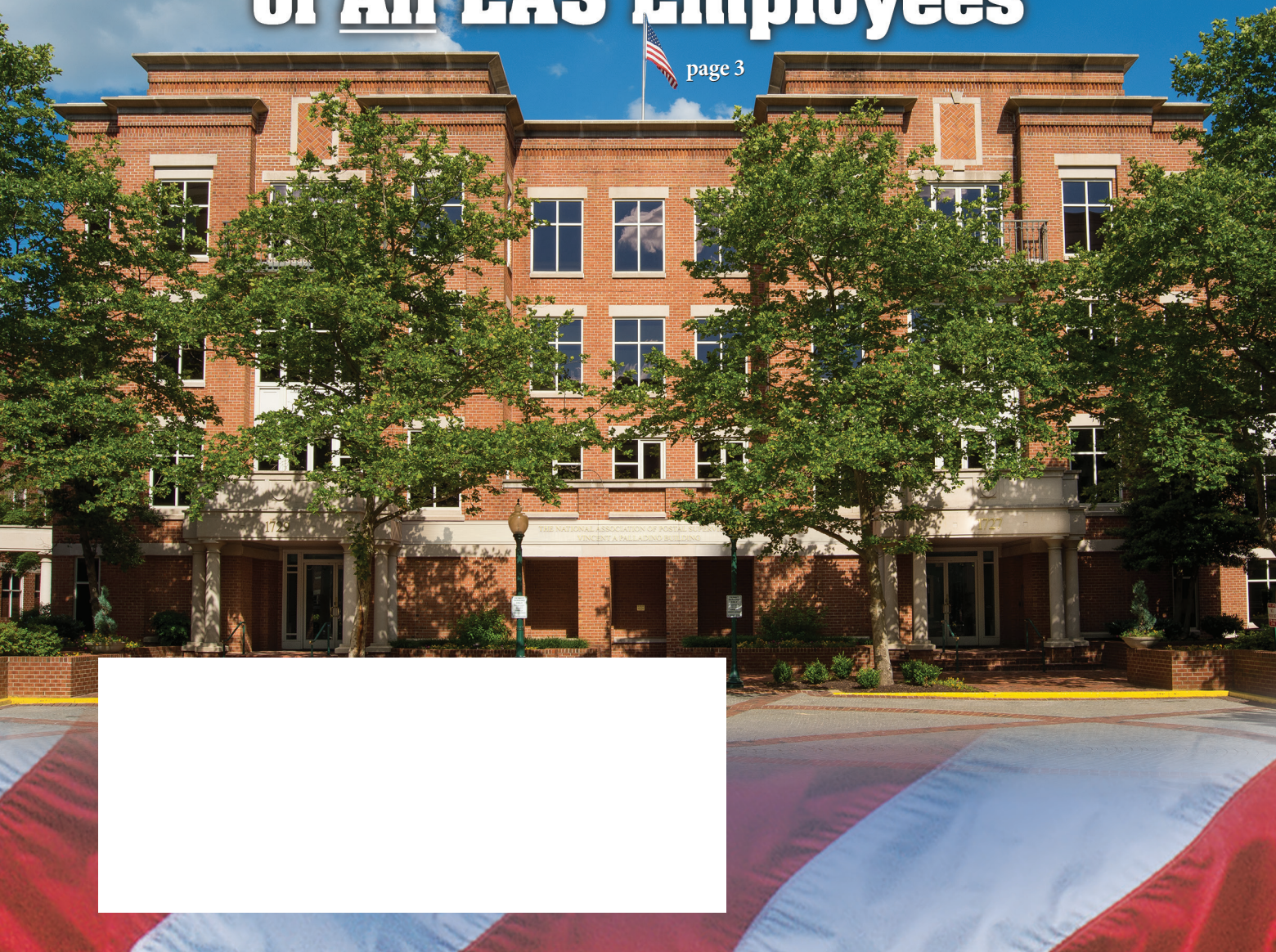


the Postal Supervisor

August 2024

**NAPS—Committed to
Improving the Working Lives
of All EAS Employees**

page 3



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Objective

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

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

Reprint requests and other correspondence may be addressed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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It's Game Time!

Hello, my NAPS brothers and sisters. It is August and we are heading to our 69th National Convention of members of the National Association of Postal Supervisors—the oldest, continuous, federally recognized association representing supervisors, managers and postmasters in the United States Postal Service. *Wuyepuyôq* (welcome) to those attending our convention. We are meeting at Foxwoods Resort Casino.



Ivan D. Butts
President

Built in 1992, Foxwoods has offered guests the wonder of it all as the premier resort destination in the Northeast. As the largest resort casino in North America, Foxwoods offers AAA, four-diamond hotels, restaurants—from gourmet to quick service—world-renowned spas, award-winning golf, state-of-the-art theaters and exclusive retailers. I should not forget to mention the vast array of gaming in

seven casinos.

Our convention venue is situated on the land of the Mashantucket Pequot Tribal Nation, a federally recognized Indian tribe with a rich history. As pioneers of the Indian casino gaming industry, the Mashantucket

Pequots' story is one of America's greatest comebacks. On your free day, you have a unique opportunity to learn more about their journey by visiting the world-renowned Mashantucket Pequot Museum and Research Center.

I look forward to greeting you, speaking with you and working with you all to set up the course for our association for the next two years. Thank you for your engagement with NAPS Headquarters over the past two years as we have moved the NAPS agenda forward. Seeing and reaping the benefits of improved PFP/NPA payouts, position upgrades and changes to the Supervisory Differential Adjustment (SDA) are just some of the lofty goals obtained.

There still is more to be done. And, with your help, the national officers will leave our 69th National Convention ready and able to run on toward the goal of improving the working lives of all EAS employees working in the USPS.

Our agenda is packed with speakers from the USPS, U.S. Senate, Postal Regulatory Commission and more. As we delve into the work of the association, we will consider resolutions to ensure our continued function as the premier management association representing all EAS employees. This is the essence of NAPS—a committed association working for the betterment of the lives of *all* EAS employees. Our journey began in 2008 and our focus on serving the needs of our membership has changed the course of history for our association.

The road ahead of us is challenging. We are seeing unprecedented change to the USPS, which requires us all to be focused and united toward our multifaceted goals, which always are centered on the sustainability of the USPS in the continuous binding of America through establishing post offices and post roads as stipulated in the Constitution of the United States.

So, together, let us march for NAPS and America's Postal Service. *Kutâputômuq* (thank you).

In solidarity ...

naps.ib@naps.org

South Carolina to Hold Inaugural State Convention

South Carolina State Branch 944 invites NAPS members to attend its inaugural convention Sept. 13-14 at the Holiday Inn Express, North Augusta, SC. The convention will feature a hospitality reception, golf outing and training. The registration deadline is Aug. 19.

To register, go to www.naps.org and click on "Events," then "Training & State Conventions." The registration form also has information on making hotel reservations, as well as things to do in the area and airport options. Branch 944 President Darold Dantzler and his members hope you can join them in September.

NPA—Driving the Right Behavior?

I recently attended an initial NPA meeting with postal leaders at the Bolger Center. The Postal Service engages in consultation with NAPS on NPA language in *Title 39 U.S. Code 1004(b)*, which reads:

“The Postal Service shall provide a program for consultation with recognized organizations of supervisory and other managerial personnel who are not subject to

collective-bargaining agreements under chapter 12 of this title. ... such organization or organizations shall be entitled to participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.”

While this means the Postal Service must engage in consultations with NAPS relating to the NPA goals-setting process, it does

not necessarily mean NAPS agrees with any or all of the goals ultimately enacted by the agency. NAPS’ position has been the Postal Service has a right to set organizational goals as does any company. However, NAPS believes that once these goals are translated into pay for EAS employees, we then do not agree with that premise.

It is, in fact, one of the pillars of the NAPS vs. U.S. Postal Service lawsuit: The Pay-for-Performance system provides neither adequate pay nor performance based on the complexity of the system, among a host of other factors. However, the purpose of this month’s column is to discuss my impressions of that initial NPA meeting, which, in my opinion, will lay the foundation for subsequent NPA meetings to come over this summer.

First, I found the Postal Service participants to be actively engaged in this process. While they had to work within the parameters of the Postal Service’s goal system and its limitations and complexities, they worked collaboratively to develop a set of NPA goals that, in their mindset, would lead to a motivated EAS workforce.

While I respect that and appreci-

ate their openness to receiving feedback from your NAPS leadership, I noted several areas where the focus was placed in the wrong direction. For example, at the outset of the meeting, there was a discussion of the so-called “Delivering for America” plan (DFA), which used key words such as transformation, optimization and strategic investment.

For me, that set the baseline for the organization’s commitment to actually transform, optimize and strategically invest not in the supervisors, managers, postmasters and support professionals who actually are responsible for implementing the DFA, but, rather, at the executive level. That level believes the only way to improve the Postal Service is to build a new plant network, conduct a reduction in force (RIF) where necessary, move local post offices to Sorting and Delivery Centers (S&DCs) miles away from the communities those post offices serve, regularly increase postage rates and slow service at a time when our competitors are speeding up service based on customer desires.

Now, while some of these initiatives—such as building new mail processing plants, investing in electric vehicle infrastructure and upgrading existing offices—may be necessary and long overdue, it is unfortunate that enhancing employee engagement as a corporate initiative is barely mentioned. In my opinion, that initiative should be at the top of the list—number 1! Only by transforming the EAS experience into a workplace of harmony, innovation and motivation will true transformational change occur in the Postal Service.

