five Club Members

Carey Angus, Branch 32, TN Richard Carmona, Branch 122, TX David Ellis, Branch 66, OR Scott Englerth, Branch 11, NY Nina Garlington, Branch 541, IL Marilyn Jones, Branch 39, CA David Joseph, Branch 183, NC Leo Kindsvatter Jr., Branch 929, MT Tashi Lama, Branch 16, MN Jacshica Laster, Branch 46, OH Charles Patterson,* Branch 127, CA William Quinn Jr., Branch 81, FL Brian Wagner, ‡‡* Branch 255, IL

*Denotes sponsor who signed 10+ new members in the past 90 days. ‡Denotes sponsor who signed 25+ new members in the past 90 days.

factory

The rally was a great success. Levi acknowledged great appreciation for the work of the AV crew—Greg Bates, ON Services—setting up for the rally.

SPAC contributions at LTS totaled approximately \$18,000; 2024 SPAC contributions at LTS totaled just over \$16,000. Overall member contributions to SPAC in 2024 were approximately \$235,000. SPAC contributions in 2023 were approximately \$275,000.

Levi highlighted the legislation on which to focus:

• H.Res. 70/S. Res. 147—Resolutions to keep the USPS independent and not privatized

- H.ConRes. 14—Budget resolution to reduce postal health and retirement benefits
- H.R. 1559—Postal Employees Appeal Rights Amendment Act
- H.R 1560—Postal Supervisors and Managers Fairness Act
- H.R. 491/S. 624—Equal COLA Act
- H.R. 2095—Postal Police Reform Act
- H.R. 2174—Paycheck Protection Act

Levi discussed the Budget Reconciliation Act that has assigned the Oversight and Accountability Committee to achieve \$50 billion in cuts. The Ways and Means Committee has recommended:

- All FERS employees contribute 4.4% (\$44 billion in savings)
- Change the FERS annuity formula from high-3 to high-5 (\$4 billion in savings
- Replace FEHB/PSHB premium formula with a voucher (\$16 billion in savings)
- Eliminate the FERS Supplement (\$5 billion in savings)

The total savings if all four are implemented would be \$69 billion.

USPS OIG Inspector General Tammy Hull, Assistant Inspector General Robert Kwalwasser and Senior Counsel Kelly Delaney addressed the board.

Hull reported that delivery of political mail in 2024 was very successful. The OIG visited more than 1,000 sites with a team of analysts identifying any snags in the process.

In July 2024, the OIG issued a report on supervisor vacancies. It found some progress since the 2020 report—13.7% vacancies in 2021; 7% vacancies in 2023. That still is above the 5% goal. Some areas are more concerning than others, Hull said.

Retail and Delivery HR blamed retirements and a lack of applicants. External factors, such as the job market, affected the vacancy rate The timeliness of filling vacancies improved in 2023 from 2021. The OIG found that some selecting officials were not aware of the 60-day time frame. Regional Processing & Distribution Centers (R&PDCs) were opening in areas experiencing large number of vacancies.

Hull asked the board if they had any concerns pertaining to filling vacancies. Among the concerns shared: selecting officials were not allowed to pick their choice, a work day is not

an eight-hour work day, lack of getting positions posted and continuing the process and a lack of training, especially for externals.

It was suggested to look at a correlation with Postal Pulse scores and lack of applicants. There also are concerns about entries in RADAR where supervisors are delivering mail, but are being told not to make entries.

Relief supervisors are not being used as authorized and for what they were hired. It was recommended to have bids before a building opens by having craft employees bid on new jobs, but stay in their present jobs until the building opens. When the building opens, then they move to the new job on day one. This should be considered for craft and EAS when new facilities are being opened.

Hull affirmed that if the Postal Service does not have good supervisors in place, service is negatively affected, which affects the American public. She said the workforce issues need to be fixed before implementing R&PDCs.

In a March 31, 2025, OIG report, concerns were noted: pre-career employees not getting enough training, 5%; scheduling/being overworked, 37%; conversion to career, 20%; better pay/benefits, 14%; unrealistic expectations, 13%; and supervisors' relations, 11%.

The OIG also is looking into the role of postmasters in the S&DCs. In a May 2024 report, the OIG noted the Postal Service did not have a strategy for spoke postmasters. They are looking into the postmaster positions that remained in offices after the carriers were moved.

