

JULY 2026

The Postal. Supervisor

Delivering for Our Members Who Deliver for America

**Freedom Is
Sustained Not
Just by Inspiring
Words, but by
Institutions That
Hold Our Country
Together — Few
Reflect That More
Clearly Than the
U.S. Postal Service**

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**San Francisco,
Here We Come!**

The Postal Supervisor

Delivering for Our Members Who Deliver for America

July 2026, Volume 117, Number 7

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The Perils of Favoritism

I was speaking with a NAPS advocate who recounted a conversation they had with a local USPS executive concerning a USPS policy being violated. The advocate was surprised when the USPS executive asked where the policy could be found.

Unfortunately, I am not surprised we have numbers of USPS executives at various levels of leadership who fail to meet the basic KSA of “Knowledge of Postal Policies and Procedures.”

There is a causal effect associated with years of institutional corporate favoritism and cronyism that can fundamentally reshape an agency — often slowly at first, then all at once. Whether in government, a public service organization or a large corporation, the long-term effects tend to appear in several predictable ways.

1. Erosion of merit-based leadership. When promotions and opportunities are driven by loyalty, personal relationships or political alignment instead of competence:

- Experienced and capable employees become overlooked.
- Leadership quality declines over time.
- Decision-making becomes insulated from operational reality.
- Employees stop believing performance matters.
- Eventually, talented employees may disengage or leave altogether.

2. Declining morale and organizational trust. Employees quickly recognize patterns of favoritism. Over the years, this creates cynicism toward leadership, while reducing motivation to look for higher levels of leadership. EAS employees become fearful to speak honestly and develop the “Why bother?” workplace culture. With this, the organization begins operating on survival and optics rather than mission and excellence.

3. Groupthink and poor decision-making. Cronyism discourages dissent. Leaders surround themselves

with people who protect positions rather than challenge bad ideas. This leads to:

- repeated strategic mistakes
- resistance to innovation
- failure to recognize operational problems early
- public relations replacing accountability
- agencies become reactive instead of adaptive

4. Institutionalized inefficiency. Favoritism often protects ineffective structures and individuals from accountability. Over time, this bureaucracy expands; layers of management begin increasing without improving results. Resources are allocated politically rather than operationally. Productivity declines while reporting metrics may appear “successful.” This creates a disconnect between official narratives and frontline reality.

5. Loss of confidence. Cronyism damages credibility. Employees and stakeholders begin believing that policies are followed on a case-by-case basis. Accountability is selective and rarely applied toward the inappropriate actions of cronies.

Leadership seemingly protects itself first and foremost while transparency is performative. Once public trust erodes, rebuilding it can take decades.

6. Burnout among effective employees. Ironically, high performers often carry dysfunctional systems the longest. They become:

- overworked
- under-recognized
- expected to compensate for weak leadership
- emotionally exhausted from fighting institutional inertia

Many eventually disengage or leave the agency, which accelerates organizational decline.

continued...

7. Culture of risk avoidance. Cronyistic institutions punish independent thinking because it threatens existing power structures. Employees learn:

- to avoid controversy
- to protect careers instead of improving outcomes
- to follow narratives rather than facts
- silence is safer than honesty
- This creates stagnation and weak crisis response.

8. Long-term structural decline. The most damaging effect is cumulative institutional decay. Over the years or decades, standards will weaken, leadership pipelines deteriorate, institutional knowledge disappears and public mission becomes secondary to internal preservation.

At that point, reforms become difficult because the system begins defending dysfunction as normal. Historically, organizations suffering prolonged favoritism often develop a split identity: frontline workers focused on mission survival and executive structures focused on maintaining institutional control and image. That divide becomes especially visible during crises, staffing shortages, financial strain and public scrutiny.

Examples of these dynamics have been studied across government agencies, large corporations, labor organizations and even empires throughout history because institutions tend to reflect the incentives they reward over time.

How can an agency fix this? To be continued.

In solidarity ...

naps.ib@naps.org

**NAPS 70th National Convention
SPAC Challenge Coin**

For a contribution of \$25 to SPAC, get this specially designed challenge coin.

The advertisement features two gold challenge coins. The left coin is dark blue with gold and red accents, featuring a lighthouse, the Golden Gate Bridge, and the text 'SPAC 70TH NATIONAL CONVENTION SAN FRANCISCO 2026 CHALLENGE'. The right coin is gold with red and blue accents, featuring the NAPS logo and the text 'NATIONAL ASSOCIATION OF POSTAL SUPERVISORS ORGANIZED SEPTEMBER 7, 1908'.



Resident Officer Candidates Announced

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

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

President

- Chuck Mulidore
- Brian J. Wagner

Executive Vice President

- Jimmy Warden

Secretary/Treasurer

- Richard Green
- Dan Mooney
- Myrna Pashinski

The Postal Service and the American Promise



Every 4th of July, Americans gather beneath waving flags, watch fireworks illuminate the night sky and reflect on the bold declaration that gave birth to our nation. Independence Day commemorates a defining moment in American history, but its meaning reaches far beyond the events of 1776.

The ideals expressed in the Declaration of Independence — liberty, equality, representation and government accountable to the people — remain central to the American experience. They are aspirations that each generation must work to preserve. The 4th of July gives us an opportunity to celebrate the progress our nation has made in achieving those aspirations.

Freedom is sustained not just by inspiring words, but also by generations of citizens willing to serve, lead and accept responsibility for the institutions that hold our country together. Few institutions reflect that promise more clearly than the United States Postal Service. The history of America and its postal system are deeply connected.

Long before the United States became the nation we know today, communication among communities was essential to building unity across great distances. The exchange of ideas, news and public information helped citizens understand the issues facing them and participate in the development of the new nation.

Benjamin Franklin, one of the most recognized Founding Fathers, played a pivotal role in establishing America's postal system as its first postmaster general, demonstrating that our founders understood something fundamental: A free society depends on the reliable movement of information.

For more than two centuries, the Postal Service has helped bind the nation together. It connects large cities, small towns, rural communities, businesses, government agencies and individual households. It delivers correspondence, medications, financial documents, ballots, newspapers, packages and countless other items on which Americans depend each day.

The Postal Service also represents one of the nation's most visible commitments to universal service. Regard-

less of geography, economic status or population density, every American community is part of the postal network. That mission reflects an important democratic principle — that every citizen and every community matters.

The Postal Service is a complex operation requiring planning, coordination, accountability and leadership. Postal supervisors, managers and postmasters carry the responsibility of transforming the agency's mission into daily results.

These EAS employees balance service commitments, employee safety, operational performance and customer expectations with limited resources. They lead through changing technology, evolving mail volumes, severe weather, staffing challenges and increasing demands from the American public. That work is not always visible, but it is essential.

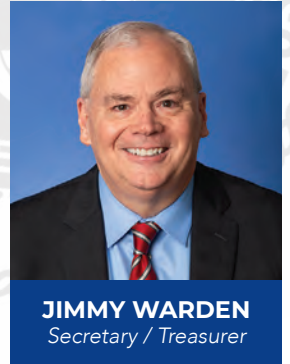
Leadership in the Postal Service requires more than achieving "the numbers." It requires judgment, fairness, communication and respect for employees. It means making difficult decisions while understanding how those decisions affect people. It means maintaining standards while building trust. It also means recognizing that service to the American public begins with responsible leadership inside the workplace.

The National Association of Postal Supervisors also reflects an important American principle: NAPS represents supervisors, managers and postmasters who are responsible for maintaining the strength and reliability of the Postal Service. Through advocacy, education, communication and fellowship, NAPS works to ensure that the concerns of *all* EAS employees are understood by postal executives, lawmakers and other decision-makers.

NAPS gives EAS employees a collective voice, supporting not only its members, but also the broader mission of the Postal Service. Every day, postal supervisors help maintain a service established by our founders for the benefit of the American people. They support employees, solve problems, respond to customers and protect the continuity of postal operations.

continued on page 7...

The USPS Shines at the National Postal Forum



In May, I had the pleasure, along with Ivan and Chuck, to once again attend the National Postal Forum held this year in Phoenix. The forum is a yearly event where mailers and companies whose businesses are affiliated in any way with the mailing industry attend, as well as Postal Service officials.

One of the purposes is for the Postal Service to meet and hear from the mailing customers, as well as attendees to hear from the Postal Service regarding upcoming initiatives. It also gives NAPS the opportunity to network with postal officials and attend their presentations.

I found this year's forum to be much more positive and upbeat than some of those I attended in the past. We attended two sessions held by Postmaster General David Steiner. In one session, his message was that he believes in the Postal Service and improvements have been seen.

Steiner also mentioned he has spoken and will continue to speak to members of Congress regarding changes to help the Postal Service be more financially stable going into the future. Steiner also held a question-and-answer session.

We attended a workshop titled, "How Public Policy Affects Your Business." The workshop highlighted pending postal reform proposals in Congress (including leg-

islation to improve the investment of USPS pension funds) and explored ways mailing industry leaders can interact with their members of Congress, as well as postal industry advocates in Washington, to strengthen the agency and improve the business outlook of the entire mailing industry.

It was a very interesting topic! It also was very interesting this year as the three silos being Delivery, Mail Processing and Logistics did not have separate presentations. The three vice presidents were together on stage doing one presentation and interacting with each other.

I bumped into an old friend — Dennis Farley — who is on the National Postal Forum Board of Directors. I first met Dennis years back in New York. He worked with the mailing industry and oversaw such periodicals as *ESPN The Magazine* and *Women's Wear Daily*, a major daily newspaper in the fashion world.

In reminiscing with Dennis, he mentioned this year's forum had the largest registration ever, with over 5,000 registrants. He also said the forum had the largest number ever of vendors participating in the exhibit hall. Great news and participation for the National Postal Forum!

Sitting at the same table with folks from the mailing industry during lunch periods, the conversations all were



NAPS President Ivan D. Butts and Secretary/Treasurer Jimmy Warden (front row, second and third from left) were among the attendees at PMG David Steiner's (front row, center) Washington, DC, Postal Customer Council meet and greet at the National Postal Forum.

positive regarding the Postal Service. It was good to hear so many still believe in the agency for price and reliability.

Ivan and I were invited to attend the Washington, DC, Postal Customer Council (PCC) meet and greet with Steiner. This gave us the opportunity to speak with customers on the council from the DC area, as well as speak with Steiner.

On Wednesday, we attended the forum's Partnership Recognition Luncheon. This was a special seating event that recognized best-in-class USPS partnerships from across all postal areas. Winners were:

- Mailer of the Year — Progressive
- Mail Service Provider of the Year — Postal Central International (PCI)
- Ground Advantage Shipper of the Year — Walgreens
- Shipping Innovator of the Year — Kohl's
- Transportation Carrier of the Year — J.B. Hunt
- Supplier of the Year — Intralox

We also attended the unveiling of the new Route 66 forever stamp.



From left: USPS Western Area Vice President Ed Ruiz, Chief Retail and Delivery Officer Elvin Mercado, National Postal Forum Board of Directors member Dennis Farley and NAPS Secretary/Treasurer Jimmy Warden.

I was quite impressed with this year's National Postal Forum. If the Postal Service is to thrive into the future, we must believe in ourselves to make it succeed. America depends on us!

Next year's forum will be in Orlando, FL, May 16-19. And remember, increasing membership demonstrates leadership!

Stay safe.

naps.jw@naps.org

The Postal Service and the American Promise

continued from page 5...

NAPS members also strengthen their profession by mentoring future leaders, participating in branch activities, communicating with elected officials and advocating for a Postal Service capable of fulfilling its universal service mission. These actions may not command the attention of a 4th of July parade or shine as brightly as fireworks, but they are part of the steady, often unseen, work that keeps America functioning.

As we celebrate July 4th and the 250th anniversary of this great experiment in democracy, we honor those revolutionary leaders who declared that America should become an independent nation. We also honor the millions of Americans who, in the generations since, have

helped turn that declaration of independence into a thriving nation.

The Postal Service is part of the continuing story of America. It has served the nation through war and peace, prosperity and hardship, expansion and technological change. Its strength always has rested on the dedication of the people who accept responsibility for its mission.

That is the enduring relevance of July 4th — to America, to the Postal Service and to the National Association of Postal Supervisors.

naps.cm@naps.org

USPS Establishes Postmaster 18(B) Position

NAPS received a letter from Postal Service Headquarters on June 24 regarding the new Postmaster 18(B) FLSA special-exempt position. There are 338 offices that have been evaluated and now meet those requirements. Postmasters will receive an updated *Form 50* reflecting this change, effective June 27.

See p. 9 for the letter. Go to www.naps.org for the list of affected postmasters by area and district. NAPS secured this agreement with the Postal Service as part of its recent round of pay consultations.

The background features a stylized American flag with red and white stripes and a blue field with white stars. Several large, vibrant fireworks in red, white, and blue are exploding across the scene, adding a celebratory atmosphere. The overall theme is patriotic and festive.

Register for the NAPS 2026 Star-Spangled SPAC Gift Raffle!

Help celebrate America's 250th birthday and provide the resources to fully engage in the 2026 congressional midterm elections. The current political environment, close partisan margins and pending legislation that impacts NAPS members make our SPAC efforts vital to every member's livelihood.

This is an opportunity for all NAPS members to participate. The online raffle will be conducted July 6 through July 23. This is an exciting opportunity to show your support and win some great prizes. To register, go to <https://naps.org/Legislative-Center-SPAC>.

NAPS will post the names of the winners online in late July and officially notify them, as well.

All contributions to the Supervisors' Political Action Committee (SPAC) are voluntary, have no bearing on NAPS members status and are unrelated to NAPS membership dues. There is no obligation to contribution to SPAC and no penalty for choosing not to contribute.