A few other observations from that initial NPA meeting included the complexity of over 17,000 NPA scorecards, which reminded me of NAPS’ fact-finding panel’s comment made just before NAPS filed its lawsuit

against the Postal Service over the 2016-2019 pay consultation process: The NPA system is too cumbersome and complex to be understood by most EAS employees.

In fact, many of the executives in the NPA meeting at Bolger did not quite understand all the complexities of the NPA system. If those who are designing the system at times struggle with it, how can we expect overworked and underappre-

Continued on next page



Chuck Mulidore
Executive Vice President

The Postal Supervisor 2024 Production Schedule

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

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

Be Engaged and Involved

Time is fast approaching as final preparations are being completed for our upcoming 69th National Convention at the fabulous Foxwoods Resort Casino in Mashantucket, CT. There has been great preparation this year to make this convention one of the best!

Host New Haven Branch 3 members, led by President Denis Wright, have been diligently working to make this an exciting event. They now are waiting to welcome NAPS and Auxiliary delegates from around the country to that warm New England hospitality. I know I can't wait!



Jimmy Warden
Secretary/Treasurer

What will make this the greatest convention ever is you—the delegates! Engagement is key in making an event successful. Your engagement will help your National Executive Board in determining the direction you want your associ-

ation to go. Your engagement will build the foundation for our future.

As I wrote in previous columns, the basis of the direction of our association takes place at the national

convention and with the resolutions submitted by you, the members. Your engagement will make our 69th National Convention and NAPS a success.

If you are a first-timer, make sure you attend the orientation meeting on Sunday, Aug. 10. You will learn the process used during the convention business sessions. The orientation will give you a better understanding of how you can be constructively engaged in the process and events. True engagement should allow everyone to feel free to express their thoughts, ideas and be part of the process, as well as be appreciated.

Those who attend our national convention become part of the process. Help move NAPS into the future. We welcome you and your participation!

Regarding engagement and being involved, I must speak about membership. I truly want to thank all those who sponsored a new member in April and May. In those two months alone, our membership total has grown by 889 to 28,615 strong. Thank you!

Remember, increasing membership demonstrates leadership. I'm looking forward to seeing everyone soon at Foxwoods Resort Casino.

Stay safe!

naps.jw@naps.org

Continued from previous page

ciated EAS employees to understand it? Most disturbingly, many of the folks engaged in implementing this NPA system have had zero or very little experience in the field.

For example, a suggestion was made that any Priority Mail container that did not receive an arrived-at unit scan in the morning be designated as failures for all pieces inside the container. The idea was that supervisors might not scan the container to simply improve their NPA score, thus promoting the “wrong” behavior. Really?

I spoke up against this idea as the container may have arrived late, the supervisors may have been ordered to deliver mail themselves that day or there simply was not enough personnel or time to meet the CRDO goal of all carriers out in 60 minutes. I told the executives at the meeting that EAS employees do not intentionally delay mail for the purpose of improving their pay. Rather, competing initiatives often require

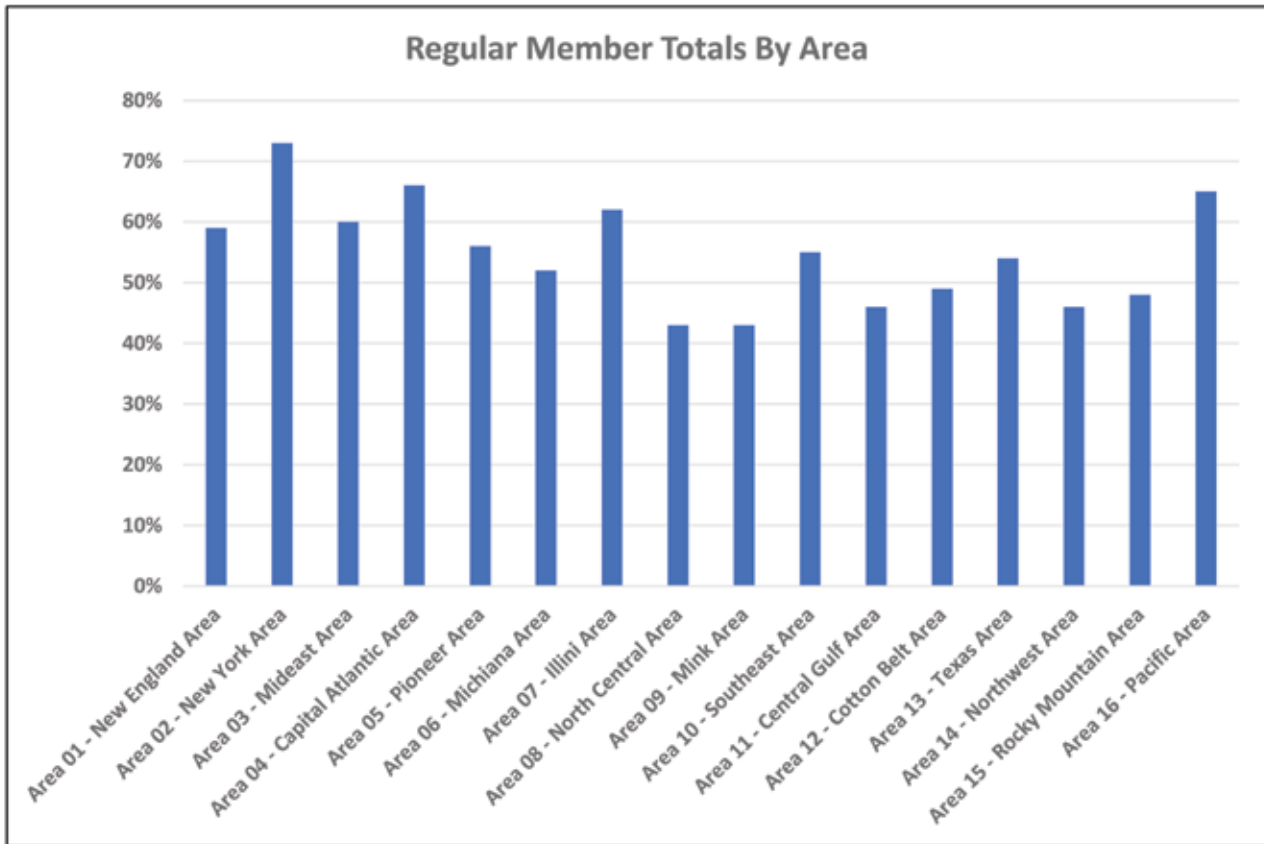
EAS employees to make decisions that frequently are second-guessed by Monday morning quarterbacks at Postal Headquarters. Fortunately, those at the meeting in leadership positions who do work in the field nixed this idiotic idea.

A final observation is a refrain that often was repeated during the meeting that NPA should be “driving the right behavior.” As if EAS employees would do the right thing only if properly motivated by a complicated pay system! News flash: Our people show up every single day to do the best job they possibly can because they care about the Postal Service and the customers it serves.

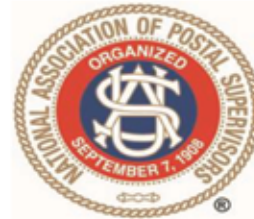
Quite frankly, I found that comment to be insulting. It underscores why, in my opinion, the Postal Service is where it is at this point entering year four of the DFA. The Postal Service can—and must—do better.

naps.cm@naps.org

National Association of Postal Supervisors Membership Report May 2024



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	73%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	66%
Area 05 - Pioneer Area	56%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	62%
Area 08 - North Central Area	43%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	55%
Area 11 - Central Gulf Area	46%
Area 12 - Cotton Belt Area	49%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	48%
Area 16 - Pacific Area	65%
Total Regular Member %	57%
Total Regular Members	27,177
NonMember Totals	
Total NonMembers	20,430
Total NonMember %	43%



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

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____

Office: _____
Branch: _____

Work Phone: () _____
Home Phone: () _____

Date of Notice of Proposed Action
or Notice of Debt Determination: _____

Date of Letter of Decision or
Notice of Involuntary Offset: _____

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, LLC. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$3,500 and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$3,500 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Labor Relations Admin Group, LLC to the extent possible under the award.

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS members less than 90 days from the date of the proposed action, you should supply a statement that you signed a NAPS membership application within 30 days of your promotion from the craft.**

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Labor Relations Admin Group, LLC of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member

Signature of Branch President

Date

Date

Send this signed form and a copy of the adverse action file by **Express Mail** to:

