

# the Postal Supervisor

July 2024

**EAS Employees  
Are the Reason for  
USPS Success  
You Deserve To Be  
Recognized!**

page 53



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## Objective

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

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

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## A Crisis in Leadership Retention

**T**here were 908 crew members on board the *Titanic*. The crew comprised one able officer, two medical doctors and 29 able seamen.

The able officer, also known as a bosun or boatswain, had seniority over all the unlicensed deck crew. The two medical doctors were titled surgeon and assistant surgeon, respectively. The 29 able seamen had completed additional training and usually had seniority over other crew members. Only four officers survived this disastrous event.

You may have seen dramatic recreations of how officers and crew members of this ill-fated voyage faced an inevitable end by ensuring others made it to safety. These men chose not to desert the ship.

I recently had a conversation with a concerned USPS leader who brought to my attention a pressing issue—a significant number of EAS

employees are leaving the USPS for other federal agencies, enticed by better pay and less-demanding working conditions. This exodus not only is affecting our workforce, but also hampering our ability to address internal USPS operations. It's a matter that requires our immediate attention.

We at NAPS Headquarters have heard about and known these types of departures from the USPS were occurring, but have been thwarted in our attempts to validate this trend. The most recent attempt was a request for a summary review of the required exit forms submitted by departing EAS employees, whether by termination of employment or departure to another federal agency. The Postal Service's response has been the now-standard process of ignoring it if telling the truth makes the agency look bad.

Ignorance of harmful conditions often ends in disastrous consequences, whether in corporate or personal circumstances. Just as we, at times, ignore the signs our bodies are telling us about our physical health, corporations can do the same when facing obvious signs of trouble. Leadership of this agency loves to refer to Ma

Bell and Blockbuster for not recognizing the changing times as the reasons for their demise, while using it as the reason for their own actions.

However, while doing this, are they also failing to recognize the bigger issue concerning the agency's EAS leaders? Because this agency refuses to share data on EAS retention, we may never know.

Here is what we do know. The Postal Service is promoting newly hired employees to EAS roles with little to no knowledge of USPS operations (time in service). The USPS training mechanism for EAS employees, which was taken over at the USPS Headquarters level, continues to be broken.

We also are seeing EAS employees rapidly promoted into mid-level and senior leadership positions with this same lack of operational and leadership knowledge. There is an increased use of the leadership tool of psychological aggression, hostile work environment and threats that is creating dangerous work situations that are absent of real development of USPS leaders who can lead.

Now, this certainly does not apply to every situation or every EAS employee who is attempting to be a leader in this agency. However, we do see a rise in some behaviors that are not in the best interests of a healthy working environment. This could be a factor in why we are hearing of so many EAS employees choosing to continue serving America in other federal agencies.

Also, I certainly do not want you to believe that America's Postal Service is akin to the ill-fated voyage of the *Titanic*. We have a long history that is woven into the very fabric of our great nation. We should be proud of how we continue to bind this country together through post roads as mandated by the Constitution and believe that the oversight is sufficient to react to all dangers to the sustainability of America's Postal Service.

I want to close by letting you know NAPS Headquarters recently received announcements of the retirements of postal officers Jacqueline Krage Strako, chief Commerce & Business Solutions officer and executive vice president, and Eric Henry, vice president, Retail and Delivery Operations, Central Area.

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**Ivan D. Butts**  
President

# A Summertime Refresher Course

**W**elcome, July. Summertime is in full swing, families are celebrating the July 4th holiday, baseball season and the Boys of Summer are approaching the midway point, the NBA and NHL have just concluded their playoffs and football season is on the horizon! In these glorious days of summer, I thought I'd give another refresher lesson about a couple issues we often hear about from mem-

bers. So, speaking of baseball, let's start at the top of the order.

One issue we are asked about frequently is personal leave or personal absence time. This is referenced in the *Employee and Labor Relations Manual (ELM)* Section 519.72:

"Nonbargaining 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, Nonbargaining Unit Partial-Day Absences, further states:

"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 remaining 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 *ELM* 519.733, Directed to Work:

"When an exempt employee is directed to work a full day on a holiday 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 question that comes up quite often is how does a promoted supervisor leave the craft union once they become an EAS employee? This is governed by the *ELM* in section 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 *1188* you would submit to the Shared Services Center (HRSSC) in Greensboro, NC.

Another issue we receive calls about is, unfortunately, 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 can be represented by NAPS in any disciplinary matter.

Such participation is governed

*Continued on page 7*



**Chuck Mulidore**  
Executive Vice President

## NAPS Store Offers Online Orders

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

# 28,282 Strong and Growing

**A**pril was a fantastic month for gaining new members. Active members increased by 527. Overall, membership increased by 526 members. That is fantastic! Your efforts are paying off. Thank you for getting the message out why it is beneficial to join NAPS. The increase in membership reflects all your efforts and leadership.

Have no fear, technology is here. Did you know you easily can sign someone as a NAPS member just by using your phone? Yes, it's that easy. No need to worry about carrying forms with you, if that is your preference. Just Google [naps.org/join](https://naps.org/join); when the screen opens, click on "Join." A *Form 1187* will open. Next, input the information (do not forget to add your sponsor information), then click on "Complete."

The application then is emailed to NAPS Headquarters. An email acknowledgement will be sent to the email address of the new member listed on the *1187*. It's that easy! When attending events such as career conferences, consider having a tablet or laptop with you. The larger screen is more beneficial to some folks when entering the information.

I have had the pleasure and honor these past few months to attend multiple state conventions. At each convention, membership was a topic of discussion. It was refreshing to hear the delegates' enthusiasm referencing how to increase our membership and making our association even stronger.

Special thanks to Capitol-Atlantic Area Vice President Troy Green for acknowledging top sponsors in his area. He contacted NAPS Headquarters to find out who the top-20 sponsors were from the past year. Troy learned that four members from the Capitol-Atlantic Area were in the top-20 in the nation. There are 16 areas; Capitol-Atlantic has 20% of the top-20 spots.

At the recent Capitol-Atlantic

Area States Convention, Troy recognized his top-four membership sponsors: David Joseph, Branch 183, 6th; Steve Shawn, Branch 403, 11th; Beverly Torain, Branch 177, 18th; and Erica Lomax, Branch 42, 20th (*see photo*).

Other NAPS areas have had outstanding performance recruiting new members. The New York, Mid-east and Pacific areas have had major success with their all-out recruitment campaigns. Congratulations and thanks to all of them. At our national convention in August, I once again will acknowledge the top-10 membership sponsors for the past two years. It will be exciting to see who our membership sponsor champions will be!

As I continue to stress, our upcoming national convention at Foxwoods Resort Casino in Mashantucket, CT, is an important event as we map out the direction our association will be take in the next two years. Your dedication shown in building membership has displayed your loyalty to NAPS.

I applaud all our membership sponsors and encourage everyone to reach out to one non-member and inform them of the benefits of NAPS. Some branches have invited non-members to their meetings so they see the importance of our association and the impact it has on their careers and personal lives.

I'm looking forward to seeing many of you at Foxwoods—safe travels. And remember, increasing membership demonstrates leadership,

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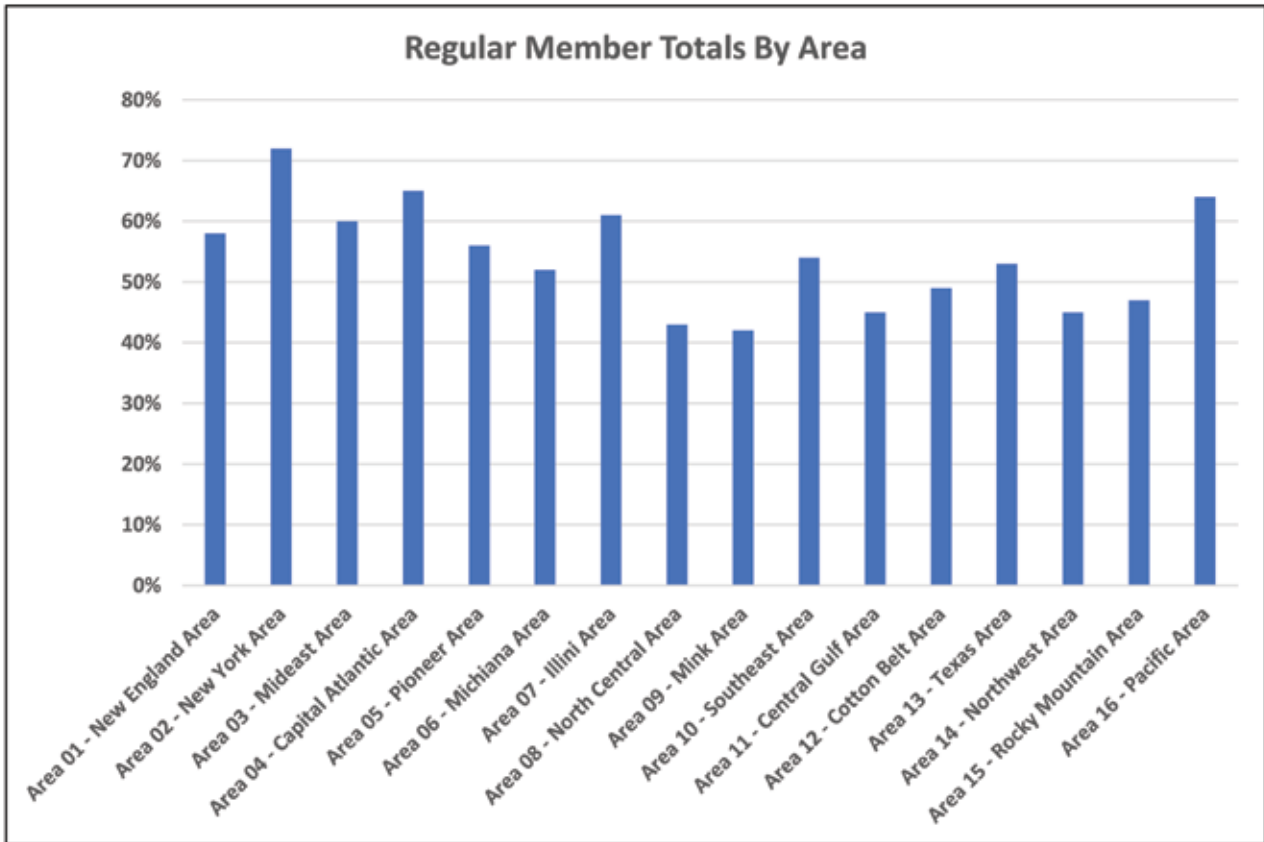
**Jimmy Warden**  
Secretary/Treasurer



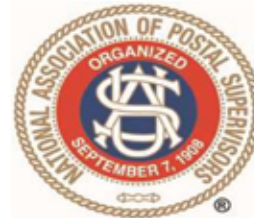
At the Capitol-Atlantic Area States Convention, Capitol-Atlantic Area Vice President Troy Griffin, with Carolinas Bi-State Branch 936 President Rodney Charles, acknowledged four of NAPS' national top-four membership sponsors. From left: Griffin, Charles, David Joseph, Erica Lomax, Steve Shawn and Beverly Torain.