June 24, 2026

Mr. Ivan Butts
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Certified Mail Number:
9589 0710 5270 0888 3329 79

Dear Ivan:

This is in reference to our March 5 correspondence (enclosed) proposing the establishment of a new position with the title *Postmaster 18(B) (EAS-43)*, *Occupational Code: 2301-6318*.

The Postal Service created this Postmaster position with a new Occupational Code to differentiate it as special exempt where it is specified in installations designated as a Sunday hub and without earning a Supervisor Customer Services position.

There are 338 offices that have been evaluated and now meet these requirements. Postmasters will receive an updated PS Form 50 Notification of Personnel Action reflecting the change to the new Occupation Code effective June 27, 2026.

We have also enclosed a list of affected Postmasters by Area and District.

Following consultation with you, the Postal Service has decided, pursuant to Title 39 U.S. Code § 1004 to proceed with the establishment of the new position titled of *Postmaster 18(B) (EAS-43)*, as outlined in our March 5 correspondence.

Sincerely,

A handwritten signature in cursive script that reads "James L. Timmons".

James L. Timmons
A/Director
Labor Relations Policies and Programs

Enclosures

NAPS HEADQUARTERS



NAPS *of* NOTE

Area highlights from
around the country

NAPS Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore attended a fundraiser at Nationals Park. From left: Warden, Rep. Blake Moore (R-UT), Rep. Nicole Malliotakos (R-NY) and Mulidore.

MIDEAST AREA



Joseph O'Donnell, Gerald Kudach, Cole Adams — staff member for Rep. Guy Reschenthaler (R), Jim Goodwill and Brian Kane

During this year's LTS, the Pennsylvania delegation visited Capitol Hill.



Jim Goodwill, Brian Kane, Ben Chamberlain — staff member for Rep. Mike Kelly (R), Gerald Kudach and Joseph O'Donnell



Brian Kane, Joseph O'Donnell, Carlee Wiley — staff assistant/legislative aide for Rep. Summer Lee (D), and Jim Goodwill



Jim Goodwill, Joseph O'Donnell, Ben Hoffman — staff member for Rep. Chris Deluzio (D), and Brian Kane

CAPITOL-ATLANTIC AREA



Columbia, SC, Branch 225 Secretary E.K. Swiggins, President Darold Dantzler and Vice President Rene Hulin attended a rally for Rep. Jim Clyburn (D-SC).



James E. Parks Jr. Northern Virginia District Branch 526 President Lloyd Cox (second from right) welcomed speakers to the branch meeting. From left: NAPS Secretary/Treasurer Jimmy Warden, Capitol-Atlantic Area Vice President Troy Griffin, USPS Virginia District Manager Tony Impronto, Merrifield Plant Manager Henry Payne and NAPS Eastern Region Vice President Richard Green.

COTTON BELT AREA



Middle Tennessee Branch 32 proudly awarded a \$500 scholarship to Alexis Hall, celebrating achievement, family and the support of the Branch 32 community. From left: Branch 32 Treasurer Vicky Brown, Tiffany Hall Bell, Branch 32 member Andy Hall, Alexis "Lexie" Hall, Jason Montini, Trey Hall and Branch 32 President Robert Wakefield.



Surrounded by family, JaVeyah Chambers received a \$500 scholarship from Branch 32. Treasurer Vicky Brown (left) presented the check, with proud grandmother and Branch 32 member Theresa Fennell (second from right), next to Branch 32 President Robert Wakefield.

ROCKY MOUNTAIN AREA



Southern Arizona Branch 376 held its regular meeting in mid-June at the Tucson Elks Lodge. President John Eppley, Vice President Dawn Rosenberry, Secretary/Treasurer Laura Caroll and Legislative Rep John Aceves presided. Western Region Vice President Marilyn Walton was the special guest. Members enjoyed a Friday fish fry dinner and celebrated the retirement of Ed Hoyt.



Stevan Gerber, former Rocky Mountain Area vice president, with his son Stevan Jr. as his guardian, went on a Honor Flight trip. Gerber said it was an incredibly emotional and amazing experience.

SOUTHEAST AREA

Florida State Branch 911 held its convention at the Margaritaville Resort Kissimmee.

From left: NAPS Secretary/Treasurer Jimmy Warden swore in branch officers District Vice Presidents Elli Calidonio, Jay Van Horn, Carolyn Williams and Tammy Brock, President Diane Goldstein, District Vice Presidents Ernie Gonzalez, Al Gucmeris and Janet Grandison, and Secretary/Treasurer Ken Ruckart. Standing with the officers were former NAPS President Louis Atkins, Southeast Area Vice President Bobby Bock and Eastern Region Vice President Richard Green.



West Palm Beach Branch 154 President Edith Roundtree (second from left) was presented the Branch President of the Year Award by Branch 911 President Diane Goldstein, Southeast Area Vice President Bobby Bock and NAPS Secretary/Treasurer Jimmy Warden.



NAPS Secretary/Treasurer Jimmy Warden and Southeast Area Vice President Bobby Bock presented Miami Branch 146 member Joan Meadows with the Southeast Area Special Achievement Award.



Southeast Area Vice President Bobby Bock presented Tampa Branch 81 member William Quinn with a gift certificate for signing the most new Florida members this past year.



Convention attendees met at 6 a.m. to participate in the SPAC Walkathon that collected more than \$10,000 for SPAC.



Southeast Area Vice President Bobby Bock and NAPS Secretary/Treasurer Jimmy Warden presented Orlando Branch 321 member Lisa Lake, Seminole P&DC plant manager, the Southeast Area Eagle Award.

The Georgia State Convention was held at Blue Ridge, GA.



NAPS Secretary/Treasurer Jimmy Warden (left) and Southeast Area Vice President Bobby Bock (right) presented Trevilyn Jackson with a gift card for promoting membership and signing the most Georgia members in the previous fiscal year. At the convention, Georgia District Manager Sal Vacca acknowledged Johnson runs the best office in the district.



NAPS Secretary/Treasurer Jimmy Warden and Southeast Area Vice President Bobby Bock presented Elvi Cox the Georgia Officer of the Year award.



NAPS Secretary/Treasurer Jimmy Warden, with Southeast Area Vice President Bobby Bock, swore in Georgia State Branch 912 officers Jose Smyly, Trevilyn Jackson, Christiana Olivas, Luretha Slaton, Linda Jackson, Rickayla Jackson, Syl Johnson and Keysa O'Conner.



NAPS Secretary/Treasurer Jimmy Warden and Southeast Area Vice President Bobby Bock presented Linda Jack with the Special Achievement Eagle Award.



From left: NAPS Secretary/Treasurer Jimmy Warden, Branch 912 President Jose Smyly, USPS Georgia District Manager Sal Vacca, Trevilyn Jackson, Eastern Region Vice President Richard Green and Capitol-Atlantic Area Vice President Troy Griffin.

PACIFIC AREA



Margarete A. Grant Branch 127 officers attended Rep. Mark DeSaulnier's (D-CA) town hall meeting in San Ramon, CA. The NAPS members had an opportunity to discuss mail-in ballots and issues important to California residents. From left: Vice President Glenn Gray, DeSaulnier, Trustee Edna Gray and Treasurer Yolanda Lewis.



NAPS California members staffed a table at the May 17 California 1 District Career Conference in Burlingame. The event brought together employees from across the district and Headquarters to commit to growth and advancement. This year's theme was "Own Your Own Path to Success." From left: San Jose Branch 94 President Regina Black, California State Treasurer Sally Simpao and San Francisco Branch 88 Vice President Deborah Johnson.



Los Angeles Branch 39 members represented NAPS at California 5 District's network night in Los Angeles — "From the Post to the Pitch, Score Your Career Goals at Network Night." From left: Branch 39 Treasurer Alvetia E. Smith, Branch 39 Auxiliary President/National Auxiliary Western Region Vice President Chanel Dodson and Branch 39 Legislative Chair/Trustee Felicia Pennington.

NEW YORK AREA

New York District 1 held a Career Day at John Jay College in Midtown Manhattan. New York City Branch 100 attended and staffed a table.



Branch 100 President Vilma Jimenez, with District 1 Labor Relations' Michelle Caldwell, gave a presentation, "How to Prepare for an Interview."



Branch 100 President Vilma Jimenez, USPS A/District Manager Dermot Tuohy, Branch 100 Financial Secretary Tu M. Tu and Sergeant-at-Arms Juana Guerrero



New York District 1 Customer Service Operations Manager Sanjei Rivas, Branch 100 President Vilma Jimenez, New York District 1 Human Resources Manager Paul Stremel and Branch 100 officers Juana Guerrero and Tu M. Tu



Branch 100 President Vilma Jimenez, Sergeant-at-Arms Juana Guerrero and Bronx A/Postmaster Raymond Robles



The New York State Convention was held May 11-14 at the Fort William Henry Hotel in Lake George.



From left: New York State Branch 935 Executive Vice President Francisco Vazquez, Secretary/Treasurer Phyllis Morrissey and President Mark Velez.



President Mark Velez welcomed delegates.



New York State Branch 935 convention delegates

ILLINI AREA



Illinois District 2 held its Career Conference on June 7 in Joliet. Representing NAPS were, from left: Illini Area Vice President Luz Moreno, Heart of Illinois Branch 255 President Dave DeNosky and Lorraine Harry-Dr. Nancy Wesley Branch 493 members Stephany Allen and POOM Towanna Murphy.



Central Illinois District Branch 369 Secretary/Treasurer Suzanne Hawkins was crowned queen of the event for having the most employees present from an area.



Illinois Fox Valley IMPC Branch 17 officers were sworn in at a recent meeting: Vice President Gail Tony, Secretary/Treasurer Chatara Brimmer and President Juanita Billups.



Heart of Illinois Branch 255 Legislative rep and former Illini Area Vice President Dan Rendleman was greeted by his good friend, Rep. Mike Bost (R-IL), during his Hero Flight recognition.

NEW ENGLAND AREA



The New England Area Convention was held this year in Nashua, NH.



New England Area Vice President Bill Austin with first-timer Maple from Portland, ME, Branch 96



Damien Sampath accepted the Jay Killackey Scholarship for his son Sage. From left, New England Area Vice President Bill Austin, Sampath and Teresa Dillard of Dillard Financial Solutions, sponsor of the scholarship.





Guest speakers, from left: Northeast Region Vice President Dee Perez, NAPS Secretary/Treasurer Jimmy Warden, Chief Retail and Delivery Officer Elvin Mercado, NAPS Rocky Mountain Area Vice President Myrna Pashinski, New England Area Vice President Bill Austin, Executive Vice President Chuck Mulidore, USPS Maine-New Hampshire-Vermont District Manager Wendy Goddard, NAPS Eastern Region Vice President Richard Green, USPS Atlantic Area Director of Field Human Resources Donna Gill and Atlantic Area Vice President Mike Rakes. Not pictured: Connecticut District Manager Joshua Balcunas and Boston Postmaster James Murphy. Atlantic Area Director of Field Labor Relations Jill Miniard addressed the convention via Zoom.



USPS Chief Retail and Delivery Officer Elvin Mercado was the keynote speaker.



Maple's parents, Arnie and Tammy Rosario, with Northeast Area Vice President Dee Perez.



Kim Lewin (left) and Karen Wu presented a 250-year celebration cake served during lunch.

Support the

Postal Employees' Relief Fund

PERF



The United States Postal Service comprises over 630,000 employees. The agency is a critical part of the nation's infrastructure and supports our democracy by delivering election ballots to and from customers. And when natural disasters strike, postal employees are welcome sights, delivering vital supplies and mail.

But who takes care of Postal Service employees who also are victims of natural disasters? Fellow postal employees!

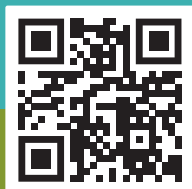
The Postal Employees' Relief Fund (PERF) exists to help active and retired postal employees—management and craft—whose homes are completely destroyed or left uninhabitable as a result of a natural disaster, displacing postal employees and their families for an extended period of time.

The fund provides small relief grants to help qualifying victims of such circumstances reestablish residences and help replenish basic necessities in the aftermath of a devastating loss.

PERF receives the majority of its contributions through payroll deductions authorized by postal employees and other federal employees during the annual Combined Federal Campaign (CFC). PERF also receives group and individual contributions by check or money order sent directly to the fund, as well as by credit card via the fund's website.

PERF stands ready to provide assistance to those impacted by natural disasters. Please make a contribution to help your fellow postal family members.