Labor Relations Admin Group, LLC
PO Box 25822
Brooklyn, NY 11202

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

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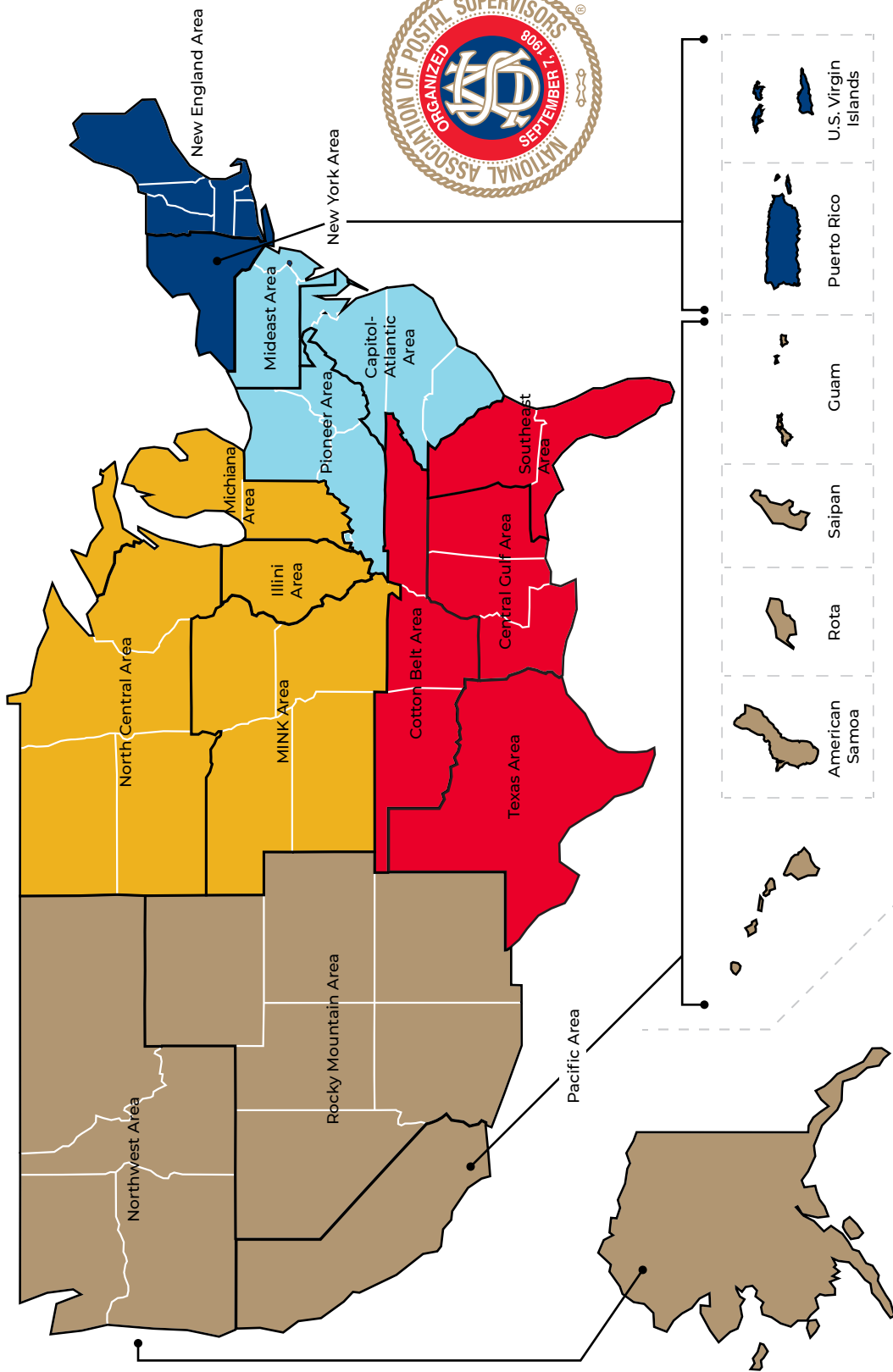
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- Western Region
- Central Region
- Southern Region
- Eastern Region
- Northeast Region



Ongoing Changes and Improvements

Bobby Bock

Southeast Area Vice President

Over the past 42 years, I have seen firsthand the transformation of the Postal Service. As of now, one major transition is from letters to parcels. This transition necessitated changes in how parcels are processed, shifting from manual labor on conveyor belts to using advanced machinery to move parcels through the system. Additionally, changes have extended to the reconfiguration of postal plants and networks, with a notable move toward mega Regional Mail Processing Centers.

One such facility, the Palmetto Plant, is located outside Atlanta and spans approximately 1.2 million square feet. Since its opening, the



plant has faced numerous challenges; addressing the issues in Atlanta has been one of Postmaster General Louis DeJoy's priorities for some time.

During a recent Zoom meeting, I was brought up to date on Atlanta's service issues and was told current problems mainly pertain to incoming mail. I am personally familiar with these issues—Priority Mail sent from my home in central Florida took six days to arrive in Atlanta. Hopefully, these issues will be fixed sooner rather than later.

Regarding delivery, the agency is rapidly transitioning to Sorting and Delivery Centers (S&DCs). The integration of various crafts into these centers is relatively straightforward. The process is more uncertain, how-

ever, for EAS employees. These employees are given selection sheets to choose their new positions, hours and days off, generally based on postal seniority and veteran preference status.

Uncertainty also affects managers of offices transitioning into S&DCs; these concerns currently are being addressed at the national level. The introduction of new plants and S&DCs leads to significant environmental changes for employees. These state-of-the-art facilities, whether newly constructed or merely renovated, offer excellent employee amenities.

Additionally, the new fleet of postal vehicles is beginning to roll out to the S&DCs. It is of the utmost importance to ensure the protection and maintenance of this fleet in order to support the Postal Service's ongoing improvements.

bocknapseavp@aol.com

An EAS Five-Day, 40-Hour Position Is a Seven-Day Responsibility

Dee Perez

New York Area Vice President

Workin' for a livin', livin' and workin', I'm taking what they giving 'cause I'm working for a livin.'"—Huey Lewis & The News

These lyrics resonate with the unwavering dedication of our front-line EAS employees. Whether you're a supervisor, manager, postmaster, DSS, POSS or any other committed EAS employee, your role often is defined as a five-day, 40-hour workweek. Yet we all know this is a mere façade. You

consistently put in over 40 hours a week and work additional day(s) to handle the workload mandated by Chief Retail and Delivery Office (CRDO) leadership.

I've read all your emails and taken your phone calls on this subject. I know the additional, unpaid hours you dedicate throughout the week to meet the level of engagement and ownership that USPS Headquarters demands. This often means sacrificing your traditional



lunch break to attend a leadership Zoom meeting—a testament to your commitment and dedication. With all these daily Zoom meetings, who has a conventional lunch hour at a set time anymore? None of these leaders appreciate your sacrifices.

EAS employees on the front lines sacrifice their lunch to keep up with their workload and use the opportunity to catch up on all their other daily tasks. USPS Headquarters has created this

environment to keep you engaged throughout the day, every day. These leaders neither prioritize your lunch nor value your time. I understand why you stay much later without asking for extra pay to complete the tasks given.

It's a simple answer because catching up is nearly impossible the next day when you first walk in and see the enormous number of emails waiting for you. I understand your challenges; they don't. The excessive workload and lack of appreciation are taking a toll on your well-being and work-life balance, which needs to be addressed.

USPS Headquarters never will admit that all front-line EAS employees' responsibilities are excessive; who's kidding who? They were the ones who took away a half-hour lunch and made it an hour lunch and invented the 30-minute rule in the late '90s. If you're on the clock working past your tour less than 30 minutes, you're not paid for it. It's still an eight-hour day, but you're still working!

When PMG Megan Brennan was in charge in the mid-2000s, USPS Headquarters authorized the Northeast Area to conduct a time study on

how long each supervisor took to perform each daily task. Then-NAPS New York Area Vice President Tommy Roma assured the Postal Service his EAS employees were doing this task correctly because he knew the value of the study and had been calling for it for years!

The monthly study results showed that if USPS Headquarters wanted every EAS employee to complete every task daily, they would have needed several additional supervisors in each office to manage the workload back then. It is my understanding that, when Brennan received the final study, she dismissed it because the USPS couldn't afford to hire all the new supervisors required by the study.

Imagine if that workload study was conducted today. How many more new supervisors would be working alongside you? But, then again, the USPS wouldn't be able to hire them because CRDO leadership spends money while the agency loses \$4-6 billion a year.

The dedicated EAS employees at each level, especially those in the fraternity known as front-line supervi-

sors, share the most enormous burden of all EAS employees. Yet there are higher levels in USPS Headquarters districts that don't have a quarter of their responsibilities and make a higher starting salary by sending emails throughout the day.

I'm not minimizing their worth whatsoever; there is value in what they provide. But you cannot compare their responsibilities to front-line EAS employees today. The prevailing thought is nobody wants to work as a front-line supervisor and deal with the craft, their unions and the extra hours they put in. I wonder why that is.

Front-line EAS employees are of higher value to the USPS every day, seven days a week; it is time for them to be compensated for that. Keep them at a Level-17, but compensate them with a higher starting, middle and top-end salary; their time has come!

Remember this: MM—membership matters. Sign three new members today!

nyavpdee@aol.com

Colorado Springs Branch 141 Celebrates 100th Anniversary

Marilyn Walton

Western Region Vice President

The Rocky Mountain Area had a multi-celebration event with the Colorado-Wyoming Bi-State convention, training seminar and Colorado Springs Branch 141's 100th anniversary. It made for a nonstop, eventful weekend. Rocky Mountain Area Vice President Myrna Pashinski coordinated all the events and called the meeting to order Friday morning, May 31.

Branch 141 hosted the event; delegates representing Colorado, Nevada, Arizona and New Mexico attended. Special guests were NAPS Executive Vice President Chuck Mulidore and me.

USPS guests and speakers attending were John DiPeri, vice president, Western Regional Processing Operations; Doug Smith, district manager, Colorado/Wyoming; Mike Hurley, OIC, Colora-

do Springs; and Will Love, senior Denver Plant manager. Also attending was Michelle Stonelake, Colorado Springs Plant manager.

The postal officials shared some of the challenges they are experiencing as the USPS rolls out the "Delivering for America" (DFA) plan. They asked for our patience as the agency attempts to

smooth the transition to the new processes.





The Rocky Mountain Area Training Seminar was well-attended.



Colorado/Wyoming Bi-State Executive Board, from left: Richard Fadenrecht, vice president associate; Jerry Custer, vice president; Bob Aldrich, president; and John Kerns, secretary/treasurer.

