

AUGUST 2026

The Postal. Supervisor

Delivering for Our Members Who Deliver for America

As His Retirement Draws
Near, NAPS President
Ivan D. Butts Affirmed
He Is Proud of the
Association That Has
Shaped and Grown
With Him

| PAGE 18



| PAGE 5

The USPS Is More
Than a Business

The Postal Supervisor

Delivering for Our Members Who Deliver for America

August 2026, Volume 117, Number 8

1727 King Street, Suite 400
Alexandria, Virginia 22314-2753
(703) 836-9660 | FAX: (703) 836-9665
www.naps.org | napshq@naps.org
Copyright ©2026

The Postal Supervisor (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS).

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

NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not receiving the publication on a regular basis should notify their branch secretaries. Nonmember subscription price: \$25 per year.

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 via phone/fax at (540) 636-2569 or kbalentyoung@gmail.com.

High-resolution photos may be emailed to kbalentyoung@gmail.com. Please include your non-USPS email. NAPS neither assumes responsibility for the contents of the articles published herein, nor does it necessarily agree with the opinions expressed. Moreover, opinions expressed by an author do not necessarily reflect the opinions of the author's branch.

Advertising: Advertising inquiries should be directed to Karen Young via phone/fax at (540) 636-2569 or kbalentyoung@gmail.com.

The publication of any advertising herein does not necessarily constitute NAPS endorsement of the products or services offered.

POSTMASTER: Please send address changes to *The Postal Supervisor*, 1727 King St., Suite 400, Alexandria, VA 22314-2753.

In This Issue

FEATURES

- 12 **June Consultative Report** - Station manager levels, TACS duties settlement and station manager positions in S&DCs among items discussed.
- 18 **In Solidarity: President Ivan D. Butts Wraps Up 37 Years of Service** - Jordanna Garland talked with Ivan about his postal and NAPS career, as well as his impending retirement.
- 27 **Executive Board Selects New DDF Provider**
- 28 **USPS Employees Staying Abreast of Business Mailers' Concerns** - Postal Customer Councils help foster relationships among the agency and commercial mailers and shippers.
- 36 **Now Live: New EAP Website Designed to Support USPS Leaders** - The redesigned EAP website features enhanced tools and a dedicated section specifically for leadership.

RESIDENT OFFICERS' POINT OF VIEW

- 3 **How Can an Agency Fix This?** - Ivan D. Butts
- 5 **The USPS Is More Than a Business** - Chuck Mulidore
- 7 **Your Voice Should Be Heard** - Jimmy Warden

COLUMNS

- 29 **Legislative Roundup** - Bob Levi
- 30 **Postmaster Perspective** - Peggie Bednar
- 42 **How To Be a TSP Millionaire** - Aaron Oya

DEPARTMENTS

- 10 **Quarterly Financial Report** - For the period ended May 31, 2026
- 14 **NAPS of Note**
- 24 **Views from the Vice Presidents** - Dee Perez, Bobby Bock, Richard Green and Dan Mooney
- 31 **Louis M. Atkins Presidential Student Scholarships**
- 32 **NAPS Legislative Campaign**
- 33 **2026 SPAC Contributors**
- 35 **SPAC Scoreboard**
- 37 **Thrift Savings Plan** - June 2026
- 38 **Missives from the NAPS Branches** - Casei Uber, Mark Valez, Brian J. Wagner and Juanda J. Stewart
- 43 **National Auxiliary Message** - Jerry Eckert

How Can an Agency Fix This?

In my July column, I talked about the perils of favoritism and ended with that question. An agency can recover from entrenched favoritism and cronyism, but it requires structural change — not just new slogans, leadership speeches or temporary disciplinary actions. Institutions improve when accountability becomes systemic instead of selective.

Here are the most effective ways agencies historically begin reversing long-term institutional decay:

1. Restore merit-based advancement. The foundation of recovery is rebuilding trust that competence matters again, which means:

- Transparent promotion standards
- Objective performance measurements
- Independent interview panels
- Documentation requirements for hiring and advancement decisions
- Limiting informal, “hand-picked” appointments

Employees need to see that performance, integrity and leadership ability matter more than relationships. Without this step, morale rarely improves.

2. Reduce concentrated internal power. Cronyism thrives when a small group controls hiring, discipline, budgets and advancement simultaneously. Agencies can counter this by:

- Rotating leadership assignments
- Creating independent oversight offices
- Separating operational authority from personnel authority
- Increasing external audits and reviews
- Strengthening inspector general or ethics functions

Healthy organizations distribute accountability instead of centralizing loyalty networks.

3. Protect honest feedback. Many agencies already know their problems internally; employees are simply afraid to speak. Recovery requires:

- Strong whistleblower protections
- Anonymous reporting systems
- Protection from retaliation
- Leadership forums with genuine upward communication
- Encouraging dissent during planning processes

The goal is creating an environment where truth reaches decision-makers before crises do.

4. Rebuild frontline trust. Frontline employees usually recognize dysfunction long before executives do. Agencies rebuild credibility when leadership:

- Spends time in operational environments
- Responds visibly to recurring concerns
- Eliminates performative “listening sessions”
- Gives employees measurable influence over workplace improvements
- Follows through consistently

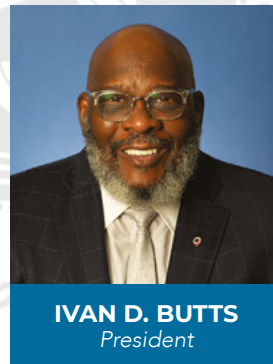
Trust is rebuilt through repeated action, not messaging campaigns.

5. Simplify bureaucracy. Institutional favoritism often creates layers of management designed more for control than effectiveness. Reform may require:

- Eliminating redundant management layers
- Clarifying decision authority
- Reducing unnecessary reporting requirements
- Streamlining processes that encourage gatekeeping
- Focusing on mission outcomes instead of presentation metrics

Complex bureaucracy can hide incompetence and protect political structures.

6. Hold leadership accountable — publicly and consistently. Nothing destroys reform efforts faster than selective accountability. If lower-level employees face discipline while executives avoid consequences, cynicism



continued...

deepens. Effective agencies:

- Apply standards consistently
- Tie leadership evaluations to operational outcomes
- Remove ineffective managers regardless of political alignment
- Publish measurable performance benchmarks

Visible accountability changes culture faster than speeches.

7. Develop future leaders differently. Agencies often reproduce dysfunction through leadership pipelines that reward conformity over capability.

Long-term recovery requires:

- Leadership development based on ethics and competence
- Mentorship outside political networks
- Training in conflict resolution and operational realities
- Encouraging independent thinking
- Rewarding leaders who solve problems instead of protecting image

Healthy institutions intentionally cultivate courageous leadership.

8. Align incentives with mission. Organizations eventually become what they reward. If they reward appearance over results, loyalty over honesty and statistics over service, dysfunction becomes rational behavior.

Recovery happens when incentives reward:

- mission performance
- innovation
- ethical conduct
- operational improvement

- employee development
- public trust

9. Accept short-term discomfort. Real reform is disruptive. People benefiting from existing systems often resist:

- transparency
- accountability
- decentralization
- merit-based change

An agency serious about reform must tolerate:

- internal resistance
- uncomfortable audits
- leadership turnover
- temporary instability

Avoiding discomfort usually preserves the dysfunction.

10. Create a culture that values truth over optics.

The strongest institutions are not the ones that never fail — they are the ones capable of honestly identifying failure and correcting it quickly. That requires leadership willing to say:

- “This policy failed.”
- “We ignored warnings.”
- “We need operational input.”

When image management becomes more important than reality, decline accelerates.

Historically, agencies recover when they reconnect leadership incentives with the organization’s actual mission rather than internal political survival. That shift often starts small — a few credible leaders restoring standards consistently, but, over time, it can change the entire institutional culture.

In solidarity ...

naps.ib@naps.org

NAPS Training Academy

Grow • Lead • Develop



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

Training Details

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



The USPS Is More Than a Business

From time to time, we hear calls for the United States Postal Service to be run “like a business” or “no business would operate like that.” At first glance, those ideas seem to have merit.

Every organization should strive to operate efficiently, control costs, embrace innovation and be accountable for its performance. But there is a fundamental truth that must never be forgotten: The United States Postal Service was not created to be a for-profit business. It was created to provide a public service.

The framers of our Constitution understood that a young nation could not prosper without a reliable means of communication. Article I, Section 8, of the Constitution grants Congress the authority “To establish Post Offices and post Roads.” From our nation’s earliest days, the mail has been recognized as an essential public function that binds the country together. That responsibility remains just as important today.

Unlike private companies whose primary responsibility is to generate profits for investors, the Postal Service has a legal obligation to provide universal service to every American community. The Postal Reorganization Act of 1970 reaffirmed this mission by establishing that the Postal Service “shall have as its basic function the obligation to provide postal services to bind the Nation together.”

Every day, hundreds of millions of Americans depend on the Postal Service. The USPS delivers to remote mountain communities, isolated farms, Native American reservations, growing cities and towns, military families, businesses large and small and neighborhoods that no private company would serve at a uniform price because doing so would not be profitable. Saying that some delivery routes or post offices are “not profitable” is missing the point!

None of this suggests that financial discipline is not important. As supervisors, managers, postmasters and support personnel, all EAS employees understand the importance of continually improving productivity, eliminating wasteful practices, modernizing postal operations and making sound financial decisions that ensure the long-term sustainability of this great institution.

Businesses can choose the customers they serve; the Postal Service cannot and should not. Businesses can abandon markets that no longer are profitable; the Postal Service cannot and should not. Businesses answer primarily to shareholders, but the Postal Service answers to the American people.

You see, this great company — the United States Postal Service — is owned by the American people, for the American people, and is meant to serve the American people. As members of the National Association of Postal Supervisors, we never should lose sight of that responsibility.

The role of EAS employees is to lead with integrity, advocate for our employees and ensure the timely collection, processing and delivery of America’s mail. As postal leaders, we certainly should embrace the best practices of successful businesses: innovation, accountability, efficiency and customer service. But there is a difference between operating efficiently and operating for profit.

Over 250 years after the Postal Service was established, its mission remains remarkably simple: to bind the Nation together through reliable, affordable, universal service. That mission is not outdated; it is more relevant than ever.

The strength of the Postal Service never has been measured solely in dollars and cents. It is measured by the confidence the American people place in it every day. As the USPS looks toward the future, it must continue modernizing its operations, embracing innovative technologies and improving its performance.