The OIG has found a lack of stable and permanent management in the R&PDCs. When the OIG went

back to the Richmond facility, things had improved; savings were better than projected, but there was the issue of stable management. There still are issues with the integrated operating plan (IOP) and mail flow.

The OIG is returning to Atlanta for a site visit. A few months back, they saw big improvements. Portland was much better, but still had some issues with the IOP.

Broken arrow keys continue to be a major issue. The keys are being sold on the dark web; employees are selling them. In Phoenix, the OIG did an audit; every office had an issue. Problems with arrow keys remain.

Kwalwasser noted the effort in mitigating internal mail theft. Crime has increased in plants and carrier floors; employees are stealing checks. The OIG received 165,000 hotline calls last year. Injury comp cases also are an issue.

Don Flak, executive director, USPS Performance/Field Operations, addressed the board via Zoom. He noted that last year closed out with 33 employees not receiving raises.

Typically, February has the lowest score cards throughout the year. Currently, 14 score cards are not in the money, which is the lowest amount ever. Initial rounds of S&DCs won't be included as they cycled out because they have SPLY data.

New S&DCs are not seeing large drops in cells as they previously did. There are slight drops, but no longer major drops. Currently, the average score is a box 5. With service standards changing, service scores are expected to increase.

Customized coins were given to EAS employees in California 4, Southern California Processing and WestPac Logistics for best perfor-

mance. Service targets were lowered for this year. This was recommended last year, but was implemented this year. The USPS has been transparent with the public.

The agency is looking at cell 4 or 5 in service for this year. RTO is implemented as service standards were lowered. There is the 50-mile rule from R&PDCs—more than 50 miles, mail will be picked up the next day.

Adjusted modification factors will have a three-year review. These were established to level the playing field. Smaller post offices got higher payouts than larger post offices, which is the reason for the modification factor. As score cards have gotten better (functional effectiveness), the gap between the highs and lows has closed—.25 to .75 in post offices and Logistics Processing. Levels-23 and -25 MPOOs were .25 to .75 changed to .5; divisions getting average of the plants.

Flak noted that carrier performance impacts DPH, scanning, TOE and safety. Separation rate—getting rid of a bad employee—will hurt this indicator, but will help the others mentioned (DPH, scanning, TOE, safety). It is important to make the right business decision. Under the separation rate, the target has been lowered to be more attainable, which has added focus.

Still in effect, if you do good this year, you would get the better of either improvement or making the goal. Regarding C360s, due to scanning, that is not in one's control. Customers want their packages. They don't want to hear it isn't in one's facility; this generates C360s.

Amy Bartosh, PNC vice president and Investment Market director, told the board recent data looks okay for

the economy. There is uncertainty in the market regarding tariffs; policy continues to shift. Decisions need to be made so the market can stabilize.

Unemployment has been steady at 4.2%; payroll numbers are higher. Inflation in March rose 0.1%, up to 2.8%. It is uncertain when the tariffs will affect consumers.

PNC typically does not advocate putting precious metals into portfolios. First quarter international stocks did better than domestic stocks. There is concern that, with low unemployment, who will fill jobs being created? The younger generation does not appear to want these jobs. Mortgage rates are back up at 7%.

NAPS' investments as of April 2025, first 10-day value, were \$6.67 million, down approximately \$160,000 since March 31, 2025.

As of Feb. 28, 2025, NAPS' asset allocation was equity, \$4,227,913 (60.3%); fixed income, \$2,381,783 (34%); cash and equivalents, \$403,866 (5.7%). The policy target is 60%, 35% and 5%, respectively.

PNC currently is not looking at making any major shifts in the portfolio. If a budget resolution is passed, it is presumed a tax cut bill may be passed, giving support to the consumer. Congress may act quicker on issues like this heading into the midterm elections.

The board went into executive session for an update from Andrew Freeman, lead attorney, and Bruce Moyer, NAPS' legal counsel, regarding the pending lawsuit against the Postal Service.

Under new business, the board had some complaints about the NAPS website, including it not being upgraded as needed and difficulty in finding forms.

Troy Griffin received a memo regarding the Postal Pulse from the Atlantic Area stating the survey is man-

A suggestion was made to use slides explaining the lawsuit at Career Conferences.

On March 27, President Trump signed an executive order instructing federal agencies to discontinue government processing of union dues through payroll deductions. This executive order does not apply to the Postal Service.