# National Association of Postal Supervisors Membership Report

## April 2024



Regular Member Totals By Area	
Area 01 - New England Area	58%
Area 02 - New York Area	72%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	65%
Area 05 - Pioneer Area	56%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	61%
Area 08 - North Central Area	43%
Area 09 - Mink Area	42%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	45%
Area 12 - Cotton Belt Area	49%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	45%
Area 15 - Rocky Mountain Area	47%
Area 16 - Pacific Area	64%
<b>Total Regular Member %</b>	<b>56%</b>
<b>Total Regular Members</b>	<b>26,820</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>20,654</b>
<b>Total NonMember %</b>	<b>44%</b>



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

## A Summertime Refresher Course

Continued from page 4

by *ELM* Section 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 participation 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* Section 912.2, Right to Membership: “No interference, restraint, coercion, or discrimination to encourage or discourage membership in such an organization

shall be affected 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! Do not be afraid to use the rights you are granted as an EAS employee by the *ELM* and law. Request personal absence time, fill out *PS Form 1188* to leave the union on promotion or pursue your right to join and actively participate in NAPS, as well as be represented by NAPS in any matters that may be disciplinary in nature, no matter your EAS role in the Postal Service.

These rights have been fought for by NAPS over the decades, so use them to your advantage, as necessary. Remember, as a result of our victory in the U.S. Court of Appeals, NAPS represents *all* 47,000 EAS employees in the Postal Service. These rights are the foundation of a long, illustrious, Hall of Fame career!

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

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# NAPS Legislative Campaign



**Urge Your  
Member of  
Congress to  
Co-Sponsor the  
Postal Supervisors  
and Managers  
Fairness Act  
(H.R. 594)**

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. 595)**

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. 3005)

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 Senator to Co-Sponsor the Postal Police Reform Act (S. 3356)

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



# NAPS Executive Board Directory

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# Western Region Training Highlights

**Marilyn Walton**  
*Western Region Vice President*

**T**he 102nd California State and 89th California Auxiliary conventions were called to order on Wednesday, April 24, at the Red Hawk Hotel & Casino in Placerville, CA. The Presentation of Colors was performed by local representatives of Veterans of Foreign Wars. The national anthem was performed by Roxanne Brandley from host Sacramento Branch 77. The convention theme was “Take Your Ride to Excellence.” “Yee, haw!” was the call to action.



NAPS guests were Executive Vice President Chuck Mulidore, Past President Brian Wagner, Pacific Area Vice President Chuck Lum and me. USPS guests bringing greetings were John DiPeri, USPS Regional vice president, Processing Operations, Western Region; Shawna Camerena, manager, Integration, Sacramento District; and Tom Lewis, senior MDO, West Sacramento P&DC.

Our postal guests gave positive and uplifting remarks. Their message was the agency is focused on teaching, training and development. We had two full days of training. Marilyn Jones, California State presi-

dent, called the official business to order and presided along with her Executive Board. Over 13 committees were involved in 16 resolutions that were considered for up or down review and votes. Marilyn stressed we focus on training and sharing information. Each state board member provided training on a current relevant subject.

Rep. Kevin Kiley (R-CA) was a special guest speaker. He thanked postal employees for the job they do. Kiley is co-sponsor of postal bills H.R. 82, GPO/WEB, and H.R. 5995, Retirement Fairness Act. Our legislative representative provided some additional NAPS bills we would like Kiley to co-sponsor; he said he would review our requests.

John Aceves, former NAPS secretary/treasurer, provided training on resources for responding to appeals and filing EAS grievances. Delegates showed up in their Western gear. A lot



Los Angeles Branch 39 delegates



So. California Bay District Branch 266 delegates



The Sacramento Host Branch 77 posse



North Coast Branch 297 delegates



From left: Western Region Vice President Marilyn Walton, California State Branch 905 President Marilyn Jones, Rep. Kevin Kiley (R-CA), NAPS Executive Vice President Chuck Mulidore, Sacramento Branch 77 President Ralph Petty, USPS Western Region Processing Operations Manager John DiPeri, NAPS Pacific Area Vice President Chuck Lum and Past President Brian Wagner.

of fun was had by Rufus P. Justice, aka Ralph Petty, Branch 77 president, who issued wanted posters and locked up delegates in his makeshift jail.

Judge Roofless Bainer Gensburg, aka Karyn Rahming, set bail. We all had to scramble to gather funds to bail each person out of jail (including myself). All proceeds went to SPAC. There were SPAC auctions, 50-50 raffles and bake sales. The total contribution to SPAC was \$15,000.

Special thanks to Felecia Pennington and her assistant, Yvette Profit, who oversaw the SPAC table and vast array of donated gifts on which to bid. Additional training by each state board member was presented on various subjects.

We had great fun, learned a lot and raised a lot of money for SPAC. Debbie Baker and her Greetings Committee presented a great Western theme greeting. The stars of the presentation were Chuck Mulidore as “The Gambler” and Brain Wagner as Willie Nelson (braids and all). There were other great performances of country hits; a raucous good time was had by all.

The Auxiliary team, led by California Auxiliary President Yunina Graham, is to be commended for their assistance in helping NAPS with their outstanding effort of fundraising for SPAC. This year’s state convention took care of business and focused on training, sharing information and enjoying good, hearty food.



Thrown in jail were Past NAPS President Brian Wagner, Western Region Vice President Marilyn Walton and Executive Vice President Chuck Mulidore. Payment had to be made to SPAC to bail them out.

From left, first-timers Christen Black, Sacramento Branch 77; Jo Ann Piper, San Francisco Branch 88; Danny Silva, Fresno Branch 274; Jan James, Margarete A. Grant Branch 127; Michanda Derbigny, Los Angeles Branch 39; and Mike Bulacan, Hayes Cherry Branch 66.



Judge Karen Rahming and deputies Danilo and Marco Perez

Rep. Kevin Kiley (R-CA) with Mary Burkhard Branch 244 members Delmy Alarcon, Karesha Smith and Michelle Ladesky-Ortiz



## Resident Officer Candidates Announced

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

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

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

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

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

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

### President

- Ivan D. Butts
- John Maida

### Executive Vice President

- Chuck Mulidore

### Secretary/Treasurer

- James Warden



California Legislative rep Felicia Pennington (right) and Wille Hawkins, So. California Branch 266, at the SPAC table; \$15,000 was raised for SPAC.



California State Branch 905 President Marilyn Jones (right) and Treasurer Sally Simpao wait to be bailed out for SPAC.



‘The Gambler’ (NAPS Executive Vice President Chuck Mulidore) and Cheroncy (Cheri Warren, Hayes Cherry Branch 466) were the stars of the greetings skit.



Also thrown in jail were, front row, from left: California Auxiliary officers Secretary Barbara Kelly, Vice President Chanel Dodson and President Yunina Graham. Back row: Treasurer Ed Simpao and Sergeant-at-Arms Genaro “Toby” Loera.



The Country & Western stars from the California State Convention Greetings Committee



Northwest Area Training Seminar participants on the famous blue turf of Boise State University's Albertsons Stadium.

## Northwest Area Five-State Training Seminar

The five Northwest states delegations—Alaska, Idaho, Montana, Oregon and Washington—met in Boise, ID, on Friday, May 17, at the Stueckle Sky Center on the campus of Boise State University. Idaho State Branch

915 hosted the event. The training room was on the fifth floor and offered a panoramic view of the university campus and downtown Boise.

Before the start of the meetings, delegates were invited out to Albertson Stadium's famous blue turf for a group photo. Immediately after the

opening ceremony, we had a Zoom presentation on the Postal Service Health Benefits program hosted by Karla Kirby, USPS Headquarters. The information was important regarding all the changes that will occur this year with Postal Service Health Benefits.

Boise Postmaster Dan Corral, Vice President, Regional Processing Operations, Western Region, John DiPeri and new Boise Plant Manager Resse Stillman all shared positive messages with the group. They have continued their NAPS memberships.

Northwest Area Vice President John Valuet took time to recognize the branch presidents representing the northwest states. The seminar included one and a half days of training and information sharing.

I reviewed my NAPS Training Tool



John DiPeri, USPS vice president, Regional Processing Operations, Western Region, addressed NAPS delegates.



Reese Stillman, Boise Plant manager, addressed delegates.



Northwest Area Vice President John Valuet recognized Cassandra May, Seattle Branch 61, for signing the most new members in the Northwest Area.



From left: Western Region Vice President Marilyn Walton, South West Oregon Branch 276 President Joe Lahmann, Oregon State Branch 940 President Chad Itami, Portland District Branch 66 President Aric Skjelstad, Tacoma Branch 31 President Bjoren Gruetzmacher, Northwest Area Vice President John Valuet, Spokane Branch 60 President Desiree Lorenz, Montana State Branch 929 President Rick Kindsvatter and Idaho State Branch 915 President Henry Medel.

Kit. John presented “Why SPAC?” and membership stats and recruitment tips and techniques. John Lahmann, Oregon Branch 276, discussed mitigating NPA. Ramon Gutierrez, postmaster of Grants Pass, OR, presented “Understanding the Technology of Integrated Route Evaluation & Adjustment Process.” Kaylinn Hoyt, ID-MT-OR Safety Manager (A), Branch 66, presented “Safety & You.” Rick Kindsvatter, Montana State Branch 929 president, reviewed the IMIP Process.

John and his Seminar Committee did a fantastic job catering to all our needs. He also recognized many of the members for their commitment to NAPS. Cassandra May, delegate from Seattle Branch 61, was recognized for signing the most new members and was given a special gift. Additional special recognition was presented to Allison Taylor for her

Thrift Savings Plan					
Fund	G	F	C	S	I
<b>May 2024</b>	<b>0.41%</b>	<b>1.69%</b>	<b>4.96%</b>	<b>3.36%</b>	<b>4.86%</b>
<b>12-month</b>	<b>4.46%</b>	<b>1.27%</b>	<b>28.15%</b>	<b>24.55%</b>	<b>18.74%</b>
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
<b>May 2024</b>	<b>1.58%</b>	<b>1.89%</b>	<b>3.07%</b>	<b>3.33%</b>	<b>3.58%</b>
<b>12-month</b>	<b>9.17%</b>	<b>11.06%</b>	<b>16.06%</b>	<b>17.20%</b>	<b>18.36%</b>
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>May 2024</b>	<b>3.80%</b>	<b>4.02%</b>	<b>4.67%</b>	<b>4.67%</b>	<b>4.67%</b>
<b>12-month</b>	<b>19.36%</b>	<b>20.38%</b>	<b>24.21%</b>	<b>24.21%</b>	<b>24.21%</b>
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.					
Visit the TSP website at <a href="http://www.tsp.gov">www.tsp.gov</a>					

Auxiliary support and her work with decorations and planning to ensure a successful event.