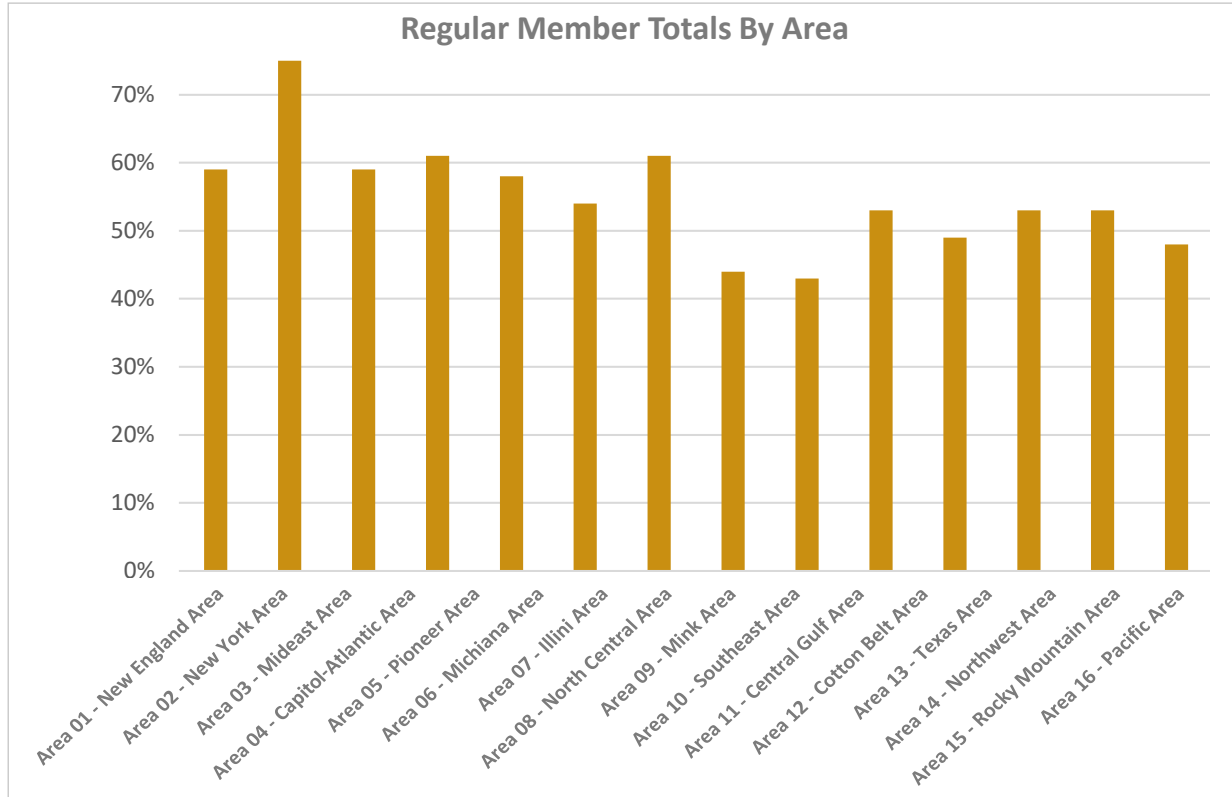
But the Postal Service never can forget what has made it one of America’s most trusted institutions. The Postal Service is not simply delivering mail; it is fulfilling a promise made to every American over 250 years ago and for those generations of Americans that followed — a promise that no matter where they live, they matter and they always will be served.

That is not simply good business; that is public service at its absolute best!



naps.cm@naps.org

JUNE 2026 MEMBERSHIP REPORT

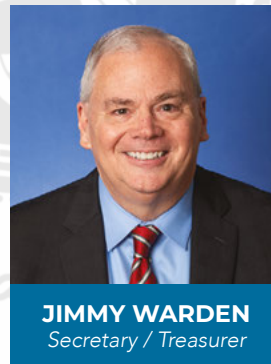


Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	75%
Area 03 - Mideast Area	59%
Area 04 - Capitol Atlantic Area	61%
Area 05 - Pioneer Area	58%
Area 06 - Michiana Area	54%
Area 07 - Illini Area	61%
Area 08 - North Central Area	44%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	49%
Area 12 - Cotton Belt Area	53%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	48%
Area 15 - Rocky Mountain Area	49%
Area 16 - Pacific Area	66%
Total Regular Member %	56%
Total Regular Members	27,017
NonMember Totals	
Total NonMembers	20,446
Total NonMember %	44%



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

Your Voice Should Be Heard



JIMMY WARDEN
Secretary / Treasurer

I'm pretty sure most of you have heard of Herb Brooks. He was the coach of the U.S. Men's Hockey Team in the 1980 Olympics. He led a team that was heavily looked on as the underdog.

We all know the outcome! Team USA won the gold medal, defeating the heavily favored Soviet Union team. But Brooks was more than a coach of this great team. He was a motivator whose words could light a fire in the hearts of his players.

Brooks' quotes continue to inspire — not just athletes, but anyone needing a push to overcome challenges and strive for success. Just before his players went onto the ice for that great game, he said, "Great moments are born from great opportunities. This is your moment. You are meant to be here!"

When I read this quote, I thought of our upcoming 70th National Convention. After attending many NAPS state conventions and listening to the business being conducted, I reflected on the importance of our national convention.

Many NAPS delegates will be traveling to the iconic, beautiful city of San Francisco. This is a great opportunity for branch delegates to have their voices heard and offer directives to the Executive Board on issues of concern that you — the member — want NAPS to pursue on your behalf over the next two years. These decisions could change the livelihood of many of our members, including their families. This opportunity afforded to NAPS delegates can and will result in great moments.

As a delegate, you are meant to be at the convention as a representative of your branch's membership. This is your moment! I urge everyone to take advantage of this opportunity and let your voice be heard — not only during business sessions, but also by networking with delegates from other branches during the week.

Another quote by Herb Brooks is, "You are looking for players whose name on the front of the sweater is more important than the one on the back." This is so true about our association! We wear the NAPS logo on the front of our shirts with pride, displaying the inclusiveness of our great association.

We are a unified team working for a common goal — the betterment of all supervisors, postmasters and managers and to ensure our United States Postal Service always will be there, serving the American people. NAPS is not about one person.

Brooks said, "It's amazing what you can accomplish when nobody cares who gets the credit." NAPS is about a united group of people representing access to a long-standing network of representation, resources and professional development. Brooks' method of coaching and leadership brought out the importance of unity, the value of hard work and the amazing results of believing in a common goal.

When our 70th National Convention comes to a close, we will be thanking Ivan Butts as he retires as our president. It has been a pleasure and an honor serving alongside Ivan these past five years as a resident officer. Ivan has served 12 years as a national officer.

He has served with dignity and honor and always has put our members first in the forefront. Ivan has been the voice and vision of NAPS; I truly appreciate how his work has changed life in a positive way for so many.

Remember, increasing membership demonstrates leadership. Also, it's about the name on the front of our shirts — not the back!

Stay safe.

naps.jw@naps.org



The Postal Supervisor

**2026/2027
PRODUCTION
SCHEDULE**

<u>Issue</u>	<u>Deadline*</u>	<u>Mail Date</u>
Sept/Oct	8/28	9/29
Nov	10/1	10/28
Dec	11/2	12/2
Jan '27	12/1	12/28

* Copy must be received by this date. See page 2 for submission information.

NAPS Executive Board Directory

RESIDENT OFFICERS

Resident officers may be contacted at: Phone: (703) 836-9660 • Fax: (703) 836-9665
or 1727 King Street, Suite 400, Alexandria, VA 22314-2753



Ivan D. Butts
President
naps.ib@naps.org



Chuck Mulidore
Executive Vice President
naps.cm@naps.org



James "Jimmy" Warden
Secretary/Treasurer
naps.jw@naps.org

REGIONAL VICE PRESIDENTS

Northeast Region

Areas 1 and 2 (incl. all NJ except Branch 74)



Dionis "Dee" Perez
262 Mallard Road
Carle Place, NY 11514-2022
Cell: (516) 503-2220
neravpdee@aol.com

Eastern Region

Areas 3 (DE, PA and NJ Branch 74), 4 and 5



Richard L. Green Jr.
7734 Leyland Cypress Lane
Quinton, VA 23141-1377
Cell: (804) 928-8261
rgreen151929@aol.com

Central Region

Areas 6, 7, 8 and 9



Craig O. Johnson
15395 Trailside Drive
Parkville, MO 64152-8748
Cell: (816) 914-6061
craigj23@sbcglobal.net

Southern Region

Areas 10, 11, 12 and 13



Jaime Elizondo Jr.
PO Box 1357
Houston, TX 77251-1357
Cell: (832) 722-3737
sregionvp@aol.com

Western Region

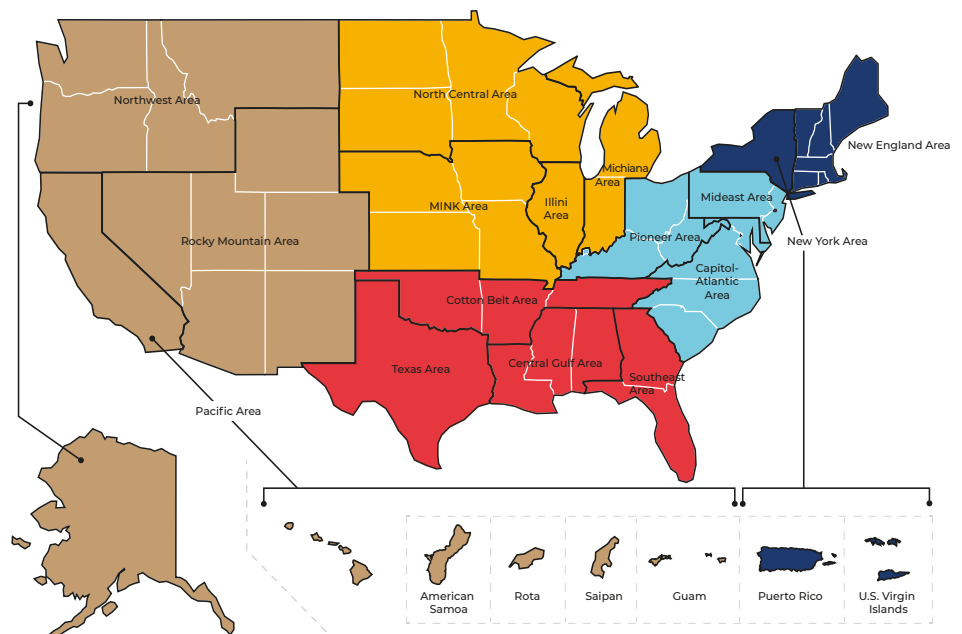
Areas 14, 15 and 16



Marilyn Walton
PO Box 103
Vacaville, CA 95696-0103
Cell: (916) 230-4810
marilynwalton@comcast.net

REGIONAL MAP

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



AREA VICE PRESIDENTS

1 – New England Area

CT/ME/MA/NH/RI/VT



William "Bill" Austin
33 Crab Apple Place
Stamford, CT 06903
Cell: (203) 595-1714
nea.vp.naps@gmail.com

2 – New York Area

NY/PR/VI



Thomas "Tom" Hughes
2539 Blue Crane Circle, #105
Myrtle Beach, SC 29577-9416
Cell: (917) 841-4827
tomnaps100@aol.com

3 – Mideast Area

DE/NJ/PA



Tony Dallojacono
PO Box 750
Jackson, NJ 08527-0750
Cell: (973) 986-6402
Office: (732) 942-4675
mideastareavp@gmail.com

4 – Capitol-Atlantic Area

DC/MD/NC/SC/VA



Troy Griffin
1122 Rosanda Court
Middle River, MD 21220-3025
Cell: (443) 506-6999
Home: (410) 683-3704
troyg1970@live.com
napsavptroyg@outlook.com

5 – Pioneer Area

KY/OH/WV/Evansville, IN, Branch 55



Ed Laster Sr.
9721 Steinway Avenue
Cleveland, OH 44104
Cell: (216) 965-306
pioneervp@gmail.com

6 – Michiana Area

IN/MI



Kevin Trayer
8943 E. DE Avenue
Richland, MI 49083-9639
Cell: (269) 366-9810
kevintrayer@att.net

7 – Illini Area

IL



Luz Moreno
625 Alhambra Lane
Hoffman Estates
IL 60169-1907
Home: (847) 884-7875
Cell: (773) 726-4357
romonaps18@yahoo.com

8 – North Central Area

MN/ND/SD/WI



Dan Mooney
10105 47th Avenue, N.
Minneapolis, MN 55442-2536
Cell: (612) 242-3133
dan_9999@msn.com

9 – Mink Area

IA/KS/MO/NE



Robert "Bob" Washington
3827 Teto Creek Court
Florissant, MO 63034
Cell: (314) 540-3828
r.w.stl@att.net

10 – Southeast Area

FL/GA



Robert "Bobby" Bock
125 Kaywood Drive
Sanford, FL 32771
Cell: (407) 687-5707
bocknapsseavp@aol.com

11 – Central Gulf Area

AL/LA/MS



Dwight Studdard
2188 Scenic Drive
Birmingham, AL 35214-1839
Cell: (205) 451-5186
dwightstuddard@yahoo.com

12 – Cotton Belt Area

AR/OK/TN



Shri L. Green
4072 Royalcrest Drive
Memphis, TN 38115-6438
Home: (901) 362-5436
Cell: (901) 482-1216
slbg@comcast.net

13 – Texas Area

TX



Pamela D. Davis
3022 Hartsville Road
Houston, TX 77051-4630
Cell: (832) 239-0142
pdavistxavp@gmail.com

14 – Northwest Area

AK/ID/MT/OR/WA



John Valuet
7201 W. Hummel Drive
Boise, ID 83709
Cell: (208) 871-1904
jvnwareavp@gmail.com

15 – Rocky Mountain Area

AZ/CO/NV/NM/UT/WY



Myrna Pashinski
21593 E. Layton Drive
Aurora, CO 80015-6781
Cell: (303) 931-1748
vprma6state@aol.com

16 – Pacific Area

CA/HI/Guam/American Samoa/Saipan/Rota



Chuck Lum
95-1222 Moea Street
Mililani, HI 96789-5965
Cell: (808) 227-5764
lump013@hawaii.rr.com

NAPS is working for you.
We welcome your comments and suggestions!