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



DONATIONS CAN BE MADE:

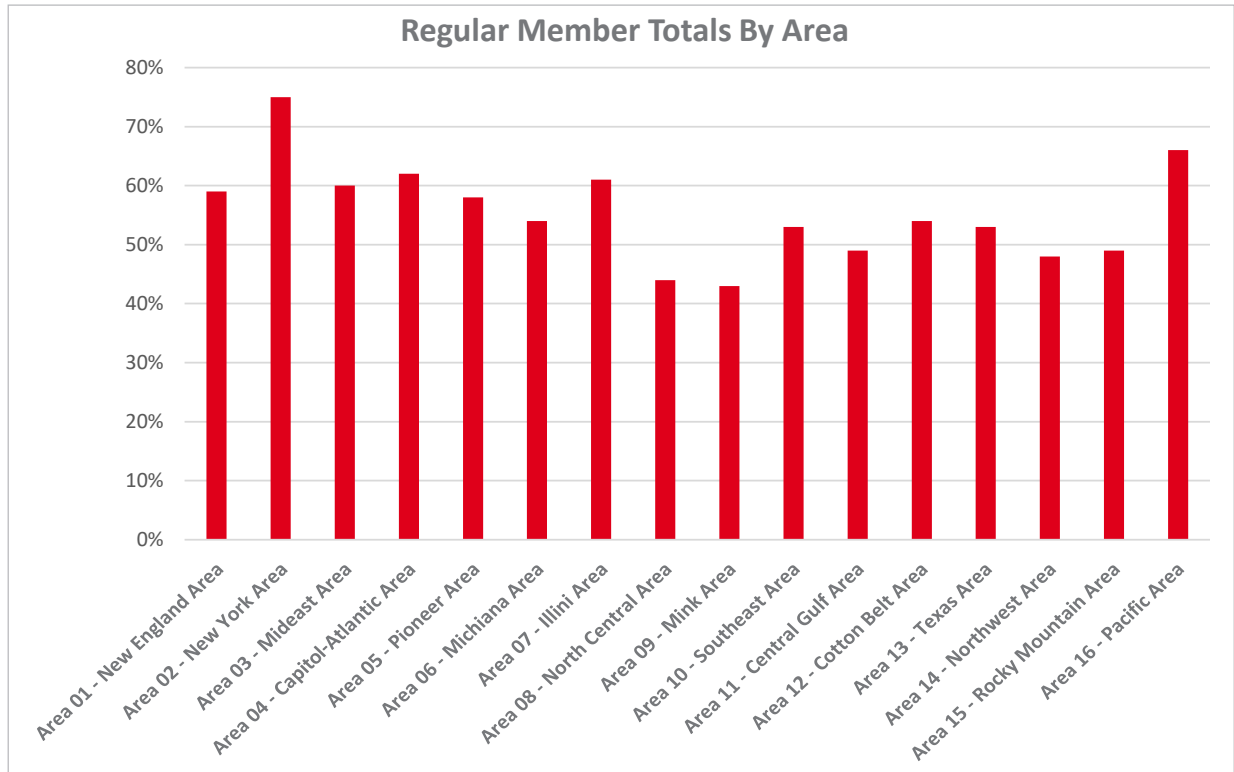
- Online at postalrelief.com
- By sending a check made payable to "Postal Employees' Relief Fund" to:
Postal Employees' Relief Fund
PO Box 41220
Fredericksburg, VA 22404-1220
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.



National Association of Postal Supervisors

MAY 2026 MEMBERSHIP REPORT



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	75%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	62%
Area 05 - Pioneer Area	58%
Area 06 - Michiana Area	54%
Area 07 - Illini Area	61%
Area 08 - North Central Area	44%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	49%
Area 12 - Cotton Belt Area	54%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	48%
Area 15 - Rocky Mountain Area	49%
Area 16 - Pacific Area	66%
Total Regular Member %	57%
Total Regular Members	27,100
NonMember Totals	
Total NonMembers	20,282
Total NonMember %	43%



**Thanks to your
efforts, membership
keeps rising!**



Congressional Efforts Continue to Strengthen and Sustain the Postal Service

Following is the statement of NAPS President Ivan D. Butts before the June 9 Congressional Postal Service Caucus Roundtable.

Thank you for extending another opportunity for me to share my thoughts with this important congressional caucus. As you may recall, I represent approximately 47,000 postal supervisors, managers and postmasters through the National Association of Postal Supervisors (NAPS). Our members are entrusted with ensuring that your constituents — both residential and business customers — receive the high-quality, universal mail service to which they are entitled.

NAPS appreciates the time and effort this caucus and its staff have devoted to developing a bipartisan approach to preserving a universal, accessible and affordable Postal Service. We are proud to support this effort.

NAPS also extends its gratitude to the caucus staff, members of the congressional committees with jurisdiction over postal matters and their respective staffs for their feedback and constructive input in developing a legislative framework to safeguard the Postal Service's universal service obligation (USO).

In addition, NAPS appreciates the contributions of postal experts from leading policy think tanks, the Postal Regulatory Commission (PRC) and stakeholders throughout the postal community. Whatever path Congress ultimately pursues, sustaining the Postal Service will require this type of meaningful partnership and collaboration.

There is no question that several legislative changes are needed to address the Postal Service's chronic financial challenges. These include revising retirement trust fund investment options, recalculating retirement liabilities

and adjusting the agency's borrowing authority. Today, however, I would like to focus on the overwhelming congressional and public desire to protect the Postal Service's USO.

As the co-chairs and members of this caucus know, NAPS has spent more than a year educating members of Congress about the Postal Service's long-overlooked Public Service Appropriation, codified in Section 2401(b) of *Title 39* of the United States Code. Earlier this year, NAPS began advancing proposals to modernize this statutory appropriation as a means of safeguarding universal mail service as envisioned by Congress and expected by the American people.

At the March 5 caucus roundtable, NAPS explicitly stated that Congress should revisit the Public Service Appropriation and require either the Postal Service or the PRC to determine and request the



Caucus Co-Chair Nikki Budzinski (D-IL) and NAPS President Ivan D. Butts

level of appropriations necessary to fulfill the universal service obligation. NAPS was encouraged when Postmaster General David Steiner raised the possibility of such an appropriations request during a March 17 House Government Operations Subcommittee hearing.

More recently, at the May 8 meeting of the Postal Service Board of Governors, the PMG was even more direct, stating that he intended to pursue such a request. In a June 2 letter to leadership of the congressional committees with jurisdiction over postal affairs, he urged Congress to restore funding through a revised version of the Public Service Appropriation.

Last week, the House Subcommittee on Government Operations conducted a hearing during which considerable attention was devoted to examining the importance, scope and funding of the universal service obligation. The discussion with PRC commissioners reinforced the central role the USO plays in ensuring reliable mail service for all Americans.

It is important that we dispel a myth that has persisted for more than four decades: The Postal Service never was established as a fully self-funded government entity. In fact, nothing in *Title 39* requires the Postal Service to be entirely self-sufficient. The existence of both the Public Service and Revenue Forgone appropriations demonstrates that Congress recognized certain essential postal functions would not always be economically self-supporting.

There is no question that legislative changes are needed to address the Postal Service's financial challenges.

These functions include rural mail delivery and maintaining post offices in small and rural communities. Congress determined these services were worthy of federal support because they serve a critical public purpose. To ensure these "money-losing," but essential services, would continue, Congress established the Public Service Appropriation to support "a maximum degree of effective and regular mail service nationwide."

The last time the Postal Service requested funding under this appropriation was in 1982, when it sought \$460 million. Adjusted for inflation, that amount today would equal approximately \$1.6 billion.

Congress also has required six-day mail delivery, uniform letter-mail pricing and the absence of distance-based pricing. These mandates provide substantial public benefits, but impose significant operational costs. NAPS believes the Postal Service should be appropriately reimbursed through the Public Service Appropriation for effectively fulfilling these obligations



NAPS President Ivan D. Butts and PRC Commissioner Ashley Poling

and continuing its essential role in serving rural and postal-reliant communities.

To accomplish this, NAPS has proposed using the Postal Regulatory Commission's respected and credible work to both value and evaluate the universal service obligation. The PRC already calculates an annual valuation of the USO and its individual components. Let me be clear: This proposal does not presume any redefinition of the universal service obligation.

Rather, NAPS proposes that, through the commission's annual compliance review process, the PRC evaluate the extent to which the Postal Service successfully fulfilled the obligations prioritized by Congress during the previous fiscal year. In time for the annual appropriations process, the PRC would submit a recommendation for a full or adjusted Public Service Appropriation to reimburse the Postal Service for its fulfillment of those obligations.

This proposal addresses three important congressional objectives. First, it would help sustain universal mail service. Second, it would strengthen accountability by linking funding to demonstrated fulfillment of the USO. Third, it would alleviate some of the financial burdens the universal service obligation places on the Postal Service.

As this caucus and the relevant committees continue developing meaningful legislation to strengthen and sustain the Postal Service, NAPS stands ready to assist Congress in this important work.

Thank you.

VOTE



MYRNA PASHINSKI

NAPS NATIONAL SECRETARY/TREASURER

ABOUT MYRNA

She is a 42-year dedicated NAPS member with a strong commitment of improving member rights and working environment. She has a background in management, education, mediation, business finance and a history of community service. Myrna brings a unique perspective to the position of Secretary/Treasurer. She is a strong advocate for member rights, safety, training, coaching and mentoring and how to stay out of trouble, and in developing skills to foster individual growth, development and promotion.

MY PRIORITIES

- Membership Growth
- Fiscal Responsibility of NAPS Funds
- Workplace Environment
- NAPS Member Training Academy
- Lead with Collaboration and creativity with USPS Leadership.
- Encourage Branch fiduciary stability through individual branch president and treasurer interaction.

VOTE
AUGUST
14th

Vote Myrna Pashinski
NAPS Secretary/Treasurer
Together, we can ensure NAPS stays strong!



Paid for by the committee to elect Myrna Pashinski for Secretary/Treasurer

USPS Financial Crisis — Societal or Operational?

Dee Perez - Northeast Region Vice President



We all have heard the Postal Service will run out of cash by 2027 and be unable to pay its vendors and employees. Although the agency has reinvented itself many times over the decades and changed its business model, it still is bleeding money.

The last time the USPS made a profit was in 2006; then PMG John E. Potter reported a \$900 million profit. In 2006, mail volume reached a historic high of over 213 billion pieces.

In FY25, mail volume was at approximately 108.7 billion pieces. Nearly 50% of mail volume has disappeared over the past 20 years; it's dropping even faster today. As of May in FY26, the USPS handled approximately 53.9 billion pieces of mail.

As we are entering the slowest part of our mailing season, we are four months away from the new fiscal year and, based on the numbers discussed, are currently about 50% below FY25 mail volume. With the midterm elections in November generating higher mail volume, there's hope volume will increase in September.

But, more likely, there will be a significant drop in mail volume compared to FY26 once again. You can see it by comparing the hours you are using weekly to SPLY.

A major reason for the decrease is societal: The generations that contributed most to mail volume and revenue are dying off. The following generations prefer sending text messages or emails rather than writing a letter and putting a stamp on it.

Additionally, blue box collection mail theft is on the rise nationwide; thieves are whitewashing checks for thousands of dollars. I know this to be true — in 2023, I was victimized for \$20,000 three weeks before Christmas. My bank took three months to return my money.

Remember, for every action there's a reaction. My reaction was to have my LLCs and other credit card companies I primarily use take funds directly from my accounts electronically so I have less need to use the Postal Service. If you had been victimized, you probably would do the same. Perhaps this is one reason for fewer window transactions.

USPS Headquarters is doing nothing to prevent theft from blue collection boxes. The Inspection Service gathers the customer's information; the rest is a secret.

In response to these challenges, NAPS is promoting the passage of H.R. 2095, the Postal Police Reform Act.

The legislation would place our postal police officers back on the streets. Currently, the officers primarily serve as guards in mail plants rather than performing postal police work. They have no authority outside of postal-owned or -leased real estate.

It's been six long years since our postal police officers have been neutered. Go to naps.org and under the "Legislative Center," click on "Key NAPS Legislation" to learn about this bill.

What's the answer to mail being pulled out of blue collection boxes? First, it was a new type of electronic key; next was a smaller baffle entry for mail. Neither has worked. As a customer, would you trust the blue collection boxes?

USPS leadership owns this. The agency cannot generate enough revenue to sustain operations, provide service required by law and maintain a positive cash flow. Operationally, USPS leadership and its EAS employees have achieved record-setting, budgetary statistical savings compared with prior years. Now that the fat has been eliminated from budgets, what's next?

The current administration would rather change the law governing the Postal Service and reduce your benefits to save money. Everyone should thank NAPS for saving their benefits — even nonmembers. Last June, NAPS was able to fight off proposals to move from high-three years to high-five years for retirement, increase FERS contributions, require federal workers to choose being "at-will" employees or pay an additional 5% to FERS and eliminate the FERS supplemental annuity, among other penalties.

The administration believes it can save the Postal Service by hurting 640,000 employees directly in their pockets!

USPS unions still are filing grievances, resulting in millions being paid out because local management doesn't adhere to what the unions are entitled to under the National Agreement. That's not to say if all these grievances went away, the Postal Service would be in the black and making money; the agency still would be billions in the red.

There is no cure for the Postal Service's finances, in my opinion, because we are not a business — we are a service. If we can't control our own expenses/ spending and then charge what we need to charge for our services, it would be a financial nightmare that would continue for many more generations.

I suggest the following. It may not save billions, but it may make millions:

- Charge \$1/day for holding mail.
- Charge for forwarding mail per piece.

The Postal Service: Sunset, Sunrise or Hybrid?

Myrna Pashinski - Rocky Mountain Area Vice President



As postal supervisors, managers, postmasters and all EAS employees, we manage a daily reality that demands immense adaptability. On one, the production floor, you oversee declining letters. On another, you navigate a tidal wave of parcels in delivery. In HR, you manage employee hiring.

These operational tensions raise a fundamental question about our industry: Is the Postal Service a dying, sunset company; a booming, sunrise company; or a hybrid giant?

The answer is found directly in the progress of the agency's "Delivering for America (DFA)" plan. This 10-year strategy is not just a policy — it is our roadmap to modernization. As USPS leaders, your energy and direction are what will turn this blueprint into historic success.

Defining Our Evolution

To see where we are heading, we have to look at how great organizations transform:

- **Sunset companies** — Businesses stuck in mature industries past their growth peak. They focus entirely on cutting costs and managing legacy assets.
- **Sunrise companies** — Businesses in young, rapidly expanding markets. They feature high innovation, heavy technology investments and massive scaling potential.
- **Hybrid Companies** — Trailblazing legacy organizations that aggressively build sunrise growth engines while honoring their foundational duties.