We had an exciting time in a

beautiful setting with a full schedule of training. Boise was a great location.

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

# A Day in a Life of a Customer Service Supervisor

**Dee Perez**

*New York Area Vice President*

read the news today—oh boy—about a stressed-out supervisor; the news was rather sad. I woke up, got out of bed and dragged a comb across my head. Or should it be “Help, I need somebody, not just anybody, you know I need someone.” The lyrics from the Beatles song describe the customer service supervisor’s and postmaster’s work environment today.



From the moment we step into our offices and switch on our computers, we are bombarded with a never-ending stream of emails. The voluminous volume is staggering, reaching over 40

in a matter of minutes and continuing hourly throughout the day. If we are away for a week, “fuhgeddaboutit,” as our trusted, respected and revered NAPS Secretary/Treasurer James Warden always says. The number skyrocketed into the hundreds, drowning us in a sea of digital communication.

The abundance of repeated emails is as if district leaders pop up on your screen every half-hour on the hour. Is this a narcissistic trait or are they so paranoid they want to cover their behinds to say they alerted their EAS employees?

The sheer number of emails drives everyone to the brink of insanity. If you think you have it bad, our

MPOOs and district managers have it far worse. I understand and share your frustration, my fellow EAS employees. But what’s truly alarming is that EAS employees rarely receive a proper lunch break to clear their minds. And I’m not talking about eating at your desk while working.

If you’re authorized an hour’s lunch, begin taking it daily and leave the building. I understand this rarely happens in our newly created, crisis management, daily accountability work environment created by chief Retail and Delivery Office (CRDO) leaders who never spent a day in this environment to really understand and appreciate what they are putting you through. These CRDO leaders live in a postal world lacking empathy!

By the time you read all the

emails and respond to all the surveys, especially after two days off, “fuhgeddaboutit.” Then, hours into your tour comes the excessive Learn & Grows you must attend. And, heaven forbid, a carrier or two doesn’t answer an SPM alert correctly, your triangulation LM letters or flats indicators are in red. Get ready to prepare that time-consuming daily report for the entire week.

Then come the infamous Zoom meetings that occur daily at all hours of the day. But the worst part are the monologues and length of time, then the dreaded HR & B Zooms, where you are made to wait for your MPOO group to be called to explain

your employee’s status on OWCP or a bid position. “Fuhgeddaboutit!”

Oh, and heaven forbid, if a carrier pops up on a load time or stationary event, there’s another Zoom meeting to explain why and the corrective action taken for this data-skewing mistake.

Let’s not forget the most important job you do. You run the workroom floor, prepare schedules, observe carriers’ loading, answer customers’ phone calls, investigate and answer C-360 issues, as well as deal with all shop stewards’ concerns. In all this chaos, you still must address your carriers’ performance from the previous day. And, somewhere in your day, do a

driving and safety observation?

Perhaps you’ll find time for lunch tomorrow, but I doubt it. Last month, I said a Level-21 in an associate office should have a higher salary than anyone at the same level in a Headquarters position. There’s no comparison in responsibility; I stand by this.

Now, I’ll take it a step further and say this: The salary level of a Level-17 supervisor, Customer Service, should be much higher with all their responsibilities every day, seven days a week—“fuhgeddaboutit!”

I challenge every NAPS branch nationally to this goal: Sign three new members a month.

**nyavpdee@aol.com**

# Fleet Management Information System

**Robert “Bobby” Bock**  
*Southeast Area Vice President*

**R**ecently, the Postal Service entered into an agreement with a third-party vendor for specialized software designed to streamline Maintenance operations. This system, known as the Fleet Management Information Systems (FMIS), has been customized specifically for USPS needs.

The primary function of this system is to oversee the Postal Service fleet

maintenance, manage inventory and handle purchase orders. However, this merely is scratching the surface. While the program holds promise, it’s currently not up to par.

For instance, during its rollout, an essential feature failed to transfer accurately: the minimum and maximum inventory levels for each part stored in the VMF stockroom. Without this data, the system cannot automatically reorder parts when needed, leading to potential operational



disruptions. Rectifying this issue requires manually configuring thousands of parts thresholds across more than 300 VMFs nationwide.

Additionally, there’s a notable deficiency in staff training for using this web-based system. Field technicians rely on tablets for access, necessitating a reliable cellular or Wi-Fi connection. These shortcomings highlight the need for thorough preparation before fully implementing the program.

Let’s delve into the training aspect of the rollout. Despite numerous learning sessions and growing experiences, the allocated time for training fell short. Although we had subject matter experts (SMEs) from the Postal Service for a week when going online, it wasn’t sufficient for comprehensive training.

It’s worth noting these SMEs also are navigating the learning curve while striving to support our mission. Typically, vendors would provide onsite training by sending their

staff. However, the Postal Service opted for a cost-cutting approach.

Despite my efforts to address training concerns by reaching out to postal leadership via two emails, unfortunately, I received no response. With over 41 years of experience in the Postal Service, I can confidently say this rollout has been the most problematic I’ve encountered.

It’s evident this system is not ready for widespread implementation. My sentiments are echoed by VMF employees across the nation. The frustration has reached such a level that some employees have chosen to retire rather than grapple any longer with this system.

I believe in embracing change, but it’s essential that any new platforms introduced for managing postal operations are thoroughly prepared to fulfill the mission of the Postal Service, especially when frustration levels are exceptionally high.

The burning question remains: What was the cost of acquiring this FMIS software?

**bocknapsseaavp@aol.com**





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[fepblue.org/USPS-every-step](https://fepblue.org/USPS-every-step)

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

## PMG Responds to Senate Concerns

On May 20, Postmaster General Louis DeJoy sent a letter to Sen. Gary Peters (D-MI), chairman of the Homeland Security and Governmental Affairs Committee, in response to a letter from Peters expressing congressional concerns over the “Delivering for America” plan. In his letter, DeJoy attempted to “clarify the various initiatives we have ongoing that are part of the nearly \$15.3 billion in committed, self-funded investments and those initiatives we agreed to ‘pause’ in my letter to you on May 9.”

DeJoy discussed the mail processing facility reviews, describing them as part of a formal process that requires public notice, conduct of a specific study, information-sharing and town hall meetings over a month or more for each facility. He stressed that the review process includes substantial investment in the facilities being studied.

“In the past, these changes have been initiated without an eye toward improving the workplace or growing our business,” he wrote, “because in many instances, the intention was to discontinue operations in the facility or to significantly curtail its operations. That is because before the Delivering for America plan, there had not been a comprehensive strategy to repair our business and restore our vitality.”

The PMG mentioned confusion regarding completion of the Regional Processing and Distribution Centers (RPDCs), Local Processing Centers (LPCs) and Sorting and Delivery Centers (S&DCs), as well as air and ground transportation. DeJoy attributed this confusion to financial losses the agency has incurred over the past 10 years.

He also stated what actions the Postal Service will and will not be taking during the rest of the year. The entire letter is available at [www.naps.org](http://www.naps.org).

## NAPS Requests Information Regarding RIFs

NAPS sent a letter dated May 21, signed by the resident officers, to Bruce Nicholson, director, USPS Labor Relations Policies & Programs. *Title 39* requires the Postal Service to consult with NAPS in the planning and development of any proposed program and at least 60 days (unless there are extraordinary circumstances) to review and make recommendations and consider any recommendations from NAPS about such programs and to provide NAPS with information regarding the implementation of any program.

In the letter, the resident officers requested the Postal Service to immediately halt the RIFs announced in mid-

May and take steps to consult with NAPS, as required by law. “Your assertion that the Postal Service’s prior consultations with NAPS regarding the ratios of supervisors to employees in processing plants is all the law requires is incorrect,” the letter stated.

“The Postal Service is changing how those ratios are calculated by changing its longstanding practice of including vacant positions in those calculations—an illogical change because even if a position is vacant, that position’s work still needs to be performed by someone else and to be supervised. That is a change to the program of how supervisory positions are staffed.”

NAPS requested the Postal Service provide information regarding facilities that have implemented or will be implementing RIFs. The entire letter is available at [www.naps.org](http://www.naps.org).

## NAPS Requests Further Changes to Publications Addressing Harassment and Violence in the Workplace

NAPS President Ivan D. Butts sent a letter requesting the Postal Service further strengthen protections for EAS employees being subjected daily to harassment and aggression in hostile working environments. The Postal Service provided NAPS with its proposed changes to *Publication 552*, “Manager’s Guide to Understanding, Investigating, and Preventing Harassment,” and *Publication 45*, “Achieving a Violence-Free Workplace.”

Butts wrote, “I believe that the full scope of the changes being implemented by this agency cannot be viewed in a singular chance of postal policy. NAPS has a long history of documented concerns over the treatment of EAS employees in the psychological aggression, hostile work environments and other retaliatory acts by leaders in this agency against EAS employees.”

NAPS believes the changes being implemented are not designed to strengthen protections for EAS employees and will further water down leadership accountability, which was marginal at best when responding to violent acts and abuses against EAS employees by leadership.

NAPS is requesting further changes to both publications and that all training documentation be used in the two-step mandatory EAS training, “Responding to and Reporting Workplace Harassment.” The entire letter is available at [www.naps.org](http://www.naps.org).



In early May, NAPS President Ivan D. Butts and Executive Vice President Chuck Mulidore met with members of the Postal Regulatory Commission. From left: PRC Commissioner Robert Taub, Vice Chairman Thomas G. Day, Mulidore, Chairman Michael Kubayanda, Commissioner Ashley E. Poling and Butts.



NAPS President Ivan D. Butts, Postmaster General Louis DeJoy and NAPS Secretary/Treasurer Jimmy Warden at the National Postal Forum in Indianapolis in early June



Edward Dennis, Vincent J. Lambusta, NJ, Branch 53, was at an event for Rep. Bill Pascrell Jr. (D-NJ) and met Rep. Jamie Raskin (D-MD).



Olajide Okedina (left), Illinois State Branch 916 legislative rep, attended a labor breakfast hosted by Rep. Brad Schneider (D-IL).

NAPS Executive Vice President Chuck Mulidore continued his legislative advocacy on Capitol Hill:



Rep. Mary Gay Scanlon (D-PA)



Reps. Shontel Brown (D-OH) and Valerie P. Foushee (D-NC)



Rep. Andrea Salinas (D-OR)



Rep. Mike Thompson (D-CA) held his Solano County Pasta Dinner on Sunday, May 19. Margarete A. Grant Branch 127 Vice President and Legislative rep Glenn Gray attended, along with fellow branch members. Thompson thanked NAPS for being a sponsor of the event and welcomed them, remembering them from prior events. Glenn and his wife Edna live in Thompson's district. A special thanks to Jennifer House, Thompson's aide, for arranging time for the NAPS members to discuss their concerns. From left: Glenn Gray, Edna Gray, Rep. Mike Thompson, Yolanda Lewis and Charles Patterson.