THE NATIONAL
ASSOCIATION OF
POSTAL SUPERVISORS

FINANCIAL REPORT

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

Statement of Financial Position (Balance Sheet) — May. 31, 2026

Assets:

Cash and Investments	\$ 9,047,960.62
Dues Withholding Receivable	466,303.71
Prepaid Expenses and Other Assets	341,115.01
Total Current Assets	9,855,379.34
Building and Equipment, Net of Accumulated Depreciation	1,981,974.82
Total Assets	<u>\$11,837,354.16</u>

Liabilities and Fund Balances:

Accounts Payable	\$ 156,146.17
Accrued Expenses	264,809.32
Deferred Revenue	261,610.00
Dues to be Remitted to Branches	636,476.50
Total Liabilities	1,319,041.99
Unrestricted and Designated Net Assets	10,518,312.17
Total Liabilities and Net Assets	<u>\$11,837,354.16</u>

Statement of Revenues and Expenses

For the Period March 1, 2026 Through May 31, 2026

Revenues:

Dues and Assessments	\$ 2,685,470.46
Less: Dues Remitted to Branches	1,332,681.86
Net Dues and Assessment Revenue	1,352,788.60
Legislative Training Seminar	187,150.00
<i>The Postal Supervisor</i> Advertising	3,400.00
Royalties	2,019.41
Other Revenues	1,567.73
Total Revenues	<u>1,546,925.74</u>

Expenses:

National Headquarters	529,577.79
Executive Board	249,125.36
Legislative Training Seminar	436,050.42
Training and Education	16,922.39
Legislative Expenses	7,227.64
Legislative Counsel Expenses	9,854.11
Legal/Fact Finding/Pay Consultation	47,660.37
Disciplinary Defense	150,238.09
Membership	8,587.00
<i>The Postal Supervisor</i>	164,351.29
Total Expenses	<u>1,619,594.46</u>
Net Revenues in Excess of Expenses From Operations	(72,668.72)

NAPS Property, Inc. (Net Loss)	
Before Depreciation & Amortization	\$ (152,306.02)
Less Depreciation & Amortization	<u>(29,021.00)</u>
NAPS Property, Inc. (Net Loss)	(181,327.02)
Investments Net Income	<u>376,307.62</u>
Total Revenues in Excess of Expenses	<u>\$ 122,311.88</u>

Substantially all disclosures required by GAAP are omitted. The financial statements do not include statements of functional expenses nor cash flows. The financial statements do not include the financial position and operations of the SPAC. No assurance is provided on these financial statements.

2026 Vince Palladino SCHOLARSHIP WINNERS



NAPS awards scholarships annually in honor of Vince Palladino, the late NAPS president, for his dedication to NAPS and its members. The children and grandchildren of NAPS members are eligible to participate.

Ten scholarships are randomly drawn and awarded, representing two winners from each NAPS region. The winners have been notified; the \$1,000 scholarships, payable to the college or educational institution each student is attending, have been mailed. Following are this year's recipients:

NORTHEAST REGION

Kristina Baselice, daughter of Frank Baselice, Long Island Branch 202. She is attending Molloy University, Rockville Centre, NY, majoring in psychology.

Sara Pastor, daughter of Juan Pastor, New York City Branch 100. She is attending SUNY New Paltz, majoring in biochemistry.

EASTERN REGION

Evan Lee, son of Kok Lee, Joseph Butler Winters Jr. Branch Raleigh 177. He is attending Georgia Tech, majoring in material science engineering.

Tianna Brooks, daughter of Tamika Lee, A. Millie Callaway Branch 135, DC. She is attending Towson University, Baltimore, majoring in biomedical science.

CENTRAL REGION

Jorden Sherwin, son of Jason Sherwin, North Dakota State Branch 937. He is attending Bismarck State College, majoring in power process technology.

Tatiyana Davis, daughter of Tayana Davis, Elizabeth R. Flamon, IL, Branch 14. She is attending Louisiana State University, majoring in computer science with concentration in cloud computing and networking.

SOUTHERN REGION

Abigail Cheeran, daughter of Cicil Cheeran, Dallas Branch 86. She is attending the University of Texas at Dallas, majoring in chemistry.

Nariah Jennings, daughter of Tiffany Dearion-Jennings, Oklahoma City Branch 80. She is attending Rose State College, Midwest, OK, majoring in graphics.

WESTERN REGION

Taylor Mearing, daughter of James Mearing, Colorado-Wyoming Bi-State Terry G. Brady Memorial Branch 907. She is attending the University of Northern Colorado, Greeley, majoring in secondary education.

Lindsay Meehan, granddaughter of Mary Digioia, Long Beach Branch 698. She is attending Long Beach State College, majoring in elementary education.

Consultative Report

JUNE 2026

Station Manager Levels, TACS Duties Settlement, Station Manager Positions in S&DCs Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the June 16 Zoom consultative meeting. Representing the Postal Service were James Timmons and Paulita Wimbush, Labor Relations Policies and Programs.

Agenda Item #1

NAPS brought back the issue of station manager levels and *Form 150* upgrades. The USPS previously indicated an interest in working on these issues with NAPS, yet there has been no movement from the USPS. NAPS again requested a work group to collaborate with the agency on these issues.

USPS response: *A work group meeting was set up and held with the NAPS resident officers and Postal Service representatives on July 8 to discuss postmaster and manager, Customer Services, staffing models.*

Agenda Item #2

NAPS referred to the recent TACS duties settlement and asked if the intent is for lead clerks to also enter call-ins and leave entries for EAS employees. Does the settlement apply to bargaining-unit employees' TACS duties and entries only — not EAS employee records? NAPS noted the settlement language does not appear to clearly state EAS attendance records are to be processed by lead clerks.

USPS response: *Yes, clerks will perform TACS entries and allied duties for all craft bargaining units and EAS employees in the bid cluster. Lead clerks have access to perform only manual leave entries in ERMS. Any tabs or reports that would display attendance information, leave balance information, FMLA status, HRM status, etc., are disabled.*

The document, Q&As – 9/30/25 TACS Settlement February 26, 2026, has been created to answer these questions (#8) and other questions related to the Sept. 30, 2025, TACS settlement. NAPS was provided a copy.

Agenda Item #3

NAPS said PTPOs (part-time post offices) play a vital role in providing service to USPS customers. While their hours are limited, PTPO employees (postmasters and

PMRs) are required to complete USPS training, but must maintain those hours in LDC 80, which has an impact on their NPA and SOV. NAPS asked why PTPO employees are treated differently. Why can't all offices transfer training to a training operation?

USPS response: *Level-18-and-below post offices are measured on Total Workhours to Plan. LDC 80 or LDC98 (training) are counted in the total either way.*

Agenda Item #4

NAPS again brought up the issue of station manager positions in S&DCs. The USPS has indicated it is studying the issue, yet there has been no movement to create these positions. NAPS affirmed it is available to participate with the USPS in a work group to analyze and finalize this issue.

USPS response: *A work group meeting was set up and held with the NAPS resident officers and Postal Service representatives on July 8 to discuss manager, Customer Services, and S&DC staffing models.*

Agenda Item #5

NAPS has been made aware that SDOs at processing plants are being placed on emergency placement for their employees scanning Hazmat packages that ultimately get through to THS (Terminal Handling Services) to be placed on a flight (Hazmat is supposed to be trucked). NAPS stressed this is not a proper use of emergency placement as EAS employees in these processing facilities have not been given an opportunity to investigate the issue or address the craft employee.

NAPS asked if this is a national policy issued by the USPS. If so, why has NAPS not been consulted? Why is the USPS using emergency placement for EAS employees as an instrument of action?

USPS response: *There have been no changes to policy at the national level regarding emergency placement. The Postal Service's policy can be found in the ELM, specifically ELM 651.*

Agenda Item #6

NAPS noted that, currently, fraudulent small packages (often originating from China) are being accepted by

the PASS machine, which then generates an AAU scan. However, when the carrier scans the package at the address, the carrier scanner does not recognize the item. Hence, the office has a failed ADE, which affects the office's scanning and NPA scores.

NAPS asked what the solution is — the package cannot be sent to dead mail or returned to sender as the return address is fake. Customer calls are increasing, asking why they received something they did not order or want. The concern is these packages affect NPA scanning scores adversely. How will the USPS manage these concerns?

USPS response: All pieces flagged with a fraud indicator are automatically excluded from NPA performance measurements, including Last Mile, AAU, ADE and End-to-End Service metrics. For pieces not identified as fraudulent, exclusions must be requested through the standard NPA exclusion process.

Any packages that an employee is unable to scan or may be incorrectly identified as a COD should be brought back to the office and given to management. Management should send the barcode to the appropriate email below for instructions on how to handle the package.

- For questions regarding shipment status, missing shipments, or retrievals, email:
UnpaidPackageRetrieval@usps.gov
- For questions regarding fraudulent labels, postage, or shipments, email:
PackageFraudPrevention@usps.gov

NAPS 70th National Convention SPAC Challenge Coin



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

Agenda Item #7

NAPS asked for data on how many TACS entries still are being done by EAS employees that should be done by lead clerks based on the arbitration award regarding this issue. Has the number of entries decreased in the first half of FY26 compared to when the arbitration award was announced nationally? How many dollars in automatic awards have been paid out nationally to lead clerks for violations?

USPS response: Only non-clerk transactions without authorized occupational codes can be tracked. There has been a decrease in the number of non-clerk transactions due to adding additional authorized occupational codes and the TACS settlement Q&As. There are no automatic awards paid; an individual grievance still must be filed.

Agenda Item #8

NAPS Central Region Vice President Craig Johnson received the following response from Elisa Fion concerning NAPS having the opportunity to address Postmaster Essentials and new Supervisor Training classes. As the referral is to be made to Postal Headquarters, NAPS is requesting the opportunity to address attendees at these classes.

From: Fion, Elisa - Central Area Human Resources, IL

To: Craig Johnson

Cc: Sanghera, Raj - Central Area Office, IL

Sent: Wednesday, May 27, 2026, at 07:01:38 AM CDT

Subject: RESPONSE_RE: [EXTERNAL] Speaking Invitations

Good morning, Craig –

Unfortunately, we would not be able to extend an opportunity to speak to EAS during scheduled leadership training sessions. If you wish to explore the opportunity for NAPS to have an included portion in training, that is something that should be discussed at a national level. James Timmons, a/Director, Labor Relations Policy and Programs, would be your point of contact.