The 2025 fall Executive Board meeting is Oct. 19-23.

Recommendation #6—Made by the regional vice presidents, that:

"Beginning with the 2025 fall Executive Board meeting, the NAPS Executive Board reestablishes a fall board dinner to include the executive spouse or significant other and staff."

The recommendation passed on a voice vote.

Recommendation #7—Made by Dwight Studdard, seconded by Craig Johnson, that:

"NAPS restores the NAPS Executive Board expense account to the previous level before NAPS experienced financial strains, effective FY26."

The recommendation passed on a voice vote.

Butts thanked everyone for their work at the board meeting and wished them safe travels home. "We will continue doing the work of the association," he declared. "Our job is to fight for all."

The closing prayer was led by Warden. Lum adjourned the meeting at 4:08 p.m.

Capitol Hill Photo Album

Photos by LTS Delegates

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

Maine

Arnold Rosario, Raymond Amergian, Sen. Susan Collins (R), Erich Simpson and Ryan McDonald





Arnold Rosario, Sen. Susan Collins (R), Raymond Amergian, Legislative Aide Michael Mets, Erich Simpson (across table) and Ryan McDonald

North Carolina



Carl Walton, Bryan McVae (aide to Rep. Virginia Foxx-R), Angie Hicks-Spruill and Karen Douglas.



Carl Walton, Angie Hicks-Spruill, Daniel Muniz (aide to Rep. Addison McDowell-R) and Karen Douglas



Rodney Charles, Karen Douglas, James Klein (aide to Rep. Richard Hudson-R), Angie Hicks-Spruill, Alice Washington and Carl Walton

Alice Washington, Rodney Charles, Karen Douglas, aide to Rep. Valerie Foushee-D, Angie Hicks-Spruill and Carl Walton



Visiting Sen. Ted Budd's (R) office: Rodney Charles, Alice Washington, Angie Hicks-Spruill, Karen Douglas and **Carl Walton**

Florida



South Florida group with legislative staffer Sean Smith in Rep. María Elvira Salazar's (R) office



South Florida group met with Dr. Ryan Shelby from Rep. Frederica Wilson's (D) office



South Florida group with Carlos Castro, legislative staffer for Rep. Carlos A. Giménez (R)



Rep. Debbie Wasserman Schultz (D) and Patti Lynn



South Florida group with Vanessa Scott, legislative staffer for Rep. Mario Díaz-Balart (R)

Minnesota



Andrea Erickson, Julianne Vance, Rep. Betty McCullum (D), Rob Moore, Elly Soukey and Aricka Sundstrom

Virginia



Phillip Butler, Rep. Jennifer McClellan (D) and **Donald Garrett**



Alice Jackson, James Reedy, Rep. Eugene Vindman (D), **Deborah Holley and Lloyd Cox**

Missouri



Jamesa Spann, Virginia Price-Booker, Rep. Emanuel Cleaver (D), Craig Johnson and Jeff Hughes

Delaware



Jordanna Garland, Blanche Olliviere, Rep. Sara McBride (D), Angela Garland and Regina McCloud

Connecticut



Sen. Richard Blumenthal (D) and Brian Falcha

Texas

Sitting: Charleen Jones and Pamela Davis. Standing: Yvonne Wilkins, Rep. Al Green (D), Arthur Christopher and Stephen Shawver





District of Columbia



Reggie Hughes, Marty Wright, Rep. Eleanor Holmes Norton (D), Waverly Vaughan, Darrell C. Young, Joslin Harris and **Donalda Moss**

Arizona



Jimmy Salmon, Sen. Mark Kelly (D), Rebecca Neil and John Aceves

Washington



Bjoern Gruetzmacher, Rep. Emily Randall (D), Dee Dee **Emmett and Tim Rodgers**

Puerto Rico



Joaquin Rodriguez, Rep. Pablo Jose Hernandez (D) and Antonio Cabrera



Joaquin Rodriguez, Rep. Stacey Plaskett (D), Jordan Rodriquez (aide to Plaskett) and Antonio Cabrera

California



Patrick Johnson, Rep. Mark Takano (D), Cherie Warren and Mariel Murillo



Mariel Murillo, Rep. Pete Aguilar (D) and Cherie Warren



Mariel Murillo and Rep. Raul Ruiz (D)



Patrick Johnson, Elizabeth Smith (aide to Rep. Nanette Díaz Barragán-D) and Evelyn Benjamin