On May 13, California NAPS members attended Rep. Jared Huffman's (D-CA) 14th Annual Hootenanny at Lagunitas Brewery in Petaluma. NAPS attendees included California State Vice President John Wong and Margarete A. Grant Branch 127 members Valerie Loera and her daughter Marianna (a rural carrier in Oakley, CA), Frances Barfield, Charles Patterson and Yolanda Lewis.

Valerie and Marianna had an opportunity to talk to Huffman and his wife Susan. Marianna shared her safety concerns being a rural carrier. The Loeras provided Huffman with the NAPS leaflet explaining H.R. 3005, the Postal Police Reform Act. From left: Valerie Loera, Huffman and Marianna Loera.



Also attending the hootenanny was Toni G. Atkins, president pro tem of the California State Senate, who expressed her support of the Postal Service in her remarks. From left: Marianna Loera, Valerie Loera and Atkins.



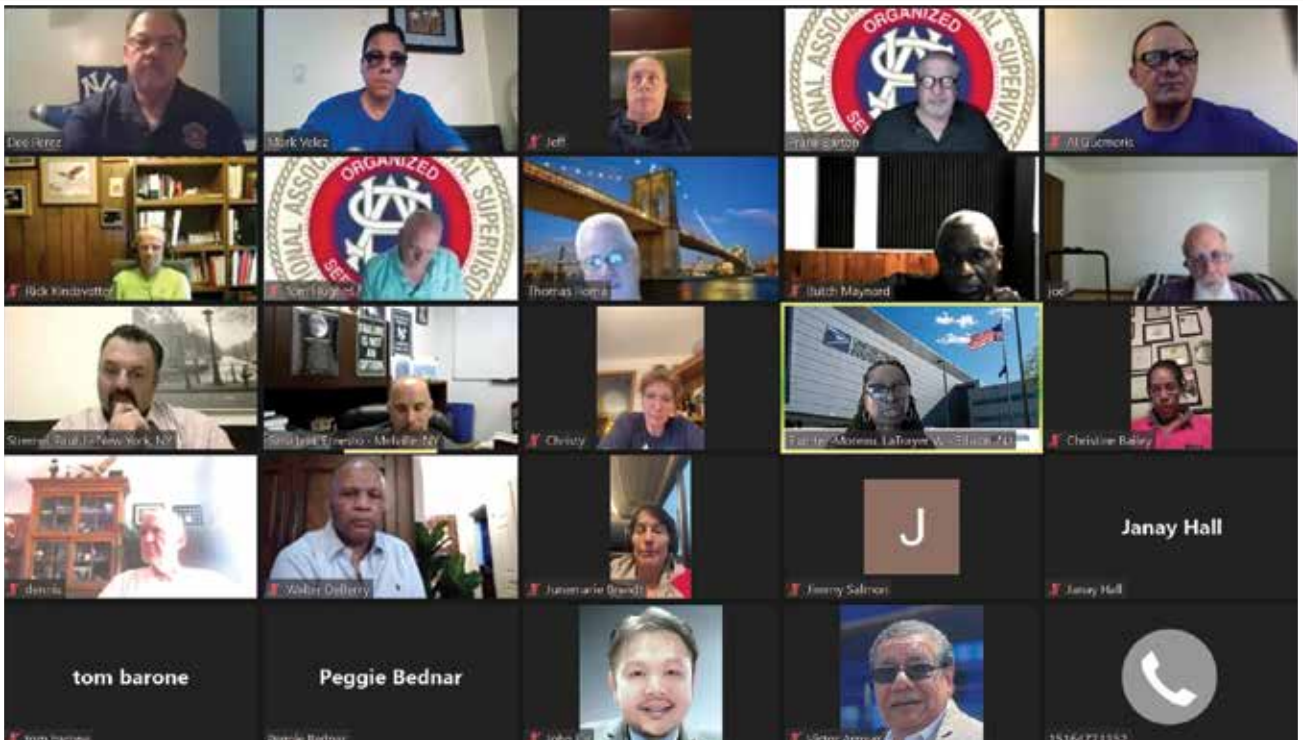
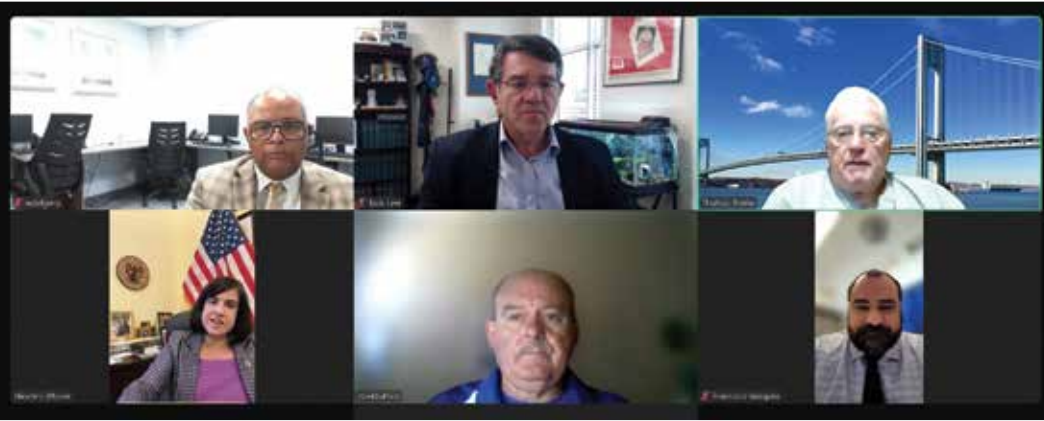
Entertainment at the hootenanny was provided by the band SoloRio that later was joined by Huffman. Margarete A. Grant Branch 127 member Frances Barfield greeted Huffman as he and the band played.



On May 10, Brooklyn Branch 68 held a productive Zoom meeting with Rep. Yvette D. Clark (D-NY), who is co-sponsoring NAPS-endorsed legislation discussed.



On May 23, members of Brooklyn Branch 68 and Vince Palladino-Brian Michaelson-Francisco Vazquez Staten Island Branch 110, Northeast Region Vice President Tommy Roma, New York State Legislative Chair Joe Amash and NAPS Director of Legislative & Political Affairs Bob Levi met via Zoom with Rep. Nicole Malliotakis (R-NY) to thank her for co-sponsoring H.R. 3005, the Postal Police Reform Act; H.R. 82, legislation to repeal the WEP/GPO; and H.R. 594, the Postal Supervisors and Managers Fairness Act. Also discussed were ways in which Malliotakis' office and NAPS can improve mail service to her constituents and potential budget cuts directed against postal retirees.



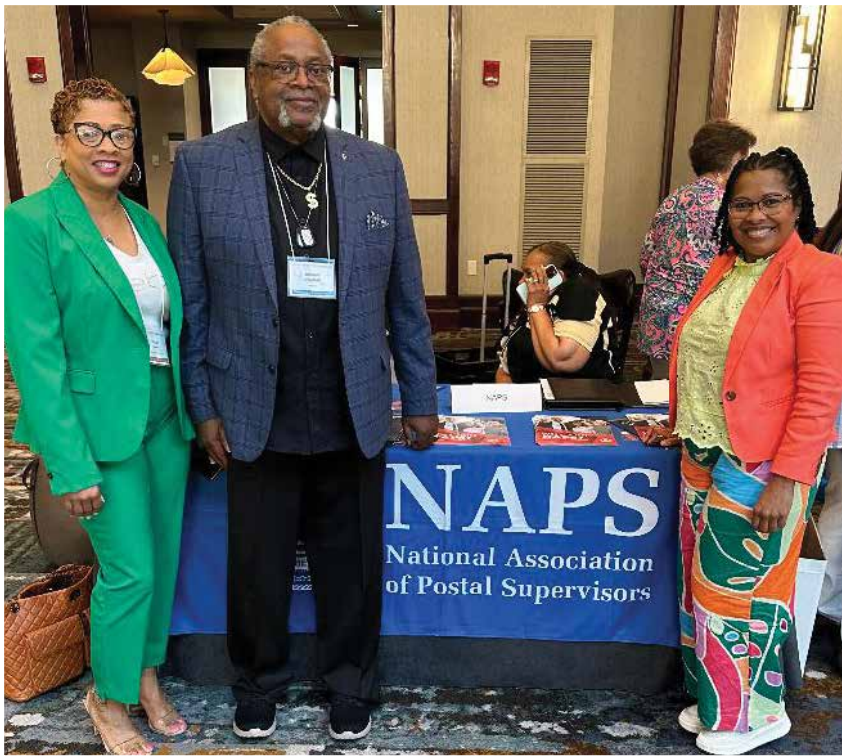
New York Area Vice President Dee Perez organized a May 15 meeting with the Postmasters Committee and New York Area members, as well as the three NY Districts 1, 2 and 3 HR managers.



NAPS President Ivan D. Butts (back row, third from left) met with NAPS managers at the Brockton, MA, P&DC to address questions regarding potential RIFs.



Long Island Branch 202 attended the NY District 2 Career Conference. From left: Executive Vice President Frank Baselice, Vice President Vinny Nicolosi, Vice President Vinnie Violante and New York Area Vice President Dee Perez.



Representing NAPS at the Mobile, AL, Career Conference were, from left: Stacey Cannon, Mobile Branch 26; Dwight Studdard, NAPS Central Gulf Area vice president; and Tomica Duplessis, New Orleans Branch 73.



Central Gulf Area Vice President Dwight Studdard and Wayne Murphy, Birmingham Branch 45.



Mobile Branch 26 lunch meeting, from left: Alabama State President John Carson, Tyjuana Sullivan, Angeline Hamilton, Emir Mendoza (back), Trueva Richardson, Mobile Branch 26 President Valerie Winchester, Stacey Cannon, Tonetha Davis, Shaquila Finch, Darreyel "DJ" Jackson and Central Gulf Area Vice President Dwight Studdard.

Yolanda Debardleben and Rachurel Carter, Birmingham Branch 45.





Illinois State Branch 916 President Gregory Harris

Elizabeth R. Flamon, IL, Branch 14 President Charles May and Illinois State Branch 916 Area Vice President and Lorraine Henry/Nancy Wesley Branch 493 Officer Toni Coleman-Scruggs attended the Illinois 1 Career Conference in Chicago on June 8.



From left: Illinois State Branch 916 Area Vice President Toni Coleman-Scruggs, Chicago BMC Branch 541 President Shasta Phillips, Elizabeth R. Flamon Branch 14 member LaShunda Davis-Haymer (MCSO) and Illinois North Shore Branch 270 member Evelyn McClellan (postmaster).