USPS response: Regarding NAPS having the opportunity to address Postmaster Essentials and new Supervisor Training classes, there is not discretionary time built into the training curriculum to allow for additional speakers. Also, there often is networking time built in before and after classes for attendees. An offer was made regarding providing Career Conference information and booth access.

NAPS *of* NOTE

Area highlights from
around the country



Pennsylvania State Executive Board President Sue Bartko and Area 3 Vice President Patrick Timothy presented NAPS President Ivan D. Butts with a gift to thank him for his dedicated service to Pennsylvania and NAPS.



The Pennsylvania State Convention was held June 20 at the Mount Airy Casino Resort in the Pocos. Thanks to all the state delegates, NAPS Executive Board members and vendors for attending. We had a successful turnout with great information-sharing.



Lehigh-Pocono Branch 387 President Carol Kernahan-Beals (left) and Scranton Branch 70 President Lelis Sheets (right) presented Ivan and Laurie Butts with a cake.

CENTRAL GULF AREA



Alabama State President John Carson and Secretary/Treasurer Pamela Carter attended the Alabama/Mississippi District Career Conference in Birmingham.

CENTRAL REGION



USPS Central Region Vice President Todd S. Hawkins and his division directors met with NAPS Executive Board members for discussions on operational priorities, employee support and strengthening leadership partnerships across the Postal Service.



NAPS leaders toured the Indianapolis RPDC.



Front row, from left: Midwest Division Director Daniel T. Hirai, NAPS North Central Area Vice President Dan Mooney, Central Division Director Frank D. Veal, Northern Plains Division Director Kenyata B. Moore, NAPS Cotton Belt Area Vice President Shri Green, Illini Area Vice President Luz Moreno, Central Region Vice President Craig Johnson, Michiana Area Vice President Kevin Trayer and Pioneer Area Vice President Ed Laster Sr.

Back row: Lakeshores Division Director Mark E. Wilson, Central Region Vice President Todd S. Hawkins, NAPS Executive Vice President Chuck Mulidore, Eastern Region Vice President Richard Green and Westshores Division Director Webster "Garry" Tottress.

ROCKY MOUNTAIN AREA



Former NAPS Secretary/Treasurer John Aceves met with new Rep. Adelita Grijalva (D-AZ) and discussed issues important to NAPS members.

PACIFIC AREA



NAPS member Neil Gonzalez was installed as postmaster of Sacramento on the steps of the California State Capitol on June 24 by Chief Retail and Delivery Officer Elvin Mercado. Gonzalez started his postal career in Oakland and has worked in Stockton, Fresno, Portland (OR) and Los Angeles.

Attending the installation were WestPac Area Vice President Eduardo H. Ruiz Jr., California 2 District Manager Jagdeep Grewal, California 3 District Manager Al Santos and WestPac Area Vice President of Retail and Delivery Operations Ed Ruiz Jr. There was a large crowd of NAPS members, co-workers and family members.

Gonzalez and NAPS members, from left: California State Area Vice President Victor Garcia, Central Valley Branch 197 Representative Rebecca Mauer, Gonzalez, Branch 197 President Debbie Baker, Western Region Vice President Marilyn Walton and Sacramento Branch 77 Representative Christen Black. Not pictured: Branch 77 President Ralph Petty and Margarete A. Grant Branch 127 President Charles Patterson.



Margarete A. Grant Branch 127 Vice President Glenn Gray and Trustee Edna Gray attended a July 7 town hall meeting hosted by Rep. Lateefah Simon (D).

COMMITTED TO DELIVERING QUALITY PLANS

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

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

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

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



**BlueCross
BlueShield**

Federal Employee Program®

HERE FOR YOU

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



In Solidarity:

President Ivan D. Butts Wraps Up 37 Years of Service

In looking ahead to President Ivan Butts' impending retirement as NAPS president, Jordanna Garland interviewed him once more to talk about his accomplishments and thoughts as he anticipates his next chapter in life.

Photos by Johnny Bivera

For the past five years, Ivan Butts has been at the helm of the National Association of Postal Supervisors. His leadership as president has left a lasting impression on the organization, shown through his dedication and commitment to the Postal Service and its employees.

On Aug. 14, President Butts will say his final good-byes to NAPS, proudly stepping into retirement. As he described it, "Serving as president of NAPS has been the greatest honor of my career."

Butts has been involved with NAPS for 37 years, starting as an EAS employee in 1989. Since the beginning of his USPS career, he was determined to make a difference in the agency.

He was RIFed four times in 2009, then went from an operations support specialist to a financial control specialist to a labor relations specialist to the manager of Health Resource Management. His experience there helped prepare him for becoming NAPS president.

When Butts left the U.S. Air Force, he chose to work in the Postal Service because he saw it as the perfect career on which to raise a family. In contrast, he shared that he feels EAS employees who currently work in the USPS just see it as another job — not a career to which they can fully commit. He noted the quality of EAS employees now is not the same as it was when he first joined the Postal Service.

Butts stressed that joining NAPS offers many opportunities for EAS employees looking to enact change beyond their branch. Advocating for EAS employees since it was founded in 1908, NAPS is the largest postal management organization with over 29,000 members, many of whom are in supervisory, managerial and postmaster positions.



***"Serving as president
of NAPS has been
the greatest honor
of my career."***

There are endless possibilities for networking at the local, state, area, regional and national levels.

NAPS will advocate for members who have gone through a turbulent change in the Postal Service. In a letter that Butts authored a few years back, he highlighted an example of how NAPS puts their members first:

"The longevity of our association has helped us in creating an advocacy network that is second to none. The success rate of our Disciplinary Defense Fund (DDF) in adverse action cases is unmatched. Couple this with the fact that this high level of defense is free to membership truly raises NAPS above other management associations who require thousands of dollars in advance from their dues-paying members for representation."

Along with providing financial stability for members, Butts noted that NAPS always offers EAS employees the best support possible, setting them up for promising careers.

Throughout his presidency and career in NAPS, Butts garnered an extensive portfolio of accomplishments in service for the betterment of the association. His holistic approach to leadership has fostered a welcoming and transparent environment for NAPS, allowing members to feel seen, heard and empowered. His monthly columns in *The Postal Supervisor* magazine have provided clear and direct communication to members.

As executive vice president and president, Butts prioritized legislative engagement. NAPS has increased awareness about the challenges the Postal Service faces by speaking with lawmakers about postal reform and being proactive in finally achieving repeal of the WEP/GPO. With the organization's advocacy and involvement on Capitol Hill, NAPS has become the go-to source for congressional members and their staffs on Postal Service issues.

Butts also has dedicated his efforts in advocating for and advancing EAS compensation. In the past five years,





Sheena Williams is Ivan's executive assistant and the office manager. He credits her, Patrick Gustafson, membership coordinator, and Tierney Campbell, office and membership assistant, for keeping NAPS Headquarters operating efficiently and being responsive to NAPS members.



“The longevity of our association has helped us in creating an advocacy network that is second to none. The success rate of our Disciplinary Defense Fund (DDF) in adverse action cases is unmatched. ... Along with providing financial security for members, NAPS always offers the best support possible.”



the median EAS salary increased 21.4%. Moreover, the gap between rising inflation and inadequate pay began to close. Although progress has been made, he observed, there still is much work to be done.

Honoring the individuals who have paved the way for all that NAPS now provides is something Butts truly values. He is proud to honor the legacies of past NAPS Presidents Ted Keating and Louis Atkins with their plaques that hang in the Executive Boardroom, that, thanks in part to his efforts, was renamed the Margarete A. Grant Executive Boardroom in honor of the former executive vice president.

Butts talked about how, shortly after becoming president in 2021, he traveled to Memphis, TN, to visit the families of two fallen EAS heroes killed by a co-worker. The profound experience of talking with their family members reinforced his belief in always remembering those who have sacrificed their lives in service to America's Postal Service.

Butts then researched and identified the names of 23 more EAS employees who were killed in acts of violence. Their memorial plaque hangs in the lobby at NAPS Headquarters.

Reminiscing on his time in NAPS, Butts pointed out a few memorable moments that he will forever cherish. Although meeting former presidents Barack Obama and Joe Biden are high on the list, sitting down with the late Congressman John Lewis was impactful. Lewis passionately urged Butts "to cause some good and necessary trouble."

As for retirement plans, Butts has a few ideas lined up so he will be balanced, yet busy. He plans to take his wife Laurie on a special vacation in grateful thanks for all the support she has given him throughout the years.

"From loading up the Matrix (still going strong at 250,000 miles) and driving to Louisville, KY, in 2008 as I ran for Eastern Region vice president at the 61st National Convention that celebrated NAPS' 100th anniversary, to her creative idea of branding my campaign, with the 'Teddy Bear', she has always stood by my side."

Butts is very thankful for all the people in NAPS who have worked alongside him all these years. In his 37 years of service working for the betterment of EAS employees, he is proud of the postal association that has shaped him and grown with him.

"I am so grateful for the opportunity to serve the members of NAPS over these 37 years. I know I did not hit the mark every time, but I never claimed perfection," Butts offered. "I hope you see in me what I promised and the steadfast commitment to serving you — the members of this great association — to the best of my ability in every way possible."



*Jordanna Garland is a reporter and office manager for the **Golden Valley News**, the local newspaper in Beach, ND.*



"I hope you see in me what I promised and the steadfast commitment to serving you — the members of this great association — to the best of my ability in every way possible."



The Excessive Daily Emails — Enough

Dee Perez - Northeast Region Vice President



I've heard from members in my region and others in normal conversations regarding this topic. Hence, it's time to try to make leadership, once again, try and understand why this is a problem.

In my January column, I talked about how to reduce excessive daily emails. Apparently, it fell on deaf ears or it's simply a problem leadership does not understand very well.

The concern with all these emails is that leaders at the district level simply do not see the problem right in front of them because they, too, are inundated with excessive emails that, most likely, are all the same emails we receive, as well as upper-management emails. The reason these leaders just accept it and don't address this concern could be shell shock.

The amount of emails is something to which they have grown accustomed and don't realize the consequences and how it disrupts productivity. I don't blame them; they just don't know or may not have the time to examine why this occurs and its consequences.

How can anyone function when they come back from a week of annual leave and see 800 or more emails in their inbox? The obligation of front-line EAS employees is to read these emails to understand what they missed and stay current. I know of EAS employees who have been out on FMLA for a month and have had over 2,000 emails to read. Do you really think they read all 2,000-plus emails? I don't!

I would say I average about 125 emails a day. Sometimes I receive 65 emails before 10 a.m., which is disturbing.

A concern is regarding the same email topics being sent out repeatedly by different people throughout the day. Another issue is people replying "all" when they only should reply to the sender.

Then you have MPOO helpers who are postmasters constantly sending out messaging for their MPOOs all day. Even though only a dozen offices are involved, the email goes out to the entire group. Why? These helpers simply are too lazy to send the message only to the offices involved.

Here is why excessive emails are a concern:

- Reduced productivity — Constantly checking emails interrupts work and makes it harder to focus on important tasks.
- Information overload — Important messages can get buried among less important emails.
- Increased stress and fatigue — A large number of emails can create pressure to respond quickly and keep up.
- Delayed responses — When inboxes become overloaded, critical emails may be overlooked or answered late.
- Communication errors
- People are more likely to miss details, misunderstand instructions or send incomplete replies.
- Lower employee engagement — Excessive email traffic can contribute to frustration and burnout.

In a workplace environment as intense as the USPS where you are chasing compliance and daily data, excessive daily emails can lead to missed operational communications, delayed decision-making and reduced time available for customer service and employee management.

These excessive emails, combined with excessive management conducting a Zoom meeting that takes 40 - 60 minutes of our day, are a problem that needs to be recognized or streamlined to free up EAS employees to perform their jobs, which is managing their people. I already offered a solution; see page 25 of the January issue. It makes perfect sense.