Respecting the Past: Streamlining Legacy Operations

Every great transformation requires letting go of what no longer serves the mission. First-Class Mail volumes face a steady, decades-long decline due to digital disruption.

- Use every postal vehicle back door as a billboard for the highest bidder each year.

The pressure on every EAS employee is unrelenting. They are stressed by budget expectations, excessive Zoom meetings, achievement goals and the unions.

Did your branch sign three new members this month? If not, why not?

MM = membership matters.

neravpdee@aol.com

Under the DFA plan, we are meeting this challenge head-on by moving delivery operations away from outdated, cramped legacy post offices. For supervisors, managers and postmasters, this means leading teams through route consolidations, optimized transportation schedules and leading with an intense focus on efficiency.

We aren't just cutting costs; we are clearing out the old ways to build a stronger foundation. We need to communicate with our employees to keep them engaged with the business needs of the agency, while still addressing the working conditions in which we all work.

Embracing the Sunrise: The Power of S&DCs

The shift to online shopping has pushed the postal network directly into a high-growth sunrise industry: e-commerce logistics. We no longer are just delivering the mail — we are powering American commerce. We move packages where other companies don't want to deliver.

The centerpiece of this sunrise transformation is the rollout of new sorting and delivery centers (S&DCs). Backed by a \$40 billion capital investment, these massive, modernized facilities centralize delivery routes into state-of-the-art hubs.

S&DCs introduce high-speed package sortation equipment, real-time digital tracking and a cutting-edge infrastructure to launch our new, electric delivery fleet. This is where our growth lives; it is a massive win for our future.

Embracing these challenges can be exhilarating or exhausting, depending on how you view it. Because companies must change with the times, embrace the opportunities with these changes just as you did when automation of letters was brought into our processes.

continued...

Management's Impact: Leading the Charge

An operational blueprint is only as good as the leaders executing it. The transition to an S&DC changes your daily leadership focus into three powerful opportunities:

- Building bigger, stronger teams — Managing larger teams of carriers and clerks co-located under one massive roof, fostering a unified culture of excellence.
- Driving high-performance workflows — Adapting to high-speed, automated sorting environments and stricter dispatch schedules with pride and precision.
- Inspiring through change — Keeping craft employee morale high by communicating the “why” behind shifting reporting locations, altered routines and new technology rollouts.

The Verdict: Proud Leaders of a Hybrid Giant

The modern Postal Service is a hybrid giant actively executing one of the greatest corporate transformations in

history. We are not a dying relic; nor are we an unproven startup. Through the DFA and deployment of S&DCs, we are stabilizing our legacy responsibilities while building a world-class package network.

Your leadership is the bridge. By successfully inspiring your teams through the transition to these new sorting centers, you aren't just managing a shift. You are ensuring the postal network remains an indispensable engine of the modern economy. Let's lead the way forward!

The strength of the entire postal network doesn't live in the automated sorters or the new electric fleets — it lives in the commitment of our management team. As leaders, we don't just manage the mail; we build the future, one shift and one delivery at a time.

Thank you for your leadership on the front lines every single day. Be the leader you were meant to be in the hybrid giant of a company we call the USPS.

vprma6state@aol.com

Cultivating Tomorrow's Leaders

Richard Green - Eastern Region Vice President



Raising the next generation of leaders in NAPS goes beyond delegation. It requires a deliberate investment in identifying, developing and deploying those individuals.

By providing structured mentoring, continuous learning and coaching, we equip our future leaders to be prepared to navigate the changing dynamics of the Postal Service. True leadership is measured by those we prepare and elevate to lead.

The Heart of Mentorship: Elevating Others

Every thriving organization is built on a foundation of mentorship. Raising future leaders begins when seasoned leaders take a step back to coach and guide the next generation. This means sharing not only our triumphs, but our vulnerabilities, as well.

By pairing rising stars with experienced NAPS leaders, we begin to bridge the gap between theoretical knowledge and real-world execution. It is in these mentor-mentee relationships that the true ethos of leading is passed down: that leadership is not about maintaining authority, but about fostering empowerment and compassion. It is about sharing what we have learned and bringing our next generation alongside in preparation for handing the branch over to the next generation of leaders

Adapting to a Changing Landscape

The demands of NAPS are constantly evolving. Today's emerging leaders operate in a world defined by digital transformation and a new generation of supervisors, managers and postmasters with diverse talents and backgrounds.

As a result, raising future leaders requires nurturing adaptability and a commitment to continuous learning. NAPS, as the leading postal management association, can and must play a pivotal role. Our new, virtual NAPS Training Academy will provide professional development for NAPS officers. With cutting-edge technology, NAPS will offer essential tools to build emotional intelligence, strategic thinking and technological fluency.

The Core Pillars of Association Leadership

What exactly are we building when we develop future leaders? We must focus on several non-negotiable pillars:

- Influence over authority — Guiding teams relies on trust and respect rather than a top-down mandate.
- Psychological safety — Tomorrow's leaders must create environments where team members feel safe to voice innovative ideas and take calculated risks.
- Collaboration — Great things in NAPS never are accomplished by one person. Future managers must

be adept at building cohesive, diverse and inclusive teams.

The Ripple Effect: Your Daily Impact

Raising future leaders is an ongoing journey, not a singular destination. For those of us involved in NAPS, our everyday actions serve as the ultimate blueprint. When we lead with transparency, empathy and integrity, we inspire our teams to adopt those exact same values.

Take advantage of your local and national network. For instance, if you are looking to actively develop and sustain your leadership capabilities in your branch, you can explore opportunities across the country to provide

training and development for members you have identified as next-generation leaders.

Let's commit to building a legacy of great leaders who are eager to make a difference. Remember, the ultimate goal of a leader is not to create followers, but to inspire those around them to rise to their highest potential.

When we invest in the growth of others, we are not just securing the future of NAPS; we are shaping a more resilient and compassionate world.

Leading into the future.

rgreen151929@aol.com



Your Integrity Is Priceless

Bobby Bock - Southeast Area Vice President

The definition of integrity, according to Wikipedia, is the quality of being honest and consistently adhering to strong moral and ethical principles. Integrity also refers to being whole, undivided and morally sound.

Integrity is a value we never should surrender. In life, we all run the "dash" — the time between the day we are born and the day we leave this earth. During that time, we should strive to live life to the fullest while following the Golden Rule: Treat others the way you would like to be treated.

This principle is especially important when working for the Postal Service. In today's environment, nearly everything is tracked, including employees. Government-issued devices such as cell phones and laptops can be monitored, along with scanner activity and badge-access records.

Employees are required to properly clock in and out using postal scanners while physically at their assigned work locations. Badge records track entries and exits from postal facilities. If a manager suggests taking a scanner home or reporting to another office while working elsewhere, be cautious.

Situations like this can occur in logistics operations, but employees must protect themselves and follow proper procedures. Driving to another office in a personal vehicle for unofficial purposes could potentially create liability concerns if an accident occurs. Simply put, if you attempt to manipulate scanner activity, eventually, it will be discovered.

Employees also never should share usernames or passwords or use another employee's login credentials on postal computers. While it may sometimes feel frustrating, especially when trying to quickly resolve payroll

issues, integrity always must come first. In addition, employees never should make unauthorized pay adjustments for peers.

Government-travel credit cards are to be used strictly for authorized travel-related expenses. Misuse of these cards can lead to serious disciplinary action.

As I previously stated, do not play games with scanners, TACS entries or pay adjustments. The Postal Service takes integrity issues very seriously; violations potentially can result in removal from employment.

At the end of the day, each of us must live by the Golden Rule and carry ourselves with honesty, professionalism and integrity. Our reputation is built over a lifetime, but it can be damaged by one poor decision.

bocknapsseavp@aol.com

We All Can Help Build Membership

March High-Five Club Members

John Bu, Branch 68, NY

Clarice Crutcher,
Branch 29, OH

Brian Wagner,***
Branch 255, IL



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

What's Your Plan for the National Convention?

Dan Mooney - North Central Area Vice President



National convention time is here again! Every two years, NAPS holds a national convention to handle the association's business. NAPS members weigh in on what they would like done and not done for the next two years until the next national convention in Reno, NV, in 2028.

As NAPS members, it's our job to handle the business first and enjoy the city, the culture, our friends and the surroundings second. Don't get me wrong; we all should have some fun and network amongst ourselves. But, first and foremost, we need to make sure we all dedicate ourselves to addressing the business sessions and ensure we all have input into the future of NAPS.

No one person or branch knows it all, no one person or branch has all the answers and no one person or branch controls NAPS. Collectively, NAPS is stronger when we all participate in the process.

There will be many resolutions to address during the convention. If possible, find time to read each one. Think it through and talk about it with others. The more you educate yourself, the better you will be able to articulate your position or how you feel about your position. If you have time, seek out the author of a resolution and get clarification from them.

Don't be afraid to speak up during the convention; there are no stupid questions. First-timers, if you are lost or don't understand something, ask for clarification (point of clarification).

And make sure you attend the first-timers orientation on Sunday before the convention. It will help you better understand the resolutions process according to "Robert's Rules of Order."

Above all, treat each other with respect; it leads to success. NAPS is about success. It doesn't mean we can't agree to disagree, but, at the end of the day, we respect each other and leave together as one team, one family.

Make sure to allow yourself plenty of time to network during breakfast, breaks, lunch and after-business sessions. Renew old friendships and establish new friendships and relationships.

Trade contact information; talk about work and what's going on in your work environment. Talk about success and failure. Talk about how you overcome certain issues — what has worked and not worked for you. Share best practices.

Have some fun! San Francisco is a great town. Remember, building bridges and relationships is what we do in NAPS. Again, this leads to success. We need each other.

As always, stay on the high road; the view and the people you meet are better. Enjoy the convention and enjoy San Francisco!

dan_9999@msn.com

NAPS Training Academy

Grow • Lead • Develop



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



Suggested Topic Areas

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

Training Details

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

COMMITTED TO DELIVERING QUALITY PLANS

We proudly support USPS employees and their families alongside the National Association of Postal Supervisors (NAPS).

The Blue Cross and Blue Shield Federal Employee Program® offers comprehensive plans made to meet the needs of USPS employees.

Access our network of over 2.2 million doctors and hospitals, as well as extensive health resources like chiropractic care and mental health support.

Learn more at fepblue.org/our-plans/USPS



HERE FOR YOU

This is a summary of the features of the Blue Cross and Blue Shield Service Benefit Plan. For a full description of benefits, please read the Postal Service Health Benefits Program brochures (FEP Blue Standard and FEP Blue Basic: RI 71-020; FEP Blue Focus: RI 71-025). All benefits are subject to the definitions, limitations and exclusions set forth in the brochures. The Blue Cross® and Blue Shield® words and symbols, Federal Employee Program® and FEP are all trademarks owned by the Blue Cross Blue Shield Association.

Probationary Periods for Tenured Employees, Exception Credit Data, Vacant VMF Positions Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the Jan. 7 Zoom consultative meeting. Representing the Postal Service were Lindsey Butler, James Timmons and Paulita Wimbush, Labor Relations Policies and Programs.

Agenda Item #1

NAPS brought to the table a previous issue that was not satisfactorily addressed in the USPS response from the November/December 2025 consultative — specifically, the issue of tenured employees:

NAPS has been made aware of a change in practice by the USPS concerning *ELM 652* appeal rights for EAS employees promoted from the craft serving an additional one-year probationary period and completing a minimum of 12 months of combined service without a break of a workday in the same line of work in the civil service and Postal Service. NAPS contends this is a change in policy and no consultation occurred with NAPS as required by 39 US Code Section 1004.

NAPS provided an email from previous Labor Relations Policies and Programs Director Bruce Nicholson indicating USPS policy agrees there is no need for an EAS employee who has served a probationary period as a craft employee to serve an additional probationary period once promoted:

From: Nicholson, Bruce A - Washington, DC

Sent: Wednesday, Jan. 5, 2022, 9:44 PM

To: Ivan Butts

Cc: Chuck Mulidore, Jim Warden

Subject: RE: [EXTERNAL] FW: NAPS Issue with *ELM 650* Hearing Correspondence to VP Labor Relations Kate Attridge

Ivan,

ELM 652.21 requires that an employee meets both A and B of the provision to be eligible to appeal a letter of decision before a hearing officer.

652.21 Coverage

Upon receipt of a letter of decision ordering an adverse action, the following employees may appeal:

- a. All nonprobationary EAS and PCES Level I employees; and
- b. EAS, and PCES Level I employees who have completed a minimum of 12 months of combined service, without a break of a workday, in positions in the same line of work in the civil service and the Postal Service — unless any part of this service followed a temporary appointment in the competitive service with a definite time limitation.

Although an argument was made to the hearing officer that the appellant did not meet the requirements of section A or section B of *ELM 652.21*, neither the hearing office nor Mr. Farley (and referenced in his attached denied hearing letter) based their decision on whether the appellant met the requirements of section A, a nonprobationary employee.

The appellant ... completed his probationary appointment as a bargaining unit employee. An employee must complete a probationary appointment and there are no additional appointments. Therefore, there is no disagreement with NAPS on whether the employee had served his probationary appointment.

NAPS went on to say that, further, the USPS has denied even an *ELM* Chapter 650 Appeal to employees who fall under this change in USPS policy when facing an adverse action. NAPS requested that the USPS cease this practice and, at minimum, provide *ELM* Chapter 650 appeal rights to any EAS employee who faces an adverse action with less than a year in the position. NAPS contended that denying *ELM 652* appeal rights is in violation of 39 USC 1001(b), specifically tenured employee rights to due process.