Roxanne Bradley, aide to Rep. Doug LaMalfa (R), Victor Garcia and Karyn Rahming

Karyn Rahming, Roxanne Bradley and Victor Garcia



Victor Garcia, John Cooper (aide to Rep. Doris Matsui-D), Roxanne Bradley and Karyn Rahming





Karyn Rahming, Roxanne Bradley, Rep. Ami Bera (D) and Victor Garcia



Ryan Nesselrodt (left) and Sydney Hilbush (second from right) aides to Rep. John Garamendi (D)—with Yolanda Lewis, Edna Gray and Glenn Gray



Yolanda Lewis, Carl Roberts (aide to Rep. Mark DeSaulnier-D), **Edna Gray and Glenn Gray**



Yolanda Lewis, Sally Chen (aide to Rep. Lateefah Simon-D), Edna Gray and Glenn Gray



Glenn Gray



Glenn Gray, Yolanda Lewis, aide to Rep. Mike Thompson (D), John Wong, Edna **Gray and Cole Risley**

Yolanda Lewis, Ryan Knowles (aide to Rep. Eric Swalwell-D), **Edna Gray and Glenn Gray**





Marsha Danzy, Rep. Josh Harder (D), Debbie Baker and **Rebecca Mauer**

Maryland



Kweisi Mfume (D), Anthony Jones, D'Tanyon Patterson and C. Michele Randall. Seated: Wilmore Jones, Maxine Campbell, Marcia Jones and Dave DeVaney

Cheryl Pulley, Sen. Angela Alsobrooks (D), Marcia Jones, **Maxine Campbell** and Wilmore Jones



Standing: C. Michele Randall, Larry Martin, Cheryl Pulley, Kathleen Hannick (aide to Rep. Jamie Raskin-D), Wilmore Jones, Patricia Brownfield and D'Tanyon Patterson. Seated: Marica Jones, Maxine Campbell, Dave DeVaney and Junemarie Brandt.



Rep. Steny Hoyer (D), Anthony Jones and **Larry Martin**



New York



Dave Conover, Chrystal Conover, Woodley Moy, Jimmy Warden, Lijia Dyer, Nia Thomas (aide to Rep. Adriano Espillat-D), Ken Staley, Mae Staley, Ivonne Warden and Tu Tu

> At the Rayburn Office Building: Chrystal Conover, Dave Conover, Tu Tu, Yvonne Warden, Lijia Dyer, Mae Stanley and Ken Stanley



Ken Staley, Jimmy Warden, Mae Stanley, Dave **Conover, Trinity Hughes** (legislative correspondent/aide to Rep. Jerry Nadler-D), Lijia Dyer, Chrystal Conover, Tu Tu, Ivonne Warden and **Woodley Moy**

Illinois



Delegates with Rep. Eric Sorensen (D)

Delegates with Rep. Brad Schneider (D)

Luz Moreno in front of the Supreme Court







Delegates with aide to Sen. Tammy Duckworth (D)





Delegates with aide to Rep. Lauren Underwood (D)



Delegates with Rep. Mike Quigley (D)



Delegates with Rep. Raja Krishnamoorthi (D)



Delegates with Rep. Danny Davis (D)



Delegates with Rep. Jonathan Jackson (D)



Brian Wagner (front) took the photo of Shannon Creath, Lachundra Price, Rep. Mike Bost (R) and **David DeNosky**



Delegates with Rep. Sean Casten (D)



Shannon Creath, Dan Rendleman and Brian Wagner with Rep. Nikki Budzinski (D) at the Capitol Hill rally



Delegates with Rep. Bill Foster (D)

New Jersey



Telynia Jenkins, Grace Ayyildiz (aide to Rep. Rob Menendez-D) and Constance Scales-Bradley



Telynia Jenkins and Rep. Nellie Pou (D)





Constance Scales-Bradley and Rep. LaMonica McIver (D)



Russell Comardy, Constance Scales-Bradley, Naveed Jazayeri (legislative correspondent for Sen. Andy Kim-D), Telynia Jenkins and George Barrett



lan Gray (policy adviser to Sen. Cory Booker-D), Prescott Butler, Constance Scales-Bradley, Telynia Jenkins, Jon Kofsky, Russell Carmody, Rafael Flores, George Barrett and Tony Dallojacono