Karla Kirby, USPS executive manager for the Postal Service Health Benefits program, coordinated Zoom training on the significant changes to PSHB starting this fall. Brian Wagner, past NAPS president, provided training on Bullying and Officers Duties & Responsibilities. John Aceves, former NAPS secretary/treasurer, presented training on *ELM 650* and

training for NAPS representatives and SWCs. Gina DeMatte, USPS Employee Assistance Program, presented important information about EAP services for employees and their family members.

Colorado Springs Branch 141 hosted its 100th anniversary dinner and provided a DJ, dancing and photo booth to take fun pictures. The

Las Vegas delegates got the party started; everyone had a good time.

The two-and-a-half-day event covered all the bases!



From left: USPS Denver Plant Manager Will Love, District Manager Doug Smith, Western Regional Processing Operations Vice President John DiPeri, Colorado Springs OIC Mike Hurley and NAPS Rocky Mountain Area Vice President Myrna Pashinski.



Colorado Springs Plant Manager Michelle Stonelake and Rocky Mountain Area Vice President Myrna Pashinski

Los Angeles Branch 39 Members Honored

To show my appreciation for the outstanding SPAC efforts at the California State Convention, I sponsored a dinner for the Legislative SPAC team and California State Auxiliary. Their efforts at the convention helped raise \$15,000 for SPAC. It was a difficult assignment as our 2024 convention was held at the Red Hawk Casino. Still, they persevered and succeeded!

I also had the opportunity to visit the Sonesta Hotel in Los Angeles, the venue for the 2025 California State Convention to be hosted by Los Angeles Branch 39. The hotel is just steps away from the entrance to LAX, with 24-hour shuttle service and ample parking.

The Sonesta Hotel currently is being renovated and looks forward to welcoming NAPS next year. Contracts are being finalized and more information on fees, activities and events planned for the 2025 four-day state convention will be shared soon.

On Sunday, Branch 39's Scholarship Committee hosted a casino/shopping fundraising excursion to the famous Viejas Casino and shopping outlets in San Diego. Hosts Youvet Profit and Shirley Lee kept travelers

entertained on our two-hour bus ride with bingo games and 50-50 raffles.

All proceeds from the bus trip went to Branch 39's scholarship program. Each year, the branch awards four, \$500 scholarships to children or grandchildren of branch members attending an accredited college or university. The fundraiser, in its 14th year, has contributed to the annual branch scholarship program.

Los Angeles is a fun place to visit, with lots of sightseeing and entertainment. We are looking forward to next year's state convention.

marilynwalton@comcast.net

Going on the Branch 39 bus trip to LA were, from left: Monquetetta "Shay" Williams, Kiski Mitchell, Auxiliary; Youvet Profit; trustee and Fundraising Committee chair; Shirley Lee, trustee; Felicia Pennington, Legislative chair; Marilyn Walton, Western Region vice president; and Marilyn Jones, president.

Western Region Vice President Marilyn Walton thanked California members for spearheading a successful SPAC effort at the California State Convention. Seated, from left: Walton, California Auxiliary Vice President Chanel Dodson, Auxiliary Secretary Barbara Kelly and California State President Marilyn Jones. Standing: Sacramento Branch 77 Auxiliary Pat Grisby and California State Legislative Chair Felicia Pennington.



An advertisement for Mailboxes.com. It features a man in a light blue shirt and khaki pants standing next to a row of dark brown mailboxes. The mailboxes are on stands and have small white labels. In the background, there are colorful flowers and a building. The text "MAILBOXES" is prominently displayed in large white letters. Below it, the website "mailboxes.com" and the phone number "1-800-MAILBOX" are visible. At the bottom, there is a QR code and the text "Buy Mailboxes Factory Direct! Volume Discounts • Large Inventory • Fast Shipping". The Salsbury Industries logo is in the top left corner.

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2024

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.



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

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

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

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

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

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

USPS Honored With Presidential Federal Sustainability Award

On June 25, the White House announced the recipients of the Presidential Federal Sustainability Awards. The Postal Service was among the honorees.

Accepting the award for “Electrifying the Largest Federal Fleet,” Postmaster General Louis DeJoy said, “We are honored to receive this award as our team has built a great relationship with members of the Council on Environmental Quality and the Office of Clean Energy Innovation and Implementation to build one of the world’s largest electric delivery vehicle fleets. Our work together demonstrates electrification and sustainability efforts can coexist—not conflict—with cost savings, efficiency gains and operational transformation priorities.”

Awardees were selected from a pool of more than 140 nominees. They represented domestic and international facilities or projects spanning 10 federal agencies.

In December 2022, the Postal Service announced its commitment to put 66,000 electric delivery trucks on the roads over the next five years. The expectation was the agency’s



Photo credit: USPS

NAPS is saddened to report the death Robert “Bob” Tolman, retired South Dakota postmaster, who died June 6. He began his 30-year postal career in 1986 sorting mail at the Rapid City Post office. He was appointed postmaster of New Underwood in 1990; subsequent appointments included Box Elder, Hill City and Black Hawk.

Bob was an active NAPS member, lobbying the South Dakota congressional delegation each year at LTS on NAPS’ legislative issues. His most important contribution to NAPS was developing



and implementing a balloting program to ensure accurate and secure elections at national conventions.

He was diagnosed with a rare blood cancer in 2015 and received a donor stem cell transplant from

his brother Richard. The transplant gave him nearly nine good years before failing in December 2023. A treatment was in place, but he suffered a stroke and died June 6. Bob had been an avid bee keeper, mentoring new keepers and tending to his hives. After his transplant, he became allergic to bee stings, which ended his bee-keeping career.

next-generation delivery vehicle fleet will be all electric starting in 2026.

As part of its delivery network transformation, the agency is expeditiously installing electric vehicle charging infrastructure across the nation to power these vehicles; 14,000 charging ports are to be installed over the next five years. Installations will continue at least through 2028 at hundreds of facilities to support these vehicle purchases.



Northeast Region Vice President Tommy Roma made his annual visit to the grave of former NAPS President Vince Palladino on Flag Day, June 14, which was Palladino’s birthday.

NAPS Executive Vice President Chuck Mulidore promotes NAPS' legislative agenda:



Discussed S. 3356 with Sen. Gary Peters, chairman, Homeland Security & Governmental Affairs Committee



Rep. Donald Norcross (D-NJ)



Rep. Nikki Budzinski (D-IL)



Maryland State Sen. Sarah Elfreth (D); she is running for election to the U.S. House to represent Maryland's 2nd Congressional District.



Baltimore County Executive John Olszewski (D); he is running for election to the U.S. House to represent Maryland's 3rd Congressional District.

New York Area Vice President Dee Perez held a Zoom meeting with New York Area branch presidents and the NAPS Postmaster Committee. He also invited USPS Labor Relations managers from the three New York Districts: Stephen Hansen, NY 1; Trisha Primal-Ramjattan, NY 2; and Mike Foley, NY 3. Kirk Jablonsky, the Atlantic Area Team leader, responded to questions and concerns.

NAPS Secretary/Treasurer Jimmy Warden, Northeast Region Vice President Tommy Roma and New York State President Mark Velez also attended. Perez continues his efforts to build relationships between NAPS and district leadership.



NY 2 District Manager John Tortorice (right) presented NAPS New York Area Vice President Dee Perez with a service pin for 35 years of dedicated service at the June 14 NY 2 postmasters' quarterly meeting.



Liz Rosselli, AMPOO Area A, NY 2, and longtime Long Island Branch 202 member, retired after a 36-year career. Celebrating with her are, from left, New York Area Vice President Dee Perez, Branch 202 officer Rocky Singh and President Tom Barone.

When a Retired Postal Service Employee Dies ...

Notify the Office of Personnel Management (OPM). This should be done as soon as possible through OPM's website or by email, phone or mail. To report the death of a deceased annuitant to OPM, do one of the following:

- Visit servicesonline.opm.gov and click on "Report an Annuitant Death." This will take you to an online form to complete and submit.
- Send an email to retire@opm.gov and include the following information pertaining to the annuitant and survivor(s):
 - retired employee's full name
 - CSA number
 - date of birth
 - Social Security number
 - survivor's full name
 - relationship to the deceased
 - Social Security number
 - date of birth
 - address and phone number
- Call OPM at 888-767-6738
- Write OPM at Office of Personnel Management, PO Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.
- Once the death of an annuitant has been reported to OPM, it will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
 - application for death benefits under the retirement system (death benefits include survivor bene-

fits and/or any unpaid annuity balance) and —application for Federal Employees' Life Insurance (FEGLI)

—pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing in OPM.

- Notify the bank where annuity payments are deposited, as well as any other of the retiree's financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelopes.
- Obtain enough death certificates for your needs from the funeral home.
- Notify the member's NAPS branch.
- If the retiree was a veteran, notify Veterans Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had health insurance through any FEHB plan, OPM will inform the health plan. When a spouse is entitled to survivor benefits, they will receive continuous health insurance coverage as long as they were covered under their spouse's FEHB plan at the time of death. The health plan automatically will be changed to self-only and be switched to the surviving spouse's name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

The Texas State Convention was May 23-25 in Corpus Christi. The first item of business was the official name change of Corpus Christi Branch 229. Branch President Michelle Soliz announced Branch 229 now is Rick Longoria Branch 229.

Soliz talked about beloved, former President Rick Longoria and his dedication to NAPS. He died in 2020 after a hard-fought battle with COVID-19; Longoria was branch president at the time. The plaque was presented to Rick's brother, Robert. Elizabeth Longoria, Rick's widow, spoke on Robert's behalf.



From left: Elizabeth Longoria, Branch 229 President Michelle Soliz and Robert Longoria.