In its original response, the USPS said there had not been a change in policy regarding *ELM 650*. NAPS concedes that, technically, it may be correct. But, regardless, NAPS contends it is an apparent USPS reinterpretation of who gets the right to a hearing. As such, what has changed is the decision not to comply with *Handbook EL 312* and grant hearing rights to tenured employees, as defined by *Handbook EL 312*, sections 584.33, 584.34 and 584.44, of a right to an *ELM 652* hearing, and instead, impose a second probationary period without any basis for doing so.

Traditionally, all federal employees serve a proba-

tionary period: 5 C.F.R. Part 11... During this period, employees may be terminated: (1) based on the employee's performance or conduct, (2) the needs and interests of the agency, (3) if continued employment does not advance organizational or the government's goals, or (4) if continued employment does not advance the efficiency of the service (5 CFR §11.5[d].

For this reason, absent termination for an unlawful reason (e.g., discrimination), probationary employees do not have MSPB rights as they do not fall within the definition of "employee." (Exhibit 1 - 5 USC § 7511(a) (1).)

Title 39 of the U.S. Code does not provide for postal employees to serve a probationary period. The Postal Service has the authority to impose the probationary periods set out in *Handbook 312*, section 584 (Exhibit 2), given its authority under 39 USC § 401(2) and base case law on 39 USC §1001 discussing probationary periods for craft employees.

For EAS employees, *EL 312*, section 584.33, designates the length of probationary period as one year. For new employees who switch positions, postal policy provides that "[a] career probationary employee who is promoted, demoted, or reassigned from one position to another during the probationary period, must complete the probationary period uninterrupted in the new position." *EL 312*, section 584.34, ... further, if reassigned, "[t]he probationary period that begins before a reassignment continues uninterrupted after the reassignment." (*EL 312*, section 584.44.)

Craft employees' probationary period is only 90 days (*EL 312*, section 584.32). Unless a craft employee is promoted within 90 days to an EAS position, section 584 does not require the employee to serve a new or additional one-year probationary period if promoted after they satisfy this 90-day period.

At the completion of the probationary period, a federal worker is tenured and has a property interest in their federal employment entitling them to due process prior to removal.^[1]

^[1] This proposition is discerned from cases discussing probationary rights. While case law does not specifically state when an employee becomes tenured, a court wrote, "[w]hile tenured employees are afforded a panoply of rights for the more serious of these actions, including the right to 30 days' notice, to answer charges, to be represented by an attorney, to a written decision and ultimately to an appeal to the Merit Systems Protection Board, 5 USC § 7513, probationary employees are pointedly excluded. *Id.* § 7511(a)(1)(A). *Connolly v. U.S.*, 554F Supp. 1250, 1257 (Cl. Ct. 1982), *aff'd in part, rev'd in part*, 716 F.2d 882

(Fed Cir 1983). The fact the Postal Service is providing employees with notice and opportunity to respond is evidence that they are tenured.

Federal law in *Title 39* requires these employees to be given the right to a hearing prior to removal, 39 USC 1001(b). NAPS again asked the USPS to grant EAS employees in this situation, at minimum, an *ELM 652* hearing.

USPS response: *The arguments that NAPS provided regarding probationary periods are not relevant because they are not the requirements that the nonbargaining employees NAPS provided as examples failed to meet. Here, and as provided in our November/December 2025 consultative meeting response to this item, there has been no reinterpretation of the ELM language.*

The ELM language requires an individual to have 12 months of continuous service as an EAS or PCES Level I employee in the same or similar position, in addition to being nonprobationary. If NAPS has any evidence to support its allegation that we apply the policy differently from how we applied it in the past, it should provide that evidence to us so we can review.

Agenda Item #2

NAPS was alerted from the field that the exception credit data for December on *PS Form 150* has changed. Offices with carrier stations/branches originally were given exception credit on line 12 on the form in November. In December, offices got the exception credit on line 13 of the form. Why did this change?

The exception credit on line 12 is greater than on line 13. Exception credits are based on whether the office has delivery of any kind. If "yes," it should be three credits per office; if not, the office gets two credits. This skewed data is preventing offices from immediate upgrades. Why did the USPS make this change?

USPS response: *Field Staffing Organizational Design is aware of this issue; corrections have been made that are reflected in the January Form 150 model. Field Staffing determined offices that fell under immediate upgrade status, along with offices meeting the 24 months ZOT, and submitted Form 50 actions to HRSSC for processing that were effective Jan. 24, 2026.*

Agenda Item #3

NAPS asked what the total logistics complement is now that expeditors are moved under logistics from mail processing. Does the new ratio warrant adding duties to a current network specialist position or is the USPS authorizing a new network specialist supervisor

position? If the USPS authorized a NSS position, can current NS EAS employees lateral into those positions or will the NSS position be posted?

USPS response: The ratios have stayed the same. There were offices that had network specialists who had no supervisory responsibility; the expeditors coming in had no supervisors. The changes occurred in those facilities giving network specialist positions supervisor duties. These network specialists were given the option to lateral into those positions.

Agenda Item #4

NAPS noted that, currently, two manager, Fleet Operations (region), positions are vacant. The Southern Region position has been vacant since May 1, 2025. NAPS asked when these positions will be posted.

USPS response: The manager, Fleet Operations, positions currently are being evaluated by HR. Once the position evaluations are completed, we will have more information on the posting timelines.

Agenda Item #5

NAPS pointed out the Bryan, TX, S&DC location is approximately two hours away from the VMF. As a result, VMF personnel are required to work outdoors and are exposed to the elements. Are there any plans to construct or provide a permanent structure to better support VMF operations at this location?

USPS response: There are no immediate plans to provide a permanent structure at the Bryan S&DC.

Agenda Item #6

The USPS provided a response to an October 2025 consultative question from NAPS concerning SPM

scanning. Following is an excerpt of that response:

While the suggested utilization of MyPO to alert the carrier of randomly selected delivery points may be possible, the intent of the Service Performance Measurement (SPM) is to ensure timely availability and accurate delivery of the mail. This includes carrier scanning of live mail pieces at the point of collection and the point of delivery on randomly selected days. To maintain the integrity of the Service Performance System, carriers only are given notice at the point of collection or delivery.

As a follow-up, NAPS asked why clerks are provided advance knowledge of the SPM scan. Carriers also could be provided with advance notification to ensure all scans are completed. If there was an integrity issue with a carrier scan, that could be addressed with available tools and accountability. The USPS could score 100% compliance with advanced notifications.

USPS response: Post office PO box sections do not have geolocation capability that can be centered to a PO box. The SPM PO box sampling requests are provided via MyPO. Prior to beginning delivery to PO boxes, clerks are to block all boxes identified for sampling. Any mail for a blocked box that has a sampling request is set aside.

Once all PO box mail is delivered, the mail with the SPM request is scanned and delivered. Blocking the boxes is critical to ensuring only mail for the current day is scanned and customers do not retrieve any of the current day's mail while still being delivered and prior to being scanned.

<h1>THRIFT SAVINGS PLAN</h1> <hr/> <p>May 2026</p>	Fund	G	F	C	S	I	
	May 2026	0.39%	0.33%	5.26%	4.49%	4.90%	
	12-month	4.40%	5.16%	29.76%	30.48%	34.93%	
	The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.						
	Fund	L Income	L 2030	L 2035	L 2040	L 2045	L 2050
May 2026	1.66%	2.95%	3.44%	3.71%	3.95%	4.18%	
12-month	11.48%	19.65%	22.00%	23.64%	25.07%	26.51%	
Fund	L 2055	L 2060	L 2065	L 2070	L 2075		
May 2026	5.00%	5.00%	5.00%	5.00%	5.00%		
12-month	31.51%	31.51%	31.51%	31.51%			
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.							

Misuse of Relief Supervisors, Process to Address Vehicle Safety Recalls, S&DC Manager Positions Among Items Discussed

The March 18 consultative meeting was held during the spring Executive Board meeting. Representing the Postal Service were Tim Brust, James Timmons and Paulita Wimbush, Labor Relations Policies and Programs.

Agenda Item #1

NAPS noted that station managers in Dayton, OH, are being instructed to work open to close when Dayton has at least two relief supervisors working on Formal A grievances Monday to Friday. At the 2025 NAPS fall Executive Board meeting, Deputy PMG Doug Tulino said he wanted relief supervisors to be used as intended — that is to provide NS day coverage for assigned supervisors and reduce 204(b) usage.

The response from the Columbus Postmaster for the Ohio 2 District manager indicated the situation will remain the same. Regarding this response from district leadership, NAPS asked that relief supervisors working Formal A grievances in Dayton be placed in rotation in accordance with the intent of the relief supervisor position to spare these managers from working open to close.

USPS response: *In accordance with the provisions of U.S. Code, Title 39, section 1004.c.2.b: "Grievances of individual employees shall not be matters which may be included as agenda items under this paragraph." The Postal Service, as a courtesy, is open to discussing this matter outside of this forum.*

Agenda Item #2

NAPS observed regional processing centers currently are staffed with an EAS-19 safety specialist. NAPS asked what the is status of EAS-19 safety specialist positions in major metro plants. Are those facilities staffed at the same level?

USPS response: *There is no established criteria for the SAFETY SPECIALIST SR (PROC & LOG) (EAS-19). This position's operational requirement states the job is for use in processing and logistics facilities, such as Local Processing Centers (LPCs) or Regional Processing Distribution Centers (RPDCs).*

Agenda Item #3

NAPS asked how many E-Transits remain in holding lots.

USPS response: *Currently, just over 6,700 E-Transits are in holding lots.*

NAPS asked how many safety recalls have been issued to date involving the NGDV fleet. NAPS referred to the recent recall regarding a brake pedal issue, during which Fleet Management conducted inspections of all NGDVs within a 24-hour period. Please confirm the total number of recalls issued so far.

USPS response: *Currently, seven (see chart below).*

NAPS asked what formal process the USPS has implemented to address safety recalls with Oshkosh, including inspection procedures, communication protocols and corrective action tracking.

USPS response: *The Postal Service has put a process in place to track recall work. An overview of that process is:*

- 1) Oshkosh submits an official Recall Owner Notice via email and mailed letter to the NGDV program manager.
- 2) The NGDV program manager distributes the notice to Fleet Operations, Safety, NCED Training and Delivery.

NHTSA #	TSB #	Submission Date	Title
24V-471	NGDVTSB001	6/24/2024	Restraint Control Module Connector Terminal Defect
24V-928	NGDVTSB024	12/19/2024	Head Unit Replacement
25V-192	NGDVTSB034	4/3/2025	Wiper Arm Alignment and Torque
25V-224	NGDVTSB036	5/22/2025	Head Unit Update
25V-444	NGDVTSB040	7/17/2025	Visor Safety Label
26V-027	NGDVTSB057	1/26/2026	Wheel Hub Torque
26V-074	NGDVTSB059	2/1/2026	Brake Pedal Mounting Pin/Clip

3) Fleet Operations reviews the impacted population and updates FMIS with a repair campaign.

4) Fleet Operations coordinates with Oshkosh on which party will perform the repair.

5) Recall repair is completed; FMIS campaign is marked complete. A claim is submitted via Oshkosh's OneWarranty system for record of repair.

Agenda Item #4

NAPS brought back to the table the issue of a manager position in S&DCs. The USPS has indicated several times its interest in working with NAPS to create this

position; NAPS is ready to work with the USPS on this. When can we begin this process?

USPS response: Organization Design is reviewing S&DC staffing to determine if/what changes to the staffing model may be needed. If NAPS is aware of any pain points and has recommendations with reasoning regarding the manager, Customer Service position, please provide this information for review and consideration.

National Association of Postal Supervisors Louis M. Atkins Presidential Student Scholarships Deadline: Dec. 31, 2026

The 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.

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.



Applications must be received no later than Dec. 31, 2026. Online applications only will be accepted using the NAPS website. Please go to 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>.

Scholarship winners will be announced in January 2027. In addition, the scholarship winners will be listed in the March 2027 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 2027. Scholarships may be used to pay expenses in the student's current or following semester.

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

San Francisco

Here We Come!



Sheri Davies - Vice President of Global Accounts, ConferenceDirect

I'm excited to share that the NAPS 70th National Convention is going to be one for the books! The beautiful Marriott Marquis San Francisco offers outstanding meeting space, comfortable guest rooms, exceptional dining led by Chef David Holland and the outstanding customer service you've come to expect from Marriott.

Monday Night Welcome Party

Get ready for a fun-filled, Western-themed Welcome Party! Dust off your favorite cowboy hat and boots and be prepared to dance the night away with friends and colleagues from across the country.



Friday Night Ivan Butts Commemorative Banquet

In honor of NAPS President Ivan D. Butts and his love for the Philadelphia Eagles, we'll be incorporating touches of Eagles-inspired colors throughout the evening. Women are encouraged to wear their favorite black or emerald green cocktail attire; men are invited to wear classic black-tie attire. The evening will feature:

- An amazing live band
- A specially curated menu
- Photo opportunities
- Caricature artists

There also will be a few surprises to help us close out a memorable week together and honor Ivan's legacy.



Convention Information & Reminders

Scooter rentals — Information will be available on-site and through convention materials (see *box*).

Complimentary breakfast will be served in the Golden Gate Ballroom on Monday, Tuesday, Thursday and Friday from 6 a.m. to 7:30 a.m.

Wednesday activities — See page 42 for recommended activities and local attractions, as well as on the NAPS website.

Regional photos — The schedule for all regional photos will be listed in the convention program *One Book* and posted in the Yerba Buena Ballroom foyer.

All caucus room locations will be listed in the *One Book* and posted in the Yerba Buena Ballroom foyer for easy reference.

Dining options — See the next two pages for myriad, nearby dining options available to NAPS delegates during the convention.