Telynia Jekins and Rep. Herb Conaway Jr. (D)



Constance Scales-Bradley, Rep. Joshua Gottheimer (D) and Telynia Jenkins



Telynia Jenkins, Lora Nedza (legislative correspondent for Rep. Mikie Sherrill-D) and Constance Scales Bradley



Telynia Jenkins, Russell Carmody and George Barrett at Capitol Hill rally

Postal Supervisors— Leading Military Members and Veterans

Submitted by the USPS Employee Assistance Program

he United States Postal
Service long has been a
leading employer of veterans and military members, offering stable and meaningful
career opportunities for those transitioning to and from military service.
Many USPS employees return to civilian jobs after years of serving in
structured, high-stakes environments.

These individuals bring valuable skills and experiences that can enhance workplace productivity and culture. However, their transition also can present unique challenges that USPS managers and supervisors should be prepared to address.

Understanding the Transition Process

Adjusting to civilian work at the Postal Service can be a significant shift, particularly for those accustomed to military structure. Employees may experience difficulty adapting to a different chain of command, communication styles or expectations.

Managers who recognize these challenges and offer support can make a meaningful difference in easing this transition and ensuring long-term retention.

Appreciating the Unique Strengths of USPS Veterans

Veterans transitioning into USPS roles bring a wealth of skills that benefit operations across all departments. These individuals excel in leadership, teamwork, adaptability, problem-solving, tenacity and discipline. Their ability to work under pressure, follow through on

commitments and think strategically make them valuable assets.

Recognizing and appreciating these strengths allows managers to integrate them effectively into the workforce and optimize their potential.

The Role of Empathy in Leadership

A key element in successfully integrating veterans into the USPS is empathy. Managers and supervisors should take the time to understand the unique experiences of veterans and the challenges they face when transitioning back into civilian work. Empathetic leadership involves ac-

tive listening, patience and creating a supportive environment where veterans feel valued.

By demonstrating compassion and recognizing the personal and professional adjustments required, managers can foster trust and encourage open commu-



nication, making the transition smoother for everyone involved.

Key Strategies for USPS Managers

- 1. Open communication—Encourage employees to share their concerns and experiences, ensuring they feel heard and valued. Providing a welcoming environment fosters trust and helps veterans integrate more smoothly into USPS roles.
- 2. Clear onboarding—A comprehensive onboarding program tailored for veterans can help them understand USPS policies, workplace culture and expectations. Addressing transition concerns during onboarding can further enhance their adjustment.
- 3. Mentorship opportunities— Pairing veterans with experienced USPS employees, especially fellow veterans, can provide guidance and a sense of camaraderie. Mentorship programs help new employees navigate their roles and establish valuable professional relationships.
- 4. Flexibility and patience— Recognizing that adjustment takes time is crucial. Offering flexible work arrangements, when possible, additional training or gradual workload increases can help veterans gain confidence in their new roles.
- 5. Training and skill development—Encouraging ongoing learning and professional growth allows returning employees to refine their skills and contribute more effectively to USPS operations.

How to Lead and Use Skillsets at the USPS

Leading veterans in the USPS requires an understanding of their work ethic and mindset. These individuals thrive in structured environments, appreciate clear expectations and respond well to mission-driven leadership. To maximize their potential:

 Assign leadership roles—Many veterans have experience leading teams in high-pressure situations. Giving them opportunities to lead shifts, manage logistics or mentor others allows them to leverage their strengths.

• Use problem-solving abilities—Veterans are skilled at making quick, strategic decisions and maintaining efficiency. Placing them in roles that require critical thinking, logistics coordination and operational problem-solving can yield great re-

sults.

- Foster a sense of purpose—Veterans often excel when they see a clear mission. Reinforcing how their work at the Postal Service contributes to the country's essential mail and package delivery system enhances engagement and motivation.
- Encourage collaboration— Teamwork is a core strength for many

veterans. Encouraging cross-functional collaboration between postal carriers, distribution workers and ad-

ministrative staff allows them to apply their leadership

> and communication skills effectively.

As the USPS continues to evolve, understanding and supporting veterans transitioning back into civilian work remain key factors in building a strong, inclu-

sive and high-performing workforce. By implementing thoughtful strategies, the agency can ensure every employee has the opportunity to thrive while maintaining the high standards of service for which the organization is known.