On Sunday, May 19, Los Angeles District-CAL 5 held a Career Conference in Manhattan Beach, CA. Peter Pastre, USPS vice president of Government Relations and Public Policy, was the keynote speaker. Pastre applauded CAL 5 for its continued improvements. Los Angeles Branch 39 signed five new members at the event. From left: Branch 39 Legislative rep Felecia Pennington, President Marilyn Jones and Trustee Shirley Lee.







Representing NAPS at the Michigan 2 District Career Conference were, from left, Grand Rapids Branch 130 President Phil Jones, Michigan State Branch 925 1st Vice President Dave Hommerson, Michiana Area Vice President Kevin Trayer, Southwestern Branch 142 Executive Board member Steve Kingsley and Michigan State Branch 925 President Tony Viers.



Southeast Area Vice President Bobby Bock presented Southeast Area Special Achievement Awards to Bruce Kurland, Jacksonville Branch 93, and Gail Van Horn, St. Petersburg Branch 154.



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



## **April High-Five Club Members**

- Gilbert Barba, Branch 373, CA
- Janelle Braddon, Branch 85, NY
- Denise Brown, Branch 246, AZ
- Stacey Cannon, Branch 26, AL
- Keith Hansen,<sup>†</sup> Branch 43, MA
- Deborah Johnson,<sup>†\*</sup> Branch 88, CA
- Gerard Kudach, Branch 355, PA
- George Mott III, Branch 132, VA
- Loretta Reed, Branch 698, CA
- Constance Scales-Bradley, Branch 53, NJ
- Brian Wagner,<sup>†††\*</sup> Branch 255, IL

\* Denotes 5+ members signed in the past 90 days.

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

# NAPS State Conventions

The Capitol-Atlantic Area States Convention was held May 23-25 in Asheville, NC:

From left: NAPS Secretary/Treasurer Jimmy Warden, North Carolina State Manager of Labor Relations Sheena Hazel (guest speaker), South Carolina State Branch 944 President Darold Dantzer, Carolinas Bi-State Branch 936 President Rodney Charles, Maryland State Branch 923 President Steve Shawn, NAPS Executive Vice President Chuck Mulidore and Virginia State Branch President Lloyd Cox.



Capitol-Atlantic Area Vice President Troy Griffin (left) and NAPS Secretary/Treasurer Jimmy Warden (right) with convention first-timers.

Asheville Vice Mayor Sandra Kilgore addressed delegates.

Asheville Postmaster Bryan Roberts addressed delegates.



Former Capitol-Atlantic Area Vice President John Geter and Carolinas Bi-State Branch 936 President Rodney Charles presented new South Carolina State Branch 944 President Darold Dantzer and the South Carolina delegation with a certificate acknowledging the new branch. From left: Capitol-Atlantic Area Vice President Troy Griffin, Geter, Charles, NAPS Executive Vice President Chuck Mulidore, Eastern Region Vice President Richard Green, NAPS Secretary/Treasurer Jimmy Warden, Dantzer and the South Carolina delegation.



South Carolina State Branch 944 delegation

## Wisconsin State Convention



Attendees at the Wisconsin State Convention, May 17-18 in Wisconsin Dells, included Central Region Vice President Craig Johnson (front row, left), Wisconsin State Branch 956 President Julie Joers (seated next to Johnson), former North Central Area Vice President Joe Musolf, (front row, right), Past NAPS President Brian Wagner (seated next to Musolf), North Central Area Vice President Dan Mooney (standing, third from left) and NAPS Secretary/Treasurer Jimmy Warden (standing, left).

## Minnesota State Convention



Attendees at the Minnesota State Convention, May 30-31 in Rochester, included Minnesota State Branch 926 President Gina Hellermann (center, green shirt), District Manager Angela Bye (to the right of Hellermann), North Central Area Vice President Dan Mooney (right), Central Region Vice President Craig Johnson (fourth from left), Manager of Operations Integration Dan Laux (seventh from left) and NAPS Secretary/Treasurer Jimmy Warden (left).

The New England Area Convention and training was May 16-19 in West Yarmouth MA, Cape Cod:



NAPS President Ivan D. Butts, New England Area Vice President Bill Austin and National Auxiliary President Laurie D. Butts



New England Area Vice President Bill Austin thanked Jill Miniard, director of Field Labor Relations, Eastern Region, Atlantic Area.



New England Area Vice President Bill Austin showed his appreciation to Tony Impronto, director of Operations Support, USPS Headquarters.



The 2024 Jay Killackey Scholarship Award was presented by, from left, Steve Dillard, Teresa Dillard, Suann Killackey and New England Area Vice President Bill Austin.



New England Area Vice President Bill Austin swore in the James F. Killackey/John Russell Boston Branch 43 Executive Board.



Springfield, MA, Branch 102 members with NAPS President Ivan D. Butts (left) and New England Area Vice President Bill Austin (right)



South Coastal, MA, Branch 118 members with NAPS President Ivan D. Butts (second from left) and New England Area Vice President Bill Austin (right)



New England Area Vice President Bill Austin (left), with New Haven, CT, Branch 3 members, presented an award to Branch 3 President Denis Wright.



Fairfield County, CT, Branch 47 participated in training at the New England Area Convention. From left: NAPS President Ivan D. Butts, Branch 47 members Brian Falcha, Jeff Salamon and Erin Morrisroe, and New England Area Vice President Bill Austin.

The Florida State Convention was June 7-8 in Deerfield Beach:



NAPS Secretary/Treasurer Jimmy Warden (second from left) swore in Florida State Branch President Diane Goldstein (center) and her fellow officers. Also attending were Southern Region Vice President Jaime Elizondo Jr. (left), Southeast Area Vice President Bobby Bock (second from right) and Central Gulf Area Vice President Dwight Studdard (right).

Branch 911 Secretary/Treasurer Ken Ruckart presented a gift to Roe Herzog (second from left) who stepped down as state president in recognition of her years of dedicated service.



Southeast Area Vice President Bobby Bock presented Raymond Maytin, Miami Branch 146, with a gift in appreciation of his membership recruitment this past year.



Southeast Area Vice President Bobby Bock presented a plaque to Patti Lynn, Fort Lauderdale Branch 296, honoring her as the Florida State Officer of the Year.



Southeast Area Vice President Bobby Bock presented a plaque to Southwest Florida Branch 420 President Dave King, honoring him as Florida State President of the Year.



Southeast Area Vice President Bobby Bock and NAPS Secretary/Treasurer Jimmy Warden honored Roe Herzog with a certificate and gift card for her years of dedicated service to NAPS and serving as Florida State president.



Roe Herzog and Southeast Area Vice President Bobby Bock presented USPS Director of Post Office Operations Tony Impronto with a Rising Star Award.



Florida State Legislative Chair Ann Strickland, with her Legislative team, discussed NAPS' legislative agenda and the bills it supports.

Deerfield, FL, Postmaster Michael Seda, a longtime NAPS member, addressed attendees.



Participants in Florida's annual SPAC Walkathon.

# The New York State Convention was May 30-31 in Monticello:

(Photos by Butch Maynard, Postal Police Supervisors Branch 51 president.)



Attendees at the New York State Convention included members from Handelman-Palladino Branch 935 and Branches 11, 51, 83, 100, 110, 202, 216, 336 and 459.

New York Area Vice President Dee Perez

NY 3 District Manager Marcelina Del-Pizzo addressed attendees.



Convention attendees included Flushing Branch 164 officers Bobby Gonzalez and Rita Fortune; New York State officers Joe Amash, Phyllis Morrissey and Mark Velez; and Vince Palladino-Brian Michaelson-Francisco Vazquez Staten Island Branch 110 officers Frank Vasques Jr., John Schlosser and Al Rodriguez.



## Bob Levi

Director of Legislative & Political Affairs



John Osborne, Library of Congress Librarian Christine Bombaro and my old friend, newly appointed USPS Postal Historian Steve Kochersperger, I chose to learn more about America's

26th Postmaster General John A.J. Creswell. You might ask, "Why John Creswell?"

To be quite honest, my interest in Creswell was very much incidental to

Creswell enhanced the speed and capacity of mail transport through the expanded use of railroads and steamships. American citizens and business embraced the initiative. As a result, mail volume increased and unit costs for conveying mail declined. However, as the years went by, Creswell decided that improved mail service was more important than continuing to drive down costs.

The railroad barons demanded increased fees to carry mail; there were scarce alternatives. One of the more politically fraught actions taken by Creswell was a major reform of the "franking privilege," a right by which almost 32,000 Americans were able to send mail without cost. This franking reform resulted in the purchase of more stamps, totaling about \$1.6 million.

The current "congressional frank," where a member of Congress' signature is printed on the upper-right corner of an envelope, in lieu of a stamp, is a vestige of the 19th century postal frank. Creswell also introduced to America the "postcard" and modernized stamp production to improve stamp adhesion to envelopes and deter stamp counterfeiting.

Nevertheless, the item that most drew me to Creswell was his approach to public service and integration. Unlike his predecessors and immediate

*Continued on page 36*

## Postal Service's Legacy as a Beacon for Our Country

ly incompatible visions of our nation's future. Rather than focus on the volatile next few months or years as we celebrate America's 248th birthday, I want to explore our instructive United States history—particularly as influenced by America's "Postal Patriots."

Indeed, we continue to learn the lessons from our forebearers. Their experiences, challenges, successes—and, yes, even failures—ought to guide our contemporary national leaders as they must strive to "bind the nation together."

In the past, through the medium of *NAPS Chat*, the NAPS podcast, we have explored our heralded first Postmaster General Benjamin Franklin and third Postmaster General Ebenezer Hazard, who was the last postmaster general appointed by Congress. Of course, I was guided by noted colonial-era U.S. history experts. Both revolutionary-era personalities played a pivotal role in establishing our nation and national postal system, developing a mail network and defining the national postal mission for posterity.

This year, with the assistance of retired Dickinson College Historian

my reading Ron Chernow's award-winning biography of President Ulysses S. Grant. It is important to be reminded that before the Postal Reorganization Act of 1971, the postmaster general was a cabinet-level post, nominated by the president and confirmed by the Senate. Thus, the PMG tended to reflect the political views and national priorities of the elected president.

Grant was elected during the post-Civil War era of Reconstruction, a time of immense regional turmoil. He sought to reunite and energize a nation. Grant knew Creswell was no political novice. He came from a border state and was strongly pro-union and anti-slave.

Creswell served in the Maryland State Legislature, the U.S. House of Representatives and, for a short time, in the U.S. Senate. Grant also knew Creswell was the right nominee for the time.

At the outset of his tenure as postmaster general, Creswell was confronted with two major postal challenges: a cavernous financial deficit and poor mail service. (Sound familiar?) He desired to reduce postal costs, while also improving service.