Come on, branches, sign three members a month to support the association to which you belong.

Always, in respect!

neravpdee@aol.com

We Are Family

Bobby Bock - Southeast Area Vice President



NAPS was founded on Sept. 7, 1908, when 50 postal supervisors came together with a common purpose to create an organization that would advocate for and represent postal supervisors across the country. Today, more than a century later, that same mission continues.

If you have never taken the opportunity to learn about our rich history, I encourage you to visit NAPS.org. In 1993, NAPS purchased its four-story headquarters building in Alexandria, VA, which remains our national home today.

If you have never visited NAPS Headquarters, I encourage you to do so. It is a beautiful building that is well maintained and represents the strength and professionalism of our association.

In our early years, NAPS held a national convention every year. Over time, we transitioned to holding conventions every two years, with the exception of

the COVID-19 pandemic, which disrupted many of our traditions.

I remember attending my first national convention in 2000 in Anchorage. As a first-time delegate, I quickly realized NAPS was much more than an organization — it was a family. I met members from every corner of the country, many of whom have become lifelong friends.

In 2010, I had the honor of serving as national convention co-chair alongside Kirk Malcolm. At this convention, Louis Atkins was elected NAPS president. Being part of that event remains one of the highlights of my NAPS journey. Also at the 2010 National Convention, we held our first National SPAC Walkathon, chaired by Ann Strickland.

While national conventions provide an opportunity to

continued on page 28...

Get Ready For The Holidays!

SCAN TO ORDER NOW!

COLORS AVAILABLE

ROYAL BLUE	NAVY BLUE
YELLOW	GREEN
PURPLE	BLACK

CHECK OUT OUR WEBSITE FOR JACKETS, HATS & MORE

212-465-2521 • ASHTEESWORLD.COM

Building NAPS' Next Generation of Leaders

Richard Green - Eastern Region Vice President



The importance of NAPS focusing on identifying, developing and raising our next generation of leaders cannot be underestimated. Building strong, future leaders requires us to intentionally identify high-potential talent/next-generation leaders, pair them with active mentors and transition their focus from being a passive member into a full participant and active leader in NAPS.

By combining targeted, effective training, mentoring and coaching, we can build a future that provides robust and clear opportunities to develop future leaders. Here is a call to action of how we move the process forward.

The Imperative for Cultivating Leaders

Behind every resilient, forward-thinking organization is a strong leadership structure that not only navigates the present, but also safeguards the future. In today's highly competitive and rapidly evolving environment, relying solely on continued reliability on past practices is no longer sufficient.

NAPS must proactively build a deep talent pipeline from our membership by engaging our next generation of members and sharing a vision that allows them to see themselves being a part of the future of our esteemed organization. Developing these future leaders requires far more than coming to meetings or being a delegate at conferences or national conventions.

It demands a deliberate, focused effort to empower NAPS' high-potential, next-generation leaders with the tools, experiences and mindsets they need to tackle the challenges NAPS faces today and in the future.

Step 1: Identify High-Potential Talent

The process begins by pinpointing next-generation members who demonstrate the raw traits of leadership. While high performers excel in their current roles, NAPS must look deeper for critical competencies such as:

- Strategic thinking — the ability to see the bigger picture and align daily tasks with broader NAPS goals.
- Learning agility — comfort with adapting to shifting priorities and navigating the changes NAPS will face as the USPS works through the transformation process.
- Emotional intelligence — high relationship intelligence, empathy and the capability to build trust with NAPS members and USPS senior leadership. We can identify and develop these qualities as we give more responsibility to our up-and-coming

leaders. This also will require effective communication to build relational trust with our next generation of leaders.

Step 2: Implement Meaningful Mentorship and Coaching

Effective leadership development cannot be achieved through passive training modules alone. To build capable leaders, NAPS must leverage training, mentorship and coaching.

Pairing rising talent with seasoned leaders facilitates essential knowledge transfer and builds confidence. Furthermore, involving future leaders directly in strategic planning offers a hands-on view of long-term organizational goals, breaking down walls that limit growth opportunities and gives our next generation leaders a comprehensive understanding of the organization's objectives and trajectory.

Step 3: Nurture Both Hard and Soft Skills

Next-generation leaders require a hybrid skill set to succeed in a dynamic environment. While technical skills and confidence are mandatory, human-centric "soft skills" provide the primary advantage in being a successful leader.

Because NAPS is about taking care of the membership, we must ensure the next generation of leaders must master clear communication, active listening and the ability to measure outcomes that are vision-focused rather than just the wins and losses. Additionally, creating a safe environment where young leaders can experiment, take calculated risks and learn from their mistakes is vital for building resilience and innovative thinking.

Step 4: Align With Core Organizational Values

Ultimately, strong leadership is tied to organizational culture, vision and purpose. To build a cohesive, lasting, member-focused organization, NAPS must ensure their future leaders share the same core values and are passionate about its overarching mission.

When an organization's goals and a leader's personal philosophy are perfectly aligned, they can drive unparalleled engagement, retention and performance. For organizations looking to build their internal leadership pipeline, focusing on these four steps ensures continuity, stability and sustained success.

Let's remain committed to building a strong network of next-generation leaders to lead NAPS into the future!

rgreen151929@aol.com

Integrity: Embrace It, Respect It, Honor It, Live It — Never Lose It

Dan Mooney - North Central Area Vice President



Integrity is more than a word — it's a light that guides us. It's the quiet strength that shapes our character, the compass that keeps us steady and the foundation that allows us to stand tall, no matter what challenges come our way.

The dictionary may define integrity as honesty, fairness and strong moral principles, but, in practice, it is so much more. Integrity is the courage to choose what's right, even when it's hard. It is the discipline to stay true to your values when pressure mounts. And it is the inner voice that reminds you who you are and who you aspire to be.

As I travel and speak with postal executives and leaders across the organization, integrity rises again and again as a defining expectation. They want us to lead with it, work with it and live by it. And they're right — because, without integrity, the truth eventually finds its way to the surface. With integrity, you move forward with confidence, clarity and purpose.

Every day, you make countless decisions; let each one reflect integrity. When you're unsure, ask. When you make a mistake — and we all do — face it with honesty; NAPS will stand with you.

Integrity doesn't guarantee perfection, but it does guarantee growth. It opens doors to second chances and new

opportunities. Without it, those doors begin to close.

And remember: Once integrity is lost, rebuilding it takes time — precious time you may not have. That's why protecting it matters. Even if you work for someone whose integrity is questionable, do not let their choices compromise your own. Your integrity is yours alone; it is worth defending.

Think about the people who look to you for leadership. Don't you want them to embody integrity? And if you expect it from them, they should see it in you.

Integrity inspires respect. Respect strengthens leadership. The best leaders for whom you ever have worked likely shared one thing in common: unwavering integrity.

Integrity costs nothing, yet it is priceless. It makes your path clearer, your decisions stronger and your reputation resilient. Don't risk losing what you have worked so hard to build by cutting corners or choosing the easy way out. Integrity is doing the right thing when no one is watching — and doing it because it reflects who you are.

Stay on the high ground; the view is better and so are the people who join you.

dan_9999@msn.com

Executive Board Selects New DDF Provider

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

The July 9 NAPS Executive Board meeting via Zoom was called to order at 4:08 p.m. by Executive Board Chair Chuck Lum. He informed the board the meeting had been called to hear from candidates applying to be the next NAPS Disciplinary Defense Fund provider.

Secretary/Treasurer Jimmy Warden conducted the roll call; all board members were present except Luz Moreno, who was excused, and Bob Washington. Tony Dallojacono did not participate as he was one of the candidates.

The meeting went into executive session. Upon completion of the interviews, a motion was made.

Motion #1, submitted by Richard Green and seconded

by Dee Perez, that the board conducts a vote during this meeting to decide the successful candidate who will be the next NAPS DDF provider.

Voting "yes" were Butts, Mulidore, Warden, Perez, R. Green, Johnson, Elizondo, Walton, Austin, Hughes, Griffin, Laster, Trayer, Mooney, Bock, Studdard, S. Green, Davis, Valuet and Pashinski; as board chair, Lum does not vote. The motion passed.

The board then voted on the selection; Tony Dallojacono was the successful candidate. He received more than 51% of the vote and will be the next Disciplinary Defense Fund provider for NAPS.

Lum adjourned the meeting at 6:31 p.m.

USPS Employees Staying Abreast of Business Mailers' Concerns



Lewis L. Johnson — USPS National PCC Program Manager

The Postal Customer Council (PCC) Program works to foster close working relationships among the Postal Service and commercial mailers and shippers. The goal is to share information about new and existing Postal Service business products, programs, services and procedures.

The PCC Program began in 1961 with the formation of local mailer users' councils, also known as citizens' advisory councils. The former Post Office Department organized the councils to improve communications among Postal Service customers and local Postal Service managers.

The councils first came into prominence supporting the "mail early" campaign in the mid-1960s. In 1971, the name was changed to Postal Customer Councils.

What's In It for You?

As a postal employee, the PCC helps you stay abreast of business mailers' and shippers' concerns and issues. They also give employees access to Postal Service certification courses to grow professionally, as well as opportunities to form collaborative partnerships with industry members and the chance to learn about key Postal Service strategies and policies.

Dina Kessler, president and CEO for Kessler Creative, noted: "In our business, it is crucial that we stay abreast of any changes in the USPS, as well as new tools available for us and our customers. Being an active member of the PCC is the vehicle for us to make that happen as an organization."

PCCs rely on the support of USPS area vice presidents, district managers, area directors – Customer Relations, managers (district), Customer Relations, Customer Relations coordinators, plant managers, postmasters, BME managers/supervisors, Sales representatives and key personnel.

That support comes via PCC plant tours, event speakers, grow your business day, small business events, business connect and more. With 94 PCCs nationwide, the program is an important resource for the mailing and shipping industry and provides benefits for both industry members and postal employees.

Consider joining and helping promote the USPS! Scan the QR code:



We Are Family

continued from page 25...

reconnect with friends and build new relationships, they also are where the important business of our association takes place. Delegates debate and vote on resolutions, update our Constitution and Bylaws and establish the direction of our organization. The decisions made at conventions help shape the future of NAPS and our relationship with the Postal Service.

Perhaps the most important responsibility of the delegates is electing the officers who will lead our association for the next two years. This year's convention marks a significant moment in NAPS history, as President Ivan Butts has announced he will not seek another term. I would like to thank Ivan for his years of dedicated service and wish him nothing but the best as he begins his second retirement.

With a new NAPS president to be elected, as well as executive vice president, secretary/treasurer and regional and area vice presidents, I encourage every delegate to carefully consider the qualifications of each candidate.

Likewise, I ask each delegate to pay close attention to the proposed resolutions and Constitution and Bylaws changes, as these decisions will have a lasting impact on our association.

Above all, remember why we gather. We are one organization, one team and one family. We may not always agree, but we always should respect one another. Follow the Golden Rule: Treat others the way you want to be treated. Healthy debate strengthens our association, but professionalism, dignity and respect always should guide our actions.

As you attend the convention, take time to meet new people, renew old friendships and enjoy the experience. Safe travels to everyone and I look forward to seeing you at our national convention.

Remember, we are more than an association — we are family.

bocknapsseavp@aol.com



Curing the Summertime Postal Blues

Late June and early July may have proven to be extraordinarily consequential for the future of the Postal Service and its role in delivering absentee ballots for federal elections. Members of the Senate Homeland Security and Governmental Affairs Committee and several federal judges, including justices of the U.S. Supreme Court, expressed their opinions about the agency and how the Postal Service functions within our electoral system.

In the July issue of *The Postal Supervisor*, I summarized the June 17 Senate confirmation hearings of two of the four presidential nominees to the USPS Board of Governors. As this issue went to press, confirmation for the remaining two nominees had yet to be scheduled. The Senate plans to adjourn for the summer on Aug. 10.