For more information and additional guidance on supporting those who serve our country, reach out to the EAP—800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341; or visit EAP4YOU.com.

Thrift Savings Plan							
Fund	G	F	C	S	I		
April 2025 12-month	0.35% 4.47%	0.39% 8.00%	(0.68%) 12.04%	(0.78%) 5.64%	4.16% 10.78%		

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 202	5 L 2030	L 2035	L 2040	L2045
April 2025 12-month	0.67% 0.68° 6.61% 7.16°	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0.95% 9.32%	0.017	0.99% 9.98%
Fund	L 2050 L 205	5 L 2060	L 2065	L2070	
April 2025 12-month	1.00% 1.01° 10.26% 10.91°	% 1.01% % 10.91%	110170	1.01%	

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

Visit the TSP website at www.tsp.gov

Snapshot of Ineffective Leadership Promotions

John Aceves

Former NAPS Secretary/Treasurer

romotion of individuals to leadership roles is a pivotal element in the Postal Service.

However, the repercussions can be

far-reaching when promotions are misaligned, as well as promoting someone less competent at people management and communication. This could lead to a negative and toxic workplace environment.

Leaders are not merely task managers; they are mentors, motivators and mediators. When individuals lacking these essential people skills are promoted, the consequences can be detrimental. An effective leader must be adept at recognizing and addressing the needs and concerns of their team. Without these skills, these so-called leaders struggle to build rapport, leading to disengagement and dissatisfaction among EAS employees.

Ineffective leadership can lead to a decline in productivity. Employees who lack clear direction and support may struggle to meet expectations, leading to missed deadlines and performance concerns. Additionally, a toxic work environment can drain employees' energy and enthusiasm, diminishing their output.

Leaders who rely on frivolous discipline and an autocratic style create

a culture of fear and resentment. This negative and toxic workplace culture can manifest in various forms, challenging the USPS' and individuals' long-term success.

These types of promotions without the requisite

skillset resort to autocratic leadership, toxic styles and rigid controls. You know them. We all have worked for a few in our postal careers. This approach may yield short-term results, but at what cost?

EAS employees subjected to autocratic leadership feel undervalued, leading to decreased morale and motivation. If you are in this type of environment, do not suffer in silence—document, document and expose them. Let someone know—the next manager level, HR or your local NAPS officers, but let someone know.

Leaders must articulate their vi-

sion, provide feedback and navigate with clarity. A leader who lacks these communication skills risks creating confusion and misalignment. This can lead to errors, decreased efficiency and a general sense of frustration. Furthermore, the inability to listen actively and respond thoughtfully can erode trust and respect needed for a cohesive team.

Senior management promotions should encompass not only an individual's technical skills and performance metrics, but also their interpersonal abilities and leadership potential. If they have a history of creating a negative and toxic work environment, "why continue to promote them?"

With a supportive environment, the USPS can ensure their leaders are well-equipped to inspire and guide their EAS teams toward achieving mutual goals. And in so doing, develop a positive and thriving organizational culture for all EAS employees and the Postal Service.

A shout out to those in leadership positions who truly manage with positive, participative leadership.

Hasta luego.

napstheace@msn.com

Wax On, Wax Off/Log In, Log Off

Brian J. Wagner

Past NAPS President

have been providing quite a bit of training during the NAPS state convention season and over Zoom regarding EAS rights when it comes to representation and appealing disciplinary action. One topic that has been very popular and well received is, "How to Stay Out of Trouble!"

Today, EAS employees have much on their proverbial work plates. They constantly are challenged to get their work plate cleaned before ending their day. Unfortunately, these challenges may lead to an EAS employee taking shortcuts or doing workarounds outside postal policy, thus leading to trouble.

It is imperative for EAS employees

to stay focused and understand the importance in following postal policies to avoid trouble and potential discipline. Which policies? All of them!

That said, I do not have time in this column to address them all. But I want to address one that has creeped up in recent calls I have received. Here's the scoop!

I love the original "Karate Kid" movie with Pat Morita as Mr. Miyagi and Ralph Macchio as Daniel LaRusso, better known as Danielson. Mr. Miyagi teaches Danielson karate by having him do chores around Mr. Miyagi's house, which also includes washing and waxing Mr. Miyagi's car. Do you recall the wax on, wax off scene? If yes, great! If no, please watch the movie.