### The Postal Supervisor 2024 Production Schedule

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

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

# 2024 SPAC Contributors



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

Boisvert, Michael	CA	Branch 159
Wong, John	CA	Branch 497
McHugh, James	FL	Branch 386
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Rosario, Tamara	ME	Branch 96
Mulidore, Chuck	OH	Branch 133
Geter, John	NC	Branch 183
Butts, Ivan	PA	Branch 355
Jackson, Alice	VA	Branch 526

## May Contributors

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

Boisvert, Michael	CA	Branch 159
Wong, John	CA	Branch 497

Randall, C. Michele	MD	Branch 531
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### VP Elite (\$750)

Ayon, Celia	CA	Branch 88
Campbell, Stephnia	CA	Branch 159
Fuston, Barbara	CA	Branch 77
Meana, Frances	CA	Branch 159
Pennington, Felicia	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Moss, Donald	DC	Branch 135
Rosario Jr., Arnold	ME	Branch 96
Burgasser, Ted	OH	Branch 29
Green Jr., Richard	VA	Branch 98

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

Benjamin, Evelyn	CA	Branch 266
Grisby, Patricia	CA	Branch 77

# SPAC Contribution Form

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

**\$1,000**—President's Ultimate

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2019

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

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

Name \_\_\_\_\_

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

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

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

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



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

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

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

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

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

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

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

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

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

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

Jones, Marilyn	CA	Branch 39
Kelly, Barbrara	CA	Branch 77
Loera, Valerie	CA	Branch 127
Profit, Youvet	CA	Branch 39
Salazar, Mauricio	CA	Branch 94
Trevena, April	CA	Branch 94
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Amergian, Raymond	ME	Branch 96
Johnson, Craig	MO	Branch 36
Dallojacono, Anthony	NJ	Branch 568
Evans, Darius	NY	Branch 85
Laster, Edward	OH	Branch 46
Cox, Lloyd	VA	Branch 526
Thomas, Carlos	VA	Branch 98

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

Alarcon, Delmy	CA	Branch 244
Baker, Debra	CA	Branch 197
Blythe, Stephanie	CA	Branch 127
Bradley, Roxanne	CA	Branch 77
Cruz, Cheryl	CA	Branch 497
Francisco, Daryel	CA	Branch 159
Johnson, Deborah	CA	Branch 88
Lewis, Yolanda	CA	Branch 127
Murillo, Mariel	CA	Branch 466
Patterson, Charles	CA	Branch 497
Rahming, Karyn	CA	Branch 77
Austin, William	CT	Branch 47
Bock Jr., Robert	FL	Branch 406
Williams, Carolyn	FL	Branch 146
Lum, Laurie	HI	Branch 214
Lech, Stephen	IL	Branch 255
Wagner, Brian	IL	Branch 255
Capobianco, Christopher	MA	Branch 6
Foley, Paul	MA	Branch 120
Burke, Yolanda	MD	Branch 42
Streeter, Arlene	MD	Branch 42
Hill, Mildred	MS	Branch 199
Robinson, Theresa	NC	Branch 299
Stephens, Patricia	NC	Branch 936
Laster, Jacshica	OH	Branch 46
Timothy, Pat	PA	Branch 941
Moore, Delisa	SC	Branch 228
Brooks, Lamarcus	TN	Branch 41
Howard, Marsha	TX	Branch 9
Garrett, Donald	VA	Branch 98
Mott III, George	VA	Branch 132
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213

Continued on next page

# SPAC Scoreboard

(Statistics reflect monies collected Jan. 1-May 31, 2024)

#### National Aggregate:

\$109,115.12

#### National Per Capita:

\$4.09

#### Region Aggregate:

1. Eastern.....	\$31,472.60
2. Western.....	\$31,261.01
3. Northeast.....	\$17,282.17
4. Southern.....	\$15,902.90
5. Central.....	\$13,196.44

#### Region Per Capita:

1. Western.....	\$5.88
2. Eastern.....	\$5.06
3. Northeast.....	\$3.46
4. Central.....	\$3.00
5. Southern.....	\$2.86

#### Area Aggregate:

1. Pacific.....	\$23,837.95
2. Capitol-Atlantic....	\$22,692.65
3. New England.....	\$ 9,213.00
4. Mideast.....	\$ 6,056.00
5. Texas.....	\$ 5,612.00
6. New York.....	\$ 5,399.17
7. Pioneer.....	\$ 5,393.95
8. North Central.....	\$ 5,175.54
9. Southeast.....	\$ 5,129.90
10. Rocky Mountain.	\$ 3,850.00
11. Northwest.....	\$ 3,573.06
12. Illini.....	\$ 3,359.00
13. Cotton Belt.....	\$ 2,820.00
14. Michiana.....	\$ 2,740.00
15. Central Gulf.....	\$ 2,341.00
16. MINK.....	\$ 1,921.90

#### Area Per Capita:

1. Pacific.....	\$7.97
2. Capitol-Atlantic.....	\$6.68
3. North Central.....	\$5.78
4. New England.....	\$5.75
5. Pioneer.....	\$3.83
6. Northwest.....	\$3.43
7. Texas.....	\$3.30
8. Central Gulf.....	\$3.06
9. Rocky Mountain.....	\$3.01
10. Cotton Belt.....	\$2.78
11. Illini.....	\$2.77
12. Mideast.....	\$2.62
13. Southeast.....	\$2.47
14. Michiana.....	\$2.28
15. New York.....	\$2.15
16. MINK.....	\$1.76

#### State Aggregate:

1. California.....	\$22,997.95
2. Maryland.....	\$ 7,495.50
3. Virginia.....	\$ 7,379.50
4. Texas.....	\$ 5,612.00
5. Ohio.....	\$ 4,919.00

#### State Per Capita:

1. Maine.....	\$23.22
2. South Dakota.....	\$16.92
3. Maryland.....	\$11.94
4. Idaho.....	\$10.18
5. North Dakota.....	\$10.00

## Drive for 5

#### Members by Region:

1. Eastern.....	46
2. Southern.....	41
3. Western.....	37
4. Central.....	35
5. Northeast.....	28

#### Aggregate by Region:

1. Western.....	\$8,620.56
2. Eastern.....	\$7,901.50
3. Southern.....	\$6,457.40
4. Northeast.....	\$4,982.17
5. Central.....	\$4,316.00

Supporter (\$100)		
Carson, John	AL	Branch 901
Anderson, Frances	CA	Branch 466
Bognot, Clarissa	CA	Branch 244
Brown, Carl	CA	Branch 94
Dangerfield, Patricia	CA	Branch 88
Gavin, Angela	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Johnson, Patrick	CA	Branch 266
Lee, Shirley	CA	Branch 39
Merrill, Robin	CA	Branch 497
Odell, Heather	CA	Branch 159
Perez, Marco	CA	Branch 77
Simpao, Sally	CA	Branch 88
Torres, Sherrie	CA	Branch 244
Wright, Alphonso	CA	Branch 127
Moore, Olin	CO	Branch 65
Desperrt, Tonya	DC	Branch 135
Harper, Alvin	DC	Branch 135
Milner, Mary	DC	Branch 135
Herzog, Rosemarie	FL	Branch 154
Dittmann, David	IL	Branch 17
Duplessis, Tomica	LA	Branch 73
Lewin, Kim	MA	Branch 118
Moreau, Steven	MA	Branch 102
Chavis, Geraldine	MD	Branch 42
Dabney, Troy	MD	Branch 403
Lawson, Lisa	MD	Branch 531
Martin, Larry	MD	Branch 42
Thompson, Craig	MD	Branch 42
Handy, Truman	ME	Branch 96
Bradley, Anthony	MI	Branch 142

Byrum, Jimmy	MI	Branch 508
Cogar, Laurie	MI	Branch 268
Hardin, Donald	MI	Branch 130
Kent, Eric	MN	Branch 104
Brown, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Brooks, Dallas	NC	Branch 151
Charles, Rodney	NC	Branch 157
Douglas, Karen	NC	Branch 183
Joseph, David	NC	Branch 183
LaFlamme, Barbara	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Gary, Robert	NJ	Branch 207
Pixley, George	NV	Branch 249
Lewis, Gillian	OH	Branch 2
Needham, Timothy	OH	Branch 186
Smith, Ronald	OH	Branch 46
Lehman, Jason	PA	Branch 554
Evans, Susan	RI	Branch 105
Croswell, Darnel	SC	Branch 225
Mitchell, Denise	TN	Branch 41
Berlan, Francisco	TX	Branch 124
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Archer, Eddie	VA	Branch 98
Brown, Lorraine	VA	Branch 98
Driscoll, Darcy	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Martin, Andrew	VA	Branch 526
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Sprewer, Victoria	WI	Branch 72
Baldwin, Craig	WV	Branch 212

## Legislative Update

*Continued from page 33*

successors, Creswell appointed former slaves and sharecroppers to positions as postmasters, particularly in former Confederate states. This is important because in the 1870s, more than 70% of the Post Office Department’s 20,000 workers were postmasters.

One specific postmaster caught my attention—Anna M. Dumas. In November 1872, Creswell appointed Dumas the America’s first African American female postmaster. She served in the deep South in Covington,

LA. I happen to know a retired postmaster of Covington: Signature Federal Credit Union Board Member Dale Goff.

As postscript to the Dumas appointment, in 1888, the first African American postmaster’s estate was sued for receiving excessive compensation as postmaster of Covington by then Postmaster General William F. Vilas who served under President Grover Cleveland. The case reached the U.S. Supreme Court, where, in 1893, the high court ruled against Vilas.

Moreover, in 1869, only two

months after his appointment as postmaster general, Creswell hired the first African American letter carrier—James Christian of Richmond, VA. And, later that year, Creswell hired as a letter carrier America’s first African American Medal of Honor recipient, William Carney, who served over three decades as a letter carrier.

As part of the postal family, we all should be proud that America’s postal system has been a beacon for our democracy and should be so even now.

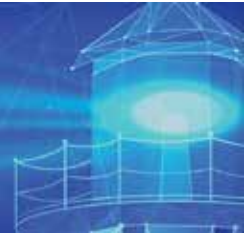
[naps.rl@naps.org](mailto:naps.rl@naps.org)



# POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION  
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO  
350 TROLLEY LINE BLVD  
MASHANTUCKET, CT 06338



## 69th NAPS National Convention Delegates Credential Process

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

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

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

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

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

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

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

### Important Convention Dates

- June 28** Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 9** Deadline to register for the 69th NAPS National Convention (opens March 1)
- July 12** Deadline for entries for the Best Website and Newsletter contests (*see page 38*)
- July 14** Deadline to submit refund and substitution requests to NAPS Headquarters
- July 19** Deadline for emailing deceased members' names to Executive Assistant Sheena Williams

### Foxwoods Resort Casino

350 Trolley Line Blvd., Mashantucket, CT 06338

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

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

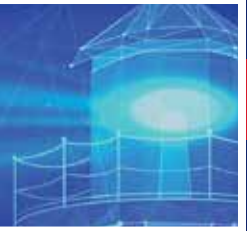




## POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION  
AUGUST 11 - 16, 2024

FOXWOODS RESORT CASINO  
150 TROLLEY LINE BLVD  
HARTFORD, CT 06138



# NAPS National Convention SPAC Walkathon

**J**oin us for a one-mile walk around the beautiful Foxwoods Resort Casino. This is the easiest way to raise money for SPAC and have fun at the same time!