We look forward to welcoming you to San Francisco as we celebrate 70 years of NAPS excellence, leadership and service. Safe travels; we will see you soon!



Scooter Rentals in San Francisco

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

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

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



Enjoy delicious food at our Restaurant Collection In the Yerba Buena Lane



Mixt
Open Daily, 10:30am – 9pm
415-296-8009 / www.mixt.com



Amber
Open Daily Lunch 11:30am - 2:30pm
Dinner 5pm - 9:30pm
Weekend Brunch, Saturday & Sunday 11:30am - 2:30pm
Amber Hour, Thursday-Sunday, 5pm - 7pm
415-777-0500 / www.amber-india.com



Tropisueño
Monday - Wednesday, 11am - 9pm
Thursday – Saturday, 11am - 10pm
Sunday, 11am - 9pm
Daily Happy Hour, 4pm - 6pm
415-985-2264 / www.tropisueño.com



Ippudo
Monday – Saturday, 11am – 10pm
Sunday, 11am – 9:30pm
Daily Happy Hour, 3pm – 6pm
No reservations
415-348-1202 / www.ippudo-us.com



Delarosa
Monday – Thursday, 11:30am - 9:30pm
Friday – Saturday, 11:30am – 10:30pm
Sunday, 11:30am – 9:30pm
Delivery Services, 12pm – 8pm
415-872-7363 / www.delarosasf.com



Press Club
Tuesday – Thursday, 5pm – 9pm
Friday – Saturday, 5pm – 10pm
Happy Hour, Tuesday – Saturday, 5pm – 7 pm
Reservations Recommended
415-744-5000 / www.pressclubsf.com



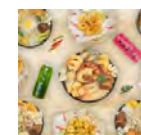
Feng Cha Teahouse
Monday – Thursday, 11am – 8pm
Friday – Saturday, 11am – 9pm
Sunday, 11am – 8pm
625-888-5633 / www.fengchasf.com



Oink and Oscar Sandwich Shop
Open Daily, 11am – 2:30pm
415-814-0619 / www.oinkandoscar.com

Restaurants in the Sony Metreon Food Court and Mission Street

- Bimi Poke – Japanese
Monday to Saturday: 10:00AM – 8:30PM
Sunday 10:30AM – 8:30PM
135 4th St San Francisco, Ca 94103
(415) 373-8117 / www.orderbimipoke.com
- Super Duper Burgers – American
Open Daily: 10:30AM – 9:30PM
783 Mission St. San Francisco, Ca 94103
(415) 882-1750 / www.superduperburgers.com
- Freshroll Vietnamese Rolls & Bowls
Monday to Friday 11AM – 8PM
Saturday 11AM – 7PM
Closed on Sunday
157 4th St. San Francisco, CA 94109
(415) 348-1858 / www.eatatfreshroll.com
- Buckhorn Grill – American
Open Daily 11:00AM – 7:00PM
135 4th St, San Francisco, CA 94103
Phone # (415) 369-6150 / www.buckhorngrill.com
- ShareTea – Boba Milk Tea Open Daily 11:00AM – 8:00PM
135 4th Street, San Francisco, CA 94103
Phone # (415) 227-0888
- Chipotle - Open Daily 10:45AM – 10:00PM
135 4th Street, San Francisco, CA 94103
Phone# (415) 500-9635
- Nick the Greek – Open Daily 10:30AM – 10:00PM
145 4th Street, San Francisco, CA 94103
Phone# (415) 251-1671
- Rolling Dumplings – Open Daily 11:00AM – 7:00PM
135 4th Street, San Francisco, CA 94103
Phone # (415) 757-0680 / www.rollingdumplings.square.site





NATIONAL ASSOCIATION OF POSTAL SUPERVISORS 70TH NATIONAL CONVENTION

AUGUST 9 – 14, 2026

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



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

Convention registration closes July 17
Hotel room block expires July 17

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

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

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

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

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

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

IMPORTANT CONVENTION DATES

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

Marriott Marquis San Francisco

780 Mission St., San Francisco, CA 94103

RESERVATIONS NOW OPEN

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



Alcatraz

www.cityexperiences.com



Whale Watching

www.sanfranciscowhaletours.com



Big Bus

www.bigbustours.com



Neighborhood Tour

www.exp1.com



Red and White

www.redandwhite.com



Wine Tours

www.bigbustours.com



70th NAPS National Convention Golf Tournament at Presidio Golf Course

The prestigious Presidio Golf Course is considered one of the nation's top public courses. Just minutes from downtown San Francisco, the 18-hole "hilly" course, with tight fairways and strategically placed bunkers, offers a challenge for golfers of all abilities.



Located within a national park, the golf course is renowned for its forest setting that offers stunning forest views, cool coastal air and amazing views of the city. This historic course originally opened in 1895 as a private course for Army offi-

cers. In 1995, it became a national park site and was opened to the public.

The NAPS tournament will tee off at 9:30 a.m. on Sunday, Aug. 9. The fee is \$165 by the registration deadline of July 15; after July 15, the fee is \$195. The fee includes a boxed lunch,

shared cart, greens fees, range balls, custom score cards, cart labels and set-up contest holes. Transportation will be provided.

If you have questions, contact Sally Simpao — forty9ersally@gmail.com; 650-276-8083.

NAPS 70th National Convention Golf Tournament Registration

Tournament fee postmarked by July 15 is \$165; after July 15, fee is \$195

Name _____

Phone# _____

Mailing Address _____

City _____

State _____

ZIP _____

Branch# _____

Non-postal email _____

Club rentals are available for \$75 on-site.

Box lunch includes premium deli sandwich on a soft roll, potato chips, house-baked cookie, fresh fruit and bottled water. Choose one of the following:

- Turkey & Jack sandwich
- Ham & Swiss sandwich
- Roast Beef & Cheddar sandwich
- Balsamic Grilled Vegetable sandwich



Make checks payable to NAPS Branch 88 and mail, with registration form(s), to NAPS Branch 88, attn: Sally, PO Box 880022, San Francisco, CA 94188-0022.

★ THE 70TH ★ NAPS NATIONAL CONVENTION

★ WELCOME PARTY ★

~ SAN FRANCISCO, CA ~



★ SADDLE UP & STEP INTO THE

★ WILD WILD WEST ★

★
MONDAY
AUGUST 10TH



★
SAN FRANCISCO,
→ *California* ←

★ THEME: ★

★ THE WILD WILD WEST ★

Dust off your boots, grab your hats, and bring that western drip...

★ DRESS YOUR BEST IN THE WEST ★

COWBOY HATS ★ BOOTS ★ DENIM ★ FRINGE ★ WESTERN GLAM

← WHAT TO EXPECT →



HIGH-ENERGY
VIBES



MUSIC &
DANCING



NETWORKING &
FELLOWSHIP



A NIGHT YOU
WON'T FORGET

★ HOSTED BY ★
★ **BRANCH 88** ★

★ CELEBRATING 118 YEARS OF LEADERSHIP & EXCELLENCE ★



NAPS — A Postal ‘Thought Leader’

On June 9, NAPS President Ivan D. Butts once again participated in a postal roundtable conducted by the Congressional Postal Service Caucus co-chaired by Reps. Nikki Budzinski (D-IL) and Jack Bergman (R-MI). The event took place in the U.S. Capitol. NAPS, the Postal Regulatory Commission (PRC), four mailer organizations and the National Association of Letter Carriers were seated at the “roundtable.”

The caucus co-chairs and other members of Congress underscored the importance of bringing together a variety of postal stakeholders to have high-level conversations on issues crucial to the Postal Service and its customers. As part of the discussion, Budzinski asked Butts to outline the background and key elements of the legislative framework NAPS developed to safeguard the Postal Service’s universal service obligation (USO).

This is a proposal NAPS has shared with and solicited feedback from key members of Congress, two leading policy think tanks and several postal stakeholders. Butts told caucus members that the proposal responds to three congressional objectives.

First, it would help sustain universal mail service. Second, it would strengthen accountability by linking the existing USPS Public Service Appropriation to the fulfillment of the USO. And third, it would alleviate some of the financial burdens the USO places on the Postal Service. You may review the proposal and its justification in Butts’ submitted caucus statement on page 23.

During discussion regarding NAPS’ proposal, a roundtable panelist described NAPS as a “thought leader” in the postal community for its efforts to sustain and improve the Postal Service. While the recognition is appreciated, delivering the final product is our measure of success.

A week before the Postal Caucus Roundtable, on June 4, the House Oversight and Government Subcommittee on Government Operations heard from all four members of the PRC at a hearing that focused on the Postal Service’s poor financial condition, lingering diminished

postal performance resulting from the “Delivering for America” (DFA) plan and the important role the PRC plays regarding the Postal Service’s USO. The commissioners were the only witnesses invited to testify.

Two days before the hearing, Postmaster General David Steiner sent a letter to the bipartisan leadership of the House and Senate committees that have jurisdiction over postal affairs in which he summarized the Postal Service’s immediate legislative request. First, Steiner asked Congress to increase the agency’s borrowing authority from \$15 billion to \$34.5 billion.

Second, the PMG proposed reforming and resuming the USPS’ public service appropriation. (Although not similar, this proposal generally aligns with NAPS’ proposal.) And third, the Postal Service seeks to diversify investment of its retirement trust funds. (At the 2024 NAPS National Convention, NAPS delegates voted to support legislation implementing this investment strategy.)

At the beginning of the hearing, Subcommittee Chairman Pete Sessions (R-TX) referenced the letter, indicating he was skeptical about the PMG’s request to increase the agency’s borrowing authority. Sessions and the other committee members seemed inclined to explore other options, including enhancing the authority of the PRC and providing the Postal Service with the ability to diversify its trust fund investments.

I want to take the opportunity in this column to wish John “JD” Guerrero, Sessions’ trusted postal policy adviser, best wishes as he departs Capitol Hill for the University of Texas School of Law. JD has been with the chairman for more than three years and participated in this year’s NAPS Legislative Training Seminar.

On June 17, the Senate Homeland Security and Governmental Affairs Committee held a confirmation hearing on two individuals President Donald Trump nominated to the Postal Service Board of Governors: Jeffrey Brodsky and William Gallo. Anthony Lomangino and Robert Stefens also were nominated and scheduled to appear, but, at the last minute and without explanation, they were removed from the witness list.

Brodsky is a co-founder and managing director of Quest Turn Around Advisors, a management company that provides advice, interim management or liquidation of companies confronting financial crises. Gallo founded Emer-

continued...



BOB LEVI

Director of Legislative
& Political Affairs

Leadership in the USPS Must Begin With Dignity and Respect

The United States Postal Service always has depended on people willing to work under pressure, adapt to constant operational changes and serve the public every day. But no amount of operational success can justify leadership that forgets one simple principle: Employees deserve dignity and respect.

Too often in today's workplace, leadership is measured only by numbers — hours, scans, reports, productivity and performance metrics. Those things matter, but, ultimately, leadership is about people.

Employees will remember long after the reports are filed how they were spoken to, how they were treated and whether leadership valued them as human beings. Dignity and respect are not signs of weak leadership; they are signs of emotionally intelligent leadership.

Emotional intelligence is the ability to manage emotions, communicate effectively and understand the impact words and actions have on others. In USPS management, this matters more than ever.

Leaders face daily stress, staffing shortages, customer complaints and operational demands. But pressure is never an excuse for public humiliation, intimidation, inconsistent treatment or dismissive behavior. Strong leaders correct problems without attacking people.

Employees can be held accountable while still being treated fairly and professionally. In fact, accountability is more effective when employees believe leadership is consistent, respectful and trustworthy. Fear may create temporary compliance, but respect builds long-term commitment.

The Postal Service was built on service, discipline and public trust; that same standard should apply internally. When leadership lacks emotional intelligence, morale suffers, communication breaks down and workplaces become divided.

When leadership demonstrates dignity and respect, employees are more willing to engage, solve problems and take pride in their work. Every supervisor, manager and executive should ask themselves one simple question: "Would I want to be led the way I lead others?"

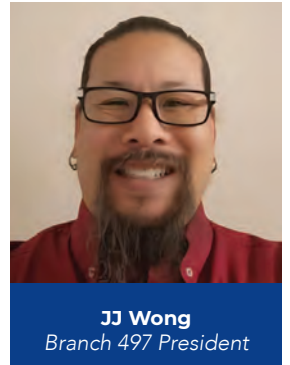
Titles and authority alone do not create leadership; credibility does. In the USPS, dignity and respect should not be viewed as optional leadership styles; they should be the standard.

Dr. Martin Luther King Jr. said, "Whenever you are engaged in work that serves humanity, and is for the building of humanity, it has dignity, and it has worth."

Laurence Sterne, an Anglo-Irish novelist and Anglican cleric, said, "Respect for ourselves guides our morals; respect for others guides our manners."

naps497@gmail.com

JJ Wong, North Coast, CA, Branch 497 president, is postmaster of Talmage.



NAPS — A Postal 'Thought Leader'

continued...

agency Medical Solutions, a medical supply and logistics company. Lomangino has been an executive in the waste management and recycling industry. Steffens was a former executive at Marvel Entertainment, the corporate home of the Spider-Man and Ironman enterprises.

Under questioning by Sen. Gary Peters (D-MI), Brodsky claimed he "has no view" on postal privatization; Gallo testified he was opposed to it. Peters also secured the agreement of both nominees that the PRC performs a valuable service. This position conflicts with USPS Headquarters; PMG David Steiner and former PMG Louis DeJoy have severely criticized the PRC for interfering in postal decision-making.