NAPS State Conventions

New Jersey

Attendees at New Jersey State Convention



Air Force Honor Guard from Joint Base McGuire-DiX-Lakehurst

Jill Miniard, Atlantic Area director of Labor Relations, addressed attendees.



Shore Area Branch 287 President Michael Busciglio, USPS Atlantic Area Director of Labor Relations Jill Miniard and NAPS Northeast Region Vice President Tommy Roma



NAPS Secretary/Treasurer Jimmy Warden brought members up to date on the latest issues.



New Jersey State Branch 909 President Jon Kofsky



National Auxiliary Mideast Area Vice President Cathy Towns



Karla Kirby, USPS Executive Manager of Postal Service Health Benefits, discussed the upcoming changes to postal health benefits.



Dane Coleman, vice president, Processing and Maintenance Operations East, talked about mail processing.



Bruce Nicholson, director, Labor Relations Policies & Programs



Jaydon Chen was awarded a scholarship sponsored by M3 Technology. From left: Brooklyn Branch 68 President Jamaal Muhammad, Linda and Dong Chen, Jaydon, Robert Pescitelli from M3 Technology, Northeast Region Vice President Tommy Roma and Branch 68 Vice President Walter DeBerry.



Maria Maricic was awarded a scholarship sponsored by M3 Technology. From left: New Jersey State President Jon Kofsky, Maria, John Maricic, Mideast Area Vice President Tony Dallojacono, Northeast Region Vice President Tommy Roma and Ralph Dente from M3 Technology.

Pennsylvania

Scouts from Mt. Lebanon Troop 65 presented the Colors.

From left: Pennsylvania State Branch 941 Secretary Mike Kugel, Area 1 Vice President Darryl Williams, Executive Vice President Casei Uber, President Sue Bartko, Rep. Chris Deluzio (D-PA), Area 5 Vice President Ed Villanueva, NAPS President Ivan D. Butts and Area 3 Vice President Pat Timothy.



Michigan



Central Region Vice President Craig Johnson and Michiana Area Vice President Kevin Trayer presented the 2024 Wolverine Legislative Leadership awards. From left: Johnson, Trayer and recipients David Hommerson, Michigan State Branch 925 1st vice president; Phil Jones, Grand Rapids Branch 130 president; Jeff Sorrensen, Cooper Township supervisor; and Tony Viers, Michigan State Branch 925 president. Not pictured, Anthony Bradley, Flint Branch 142 vice president.

Grand Rapids Branch 130: Phil Jones, Stacy Ashbrook, Curtis Haden, Theresa Smith and David Hommerson.



Flint Branch 140: Ethel Perkins, Marilynn Foust and Wanda Roundtree.



Southwestern Branch 142: Ryan Krause, Karen Balch, Cody Couch, Fred Torres, Michele Bower and Steve Kingsley.

Royal Oak Branch 508: Jim Byrum, Ruth Byrum, Brian Duncan, Rose Orloski, Irene Schneider, Stephen Tessmer, Sherry Wittigam, Ken Krzycki, Jeanette Powell and Ronnie McCabe.



Michigan Auxiliary

Michigan State Convention first-timers





Delivering coverage you can count on

That's the Benefit of Blue.®

We know how hard USPS employees work to keep our nation connected. That's why we work hard to deliver the quality coverage and benefits you need, including a nationwide network with over 1.7 million doctors and hospitals, free preventive care, rewarding incentives, exclusive discounts, smart health tools and much more.



Federal Employee Program.

See how we can work for you at
fepblue.org/USPS-every-step

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

Support the

Postal Employees' Relief Fund

PERF



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

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

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

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

DONATIONS CAN BE MADE:

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

All donations are tax-deductible.



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

Postal Annuitants Eligible for PSHB Special Enrollment Period

As part of the Postal Service Health Benefits (PSHB) Program, annuitants may be eligible to participate in the PSHB Special Enrollment Period (SEP) for Medicare Part B. This SEP applies to certain Postal Service annuitants and family members who were entitled to Medicare Part A as of Jan. 1, 2024, but did not enroll in Part B.

During the SEP, eligible annuitants and family members may enroll in Part B without paying a late enrollment penalty. The one-time SEP is from April 1, 2024, to Sept. 30, 2024. Individuals eligible for the SEP should have received notification from the USPS by mail in March.



How to Enroll

Complete the *Form CMS-40B*, Application for Enrollment in Medicare-Part B, provided in March. Mail the form and a copy of the notification letter in the return envelope received in the March mailing. The return envelope must be postmarked by Sept. 30, 2024.

Do I have to enroll in Part B?

If you are a Postal Service annuitant, you are not required to enroll in Medicare Part B. If you are a covered family member of an annuitant, refer to your notification letter to determine if you have the option or are required to enroll in Part B. As a general rule, if the primary enrollee for health coverage is enrolled in Part B, eligible family members also must enroll in Part B when they become eligible.

What happens after I return the enrollment form and notification letter?

Once your enrollment is received, it will initiate your Medicare Part B coverage with an effective date of Jan. 1, 2025. Refer to your PSHB SEP notification letter to determine if Part B enrollment is an *option* or a *requirement* for you to remain eligible for the PSHB Program.

What happens if my individual enrollment period overlaps with the PSHP SEP?

If your individual enrollment period (IEP)* for Medicare Part B overlaps with the PSHB SEP, the IEP will take precedent and enrollment for Medicare Part B will become effective the month following receipt of your *CMB-40B* enrollment form.

If you misplaced the notification letter mailed to you in March or believe you are eligible to participate in the PSHB and did not receive a notification letter, contact the PSHB Navigator Help Line's toll-free number at 833-712-PSHB (7742) or email retirementbenefits@usps.gov.

For more information on the PSHB Program, the fact sheets for employees and annuitants are on pages 24-25. Annuitants can access information at KeepingPosted.org; a five-part educational video series is available. The website provides dates and times for the PSHB Lunch and Learn seminars, held by the USPS Benefits and Wellness team, that will run through Dec. 5. Also available is the schedule for monthly seminars hosted by Consumers' Checkbook.

You also can receive information and updates by signing up for text-message notifications by texting "PSHBP" to 39369.

*An IEP will occur when a person first becomes eligible to receive Medicare benefits. In most cases, this coincides with an individual's 65th birthday enrollment period, for a total of seven months—three months prior to the birthday, the month of and three months following the birthday. For individuals still working at the time of eligibility, your IEP period begins on the date of retirement and concludes eight months following the individual's retirement date.

FACT SHEET

Postal Service Health Benefits (PSHB)

USPS EMPLOYEES

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for active employees:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **active employee age 64 or older as of January 1, 2025**, you ARE NOT required to enroll in Medicare Part B to continue your PSHB health insurance coverage once you retire. However, upon your retirement and entitlement to Medicare Part A (typically at age 65), you will have the option to enroll in Medicare Part B during a special enrollment period.
 - If you are the primary subscriber, your covered family members will not be required to enroll in Medicare Part B to stay on your PSHB plan; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide better value for you and your family.
5. If you are an **active employee under the age of 64 as of January 1, 2025**, to continue your PSHB health insurance coverage in retirement, you WILL BE required to enroll in Medicare Part B after you retire and become entitled to Medicare Part A (typically at age 65).
 - If you are the primary PSHB enrollee, your covered family members will also be required to enroll in Medicare Part B when you retire, upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
 - If you **retire on or after January 1, 2025, and you are under 64**, you WILL BE required to enroll in Medicare Part B when you become entitled to Medicare Part A (typically at age 65) to remain enrolled in a PSHB plan. The Social Security Administration (SSA) will mail you a notice when you are eligible to enroll in Medicare Part B during your initial enrollment period. Your initial enrollment period starts three months prior to your 65th birthday and ends three months after your 65th birthday. If you are the primary PSHB subscriber, your covered family members will also be required to enroll in Medicare Part B upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
6. There are exceptions to the requirement to enroll in Medicare Part B as an annuitant. These exceptions will also apply to your covered family members. Annuitants may be responsible for providing proof of eligibility for the applicable exception(s) to the designated agency. These exceptions are:
 - You are residing outside of the United States and its territories. You are required to follow the policy and procedure set forth by the Postal Service to be eligible for this exception; or
 - You are enrolled in health care benefits provided by the Department of Veterans Affairs; or
 - You are eligible for health services provided by Indian Health Services.
7. As a general rule, spousal and family member PSHB coverage is based on the primary enrollee's eligibility. If the primary subscriber is required to enroll in Medicare Part B, dependent family members will also be required to enroll when they are eligible.

FACT SHEET

Postal Service Health Benefits (PSHB)

USPS ANNUITANTS

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for current annuitants:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **annuitant as of January 1, 2025, and not currently participating in Medicare Part B**, you ARE NOT required to enroll in Medicare Part B to continue your health insurance coverage in the new PSHB Program. Participation in Medicare Part B is voluntary; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide greater value.
 - a) Your covered spouse and eligible family members will also not be required to enroll in Medicare Part B even if they are age 65 or older; however, enrollment in Medicare Part B may reduce overall costs for health care-related expenses and may provide greater value.
 - b) **Note:** If you are an **annuitant as of January 1, 2025, and are already enrolled in Medicare Part B**, you ARE required to remain enrolled in Medicare Part B to continue coverage under PSHB.
5. If you are an **annuitant entitled to Medicare Part A (typically at age 65) prior to January 1, 2024, and have not enrolled in Medicare Part B**, you and your covered, eligible family members may be able to participate in the special enrollment period (SEP) for Medicare Part B that starts on April 1, 2024. Those who enroll during the SEP will not need to pay the late enrollment penalty. Eligibility letters will be sent to annuitants and eligible family members in early 2024.
6. If you **retire between October 31, 2024, and December 31, 2024, and are entitled to Medicare Part A (typically at age 65)**, you will have the option to enroll in Medicare Part B during a specific eight-month special enrollment period immediately following your retirement date. If you wish to enroll, you **MUST** contact the Social Security Administration (SSA) to initiate enrollment if you are over the age of 65.
7. As a general rule, spousal and family member PSHB coverage is based on the primary subscriber's eligibility. If the primary subscriber is not required to join Medicare Part B, neither will dependent family members. Likewise, if you qualify for the SEP, so will your covered family members.