On June 24, Postmaster General David Steiner had his turn before the Homeland Security and Governmental Affairs Committee. Steiner reiterated the widely held view that the Postal Service suffers from a broken business model that prevents it from using the same tools employed by profit-seeking companies. The PMG spoke of the burden to deliver mail to more than 170 million delivery points six days a week — most postal routes being “money-losing.”

He lamented the inability to close unprofitable post offices. Furthermore, Steiner complained the agency is prohibited from unilaterally raising postage rates, hindered by the archaic Postal Regulatory Commission. The PMG requested legislation enabling the Postal Service to invest its retirement assets in a conservatively managed investment portfolio, rather than be limited to low-yield U.S. Treasury bonds.



BOB LEVI

Director of Legislative
& Political Affairs

Steiner also urged Congress to increase the USPS’ borrowing authority, self-manage its workers’ compensation program and have the administration recalculate its Civil Service Retirement System liability to reflect that the excess retirement liability was incurred by pre-1971 postal employees and, therefore, should be shouldered by taxpayers.

As you may remember from my July column, NAPS is advocating for Congress to revise the existing USPS Public Service Appropriation and to provide the funds for specific aspects of the Postal Service’s universal service obligation. Steiner supported the appropriation in his testimony.

Members of the Senate panel participated in one round of questioning of the PMG. Chairman Rand Paul (R-KY) focused his queries on cutting the size of the postal workforce and reducing the days of mail delivery to reduce postal expenses. Notably, Paul and Sen. Rick Scott (R-FL) suggested elimination of the PRC might provide the Postal Service with improved flexibility, particularly in increasing postage rates.

Sen. Ron Johnson (R-WI) mused about reducing the Postal Service’s public service obligations as a route to improved solvency. Most of the Democratic members of the committee focused their fire on the Postal Service’s intent to comply with President Trump’s controversial executive order relating to the USPS’ role in delivering absentee ballots.



The order would require the Postal Service to halt delivering ballots to otherwise eligible voters on a state voter list not inspected by federal authorities. During questioning, Steiner indicated he would follow the executive order, but clarified later he would comply with federal court orders.

Toward the end of the hearing, fireworks erupted between Sen. Josh Hawley (R-MO) and the PMG over poor mail service in Missouri and the discovery of a pile of

continued...

The Postmaster Committee Is Your Resource

In looking ahead to maintaining the momentum we plan to achieve at this month's NAPS 70th National Convention, the Postmaster Committee is excited to begin sharing monthly insights through our columns in *The Postal Supervisor* magazine to support you in your daily roles.

Having the right team in place is essential to thriving, so understanding the reports that help manage staffing is an excellent place to start. In particular, the Supervisor Workload Credits (SWCs) report is a valuable tool designed to streamline office management.

Shared monthly by NAPS officers and USPS Headquarters, the SWCs report is available on the workforce website. It determines the number of supervisor, Customer Service (EAS-17), positions authorized in post offices and carrier stations. Because SWCs are workload-driven, they measure supervisor workload based primarily on the number of employees you supervise.

SWCs are calculated on a facility-by-facility basis, counting the active employees on the rolls of your specific post office or carrier station. This provides an opportunity for offices to review and balance non-career staffing.

Please ensure you have the correct staffing levels on your rolls; collaborate with postal leadership to secure the necessary support your office needs. Ultimately, manag-

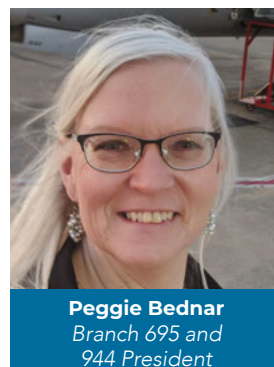
ing your staffing levels ensures you have the operational support required to effectively handle workload gaps.

Managing your office is a team effort, but, remember, you are the team leader. The NAPS Postmaster Committee comprises dedicated members who understand what postmasters face daily. This committee is a resource for you to ask questions, learn new strategies and work toward making our jobs more efficient and manageable.

If you have any questions or would like to discuss your office's SWCs, please reach out to the NAPS Headquarter Postmaster Committee at napspostmasters70@gmail.com. A committee member will be happy to assist you. You also can find additional information on SWCs on the NAPS website.

Peggie Bednar, president of Myrtle Beach Branch 695 and South Carolina State Branch 944, is the retired postmaster of Rock Hill.

msbednar0714@gmail.com



Curing the Summertime Postal Blues

continued...

abandoned mail in a vacant St. Louis lot. Hawley was angered by the PMG's failure to be aware of the mail dump, despite the senator allegedly notifying the USPS of the matter and the wide media attention the mail pile generated.

After the hearing, in a letter to Hawley, Steiner claimed the senator's office never notified the PMG of the mail pile, Missouri mail performance was improving and he felt he was treated disrespectfully by the senator. In response, Hawley opened an investigation of the Postal Service, alleging possible criminal acts by the agency using his position as chair of the Senate Judiciary Subcommittee on Crime and Counterterrorism.

One of the last matters discussed at the Senate hearing was the status of the consulting work being conducted by the restructuring firm Alvarez & Marsal. The PMG told Paul the work is not complete and it's unclear when it will be finished. However, Steiner pledged to forward the re-

port to the committee when completed.

On a related Senate matter, Sen. Mike Rounds (R-SD) alerted Paul and Sen. Gary Peters (D-MI) that he plans to place a "blanket hold" on all nominations to the Postal Board of Governors in response to the perceived dismissive way in which postal leadership has treated mail performance issues in South Dakota. With the shrinking number of days left in the legislative session, such a hold would place the four pending Board of Governor nominees in serious jeopardy.

As mentioned earlier, the PMG indicated the Postal Service intends to comply with courts' decisions relating to the executive order on mail absentee ballots. In late June and early July, several federal courts have cast doubt on the legality and constitutionality of the order.

First, two federal district courts have halted implementation because states — not the federal government or the

Postal Service — are tasked by the U.S. Constitution with determining voter eligibility. Second, another federal district concluded the Postal Service's compliance with the executive order would violate a 2021 legal settlement between the agency and the National Association for the Advancement of Colored People (NAACP), in which the USPS must employ "extraordinary measures" for the timely delivery of election ballots. Compliance with the executive order would violate this court-order settlement.

Finally, while not directly related to the executive order, on June 29, the U.S. Supreme Court ruled by a slim 5-4 majority that election authorities may count mailed ab-

sentee ballots postmarked by election day, but received after election day. This key ruling sustains current practice in many states, including those that conduct universal vote by mail.

NAPS will continue to protect the Postal Service's integrity and nonpartisanship in delivering democracy for America. NAPS also will continue safeguarding the Postal Service's sacred and historic mission to ensure the agency fulfills its universal service obligations. This is the way we cure the summertime postal blues!

naps.rl@naps.org

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2026

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

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

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



Applications must be received no later than

Dec. 31, 2026. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the "Members" tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

Scholarship winners will be announced in January 2027. In addition, the scholarship winners will be listed in the March 2027 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2027. Scholarships may be used to pay expenses in the student's current or following semester.

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

NAPS Legislative Campaign



**Urge Your
Member of
Congress to
Co-Sponsor the
Vote by Mail
Tracking Act
(H.R. 7265)**

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



**Urge Your
Member of
Congress to
Co-Sponsor the
Postal Supervi-
sors, Managers
and Postmasters
Fairness Act
(H.R. 7600)**

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



2026 SPAC Contributors

WORKING
FOR YOU!



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

Bognot, Clarissa	CA	Branch 244
Bradley, Roxanne	CA	Branch 77
Derden, Margaret	CA	Branch 39
Garcia, Victor	CA	Branch 77
Pennington, Felicia	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Pashinski, Myrna	CO	Branch 65
Gonzalez, Ernesto	FL	Branch 406
Hoerner, Thomas	FL	Branch 420
McHugh, James	FL	Branch 386
Coleman-Scruggs, Toni	IL	Branch 493

Lothridge, Tammy	ME	Branch 96
Tessmer, Stephen	MI	Branch 508
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Christopher, Arthur	TX	Branch 122
Jackson, Alice	VA	Branch 526

June Contributors

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

Pashinski, Myrna	Co	Branch 65
Gonzalez, Ernesto	FL	Branch 406
Hoerner, Thomas	FL	Branch 420
McHugh, James	FL	Branch 386
Lothridge, Tammy	ME	Branch 96
Tessmer, Stephen	MI	Branch 508

VP Elite (\$750)

Randle, Carol	CA	Branch 39
Moss, Donald	DC	Branch 135
Gucmeris, Algimantas	FL	Branch 420
Wagner, Brian	IL	Branch 255
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Austin, Jessie	TX	Branch 122

Secretary's Roundtable (\$500)

Bock, Robert	FL	Branch 406
Franco, Cheryl Ann	FL	Branch 296
LeCounte, Michael	FL	Branch 146
Strickland, Ann	FL	Branch 146
Tynan, Lawrence	FL	Branch 478
Van Horn, Gail	FL	Branch 154
Lum, Chuck	HI	Branch 214
Valuet, John	ID	Branch 915
McCartney, Kelly	KS	Branch 919

Amergian, Raymond	ME	Branch 96
Scales-Bradley, Constance	NJ	Branch 53
Forde, Nicholas	NY	Branch 202
Manes, Phylcia	PA	Branch 20
Bednar, Margaret	SC	Branch 695
Green, Shri	TN	Branch 41
Kukulka, Vivian	TX	Branch 124
Peters, Diana	TX	Branch 122
Butler, Phillip	VA	Branch 98

Chairman's Club (\$250)

Brady, Catherine	FL	Branch 420
Brock, Tammy	FL	Branch 81
Delucia, Keith	FL	Branch 81
Guyton, Patricia	FL	Branch 146
Lynn, Patti	FL	Branch 296
Williams, Carolyn	FL	Branch 146
Pierce, Annette	IL	Branch 255
Capobianco, Christopher	MA	Branch 6
Jones, Marcia	MD	Branch 42
Schneider, Irene	MI	Branch 508
Douglas, Karen	NC	Branch 183
Wu, Karen	NH	Branch 932

Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Amash, Joseph	NY	Branch 83
Warden, Ivonne	NY	Branch 100
Paige, Lillie	OH	Branch 46
Peter, Alison	RI	Branch 105
Clark, Bobby	TX	Branch 124
Davis, Pamela	TX	Branch 122
Foster, Debra	TX	Branch 9
Soders, Melanie	TX	Branch 122
Hubbard, Jim	VA	Branch 22
McComas, Christina	WV	Branch 212

continued....