Sen. Josh Hawley (R-MO) expressed his long-standing criticism of the DFA plan's negative impact on rural mail service and received assurance from the nominees that, if confirmed, they would revisit the DFA plan. Committee Chair Rand Paul (R-KY) focused on the financial status of the Postal Service. Gallo suggested the agency should consider closing the funding gap half through revenue increases and half through cutting expenses.

Sen. Elissa Slotkin (D-MI) focused on Trump's executive order requiring the agency to refrain from delivering absentee ballots to voters who do not appear on a federally approved voting list. Brodsky and Gallo deferred to the courts for resolution of this issue.

continued on page 50...

2026 SPAC Contributors

WORKING FOR YOU!



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

Bognot, Clarissa	CA	Branch 244	Randall, C. Michele	MD	Branch 531
Bradley, Roxanne	CA	Branch 77	Shawn, Steve	MD	Branch 403
Derden, Margaret	CA	Branch 39	Laster, Edward	OH	Branch 46
Garcia, Victor	CA	Branch 77	Laster, Jacshica	OH	Branch 46
Pennington, Felicia	CA	Branch 39	Mulidore, Chuck	OH	Branch 133
Walton, Marilyn	CA	Branch 77	Butts, Ivan	PA	Branch 355
Wong, John	CA	Branch 497	Christopher, Arthur	TX	Branch 122
Coleman-Scruggs, Toni	IL	Branch 493	Jackson, Alice	VA	Branch 526
Jones, Wilmore	MD	Branch 42			

May Contributors

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

Bognot, Clarissa	CA	Branch 244
Bradley, Roxanne	CA	Branch 77
Garcia, Victor	CA	Branch 77
Pennington, Felicia	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Coleman-Scruggs, Toni	IL	Branch 493
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Butts, Ivan	PA	Branch 355

VP Elite (\$750)

Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Pashinski, Myrna	CO	Branch 65
Green Jr., Richard	VA	Branch 98

Chairman's Club (\$250)

Brathwaite, Rafael	AL	Branch 45
Blythe, Stephanie	CA	Branch 127
Booth, Samuel	CA	Branch 39
Ceaser, Marques	CA	Branch 159
Lewis, Yolanda	CA	Branch 127
Murillo, Mariel	CA	Branch 466
Patterson, Charles	CA	Branch 127
Simpao, Sally	CA	Branch 88
Thomas, Linda	CA	Branch 88
Lum, Laurie	HI	Branch 214
Lech, Stephen	IL	Branch 493
Burke, Yolanda	MD	Branch 42
Martin, Larry	MD	Branch 42
Hellermann, Regina	MN	Branch 16

Secretary's Roundtable (\$500)

Benjamin, Evelyn	CA	Branch 266
Donnelly, Linda	CA	Branch 497
Kelly, Barbara	CA	Branch 77
Meana, Frances	CA	Branch 159
Randle, Carol	CA	Branch 39
Kerns, John	CO	Branch 141
Wagner, Brian	IL	Branch 255
Griffin, Troy	MD	Branch 42
Amergian, Raymond	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Kent, Eric	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Johnson, Craig	MO	Branch 36
Olson, Chad	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
Englerth, Scott	NY	Branch 11
Bednar, Margaret	SC	Branch 695
Van, Nathaniel	UT	Branch 139
Farmer, Joanne	VA	Branch 526

Mooney, Dan	MN	Branch 16
Moore, Robert	MN	Branch 104
Kindsvatter, Leo	MT	Branch 929
Stephens, Patricia	NC	Branch 936
Jessmer, Spencer	NY	Branch 11
Warden, James	NY	Branch 100
Yut, Lynn	OR	Branch 66
Brooks, Lamarcus	TN	Branch 41
Brandt, Junemarie	VA	Branch 526
Garrett, Donald	VA	Branch 98
Thomas, Carlos	VA	Branch 98
Taylor, Georgia	WA	Branch 31
Javorek, Cathy	WI	Branch 213
Joers, Julie	WI	Branch 72

continued...

Supporter (\$100)

Carson, John	AL	Branch 901
Bradley, Dorothea	CA	Branch 127
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Gavin, Angela	CA	Branch 159
Hamilton, Tanisha	CA	Branch 88
Healy, Yousif	CA	Branch 159
James, Jan	CA	Branch 127
Johnson, Deborah	CA	Branch 88
Johnson, Patrick	CA	Branch 266
Jones, Renita	CA	Branch 88
McClinton, Velma	CA	Branch 39
Merrill, Robin	CA	Branch 497
Palabrica, Pauline	CA	Branch 77
Tate, Carolyn	CA	Branch 88
Torres, Sherrie	CA	Branch 244
Moore, Olin	CO	Branch 65
Alston, Michael	DC	Branch 135
Beckhum, Regina	DC	Branch 135
Wright, Marcellus	DC	Branch 135
Barlow-Flowers, Josephine	IL	Branch 489
DeNosky, David	IL	Branch 255
Levernier, Catherine	IL	Branch 270
Morales, Denina	IL	Branch 289
Phillips, Shasta	IL	Branch 541
Toles, Francee	IL	Branch 14
Campbell, Maxine	MD	Branch 42
Clay-Jackson, Vicki	MD	Branch 403
Dabney, Troy	MD	Branch 403
Hammond, Lajuana	MD	Branch 403
Hood, Angela	MD	Branch 42
Mason Jr., Garland	MD	Branch 592
Moultrie, Sharmona	MD	Branch 592
Overby, Casey	MD	Branch 403
Patterson, D. Tanyon	MD	Branch 403
Reid, Angel	MD	Branch 403
Spence, Sharon	MD	Branch 403
Streeter, Arlene	MD	Branch 42
Taylor, Stephanie	MD	Branch 42
Thompson, Craig	MD	Branch 42
Waddy, Eric	MD	Branch 403
Bradley, Anthony	MI	Branch 142
Byrum, Jimmy	MI	Branch 508
Cogar, Laurie	MI	Branch 268
Hurless-Byrum, Ruth	MI	Branch 508
Cavegn, James	MN	Branch 16
Erickson, Andrea	MN	Branch 104
Hellermann, Mark	MN	Branch 16
Lama, Tashi	MN	Branch 16
Morrisette, Kurtis	MN	Branch 104
O'Donnell, Curt	MN	Branch 16
Setterberg, Mark	MN	Branch 104
Soukey, Louis	MN	Branch 104
Vail-Rimer, Tameramn	MN	Branch 16
McFowland, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Robinson, Theresa	NC	Branch 299
Everson, Rich	ND	Branch 937
Pixley, George	NV	Branch 249

continued on page 54...

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to May 31, 2026

National Aggregate:

\$96,993.25

National Per Capita:

\$3.44

Region Aggregate:

1. Eastern	\$ 29,777.00
2. Western	\$ 27,967.06
3. Central.....	\$ 16,890.45
4. Southern.....	\$ 12,230.57
5. Northeast.....	\$ 10,128.17

Region Per Capita:

1. Western	\$ 4.97
2. Eastern	\$ 4.94
3. Central.....	\$ 3.51
4. Southern.....	\$ 1.97
5. Northeast.....	\$ 1.91

Area Aggregate:

1. Pacific.....	\$ 21,186.50
2. Capitol-Atlantic	\$ 20,483.65
3. Northern Central	\$ 7,226.00
4. Pioneer	\$ 5,786.95
5. Texas	\$ 5,535.50
6. Illini	\$ 5,308.50
7. Mideast	\$ 5,301.50
8. New England	\$ 4,310.00
9. New York	\$ 4,023.17
10. Rocky Mountain	\$ 3,485.00
11. Northwest.....	\$ 3,295.56
12. Michiana.....	\$ 2,615.00
13. Cotton Belt.....	\$ 2,575.00
14. Southeast	\$ 2,487.57
15. MINK	\$ 1,740.95
16. Central Gulf	\$ 1,677.50

Area Per Capita:

1. North Central	\$ 7.63
2. Pacific.....	\$ 7.48
3. Capitol-Atlantic	\$ 7.07
4. Illini	\$ 3.81
5. Pioneer	\$ 3.78
6. Texas	\$ 2.96
7. Northwest.....	\$ 2.82
8. New England	\$ 2.55
9. Cotton Belt.....	\$ 2.43
10. Rocky Mountain.....	\$ 2.17
11. Mideast	\$ 2.05
12. Central Gulf	\$ 1.96
13. Michiana.....	\$ 1.95
14. New York	\$ 1.57
15. MINK	\$ 1.54
16. Southeast	\$ 1.03

State Aggregate:

1. California	\$ 20,436.50
2. Maryland	\$ 9,605.00
3. Virginia	\$ 6,461.50
4. Texas	\$ 5,535.50
5. Ohio.....	\$ 5,334.50

State Per Capita:

1. Maine	\$15.91
2. Maryland	\$15.13
3. North Dakota	\$11.79
4. Minnesota.....	\$10.26
5. Utah.....	\$ 9.28

Drive for 5

Members by Region:

1. Southern.....	41
2. Eastern	39
3. Western	34
4. Central.....	30
5. Northeast.....	27

Aggregate by Region:

1. Eastern	\$ 8,494.50
2. Western	\$ 7,232.06
3. Southern.....	\$ 6,303.07
4. Northeast.....	\$ 4,668.17
5. Central.....	\$ 4,066.00

Supporting Employee Well-Being:

Adult Friendships and EAP Resources

Submitted by the USPS Employee Assistance Program

Supervisors play an important role in supporting employee well-being by recognizing factors that may affect performance, attendance and overall morale. While workplace demands often are the most visible sources of stress, personal relationship challenges — including changes in adult friendships — also can have a meaningful impact on employees.

Adult friendships provide connection, emotional support and opportunities to manage stress. When these relationships are strong, they can help employees maintain resilience and overall well-being. When friendships become strained, change or end, the emotional impact may carry into the workplace and affect focus, engagement and behavior.

The Importance of Adult Friendships

As employees take on increasing responsibilities — at work and at home — maintaining friendships can become more difficult. Changes in schedules, caregiving roles, health and life transitions all can affect how relationships function over time. Despite these challenges, strong social connections remain an important protective factor for mental health and well-being.

Employees experiencing challenges in their friendships may show signs such as:

- Increased stress or emotional fatigue
- Difficulty concentrating
- Withdrawal or irritability
- Decreased morale

While these changes may be subtle, they can influence workplace performance and team dynamics over time.

Boundaries in Adult Relationships

Healthy adult friendships often depend on clear and appropriate boundaries. These boundaries allow individuals to manage their time, energy and emotional capacity while maintaining respectful connections.

Employees who are navigating boundary-related challenges may experience stress, guilt or conflict — particularly as they balance personal and work responsibilities. It is important to recognize that setting boundaries is not a sign of disengagement. Instead, it can help prevent burnout, reduce interpersonal strain and support long-term well-being.

Friendship Loss as an Emotional Stressor

Friendships may change or end due to conflict, relocation, shifting priorities or other life transitions. Unlike other forms of loss, friendship changes are not always openly acknowledged, even though they can involve significant emotional impact.

Employees experiencing friendship loss may report:

- Sadness or loneliness
- Confusion or self-doubt
- Emotional distraction or ongoing stress

Because these experiences are often private, employees may not readily seek support or discuss their challenges.

Encouraging Healthy Workplace Connections

While maintaining professionalism is essential, positive and respectful workplace relationships can support engagement, teamwork and morale. Supervisors can encourage a supportive environment by:

- Modeling respectful communication and healthy boundaries
- Promoting inclusion and teamwork across groups
- Reinforcing a culture of respect and psychological safety
- Being mindful of team dynamics and interpersonal interactions

Creating an environment where employees feel connected and supported can contribute to well-being and performance.

The Supervisor's Role

Supervisors are not expected to manage personal relationship issues or provide counseling. However, maintaining awareness of how personal stress can impact work performance allows supervisors to respond appropriately and supportively.

Effective practices include:

- Recognizing that personal stressors can influence workplace behavior
- Maintaining a consistent, respectful and professional approach
- Encouraging awareness of available support resources
- Sharing EAP information during routine communications

Maintaining professional boundaries while reinforcing available resources supports employee well-being and operational effectiveness.

EAP as a Support Resource

The Employee Assistance Program provides confidential support for a wide range of personal concerns, including relationship challenges. EAP services are not limited to crisis situations and can help employees manage everyday stressors.

EAP support may include:

- Assistance with relationship concerns and communication challenges
- Support for processing friendship changes or loss
- Guidance on setting healthy personal boundaries
- Coping strategies for stress, loneliness or life transitions

EAP services are voluntary, free, and confidential.* Participation does not affect employment status or performance evaluations.

When supervisors actively reinforce the availability of support resources and acknowledge the connection between personal well-being and job performance, employees are more likely to feel supported and engaged.

Promoting awareness of the EAP and encouraging respectful, professional connections in the workplace help foster a culture of care, accountability and resilience — benefiting both employees and the organization as a whole.

Encouraging employees to reach out — early and proactively — can help support their well-being and promote a more resilient workforce.

Reach out to the EAP or visit the EAP website to learn more.

**EAP counselors have master's degrees and are licensed professionals. Your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors. Information you share with the EAP may not be released to anyone without your prior written consent, except as required by law (e.g., when a person's emotional condition is a threat to themselves or others or there is suspected child or elder abuse) or the issuance of a court order upon a showing of good cause.*



NAPS — A Postal 'Thought Leader'

continued from page 46...

As we went to press, state election authorities still were awaiting final rules from the USPS on a definitive federal court decision relating to the legality and constitutionality of Trump's executive order restricting mailed absentee ballots. Under the order, the Postal Service is directed to stop the delivery of absentee ballots in any state that does not develop a voting list in a federally prescribed format.