When I think wax on, wax off, I also think log in, log off. Wax on, wax off is a defensive move Mr. Miyagi teaches Danielson. Logging onto a USPS computer with your official USPS login and password and logging off when you are done with that computer is an excellent workplace habit to protect your login from anyone else using the computer under your name.

When you log off the computer you were using, you protect yourself from someone using your computer access to do nefarious work under your name. This can lead to trouble for you. I have assisted in several cases where EAS employees provided their USPS login and password to other employees to submit reports or accept stamp stock for them. Some have found other EAS login and password information to change their own TACS clock rings. Immediately, stop doing this—this is trouble!

What is the best way to avoid trouble when it comes to protecting your USPS login and password? Read and follow the "Information Security Requirements for All Personnel," Handbook AS-805-C, dated November 2021. Below are some quick, helpful

> reminders in protecting your official USPS login and password and adhering to USPS policy to avoid trouble.

• Keep your USPS password confidential. You are accountable and responsible for the actions of any-

one using your logon ID and password, even if you did not give the user permission.

- Change your password if you think it has been compromised and notify the Cybersecurity Operations Center (CSOC) using Handbook AS 805-C.
- Do not write your personal password on a sticky note and attach it to your monitor.
- Do not use a terminated employee's logon to access any Postal Service system.
- Do not share your personal password under any circumstances.
 - Do not share your personal



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.

password with IT technical support staff working to resolve a service desk or system upgrade ticket related to your system.

• Do not share your personal password with co-workers to enable them to access your system for any reason (e.g., to resolve any issues related to teleworking and enable them to access a file, application, e-mail message, attachment or meeting/ calendar-related information).

Continued on page 59



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

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

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

Order Your NAPS Banner Now State of the Stat

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

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

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



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

NAPS Disciplinary Defense Fund

1986

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



1991

NAPS, under the leadership of President Vince Paliadino, 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 American 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' excisive 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.



from the National Auxiliary

Tennessee Has Successful Convention

Ruth Cushenberry

Cotton Belt Area Vice President

reetings from Tennessee! It is a beautiful time of the year here in middle Tennessee with flow-

ers and trees blooming and wonder-

ful temperatures. Still, we have had record rainfall here this spring; many residents continue to feel the effects of flooding.

I have attended every NAPS Branch 32 meeting, selling 50/50 tickets for SPAC since last year's na-

tional convention. We just completed our 85th State Convention, held in beautiful, historic Franklin, TN. We had a record 53 attendees, including four visitors. The convention also set a record with 15 first-timers attending.

I helped at registration, distribut-

ing name tags, bags and other convention materials. This gave me an opportunity to sell SPAC 50/50 tickets to everyone as they registered. SPAC contributions of \$2,100 also set a convention record.

The convention theme was,

"Every Piece Matters," which is like a jigsaw puzzle. Everyone got to help in completing a giant puzzle of the convention logo. NAPS President Ivan D. Butts, with National Auxiliary President Laurie Butts, represented NAPS Head-

quarters.

Presentations were made by Southern Region Vice President Jaime Elizondo Jr., who spoke on staffing complement, and Ken Bunch from Michigan, whose presentation on attendance control was well-received. john.cushenberry08@comcast.net

Wax On, Wax Off/Log In, Log Off

Continued from page 57

- Do not share your personal password with a family member or personal acquaintance to enable them to access the internet or use MS Office or other USPS applications installed on a USPS computing device.
- Do not let anyone use your logon ID or password and do not use anyone else's.
- Do not store your password in application code, files or tables.
- Do not transmit a password for access to your system to an encrypted document or to an archive in clear

text in an e-mail.

Today's takeaway: Read and follow USPS policy in Handbook AS-805-C. Think of wax on, wax off the same as log in, log off as a defensive measure to protect your USPS login and password. And watch the original "Karate Kid" anytime you need a log in, log off refresher.

The only thing you may have access to and share without getting into trouble is my ice-cream-flavor-of-themonth recommendation: brown sugar cookie dough brownie. Be safe and eat more ice cream.

brian4naps@aol.com

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Region vacant: Northeast

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

Support the Postal Employees' Relief Fund







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

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

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

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



DONATIONS CAN BE MADE:

- Online at postalrelief.com
- By sending a check made payable to "Postal Employees' Relief Fund" to:

Postal Employees' Relief Fund PO Box 41220 Fredericksburg, VA 22404-1220

 By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.

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