We will meet at 6 a.m. on Thursday, Aug. 15, in the hotel lobby. The entry fee is \$20 per walker.

All proceeds will go to SPAC. NAPS members should make their donations and funds raised at this event payable to NAPS. Certificates will be presented to walkers who raised the first- and second-highest amount. T-shirts will be available on registration at the SPAC T-shirt Table.

## Send Your Entries!

### Best Website Competition

A branch wishing to enter the competition must email only its website address to [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com) by **July 12**, for forwarding to the competition judge.

Points will be awarded for content, design and technical merit, among other contest categories.

### NAPS Newsletter Contest

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best Bylined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2022.

The entry instructions include:

"Overall Excellence"—Submit three consecutive issues of the newsletter, stapled together as one entry. Staple a Post-it note or similar to identify the judging category, your branch

number and the newsletter editor.

"Best Layout"—Submit two issues (not necessarily consecutive ones) of the newsletter, stapled together as one entry. As in the item above, identify the judging category, your branch number and the individual who lays out/designs the newsletter.

"Best Bylined Column/Editorial"—Submit one entry clipped from your newsletter (please do not submit the entire newsletter). The entry must be an original work that carries the byline of the author, who may or may not be the editor, but must be a NAPS member. Identify the judging category and your branch number.

"Best News/Feature Article"—Follow the instructions immediately above.

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., 951 Poca Bella Dr., Front Royal, VA 22630, to be received no later than **July 12**.



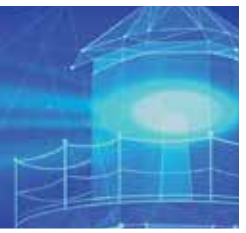


# POWERING THE FUTURE

## THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION  
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO  
350 TROLLEY LINE BLVD  
HARTFORD, CT 06158



# *Explore the Sights in New England*

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

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

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

### **Boston**

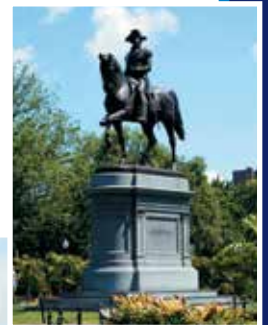
*8 a.m. to 9 p.m.—Free time in Boston*

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

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

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

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



Photos courtesy of BCVB





## Official 69th National Convention Challenge Coin



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

## Mystic, CT

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

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

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



## Mystic Seaport Museum and Downtown Mystic, CT

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

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

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

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



Photo by Rhvanwinkle

## 2024 National Convention Airport Shuttle

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

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

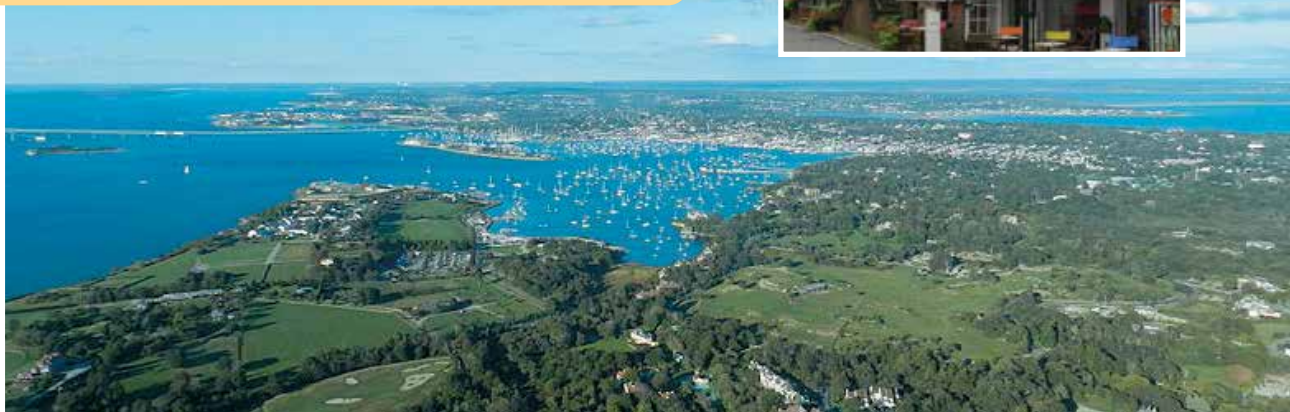


Photo by MVASCO

### Newport, RI

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

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

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



### New York City

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

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

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



Photo by Julienne Shaer

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

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



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

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

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

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

## The 2024 NAPS Golf Tournament Welcomes Sponsors

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

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

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

### 69th NAPS National Convention Golf Tournament Registration

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

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

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

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

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

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

Handicap \_\_\_\_\_ (Y/N) Club rentals are not available.

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

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

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

**National Association of Postal Supervisors**

# **Louis M. Atkins Presidential Student Scholarships**

**Deadline: Dec. 31, 2024**

**T**he **Louis M. Atkins Presidential Student Scholarships** are awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



Applications must be received no later than Dec. 31, 2024. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

NAPS will award five \$1,000 **Louis M. Atkins Presidential Student Scholarships**. One winner will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

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

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2025. Scholarships may be used to pay expenses in the student’s current or following semester.

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

# Two Venues Bidding for 71st NAPS National Convention in 2028

	<b>Grand Sierra Resort, Reno, NV</b>	<b>Harrah's Resort, Atlantic City, NJ</b>
<b>Dates offered for 2028 Convention</b>	Aug. 13-19	Aug. 6-12
<b>Sleeping room rate</b>	\$146/night, Sunday-Thursday; \$229/night, Friday-Sunday	\$89/night, Sunday-Thursday; \$189/ night, Friday; \$289/night, Saturday
<b>Resort fee</b>	Daily \$34 resort fee	A daily resort fee of \$27.99 per room per night, plus tax, is charged. The fees include: <ul style="list-style-type: none"> <li>• Unlimited local phone calls</li> <li>• \$5 voucher toward self-parking</li> <li>• Guestroom Wi-Fi to include two devices per room per day</li> </ul>
<b>Parking</b>	Complimentary valet and self- parking	\$15/self-parking daily; \$30/valet daily
<b>Internet</b>	Complimentary wireless in all guest rooms and meeting spaces	See "Resort fee"
<b>Distance from airport</b>	1.5 miles/complimentary airport shuttle	16 minutes (13.5 miles) from Atlantic City Airport. Philadelphia International Airport is one hour (64.7 miles)
<b>Pools</b>	Two outdoor pools	The Pool After Dark (one atrium pool); hours vary
<b>Spa on property</b>	Yes	Yes
<b>Number of restaurants on property</b>	13	14
<b>Fitness center on property</b>	Yes	Yes, 24-hour access
<b>Distance to restaurants, bars and shops</b>	Everything is on site	Walking distance from hotel
<b>Taxi fare to airport</b>	Complimentary shuttle service daily, 4:30 a.m.-midnight	Between \$20-\$150
<b>Providing transportation from airport to hotel?</b>	Yes	No, but Visit Atlantic City is offering a monetary amount to the group for shuttle service as an incentive
<b>Recommended airport</b>	Reno-Tahoe International Airport (RNO)	Atlantic City Airport, which has limited flights and Philadelphia International Airport
<b>NAPS local support?</b>	Yes	Yes

# Grand Sierra Resort, Reno



In the heart of Reno, Grand Sierra Resort stands as the pinnacle of luxury and excitement in the region. Recently awarded Reno's Best Overall Gaming Resort, we offer an expansive array of slot machines, table games and a cutting-edge sports book. But our offerings extend far beyond the casino floor.

Our award-winning restaurants promise culinary experiences that will delight even the most discerning taste buds. For entertainment, look no further than the Grand Theatre and LEX Nightclub, where the hottest acts and parties in town await. When it's time to relax, our serene spa provides a sanctuary to melt away the stresses of everyday life.



Families will find endless fun at Fun Quest, while our poolside oasis and hot tubs offer a perfect escape. With its central location, Grand Sierra Resort is your gateway

to all that northern Nevada has to offer.

Defy convention and make your next meeting or event grand in northern Nevada's premier meeting and event accommodations, located in the spectacular scenic environment of Reno and Lake Tahoe. Grand Sierra Resort features more than 200,000 square feet of flexible meeting space and 45 meeting rooms located in a separate wing of the resort (away from the lobby and casino area) and is accessible directly from the guest room elevators.

From the 1,188 square foot executive-style Board Room to the 40,500 square foot Grand Ballroom, complete with crystal chandeliers and custom luxury fabrics, Grand Sierra Resort can accommodate groups from 10 to 4,000 people with more than 45 breakout rooms.



# Harrah's Resort Atlantic City



**H**arrah's Resort Atlantic City delivers superior amenities and electric entertainment for an unforgettable stay. Roll the dice at the sprawling casino. Chill with a cocktail by the indoor tropical pool and party with

A-list DJs at The Pool After Dark nightclub. Retreat to plush rooms and suites, including pet-friendly spaces. Savor delicious dining and enjoy entertainment from the best live acts. Experience the very best Atlantic City has to offer.



Shake up the status quo in a destination that sets a new standard for originality and innovation. Designed for those seeking oceanfront inspiration,





Caesars Entertainment in Atlantic City offers spectacular spaces, unexpected experiences, streamlined support, and award-winning service.

From keynote speeches to grand-scale conferences, our diverse array of ballrooms, spanning nearly 130,000 square feet, set the stage for unforgettable moments. Go beyond the boardroom and gather in unconventional venues—a 90-foot-glass-domed pool area, a sprawling rooftop towering over the horizon or a Vegas-style showroom. Plus, keep productivity high during breakout sessions and brainstorming workshops with over 100 adaptable meeting rooms.



# Growing Your Thrift Savings Plan Account (and making it last)

**G**iving your money the potential to earn more money by itself is the most powerful advantage of investing. Compounding—when your investments accumulate earnings on earnings on earnings (and so on over time)—is how investing can grow your Thrift Savings Plan (TSP) savings exponentially so you have what you need for a comfortable retirement.

## Calculate compounding

There are three decisions that will have the greatest effect on how much your TSP savings can earn and how long your money will last in retirement:

1. Your contribution and withdrawal amounts
2. How long you invest your money
3. Your choice of investment funds, which determine your rate of return



To get an idea of how your choices can affect your savings, you can use a compounding calculator like the one from the Securities and Exchange Commission (SEC) on [investor.gov](https://www.investor.gov) (search for “Compound Interest Calculator”).

As an example for the calculator, let’s say you’ve just started your federal career with an annual salary of \$60,000. If you contribute 5% of your salary to the TSP and get your 5% employer match, that means \$500 goes into your TSP account each month.