In addition, the USPS is required to stop the delivery of a ballot to an otherwise eligible voter who does not appear on a USPS voting list with an associated, unique in-

telligent bar code. Under regulations proposed by the USPS, the agency would launch a portal through which states could submit a list of vote-by-mail voters, along with the unique codes for each voter.

It is unclear how much this initiative will cost and how it will be funded, if it survives legal challenge. In May, a Washington-based federal court declined to block the executive order. However, other federal courts are deliberating over the matter.

naps.rl@naps.org



Happy Birthday, America!

Brian J. Wagner - Past NAPS President

Here's the scoop! This month, we celebrate the 250th birthday of the United States of America. Yes, it would be fun to sing "Happy Birthday" to America, then, afterward, eat cake and definitely ice cream.

However, it may be more appropriate for our nation, a republic that has achieved 250 years of existence, to honor our great country's birth by saying the Pledge of Allegiance. Shall we? Wherever you are right now, please proudly stand and, in your most-honored voice, recite our Pledge of Allegiance with gusto.

"I pledge allegiance to the Flag of the United States of America, and to the Republic for which it stands, one Nation under God, indivisible, with liberty and justice for all."

Thank you for honoring our great nation and its 250th birthday. As Americans, we can be thankful for a country that has given its citizens — collectively known as the "Charters of Freedom" — the 1776 Declaration of Independence, the Constitution and the Bill of Rights that form the cornerstone of American democracy. While the Declaration of Independence outlines the ideals of human liberty, the Constitution establishes the framework of the federal government. The Bill of Rights protects specific, individual freedoms.

A foundational phrase from the 1776 Declaration of Independence written by our Founding Fathers states: "We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness."

Yes, America turned 250 years old this year, but still is younger than the United States Postal Service, which turned 250 years old in 2025. However, it is not a competition about who is older — America or the Post Office.

It's about both the USA and USPS being relevant today — some 250-plus years after both came into existence. Understanding one's history in order to improve for the future is so important — now more than ever.

The internet is full of quotes about history, but the following two are as relevant today as when they were first written. In his 1905 book, "The Life of Reason: Reason in Common Sense," Spanish-American philosopher and essayist George Santayana said, "Those who cannot remember the past are condemned to repeat it."



In 1948, Winston Churchill said, "Those that fail to learn from history are doomed to repeat it."

Over the past 250 years, there have been many U.S. and Postal Service leaders that fundamentally shaped our great country and the USPS and spurred many other great organizations into existence, destined to enhance the success of America, the Postal Service and the American public.

One great organization that comes to mind was established on Sept. 7, 1908, by 50 postal supervisors from post offices in 13 states who met in Louisville, KY. Their objective was to establish an association composed of supervisors dedicated to the welfare of supervisors and the improvement of the United States Post Office Department.

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

Today, NAPS is the longest-serving and most-viable postal management organization, with more than 107 years of service representing all Postal Service EAS employees, including supervisors, managers, postmasters and other USPS managerial personnel. No other postal management organization can make this claim or match the longevity and relevance of NAPS.

Our organization has played a major role in U.S. and USPS history to promote, through appropriate and effective action, the welfare of its members and cooperate with the USPS and other agencies of the federal government in a continuing effort to improve the service, raise the standard of efficiency and widen the field of opportunity for its members who make the Postal Service or the federal government their life work.

Without the birth of America 250 years ago, the Postal Service and NAPS would be nonexistent. No America — no Postal Service. No Postal Service — no NAPS. No NAPS — no way!

Today's takeaways: Thanks to our Founding Fathers and those who sacrificed their lives over the past 250 years to not only form our great country, but to also protect it and ensure Americans continue to have the unalienable rights under our Constitution to life, liberty and the pursuit of happiness.

Although this column may seem more like a

history lesson than a birthday party for America, as Maya Angelou famously noted, "You can't really know where you are going until you know where you have been."

Where is NAPS going? That is up to you. I highly recommend members visit the NAPS website at www.naps.org and read the NAPS Historical Sketch. Once you know where NAPS has been, its future depends on its members.

Honoring Del. Eleanor Holmes-Norton

Darrell Young - A. Millie Callaway Branch 135 2nd Vice President

For 35 years, Congresswoman Eleanor Holmes Norton, delegate to the U.S. House of Representatives, has served the people of the District of Columbia with unwavering dedication, courage and determination. Her leadership, advocacy and lifelong commitment to justice and equality have made a lasting impact not only on Washington, DC, but also across the nation.

We proudly join together in recognizing and celebrating this remarkable milestone of public service. Throughout her career, Norton has been a powerful voice for working families, labor rights, federal employees and the residents of the District of Columbia. Her steadfast support for postal employees and public servants never has gone unnoticed.

As we reflect on her 35 years of distinguished service, we also celebrate the legacy she continues to build — one rooted in fairness, opportunity and the relentless pursuit of equal representation for the citizens of Washington,



Branch 135 members met with Congresswoman Eleanor Holmes Norton during the 2026 LTS. From left: 2nd Vice President Darrell Young, Tour 1 Representative Mary Milner, Treasurer Donald Moss, President Marcellus Wright, Legislative Assistant Jesse Herman, Tour 2 Representative Waverlye Vaughan, Secretary Tonya Despertt, Legislative Chair Joslin Harris and Vice President Reginald Hughes. Not shown as he was the cameraman: Stations and Branches Representative Michael Alston.

Want to be part of American and NAPS history? Then get, be and stay involved with NAPS!

Let's celebrate America's birthday and your NAPS involvement with a triple scoop of my ice-cream-flavor-of-the-month recommendation: American Apple Pie. Be safe and eat more ice cream!

brian4naps@aol.com

DC. Her leadership has inspired generations to stand for justice, civic engagement and public service.

These photographs capture moments of appreciation, fellowship and gratitude shared during this special presentation from A. Millie Callaway, Washington, DC, Branch 135. They represent more than memories; they symbolize respect for a leader whose dedication has strengthened communities and uplifted countless lives.

On behalf of the officers and members of Branch 135, we extend our sincere appreciation and congratulations to Norton for 35 extraordinary years of service.

We thank her for her leadership, advocacy and enduring commitment to the people she proudly serves.

Congratulations on 35 years of excellence and distinguished public service!

dcyred@aol.com



Branch 135 2nd Vice President Darrell Young and Congresswoman Eleanor Holmes Norton holding the plaque that reads:

"Congresswoman Eleanor Holmes Norton — With our deepest gratitude for your 35 years of dedicated service to the District of Columbia and your unwavering support of the United States Postal Service."

On behalf of the members of the National Association of Postal Supervisors (NAPS) Branch 135, "A. Millie Callaway," Washington, DC.

NAPS Representation

John Aceves - Former NAPS Secretary/Treasurer



I would have liked to come up with the catchy phrase of “Don’t lie in an I & I,” but past NAPS President Brian Wagner coined this phrase at one of his advocacy trainings which I attended. Don’t lie in an investigative interview is a serious major topic we need to share with our members when, as NAPS representatives, we are representing them in their time of need.

Being truthful during investigative interviews is crucial. Dishonesty can have dire consequences, including disciplinary action or, in the worst case, termination.

Our role as representatives is to ensure members understand that honesty not only protects their integrity, but also strengthens their position during the process. Reminding members of this principle helps maintain trust and credibility throughout any investigation.

Under *ELM 55* section 652.4, “Employees covered under these provisions may request representation during investigative questioning if the employee reasonably believes disciplinary action may result.” This includes interviews conducted by the OIG or the Inspection Service; do not attend alone. Under *ELM 55*, you may request a representative, so use that right.

Even if proposed discipline seems minor or Labor Relations procedures were not followed, appeals under *ELM 650* still must be filed. Likewise, a NAPS representative at an investigative interview or fact-finding can help protect due process by objecting to improper or irrelevant questions to ensure procedures are followed and confirm that appeals of proposed discipline are properly handled.

Many NAPS representatives carry a hard copy of *ELM 650* or keep it downloaded on their phone, tablet or computer. A strong understanding of the *ELM 650* process is essential when representing members in times of need. If you have not attended a local branch meeting, consider doing so to learn more about representation and due process.

I’ll end this column with one of my coined, catchy phrases I share during my advocacy training sessions: “Hold those accountable who hold you accountable.” One way is to make sure your due process rights are not being violated.

See you in San Francisco in August! Until then — taking care of business the “NAPS way.”

napstheace@msn.com

ENJOY A
Baseball Game at Oracle Park



Get ready for an unforgettable experience at Oracle Park! As a special treat, NAPS members attending the national convention this August are being offered an exclusive 30% discount to see the San Francisco Giants in action:

- **Sunday, Aug. 9, 1:05 p.m. - Giants vs. Tigers**
- **Monday, Aug. 10, 6:45 p.m. - Giants vs. Astros**
- **Wednesday, Aug. 12, 12:45 p.m. - Giants vs. Astros**

Don’t miss the chance to soak in the eclectic atmosphere, cheer for the Giants (unless you are from Detroit or Houston!) and enjoy a fantastic day out with your fellow NAPS members. Use this ticket purchase link:

<https://www.gofevo.com/group/NAPSGiants2026>

Simply click “Get Tickets” next to your chosen game to unlock this amazing offer. Whether you are a die-hard baseball fan or just looking for a fun afternoon or evening, this is a swing you won’t want to miss. Besides great baseball, you will enjoy a stadium with an old-time feel, but with modern amenities, that offers breathtaking views of San Francisco Bay



Let’s hit a home run together — get your tickets now!

May SPAC Contributors

continued from page 48...

Supporter (\$100)

Morrissey, Phyllis	NY	Branch 164	Mitchell, Denise	TN	Branch 41
Velez, Mark	NY	Branch 164	Lyons, Lisa	TX	Branch 428
Waldhof, Thenia	NY	Branch 336	Beasley, Darryl	VA	Branch 526
Warden, Ivonne	NY	Branch 100	Driscoll, Darcy	VA	Branch 526
Burgasser, Ted	OH	Branch 29	Graham, Pamela	VA	Branch 132
Caffey, Jacquelyn	OH	Branch 133	White Jr., William	VA	Branch 526
Dittmann, David	OH	Branch 46	Howe, Steven	WA	Branch 61
Needham, Timothy	OH	Branch 186	Ware, Michael	WA	Branch 61
Lehman, Jason	PA	Branch 554	Williams, Arthur	WA	Branch 61
Heberlee, Carrie	SD	Branch 946	Sprewer, Victoria	WI	Branch 72
Magnuson, Sonny	SD	Branch 946	Baldwin, Craig	WV	Branch 212
McMurry, Robert	TN	Branch 165			



REGISTRATION FORM

Auxiliary Luncheon

Noon | Friday, Aug. 14 | San Francisco Marriott Marquis, Golden Gate A

ATTENDEE:

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

Street Address/PO Box: _____

City: _____ State: _____ ZIP: _____

Email: _____ Phone: _____

TICKET REQUEST:

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

The total is \$ _____.

SPECIAL DIETARY REQUESTS:

Allergic to shellfish number of tickets = _____

Vegetarian number of tickets = _____

CHECK ONE:

- Auxiliary Member
- Auxiliary State President
- NAPS Member
- Visitor

Advance ticket orders MUST be received on or before July 15, 2026.

Group name: _____

Last Name/Auxiliary Name/Branch Name

Pick up by: _____

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



There will be no ticket sales at the convention. Advance tickets will be available for pickup Sunday, Aug. 9, through Tuesday, Aug. 11.

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

Let's Celebrate!

On the first Saturday in July, we will celebrate our annual 4th of July holiday. This year, though, is special because we are commemorating a milestone birthday — 250 years of freedom and independence known as the semiquincentennial!

Happy 250th birthday, America! And happy 251st birthday to the Postal Service — constitutionally established in 1775.

The 4th of July brings back fond memories for us as kids and those who still are. We all have our own special memories of the holiday's sights, sounds and smells. Remember the awesome picnics and family get-togethers? Also, the tastes of corn on the cob with butter dripping down our chins, watermelon slices and melting ice cream cones.

The 4th of July includes colorful parades, neighborhood cook-outs and family gatherings at lakes, parks and backyards with the sounds of day-long exploding firecrackers and bottle rockets. We display our patriotism by proudly flying our red, white and blue American flags.

And, lastly, as the sun goes down and night is upon us, we are mesmerized by the mushrooming fireworks with spectacular colors and streaming sparkles, followed by oohs and ahhs of delighted crowds.

The 4th of July reminds us of the freedoms we have enjoyed all our lives. Without the freedom of speech and assembly, NAPS could not and would not exist. It's about our rights and freedoms that were fought for by our brave ancestors who gave us this privilege.

They were on the frontlines while their loved ones supported them in the background. This is similar to NAPS being on the frontlines fighting for fair compensation and benefits with the National Auxiliary's support and attaining financial help for SPAC to further help NAPS fight the legal battles.

For NAPS, it all starts with a vision and a purpose and ends with a victory. We all still are working for that victory, equality and justice.

God bless America and NAPS' resilience to overcome injustices and win these challenges. Your Auxiliary is here for you!

smatt1956@outlook.com



Sherry Mattfield
North Central Area
Vice President

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Jerry Eckert

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Region vacant: Northeast

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



All Postal employees, their families, and friends are eligible to become a member!

Did you know your car may help you save money?

You can use your vehicles equity to consolidate debt or access additional funds—often at a lower rate than some unsecured loan options—whether your car is paid off or not.

All loans are subject to credit approval. Rates, terms, and eligibility are based on creditworthiness and current obligations. This is a secured loan using your vehicle as collateral. Failure to repay the loan may result in loss of the vehicle. Extending your loan term may reduce your monthly payment but could increase the total amount paid over time.

Advantages of an Auto Equity Loan

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- ✓ Flexible use of funds
- ✓ Additional options for some borrowers

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