Supporter (\$100)

Aceves, John	AZ	Branch 376
Petty, Ralph	CA	Branch 77
Wright, Denis	CT	Branch 3
Adams, Anthony	FL	Branch 81
Adderley, Meg	FL	Branch 425
Arizzi, Yvonne	FL	Branch 154
Augustin, Joann	FL	Branch 154
Batastini, Kenneth	FL	Branch 478
Bivins, Rosena	FL	Branch 296
Brittain, Nicole	FL	Branch 154
Butler, Helena	FL	Branch 154
Butler, Michelle	FL	Branch 146
Caraballo Jr., Josue	FL	Branch 420
Fulcher, Sandra	FL	Branch 146
Goldstein, Diane	FL	Branch 156
Guinn, Chuck	FL	Branch 156
Haumann, Craig	FL	Branch 81
Hutt, Jeff	FL	Branch 478
Jimenez, Lorraine	FL	Branch 146
Kaur, Kamaljeet	FL	Branch 478
King, David	FL	Branch 420
Eon, Yanier	FL	Branch 146
Maytin, Raymond	FL	Branch 146
McNeal, Jullian	FL	Branch 420
McPhee-Johnson, Tayloria	FL	Branch 146
Meadors, Joan	FL	Branch 146
Melendez, Carlos	FL	Branch 386
Metcalfe, Thomas	FL	Branch 146
Moffitt, Cheryl	FL	Branch 81

Morrison, Bridget	FL	Branch 425
Nolan, Patricia	FL	Branch 146
Ortiz, Abel	FL	Branch 146
Paisley, Sabrena	FL	Branch 146
Quinn, William	FL	Branch 296
Roman, Alex	FL	Branch 420
Rose, Nancy	FL	Branch 420
Roundtree, Edith	FL	Branch 154
Ruckart, Kenneth	FL	Branch 386
Scriven, Bernice	FL	Branch 146
Tinsley, Dawnette	FL	Branch 93
Vera, Aida	FL	Branch 296
Walters, Donald	FL	Branch 425
Williams, Clinton	FL	Branch 146
Anderson, Paul	MA	Branch 498
Bourque, James	MA	Branch 118
LaCorte, Joseph	MA	Branch 43
Lewin, Kim	MA	Branch 118
Moscaritolo, Anthony	MA	Branch 43
Rafuse, Renee	MA	Branch 102
Brownfield, Patricia	MD	Branch 531
Bodary, Joseph	MI	Branch 268
Duca, Francis	MI	Branch 508
Glenn, Sandra	MI	Branch 140
Harger, Gregory	MI	Branch 190
Hill, Larene	MI	Branch 268
Hommerson Jr., David	MI	Branch 130

continued on page 39...



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 at:

1727 King Street, Ste.400
Alexandria, VA 22314-2753

HELP SPAC WORK FOR YOU!

Contribution Amount: \$ _____ Branch #: _____

Name: _____

Address: _____

City: _____

State: _____ ZIP+4: _____ Date: _____

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

Enclosed is my voluntary contribution to SPAC via:

- ☐ 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): _____

Exp. date: ____ / ____ Signature (required): _____

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

Describe gift: _____ Value: _____



MAKE IT EASY!

Simply scan here using your phone's camera!

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.

2026 SPAC PINS

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



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level



Drive for 5

Contribute to SPAC by payroll deduction or direct payment

Earn Your Pins TODAY!

In 2026, SPAC contributors will be sent the pin recognizing their total 2026 contribution at the end of the year; all pins will indicate "2026."

The 2026 "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.

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to June 30, 2026

National Aggregate:

\$134,952.47

National Per Capita:

\$4.79

Region Aggregate:

1. Southern.....\$ 34,570.59
2. Eastern.....\$ 31,971.50
3. Western.....\$ 30,000.98
4. Central.....\$ 21,804.95
5. Northeast.....\$ 16,604.45

Region Per Capita:

1. Southern.....\$ 5.57
2. Western.....\$ 5.33
3. Eastern.....\$ 5.30
4. Central.....\$ 4.53
5. Northeast.....\$ 3.14

Area Aggregate:

1. Pacific.....\$ 22,220.50
2. Capitol-Atlantic.....\$ 21,719.15
3. Southeast.....\$ 21,359.59
4. New England.....\$ 9,125.84
5. Texas.....\$ 8,536.00
6. North Central.....\$ 7,416.00
7. Mideast.....\$ 6,560.00
8. Illini.....\$ 6,447.00
9. Pioneer.....\$ 6,144.85
10. Michiana.....\$ 5,960.00
11. New York.....\$ 5,026.11
12. Rocky Mountain.....\$ 4,000.00
13. Northwest.....\$ 3,780.48
14. Cotton Belt.....\$ 2,879.00
15. MINK.....\$ 1,981.95
16. Central Gulf.....\$ 1,854.00

Area Per Capita:

1. Southeast.....\$ 8.83
2. Pacific.....\$ 7.85
3. North Central.....\$ 7.83
4. Capitol-Atlantic.....\$ 7.50
5. New England.....\$ 5.41
6. Illini.....\$ 4.63
7. Texas.....\$ 4.56
8. Michiana.....\$ 4.45
9. Pioneer.....\$ 4.01
10. Northwest.....\$ 3.24
11. Cotton Belt.....\$ 2.72
12. Mideast.....\$ 2.53
13. Rocky Mountain.....\$ 2.49
14. Central Gulf.....\$ 2.17
15. New York.....\$ 1.97
16. MINK.....\$ 1.75

State Aggregate:

1. California.....\$ 21,410.50
2. Florida.....\$ 20,422.59
3. Maryland.....\$ 10,013.00
4. Texas.....\$ 8,536.00
5. Virginia.....\$ 6,994.50

State Per Capita:

1. Maine.....\$25.10
2. Maryland.....\$15.77
3. North Dakota.....\$12.92
4. Florida.....\$10.86
5. Minnesota.....\$10.43

Drive for 5

Members by Region:

1. Eastern.....41
2. Southern.....40
3. Western.....33
4. Northeast.....30
5. Central.....27

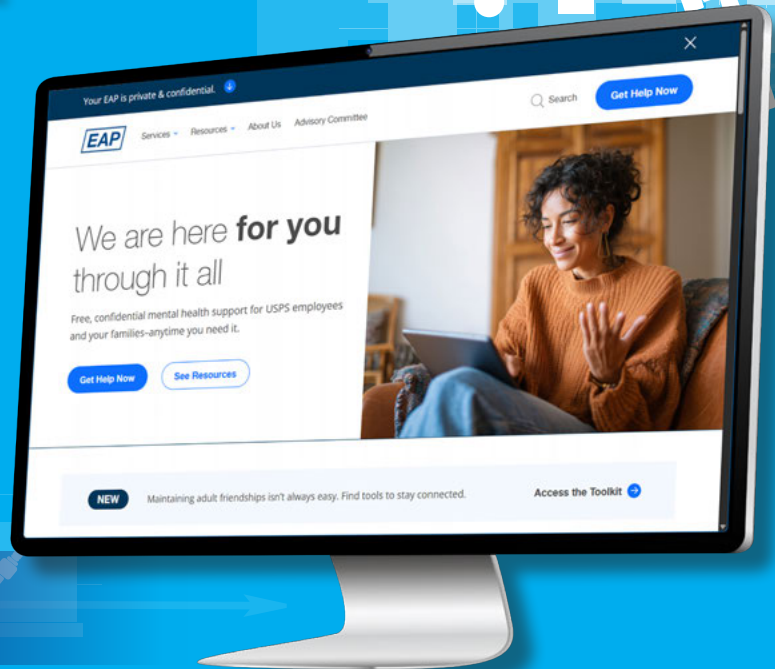
Aggregate by Region:

1. Eastern.....\$ 8,866.50
2. Western.....\$ 8,600.98
3. Southern.....\$ 7,447.09
4. Northeast.....\$ 5,507.11
5. Central.....\$ 4,784.00

New Tools — Easier Access
— Stronger Support

Now Live: New EAP Website Designed to Support USPS Leaders

Submitted by the USPS
Employee Assistance Program



USPS leaders play a critical role in supporting employees in a demanding work environment. From day-to-day stressors to difficult conversations and critical incidents, leaders often are the first to recognize when an employee may need additional support.

To better support supervisors in this role, the USPS Employee Assistance Program has launched a redesigned website — EAP4YOU.com — featuring enhanced tools and a dedicated section created specifically for leadership.

Supporting Employees Starts With Informed Leadership

The EAP is a free, confidential* resource available to USPS employees and eligible family members. It provides professional support for a wide range of concerns, including emotional well-being, family challenges, financial pressures and work-related stress.

For supervisors, managers and postmasters, understanding how and when to connect employees with the EAP can make a meaningful difference — not only for individual employees, but also for team morale, safety and performance.

The redesigned EAP4YOU.com reinforces the EAP's role as a supportive resource — not a disciplinary one — helping leaders respond with empathy, clarity and confidence.

A Dedicated Leadership Section

One of the key enhancements to EAP4YOU.com is a dedicated section for supervisors and managers. This area provides targeted guidance and practical tools to help leaders:

- Recognize when an employee may be struggling
- Prepare for and navigate difficult conversations
- Understand appropriate EAP referrals
- Support employees during and after critical incidents
- Reinforce confidentiality and trust

These resources are designed to align with the day-to-day realities of USPS leadership.

Guidance for Difficult Conversations and Critical Incidents

Supervisors often are called on to address sensitive situations — whether an employee is experiencing high stress, emotional strain or the impact of a traumatic event. The leadership section of EAP4YOU.com provides clear guidance for these interactions.

Resources include:

- Tips for initiating supportive conversations
- Guidance on what supervisors should — and should not — do

- Information on how the EAP can assist during critical incidents
- Materials that can be shared with employees following conversations

Having these tools readily available helps supervisors act early, respond consistently and maintain professionalism while showing care and support.

Clear, Accessible Tools

In addition to the leadership section, the redesigned website offers:

- An expanded resource library
- Full search functionality for quick access to information
- An improved, user-friendly design
- Enhanced accessibility for all users

These updates make it easier for supervisors to quickly locate and share relevant EAP resources when needed.

A Trusted Resource for Leaders

EAP4YOU.com serves as a centralized, official entry point for EAP information and services. Supervisors are encouraged to explore the site, become familiar with the available tools and confidently reference EAP when supporting employees.

Early awareness and connection to resources can help address concerns before they escalate — supporting employee well-being and overall workplace performance.

Learn More and Get Support

Supervisors and managers are encouraged to explore leadership-specific tools and guidance at EAP4YOU.com. For confidential support, USPS employees and eligible household members can contact the Employee Assistance Program anytime.



The EAP is available to provide guidance, resources, and support — helping leaders and employees navigate challenges with confidence.

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

THRIFT SAVINGS PLAN

June 2026

Fund	G	F	C	S	I
June 2026	0.37%	0.25%	(0.95)%	4.34%	(0.03)%
12-month	4.40%	3.83%	22.31%	29.61%	30.05%

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

Fund	L Income	L 2030	L 2035	L 2040	L 2045	L 2050
June 2026	0.30%	0.21%	0.18%	0.16%	0.14%	0.12%
12-month	10.08%	16.42%	18.36%	19.64%	20.74%	21.85%

Fund	L 2055	L 2060	L 2065	L 2070	L 2075
June 2026	0.06%	0.06%	0.06%	0.06%	0.06%
12-month	25.79%	25.79%	25.78%	25.78%	

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.

You — and the Work You Do — Matters

Casei Uber - Pennsylvania State Branch 941 Executive Vice President/
Pittsburgh BMC Branch 554 President



Let's talk about the United States Postal Service — a government institution so reliable that it can deliver a birthday card to your aunt in three days, but Congress can spend three years debating how to help it do that. Every few years, lawmakers gather to discuss USPS reform, producing reports, hearings, committees, subcommittees and, occasionally, a piece of legislation.

Our Postal Service moves over a hundred billion pieces of mail a year, while legislation about the Postal Service sometimes seems to move one piece of paper a year. If mail traveled at the speed of postal legislation, your Amazon order would arrive sometime after the next census.

The challenge is that everyone loves the Postal Service until it's time to figure out how to pay for it. Congress wants it to operate like a business, serve like a public utility, compete with private companies, deliver to every address and somehow make money doing it.

That's like asking your local mail carrier to run a marathon, balance the federal budget and train a bald eagle before lunch. Through it all, the USPS keeps showing up six days a week, proving that, while legislation may take the scenic route, the mail still gets there. And, honestly, if Congress adopted USPS tracking, we'd all be a lot more confident about where the bills are.

Then there's the matter of modernization. Everyone agrees the Postal Service should modernize, but nobody can quite agree on what that means. Some people want more automation, some want expanded services; some seem to think modernization means replacing every mailbox with an app.