Bob Levi

Director of Legislative & Political Affairs



the deteriorating quality and timeliness of mail deliveries resulting from the DFA initiative. They demanded answers from L'Enfant Plaza, but the correspondence went un-

answered or elected officials were sent a form response that did not address specific concerns.

Like a snowball rolling downhill, Capitol Hill concern has increased exponentially, gathering mass and weight, evolving into an avalanche of criticism. The initial and well-founded concern developed into a major political force that may define the Postal Service and its relationship with postal policymakers on and off Capitol Hill for years to come.

By the July 4th Recess, at least a dozen bills in both the House and Senate, with growing lists of bipartisan co-sponsors, were introduced to roll back or, at the very least, halt DFA-related operational changes.

Two months ago, I wrote about the Senate Homeland Security and Governmental Affairs hearing at which the Postal Service conceded that DFA implementation did not go according to plan; Postmaster General Louis DeJoy felt it necessary to apologize to the committee for the DFA's negative impact on service.

Nevertheless, Chairman Gary Peters (D-MI) continues his call for the Postal Board of Governors to seek a Postal Regulatory Commission Advisory Opinion on the DFA. Pending that PRC opinion, Peters strongly advised the Board of Governors to suspend further consolidation and realignment implementation—even those that are in the pipeline, including the large regional processing and delivery centers. Even House and Senate apologists for the USPS initiative seem to have soured on the plan.

In late June, the House Appropriations Committee, chaired by Rep. Tom Cole (R-OK), issued a report that accompanied the Fiscal Year 2025 Financial Services and General Government Appropriations Bill, which reflected deep trouble about the DFA's impact on the national mail system. The appropriations subcommittee with authority over the Postal Service is chaired by Rep. David Joyce (R-OH) who was intimately involved with drafting the report.

In part, the committee report stated that it is “deeply concerned about potential negative impacts on the mail service to the American people, customer satisfaction, and cost overruns... [and] with the USPS’ aggressive approach to consolidating processing and distribution centers.”

The committee concluded that it “encourages the USPS to halt any realignment, consolidation or partial consolidation of processing or logistics facilities that provide services to postal districts that, at any point over

Approximately a year ago, about two dozen members of Congress began to detect serious problems relating to the Postal Service’s self-heralded “Delivering for America” (DFA) plan. They took no-

The Summertime Postal Snowball

tice of how the emerging postal facility consolidations and realignments would impact the essential postal services enjoyed by their constituents. Mail disruption and delay became a hallmark of the initiative.

Over the course of the ensuing months, their fears were realized. A surging number of their congressional colleagues expressed outrage about

Thrift Savings Plan

Fund	G	F	C	S	I
June 2024	0.38%	0.94%	3.58%	(0.10%)	(1.62%)
12-month	4.53%	2.60%	24.52%	14.88%	11.72%

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

Fund	L Income	L 2025	L 2030	L 2035	L 2040
June 2024	0.65%	0.71%	0.95%	1.00%	1.05%
12-month	8.04%	9.21%	12.94%	13.74%	14.56%

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
June 2024	1.10%	1.14%	1.25%	1.25%	1.25%
12-month	15.24%	15.95%	18.57%	18.57%	18.56%

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

Visit the TSP website at www.tsp.gov

the past calendar year, have failed to meet 93% on-time performance for two-day single-piece First-Class mail and 90.3% on-time delivery performance for three- to five-day First-Class mail.”

The committee also directed the USPS to provide an analysis on the impact of closing processing facilities on mail delivery times and standards across the country. In addition, the appropriations panel instructed the USPS Office of Inspector General to investigate problems with outgoing and incoming mail at processing and distribution centers and mail annexes across the nation.

The Appropriations Committee also called attention to the dramatic escalation in postal-related crime and the safety of USPS employees. Cole’s committee urged the Postal Service “to remove restrictions implemented in 2020 preventing postal police officers from fully executing their duty to ensure public safety and mail security, and protect postal assets within the nation’s mail system, whether on postal property or beyond the perimeter of postal property.”

These committee comments underscore the necessity of S. 3356 and H.R. 3005, the Senate and House version of the Postal Police Reform Act. Finally, the committee directed the Postal Service to brief the committee on USPS staffing shortages and how these deficiencies affect performance.

The snowball did not remain on Capitol Hill. It rolled about two miles west to the Postal Regulatory Commission. In early July, the commission issued its comprehensive analysis of Fiscal Year 2023 Postal Performance and the Fiscal Year 2024 Performance Plan. In sum, the PRC concluded the Postal Service failed to meet six of its eight public performance indicators for “High-Quality

We All Can Help **Build Membership**



May High-Five Club Members

Richard Carmona, Branch 122, TX
David Conover, Branch 100, NY
Valarie Faria, Branch 202, NY
Luna Hamilton, Branch 32, TN
Gregory Harris, Branch 14, IL
Jeffrey Hughes, Branch 131, MO
Marilyn Jones, Branch 39, CA
Jonathan Kofsky, Branch 568, NJ
Jacshica Laster, Branch 46, OH
Lillie Paige, Branch 46, OH
Charles Patterson, Branch 127, CA
Alison Peter, Branch 105, RI
Jeanette Powell, Branch 508, MI
Brian Wagner,^{†††††} Branch 255, IL

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

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

Service,” which measures on-time delivery for mail and packages.

The commission identified lower performance suffered in areas where the USPS has implemented DFA initiatives. Lack of transparency was another critique of the rollout. The PRC also expressed concern over the USPS’ decision to continue to implement regional processing and distribution centers, local processing centers and sorting and delivery centers, instead of suspending the activities to conduct a comprehensive study of their effect on performance.

Moreover, the regulatory agency opened an inquiry into the accuracy

and reliability of the USPS’ internal performance system. The law requires accuracy and reliability in performance measurement. In the past, IBM was under contract with the USPS to conduct independent studies to measure postal performance.

Hopefully, over the month of August, the massive snowball rolling around Washington will begin to melt as the Postal Service remedies the service failures it has brought on itself in the recent past and Congress reclaims the high ground in addressing postal issues.

naps.rl@naps.org

You Heard It on NAPS Chat

By Karen Young, editor

Do you have an interest in postal history? Do you want to stay up to date on Congress' concerns regarding the "Delivering for America" plan? Have you ever wondered about the life of a lobbyist and the differences in promoting interests to Democratic, Republican and Independent members of Congress?

There's one place to go for those and more! NAPS Director of Legislative & Political Affairs Bob Levi hosts the *NAPS Chat* most Fridays. Bob's inaugural chat was on Oct. 29, 2018. He told his audience his aim was to provide a weekly legislative/political podcast to highlight events on Capitol Hill and the Washington, DC, area that impact NAPS members and the Postal Service. In his first podcast, Bob focused on the upcoming elections, the recently enacted Opioid Prevention Act and the country's withdrawal from the Universal Postal Union.

Now, almost 5½ years later, *NAPS Chat* is going strong. Bob recently explained that podcasts are a growing, innovative and effective way of communicating and engaging with NAPS members. "My intent was not for *NAPS Chat* to replace *Postal Supervisor* articles and columns," he said, "but to complement the written word. NAPS members don't have to wait for the next issue of the magazine to get the latest news that might interest them.

"My millennial children explained that, while they may not have the time or solitude to sit down and read an article, they can listen to a

podcast on their mobile device while driving, jogging or just hanging out. Podcasts are a convenient way to gather information and easily can be shared with others.

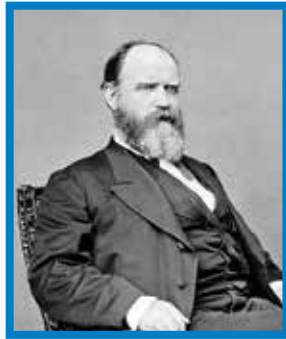
"A side benefit of posting *NAPS Chat online* (Apple Podcasts, Spotify, LinkedIn, etc.) is there are thousands of listeners who learn about NAPS and its priorities by simply listening to our podcast. In fact, this enlarged audience includes members of Congress and their staffs, USPS Headquarters personnel, postal industry leaders and folks who are just interested in postal issues."

Topics are varied and run the gamut; the chats average 25 minutes. For the July 2 episode—in honor of Independence Day and continuing the chat's tradition of exploring our consequential postal past—Bob joined newly appointed Postal Historian Steve Kochersperger in the Postal Service Library to talk about Postmaster General John A.J. Creswell who served during post-Civil War Reconstruction.

The episode piggybacked on Bob's *Postal Su-*



*per*visor column in the August issue where he highlighted Creswell’s accomplishments that included integrating the postal workforce, improving postal expenses, reducing expenses and introducing new products and innovations. Steve noted at the start of the chat that the Postal Service has a lot of history—its brand is 250 years of service. “We can learn from the past,” he declared, “and help build toward the future.”



On the June 21 episode, Bob chatted with Frank McCarthy, founder and principal of McCarthy Advanced Consulting, about his approach in representing multi clients before Congress. Frank generally lobbies on behalf of labor unions, primarily before Republican members of the House and Senate. He and Bob talked about the differences in talking to members of the different parties and coalition building.