To keep this estimate simple, let’s assume your salary and contributions stay the same for your 30-year career. With a diversified portfolio of low-cost funds, such as the TSP L funds, and a 7% estimated rate of return (called “interest rate” in the calculator), you would have more than \$500,000 in your TSP account after 30 years!

To learn more about compounding and other investment strategies, visit [tsp.gov/investing-strategies](https://www.tsp.gov/investing-strategies).



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.

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Support the

# Postal Employees' Relief Fund

# PERF



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

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

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

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

## DONATIONS CAN BE MADE:

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

*All donations are tax-deductible.*



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

# Celebrate the Freedom to Learn

**Brian J. Wagner**

*Past NAPS President*

**T**his past spring, many members of our NAPS family experienced proud moments when they saw their children, grandchildren and members of their extended and blended families graduate from middle and high school and colleges. As a proud grandparent, I witnessed my granddaughter, Makenna, graduate from the Maine Maritime Academy with a degree in marine biology. Go Mariners! Unfortunately, there are so many children and young adults who don't have the opportunity to receive a quality education. Here's the scoop!

I am a strong believer in education, training, coaching, mentoring and personal development. However, during a recent internet search, I found that, according to the United Nations Educational, Scientific and Cultural Organization (UNESCO), there are about 263 million children out of school. This includes 61 million children of primary school age (5 to 11), 60 million of lower secondary school age (11 to through 14) and the first-ever estimate of upper secondary school age at 142 million (15 to 19). Nearly 130 million girls are not enrolled in formal education; more than half are in crisis-affected countries. In one specific country, girls no longer even are allowed to attend secondary school.

In my May 2022 column in *The Postal Supervisor*, I referenced advice my father once gave me: "Get an education, because no one can ever

take that away from you." Unfortunately, there are millions of people, mostly children, who lack the resources to get a formal education. Sad, but true.

I wish we could help them all. However, I understand the reality of life and the world. But that doesn't mean we give up. We just find ways and opportunities to help as many as possible who are seeking a quality education.



NAPS has found two ways to provide annual, educational scholarships to children and grandchildren of living active or associate NAPS members who are attending or have been accepted to an accredited, two- or four-year college or university.

First are the Vince Palladino Student Memorial Scholarships that provide 10, \$1,000 scholarships awarded to a child or grandchild of a living, active or associate member, two per NAPS region. This year's Palladino scholarship deadline was June 30, so be ready for next year.

Second is the NAPS Louis M. Atkins Presidential Student Scholarships. The application process will start soon and end on Dec. 31, 2024. The Atkins scholarship awards five, \$1,000 scholarships randomly selected from each of the five NAPS regions.

These national NAPS scholarships are in honor of past NAPS presidents who gave so much in support of our great association. Through their legacy, what better way to help show support for our children and grandchildren than by providing an

opportunity to a quality college education?

Providing educational opportunities doesn't have to stop at the national level. I am aware of many NAPS branches, including my own, that have successful scholarship programs. I encourage every NAPS branch that does not have a scholarship program to consider starting one. It is not overly complicated to get started. I suggest you reread my May 2022 column for guidance.

Other options to consider when promoting education is for the branch to support its community by making a donation to a scholarship program sponsored by a local service group such as the Rotary, Lion's Club or Kiwanis. There also are non-profit organizations providing scholarships for trade school, nursing and social work, to name just a few. There is nothing to lose and everything to gain when we invest in our youth's education.

As we celebrate our American freedoms this 4th of July, let us not forget the freedoms and opportunities we have in our great country. Especially the freedom and opportunity to get an education so we can learn to make our country and the world better places in which to live.

Please keep our military men and women currently defending our freedoms in your thoughts and prayers. Furthermore, remember our military veterans and those who gave the ultimate sacrifice throughout our country's history to preserve the land of the free, where all are created equal with the unalienable rights of life, liberty and the pursuit of happiness.

Speaking of happiness, I am

happy to announce two things. First is the April 2024 winner of my “Nifty-50 Membership Drive” of a \$100 Visa gift card—Matt LaPlant,

Anchorage Branch 435. And second, my ice-cream-flavor-of-the-month-recommendation: Breyers® Star Spangled Scoops Red, White & Blueberry.

Be safe and eat more ice cream!  
**brian4naps@aol.com**

# The Backbone of the U.S. Postal Service

**David King**

*Southwest Florida Branch 420 President*

**W**hat would you consider to be the backbone of the USPS? First, let’s consider what a backbone does. If we look at our own bodies, our backbones connect our heads to our arms and hands, legs and feet.

Applying this analogy to our work center, our arms and hands are the clerks and those who sort and handle the mail. Our legs and feet are the carriers and mail handlers who move and deliver the mail to our customers. Our heads are the executives who sit in their ivory towers and watch everything unfolding below them.

Our backbone is the element that ties all the other pieces together—bearing a majority of the weight and virtually all the responsibility for making the magic happen. So, who are these miracle workers who hold everything together, deal with all the issues, solve all the problems, accept responsibility and do their best to make sure everything runs like a well-oiled machine?

Well, if you haven’t already guessed it, I am talking about our EAS workforce. The postmasters, managers, supervisors and those few, brave 204(b)s who work tirelessly every day—often working more hours than their paychecks reflect.

They rarely receive the thanks and recognition they rightly deserve and often are stuck in the middle, receiving criticism from above and grief from below. They arrive home

NAPS President Ivan D. Butts (third from left) and Southeast Area Vice President Bobby Bock (second from left) were among the attendees at Branch 420’s EAS Appreciation Day.

after six days of 10-to-12-hour shifts, knowing they now have an entire day off until they get to do it all over again. And on their one day off, they receive only three calls from their manager with questions about the prior week. Life is so good.

What is my point in describing everything you already know? My point is that your efforts, hard work, sacrifices and your families’ sacrifices don’t go unnoticed. As EAS employees, you are our backbone and the reason for every success we enjoy. You are appreciated for all you do; you deserve to be recognized and celebrated.

On April 28, Southwest Florida Branch 420 held its second EAS Appreciation Day BBQ. All EAS employees, 204(b)s and their families were invited to attend. We made it clear you did not have to be a NAPS member to attend; it was for *all* EAS employees. Invitations went out to postal executives and MPOOs, as well as NAPS executive officers, region and area vice presidents and Florida officers.



Once invitations went out, the very first person to contact me with his RSVP was NAPS President Ivan D. Butts. Everyone at the BBQ was excited when Ivan and his wife Laurie arrived. Many had never met him in person and took advantage of the opportunity to speak with him and ask questions.

Ivan spent 20 minutes or more giving a very encouraging and appreciated talk on the “NAPS’ Eye View” of what’s going on in the Postal Service and what he foresees in the future. The entire day went great. The food was fantastic, the games were a big hit and the fact that the Vietnam Traveling Memorial Wall just hap-

pened to be scheduled to be in the park on the same day made everything perfect.

From the outside looking in, you might assume an event such as this just happened to come together overnight. I would like to describe for you the months of planning, coordinating, organizing, scheduling, arranging and aggravation required to make this event appear seamless. Planning took five months. It started with a proposal for a date and a venue.

The next step was to bring the idea to the branch membership for brainstorming and approval. Decisions were made, tasks assigned and responsibilities accepted; volunteers stepped forward to help. Altogether, it took over 20 people to organize, schedule, set up and help make this event happen; not all of them were

NAPS members. We had many spouses and family members roll up their sleeves and pitch in, for which I am extremely grateful.

We scheduled the event for a Sunday when most EAS employees would not have to work. We planned on “runners” who delivered meals to those who did have to work so they wouldn’t miss out. A location was reserved, vendors were contacted, sponsorship was solicited and catering was arranged. We even had a major grocery store chain donate \$500 worth of supplies.

On the day of the event, we had numerous vendors who gave out door prizes. We had several raffles to raise money for SPAC, including a 65-inch TV donated by one of our branch members. By the end of the day, we had everyone asking when

we would be doing this again. It really was a great day—a special day—and one we will be talking about for some time to come. We are looking forward to making this an annual event.

I said in my opening paragraph that EAS employees are the backbone of the Postal Service. And it is true that we don’t show them the appreciation they deserve. So, was all the work and aggravation it took to hold an EAS Appreciation Day BBQ worth it? Absolutely! And it is something we plan on doing more often in the future.

Thank you from local NAPS Branch 420 to all EAS employees; your efforts are appreciated. Our only regret is that we can’t do more to show you just how much. Thank you and keep up the hard work.

## Auxiliary Luncheon Registration Form

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

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

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

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

### Check one:

Auxiliary Member     Auxiliary State President

NAPS Member     Visitor

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

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

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

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

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

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

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

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

### Advance Sales:

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

*Thank you.*

# Notes

from the National Auxiliary

## 'Ready, Set, Go!'

### Beverly Austin

Executive Vice President

**A**s members of the National Auxiliary, we are here, prepared and ready to support NAPS during another great national convention. Our mission is vital in providing support to promote NAPS' goals to SPAC and its legislative objectives.

We act as a bridge that connects us. Today, Auxiliary members assist and support NAPS at meetings, state conventions, training seminars and national conventions, just as we are about to embark on at our 69th National Convention.

So, whether you are taking a train, plane or automobile, our next destination is Foxwoods Resort Casino in Mashantucket, CT, where many memories will be made. Whether you are a seasoned conference veteran or a first-timer, it's always helpful to have a checklist to make sure you are prepared. So, let's get ready and set so we can go!

- Register: Hopefully by this time, you already have registered for the convention. If not, see page 37 for details on how to register online.



- Book your travel: If you are traveling by plane, be sure to book your flights well in advance for better rates. Don't forget to make your room reservations before the room block expires. This could be critical, especially if the resort is busy. Rooms could sell out during this time frame or the room rate could increase. Also, if you need a scooter, be sure to make that reservation, as well.

- Pack your essentials: Things such as medications, phone chargers and snacks.

Based on the casino location, you might want to pack comfortable shoes. Foxwoods Resort Casino is over 350,000 square feet.

- Send in the Auxiliary Luncheon Form to attend our luncheon on Friday, Aug. 16.

- Choose a location to enjoy on Wednesday, our free day.

- Don't forget cash: Bring those dollars for tips, SPAC and split-the-pot raffles.

Now that you're registered, booked and packed, it's time to focus on business at hand:

- Attend the sessions.
- Network to meet new people, forge connections and connect with old friends.
- Visit the Auxiliary table for tickets, vendors selling products and services.

Once you have booked and packed everything, you are ready to go! I speak for the Auxiliary when I say we cannot wait to see you soon. Have fun, be safe and enjoy.

**braustin50@gmail.com**

### Submit Auxiliary Dues

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

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

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

## National Auxiliary Executive Board

### National Officers

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President

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#### Beverly Austin

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#### Jerry Eckert

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Region vacant: Northeast

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



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