NAPS members are well aware of the challenges surrounding the rollout of PMG Louis DeJoy’s “Delivering for America” plan. On May 17, Bob talked to Postal Regulatory Commission Chairman Michael Kubayanda regarding the April Senate hearing on the Postal Service and the PRC’s regulatory activities directed toward the plan.



Bob uses his access to Capitol Hill lawmakers and chats with those serving on committees that have jurisdiction over the Postal Service. Rep. Gerry Connolly (D-VA), former chairman of the Subcommittee on

Government Operations, joined Bob to talk about the second anniversary of enactment of the Postal Service Reform Act, focusing on performance and accountability to what’s next to ensure the agency remains vital.

Bob also chatted with Rep. Kweisi Mfume (D-MD), ranking member of the House Oversight and Accountability Subcommittee on Government Operations and the Federal Workforce. Mfume talked about Congress’ oversight in USPS operations, his postal priorities and how the agency is viewed by others on Capitol Hill.

NAPS members who attended this year’s LTS got to see that week’s episode live with Kevin Kosar, senior fellow at the American Enterprise Institute. Among the issues discussed were the importance of measuring performance, the need for constructive congressional oversight, the transition to package delivery and more.

NAPS Chat is not limited to outside luminaries of the postal realm. NAPS Executive Vice President Chuck Mulidore has been a guest multiple times to discuss the latest issues. On the April 5 episode, Chuck talked about the recently concluded LTS and NAPS members’ lobbying efforts on Capitol Hill.



Late last this year, Bob was joined by Jay Fritz, the Office of Personnel Management executive tasked with coordinating the most recent year’s open season and what’s new for active and retired postal and federal employees.



As you can see, there is a lot to learn! Take a moment in your day—while you are driving home, taking your lunch break (hopefully you get one!) or going for a walk around the block—and tune in to *NAPS Chat*. Episodes are available at www.naps.org under the “Legislative Center” tab.

2024 SPAC Pins

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



President's Ultimate

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



VP Elite

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



Drive for 5

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



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level

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

2024 SPAC Contributors



Presidents Ultimate (\$1,000+)

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
McHugh, James	FL	Branch 386
Strickland, Ann	FL	Branch 146
Coleman-Scruggs, Toni	IL	Branch 493
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Rosario, Tamara	ME	Branch 96
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Perez, Dioenis	NY	Branch 202

Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Jackson, Alice	VA	Branch 526

June Contributors

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

Salmon, James	AZ	Branch 246
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
Strickland, Ann	FL	Branch 146
Coleman-Scruggs, Toni	IL	Branch 493
Amash, Joseph	NY	Branch 83
Perez, Dioenis	NY	Branch 202

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



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

- Check or money order made payable to SPAC; do not send cash
- Credit card (circle one): Visa American Express MasterCard Discover

Card number _____

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

Card expiration date: ____/____/____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

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

National Aggregate:

\$141,245.30

National Per Capita:

\$5.29

Region Aggregate:

1. Western	\$33,569.43	1. Western	\$6.32
2. Eastern	\$33,507.34	2. Southern	\$5.85
3. Southern	\$32,528.98	3. Eastern	\$5.38
4. Northeast	\$22,215.11	4. Northeast	\$4.45
5. Central	\$19,424.44	5. Central	\$4.42

Region Per Capita:

Area Aggregate:

1. Pacific	\$24,565.45	1. Southeast	\$9.08
2. Capitol-Atlantic	\$23,788.75	2. Pacific	\$8.22
3. Southeast	\$18,856.98	3. North Central	\$7.65
4. New England	\$10,149.00	4. Capitol-Atlantic	\$7.00
5. New York	\$ 8,591.11	5. New England	\$6.33
6. Texas	\$ 7,887.50	6. Michiana	\$4.98
7. Mideast	\$ 7,362.74	7. Texas	\$4.64
8. North Central	\$ 6,850.54	8. Pioneer	\$4.14
9. Michiana	\$ 5,990.00	9. Northwest	\$3.93
10. Pioneer	\$ 5,830.85	10. Rocky Mountain	\$3.83
11. Rocky Mountain	\$ 4,911.00	11. Illini	\$3.63
12. Illini	\$ 4,401.00	12. Central Gulf	\$3.50
13. Northwest	\$ 4,092.98	13. New York	\$3.41
14. Cotton Belt	\$ 3,110.00	14. Mideast	\$3.19
15. Central Gulf	\$ 2,674.50	15. Cotton Belt	\$3.06
16. MINK	\$ 2,182.90	16. MINK	\$2.00

Area Per Capita:

State Aggregate:

1. California	\$ 23,645.45	1. Maine	\$25.71
2. Florida	\$ 17,645.98	2. South Dakota	\$17.03
3. Texas	\$ 7,887.50	3. Maryland	\$12.51
4. Virginia	\$ 7,874.50	4. Idaho	\$11.61
5. Maryland	\$ 7,854.50	5. Florida	\$11.10

State Per Capita:

Drive for 5

Members by Region:

1. Eastern	44	1. Western	\$10,143.98
2. Southern	41	2. Eastern	\$ 9,506.50
3. Western	37	3. Southern	\$ 7,659.48
4. Central	35	4. Northeast	\$ 5,865.11
5. Northeast	29	5. Central	\$ 5,094.00

Aggregate by Region:

Warden, James NY Branch 100

VP Elite (\$750)

Kerns, John	CO	Branch 141
Gonzalez, Ernesto	FL	Branch 406
Van Horn, Gail	FL	Branch 154
Wittic, Eileen	FL	Branch 231
Jones, Wilmore	MD	Branch 42
Austin, Jessie	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Thomas, Carlos	VA	Branch 898

Secretary's Roundtable (\$500)

Pashinski, Myrna	CO	Branch 65
Bock Jr., Robert	FL	Branch 406
Gilbert, Belinda	FL	Branch 425
Gucmeris, Algimantas	FL	Branch 420
Long, Pamela	FL	Branch 577
Lynn, Patti	FL	Branch 296
Valuet, John	ID	Branch 915
McCartney, Kelly	KS	Branch 919
Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142
Englerth, Scott	NY	Branch 11
Forde, Nicholas	NY	Branch 202
Warden, Ivonne	NY	Branch 100
Laster, Edward	OH	Branch 46
Green, Shri	TN	Branch 41
Carmona, Richard	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Mitchell, Annie	TX	Branch 124
Aragon, Ramon	WA	Branch 61

Chairman's Club (\$250)

Donegan, Margie	CT	Branch 5
Garland, Angela	DE	Branch 909
Brady, Catherine	FL	Branch 420
Brock, Tammy	FL	Branch 81
Goldstein, Diane	FL	Branch 156
LeCounte, Michael	FL	Branch 146
McKinsey, Laurie	FL	Branch 81
Moreno, Luz	IL	Branch 489
Pierce, Annette	IL	Branch 255
Hommerson Jr., David	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
Krzycki Jr., Kenneth	MI	Branch 508
Miller, Kadee	MN	Branch 104
Mooney, Dan	MN	Branch 16
O'Donnell, Curt	MN	Branch 16
Soukey, Louis	MN	Branch 104

Continued on page 37

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

By internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, then:

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

By telephone:

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



You Can't Make This Stuff Up!

Brian J. Wagner

Past NAPS President

My column as NAPS president titled “What Don’t You Understand?” was published in the May 2021 issue of *The Postal Supervisor* magazine. In a nutshell, it addressed how some in postal leadership wanted EAS employees (active NAPS members) to sign a statement that they agreed to adhere to certain manager-imposed directives and/or be responsible if certain conditions in their postal operation were not met. Was this another Poltergeist movie of “They’re back?” You can’t make this stuff up. Here’s the scoop.

A few months ago, I sponsored a new NAPS member who recently was promoted from the craft to supervisor, Customer Service. This new supervisor hadn’t attended all—very little, to be exact—their required supervisor training. Therefore, they were pretty “green” in understanding all that is required of them in the way of duties and responsibilities as a supervisor.

However, that did not stop postal leadership having their administrative assistant send an email to EAS employees with instructions to sign and date the attached document and return it the same day to the postmaster. That document stated: “Article 8 policy—By signing below, I acknowledge that it is my responsibility as management to monitor and ensure there are no employees extending hours past 12 hours a day, 60 hours a week, for full-time employees; 11.50 hours a day and 60 hours a week for part-time flex employees.”



However, within two minutes after sending the email, the assistant sent another email to some of the EAS employees noting they were refusing to sign the document. For the record, this document was not on USPS letterhead, there was no reference as to

what office the document was from, except noted in the email, and only that EAS employees were being instructed to sign, date and return the document to the postmaster’s office.

This new supervisor called me to ask if he and

the other EAS employees were required to sign this document with the aforementioned statement. My first reaction was, “They’re baaack.” You can’t make this stuff up that some in postal leadership are recycling the same old “stuff,” just like Letters of Concern or Information (see my April 2024 column).

As I wrote in my May 2021 column, the Postal Service is in the communication business, but, somehow, fails at times to properly and understandably communicate its mission, business strategies, policies or instructions to EAS employees. Instead, they issue vague and unrealistic documents requiring EAS employees to blindly sign that they agree to be responsible for whatever is written in the document.

Realistically, can EAS employees control the weather? Can EAS employees stop craft employees from calling in sick? Can EAS employees stop employees from performing in an unsafe manner when away from the supervisor’s view? Can EAS employees stop vehicle breakdowns, re-

sulting in penalty overtime? Why would any EAS employee sign a document saying they will take responsibility—full responsibility—for actions or circumstances outside their control? They shouldn’t.

The bigger question is why would anyone in postal leadership think such “responsibility and acknowledgement” statements are a good idea? They aren’t. However, some in postal leadership want to put NAPS members in precarious position to pressure them into signing a document that only can lead to negative implications and consequences—a position of “I gotcha.”

Without rewriting my May 2021 column, the advice of NAPS Headquarters always has been for members not to sign these types of “acknowledgement” documents. Signing such documents is not a requirement of one’s postal employment. It is a redundancy of the duties and responsibilities of the position the person was promoted to perform. NAPS considers these documents to be like those of a “Letter of Concern” or a “Letter of Information.” Such documents are not worth the paper on which they are written because they cannot be appealed under *ELM 650*.

If any active NAPS member is being threatened with discipline for not signing this type of “acknowledgement” document, they should contact their NAPS representative immediately to file a grievance on the grounds of harassment. Furthermore, postal leadership should stop wasting everyone’s time in trying to get EAS employees to sign these types of “acknowledgement or responsibility

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Wise Mind for Leaders

Submitted by the USPS Employee Assistance Program

The dynamic nature of leadership often places supervisors at the crossroads of decision-making, tasked with guiding their teams toward success amidst unforeseen challenges. While traditional approaches to leadership emphasize rationality or intuition, there exists a profound concept that can significantly enhance a supervisor's effectiveness: the application of "wise mind."

Wise mind is the confluence of reasonable mind and emotional mind. Reasonable mind operates from logic and rationality, while emotional mind is driven by feelings and intuition. Wise mind integrates these two states, allowing individuals to access intellectual analysis and emotional wisdom simultaneously.

For leaders, wise mind offers a holistic perspective that considers both facts and feelings, enabling more comprehensive decision-making. To succeed in leadership roles, individuals must maintain composure while also employing empathy to connect with and understand their team members. Leading a team necessitates a blend of empathy and rationality to foster productivity and

effectively manage without letting personal emotions overshadow judgment.

Wise mind encourages supervisors to acknowledge their emotions without letting them dictate their actions. By developing emotional intelligence, supervisors can better understand their team members' feelings, motivations and concerns, fostering a supportive and inclusive work environment.

A leader in touch with their emotions can empathize with their team, build trust and inspire loyalty, ultimately enhancing performance.

Below are some examples of healthy behaviors that use wise mind:

- Practice active listening to understand the emotional and rational aspects of a situation.
- Encourage open dialogue and brainstorming sessions to gather diverse perspectives.
- Take time to reflect on the situation before responding, considering emotional and logical factors.
- Use empathy to connect with employees' feelings while also considering organizational goals and objectives.
- Collaborate with team mem-

bers to find solutions that integrate emotional wisdom and rational thinking.

- Foster a supportive environment where employees feel comfortable expressing their thoughts and emotions.
- Seek feedback from others to gain additional insights and perspectives before making decisions.

Effective communication is paramount for successful leadership. Wise mind enables supervisors to communicate with clarity, empathy and assertiveness, fostering open dialogue and constructive feedback exchanges.

Additionally, when conflicts arise in the team, leaders operating from wise mind can navigate these situations with composure and understanding, seeking resolutions that satisfy the needs of everyone involved. By fostering a culture of open communication and conflict resolution, supervisors can mitigate tensions and promote harmony in the team.

Work situations often can be challenging; it's crucial to aim for making the most effective decisions. Intense emotions can influence our behaviors in the moment. Factors

such as illness, stress or difficult circumstances can further exacerbate our vulnerability, making it challenging to navigate effectively.

Some individuals cope with emotional intensity by detaching from their feelings, relying heavily on reason and not necessarily responding to the needs of others or the situation. The following steps aim to foster a more balanced state of mind when navigating work relationships:

- Give yourself space and time to calm down.
- If you are mediating a tense situation between team members, sug-

gest they take some space and time apart to cool off.

- As a supervisor, refrain from addressing heated situations if you find yourself in a blaming mindset or notice you are taking things personally.

- Take a step back and carefully assess the best approach to handle the situation until you regain focus and organize your thoughts.

- Rather than focusing on the personal characteristics of your employees, concentrate on the factual details of the situation at hand.

In the pursuit of effective leadership, embracing wise mind offers in-

valuable guidance for navigating the complexities of the modern world. By integrating rational analysis with emotional intelligence, leaders can make informed decisions, foster collaboration and cultivate meaningful relationships.

For more information and support in developing wise-mind skills to lead successfully in the Postal Service, reach out to the Employee Assistance Program. Our EAP professionals are here to support you and your teams in your aim to live and work healthier: 800-327-4968; (800-EAP-4YOU); TTY: 877-492-7341.

2024 SPAC Contributors

Continued from page 32

Gary, Robert	NJ	Branch 207
Kofsky, Jonathan	NJ	Branch 568
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Krempa, Keith	NY	Branch 11
Morrissey, Phyllis	NY	Branch 164
Laster, Jacshica	OH	Branch 46
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Rodriguez, Joaquin	PR	Branch 216
Austin, Jacqueline	TX	Branch 122
Berlan, Francisco	TX	Branch 124
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Davis, Pamela	TX	Branch 122
Irving, Mary	TX	Branch 122
Hubbard, Jim	VA	Branch 22

Supporter (\$100)

Bradley, Dorothea	CA	Branch 127
Salazar, Mauricio	CA	Branch 94
Bailey, Virgil	CO	Branch 561
Calhoun, Clothelia	FL	Branch 354
Delucia, Keith	FL	Branch 386
Fulcher, Sandra	FL	Branch 146
Guyton, Patricia	FL	Branch 146
King, David	FL	Branch 420
Leon, Yanier	FL	Branch 146
Maytin, Raymond	FL	Branch 146
Metcalf, Thomas	FL	Branch 146

Paisley, Sabrena	FL	Branch 146
Rose, Nancy	FL	Branch 420
Ruckart, Kenneth	FL	Branch 386
Scriven, Bernice	FL	Branch 146
Toney, James	FL	Branch 296
Virgil, Kimberly	FL	Branch 231
Walters, Donald	FL	Branch 420
Archibald, James	MI	Branch 268
Bodary, Joseph	MI	Branch 268
Glenn, Sandra	MI	Branch 140
Hill, Larene	MI	Branch 268
Hughes, Carmen	MI	Branch 925
Kingsley, Steve	MI	Branch 142
Schneider, Irene	MI	Branch 508
Torres, Alfredo	MI	Branch 142
Hellermann, Mark	MN	Branch 16
Kuiper, Bruce	MN	Branch 16
Sundstrom, Arika	MN	Branch 104
Vail-Rimer, Tamera	MN	Branch 16
Gilbert, Jevonda	NC	Branch 183
Fields, Andrea	NM	Branch 295
Patterson, Sherry	NV	Branch 463
Danzo, Richard	NY	Branch 68
Hutt, Jeff	NY	Branch 336
Jessmer, Spencer	NY	Branch 11
Maynard, St. Clair	NY	Branch 51
Bell, Andrew	TN	Branch 32
McMurry, Robert	TN	Branch 165
Bradford, Robert	TX	Branch 203
Foster, Debra	TX	Branch 9
Hunter, Arlisa	TX	Branch 86
Jones, Charleen	TX	Branch 122

Order Your NAPS Banner Now!

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

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

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

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

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

Scan to Join NAPS

Scan to Join NAPS

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

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

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

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

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

Notes

from the National Auxiliary

Always Looking Forward

Heather Hommerson

Michiana Area Vice President

The NAPS Auxiliary—local, state and national—always is looking forward. Looking forward to the next meeting, implementing ideas to help our NAPS members and grow membership in NAPS and, by doing that, membership in the NAPS Auxiliary.

We all know membership is important; by looking forward, we can grow those numbers. It may seem like an easy task—just get out to your local meetings and recruit a member's spouse or family member for the Auxiliary. In reality, many of those people already have been approached, which is why we also need to recruit new NAPS members—growing one membership feeds the other.

State conventions are one of the best and most informative ways to add new members. At a state convention, all members are easily approachable; they can answer any questions about membership and explain the importance of being a member and having “career insurance.” Simply put, NAPS membership is career insurance.

It's the insurance of having peace of mind that you have support and answers to questions at all times. And you want the “insurance” before you need it. We know this from life experience. It is no different with NAPS membership.

I urge all NAPS and Auxiliary members to stress the importance of being a NAPS member. Talk with employees about NAPS to be sure they know what our association stands for

and the people we help. There is ultimate power in numbers.

Looking forward, it is important to send as many delegates as possible to the Legislative Training Seminar (LTS); this is where our voices are heard and postal changes are made. A goal is to continue the work that is done at LTS into the entire year at your local and state branches. Make the issues well known to all NAPS members, urging them to attend local and state branch meetings and



reading *The Postal Supervisor*.

Branch meetings play an important role in growing membership while also informing members of the constant changes. You know the old saying, “Knowledge is power!”

Always looking forward ...

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Thoughts from the NAPS Branches

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ity” documents and use their time to adhere to *ELM* 651.3, Nondisciplinary Corrective Measures.

Psychologist Luigina Sgarro once said, “There is no communication that is so simple that it cannot be misunderstood.” Understand this: Active NAPS members should not sign documents of superficial understanding and/or acknowledgment.

I want to acknowledge the June winner of my “Nifty-50 Membership Drive” \$100 Visa gift card—Cierra L. Love, Don Ledbetter, TN, Branch 41. I hope you will acknowledge my ice cream flavor of the month: Butter-scotch Bomb!

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