Meanwhile, postal workers are out there delivering letters through rain, snow and dogs that apparently skipped obedience school. The technology debate often sounds like someone trying to explain TikTok to a fax machine.

And let's not forget the budget discussions. USPS finances get examined more closely than a restaurant receipt on a business trip. Every stamp increase sparks headlines, public debate and at least one person declaring they never will mail another letter again — as if they had been sending handwritten correspondence every afternoon like it's 1847.

The truth is that the price of a stamp remains one of the few things in America that still can get you across the entire country for less than the cost of a cup of coffee.

The Postal Service also has the unique honor of being one of the few organizations about which everyone has an opinion. Ask people about tax policy and half the room changes the subject. Ask about mail delivery and suddenly everyone becomes a logistics expert.

You'll hear detailed analyses of route optimization, package handling and mailbox placement from people who still can't figure out how to print a PDF. Somehow, the USPS has turned the entire nation into armchair postal inspectors.

So, as lawmakers continue working on postal legislation, perhaps we should remember the Postal Service has been connecting Americans for generations. It has survived wars, recessions, technological revolutions and countless congressional debates.

At this point, the USPS may be the only institution that can confidently say it has outlasted several legislative strategies. If history is any guide, the mail carrier will continue arriving on schedule long after the latest reform proposal has been forwarded to another committee.

So, what does this mean for postal employees? It means our future is not written by chance — it is shaped by engagement, advocacy and a willingness to stand up for the institution we love. Whether the issue is retirement security, fair benefits, workplace protections or preserving a strong and independent Postal Service, the stakes are high. And every member of Congress needs to hear from you — because the work you do matters.

Let us remember why we serve: to uphold a service that is constitutionally mandated, proudly delivered and essential to the fabric of the American life. Together — through organizations like NAPS and participation in the legislative process — we can ensure the Postal Service continues to thrive for years to come.

casei36@outlook.com

Got a Minute?

Mark Velez - New York State President/Flushing Branch 164 Executive Vice President



As part of my leadership roles, I will be sending out my "Got a Minute?" commentary regarding my thoughts and replies to issues with which our members are dealing daily. I don't have all the answers and I'm not pretending to know it all, but, like you, I find myself struggling daily with postal issues.

I continue to have conversations with members to hopefully define and figure out ways to complete the job, keep one's sanity and stay out of trouble, all the while feeling like we are working ourselves to death in this current USPS environment. These thoughts are my own, intended to serve as a supportive forum for our members.

What is NAPS? What can we do for you?

To understand the value of NAPS, we first must clear up a misconception — NAPS is not a labor union. While the dictionary defines a labor union as an organized association of workers — often within a specific trade or profession — formed to protect and further their rights and interests, an association is defined as a group of persons uniting together for a common purpose within a formal structure. This distinction defines the very foundation of how we operate in the Postal Service.

Consider the functional differences in how we advocate for our members. A labor union's members are protected from management abuse through strictly negotiated, binding contracts. These memberships are composed primarily of craft employees.

NAPS is a management association; we do not operate under a binding contract. Instead, we are an inclusive body representing upper, mid-level and lower-level management officials.

The nature of our "negotiations" also differs significantly. When management officials sit down with union repre-

sentatives to discuss contractual violations or disciplinary issues, the resulting agreements are binding and often final. However, when NAPS negotiates corrective action issues for Executive and Administrative Schedule (EAS) employees, we do not lean on a contract, but rather on a foundation of fairness, mutual respect and the professional relationships we have cultivated within the management ranks.

At any point in an EAS career, an individual can become the subject of corrective action. In the event an adverse action is taken against you, your NAPS representative steps in to bridge the gap between upper and lower management to settle grievances.

As postal leaders, we are acutely aware of the escalating challenges of today's operational environment. The daily demands, chronic staffing shortages and unrelenting performance expectations place immense pressure on EAS employees at every level. Now, more than ever, robust representation and professional protection are not just benefits — they are essentials.

NAPS is the only postal management organization dedicated exclusively to representing the interests of management. We are committed to advocating for supervisors, managers and postmasters by fighting for fair treatment, equitable compensation and improved working conditions. This advocacy produces tangible, high-stakes results.

NAPS provides a vital ecosystem of mentorship, guidance and a network of professionals who are deeply committed to supporting one another through the complexities of postal leadership. We are the constant to your needs, work in a predominantly volunteer position and our services are available 24/7.

mveleznapsbr164@gmail.com

June SPAC Contributors

continued from page 34...

Hooker, Jerri	MI	Branch 130
Hughes, Carmen	MI	Branch 925
Krzycki Jr., Kenneth	MI	Branch 508
McCabe, Ronnie	MI	Branch 508
Orloski, Rose	MI	Branch 508
Pryjomski, Cheryl	MI	Branch 268
Schiller, Elizabeth	MI	Branch 268
Berger, Michael	NY	Branch 100

Bell, Andrew	TN	Branch 32
Carmona, Richard	TX	Branch 122
Hunter, Arlisa	TX	Branch 86
Richardson, Elizabeth	TX	Branch 86
Seals, Johnny	TX	Branch 122
Torres, Fidencio	TX	Branch 265
Radley, Penny	VT	Branch 235

AI vs. ai

Brian J. Wagner - Past NAPS President



"Is it real or is it Memorex?" is a famous 1970s and 1980s advertising slogan. For many of us baby boomers, this phrase was used to question whether something was the genuine original or a perfect imitation. But, today's question: "Is it real or artificial intelligence (AI)?" Here's the scoop!

I am all for new technology that makes our lives better in accomplishing more with less stress. However, being focused more on making one's personal and work life easier, but not better, with AI can have its drawbacks. I was reading in my local paper an article titled, "UN Panel Warns of AI Risks, Urges Regulation."

In brief, the article stated that a United Nations independent panel warned that developments with artificial intelligence are outpacing scientific understanding and government policy, meaning there are no guarantees the technology will not cause catastrophic harm.

The good news is AI already demonstrates expert-level reasoning in mathematics and science and is accelerating drug and vaccine development; its task complexity is doubling every four to seven months. According to this independent panel's report, this allows systems to complete work that takes people days or weeks to complete.

Now for some bad AI news. Experts also outlined a range of safety concerns, such as the risk of losing control over AI systems as they become increasingly autonomous and deceptive. What makes things worse is AI already is being used to generate misinformation and other harmful content and could be exploited for fraud, cyberattacks and biological threats.

I understand the Postal Service is beginning to use AI as a tool for managing operations and monitoring employee performance. Can using AI make USPS operations, service and employee performance better? If used as a tool, hopefully. However, only time will tell.

My other hope is the USPS does not use AI punitively to target EAS employees regarding their unit's and the EAS employee's personal performance. The first and right tool for addressing poor EAS performance is *ELM 651.3*, Nondisciplinary Corrective Measures.

This is where an EAS employee's supervisor or manager provides coaching, mentoring, personal feedback and needed resources — such as training and unit staffing — to make the EAS employee and the USPS more successful.

There is another intelligence I want to focus on in this

column. I call it "actual intelligence" (ai). Technology is great, but personal and actual experiences are what make ai so important. Actual intelligence maintains the human factor in business decisions and engaging with unit employees, customers and postal leadership.

Can AI truly address employee or customer concerns? Can AI personally treat someone with dignity and respect or empathize with another employee? Can AI personally listen to an employee's ideas to make a better postal workplace? Personal interaction between individuals provides for better interpersonal understanding versus an AI software program.

AI may provide analysis, suggestions, methods and techniques on how to engage in one-on-one conversations with an individual on a variety of topics or concerns. But, AI never should replace a person and their actual intelligence to being a good coach, mentor, listener, decision-maker and problem-solver.

The USPS, NAPS and our members should not lose focus on using actual intelligence and common sense in the workplace and our daily lives. Data from AI can provide a good insight to what is happening and why.

AI can provide guidance on how to develop solutions to problems. But AI should not totally replace actual intelligence, experiences and understanding of situations in making final decisions on behalf of EAS employees or the overall Postal Service.

However, I don't think that will happen as those in USPS leadership have the actual intelligence to understand AI is a tool intended to better provide overall service to the American public. Both artificial and actual intelligence have a place in today's world — it's how we use these two intelligences to make our life better, easier and less stressful.

For NAPS members seeking higher-level EAS promotions, some may use AI to create and address specific knowledge, skills and abilities (KSAs) as part of their EAS career path. This may be the easy way out, but may not be better.

It has been reported that some EAS employees have used AI to develop KSAs on a particular EAS job posting. Many employees submitted the exact same KSA response using AI, resulting in candidates being eliminated for consideration. I encourage all EAS employees to be your true self and not artificial.

If seeking EAS advancement, rely on your actual intel-

ligence to create KSAs unique to you. There is nothing artificial when it comes to your actual intelligence.

Your intelligence was created through real, personal experiences, training, education, hard work, dedication, commitment and actual accomplishments. You can use AI as a tool to tweak how you present your actual intelligence when seeking a promotion.

Your actual intelligence, qualifications, experience and accomplishments are what you truly are bringing to the table as a future postal leader. Remember, is your KSA real or AI?

Today's takeaway is to balance the use of artificial intelligence with your actual intelligence to make your workplace and life better, easier, less stressful and more successful — successful not only for you, but the

Postal Service, as well.

I want to stress again that AI should be used wisely and not as a full replacement for your "ai". Your actual intelligence is the true you!

No AI was harmed in the writing of this column. I used my actual intelligence to come up with this column's title, idea and concept of how to express my personal viewpoints about the importance of "AI vs. ai."

My ice-cream-flavor-of-the-month recommendation is not filled with artificial ingredients or flavors either: Breyers Original Natural Vanilla. Be safe and eat more ice cream!

brian4naps@aol.com

My NAPS History

Juanda J. Stewart - San Francisco Branch 88 Trustee

As NAPS President Ivan D. Butts has been cleaning out his office, he found this letter Juanda sent to him in 2024:

I became a NAPS member in 1965. It may have been 1966; my memory is understandably somewhat fuzzy. I still am an active member!

I have attended many NAPS conventions during this time — state and national. As a matter of fact, the first national convention I attended was right here in San Francisco in 1968.

At the time of my promotion to the management ranks, things were very different. The Post Office had a very different look. At the time, there were a select number of African American male supervisors — 13. They had become supervisors in one group because, by then, before the supervisory exam, there were few, if any, minority supervisors.

Only two African American female supervisors — Loralet Woodard and Esther Golden — preceded me. But, to be fair, I knew of only two Caucasian female supervisors — Veta Long and Lana Jane. Louise Smith and I became the third and fourth African American female supervisors. Also in the group was the first Asian American female supervisor — May Tom.

So unaccustomed was the Post Office to the presence of female supervisors, there were no lunchroom or bathroom facilities expressly for female supervisors. We had not yet been integrated into the all-male supervisors' "swing room" or lunchroom. The female supervisors had shared the lunchroom with the female custodians or char-

women as they were called.

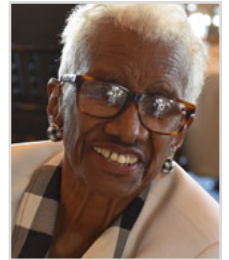
Finally, one day not too long after I was promoted to facility head, Burt Seymour walked us women into the previously all-male lunchroom and declared it "integrated, male and female." Believe it or not, some of the men were surprised and did not like the idea and did not mind expressing their opinions.

However, we henceforth had a place to eat alongside our male counterparts. We also shared the supervisors' bathroom, which had been males-only.

I have been retired for 32 years, which also is the number of years I worked. That makes me a 59-year member of NAPS, which probably makes me one of a select few and perhaps the only one of a select few. To my knowledge, most of my fellow NAPS members from the same era no longer are here to support NAPS.

I have enjoyed my participation in NAPS. I have served as branch president and newsletter editor. I will continue my participation, though I probably will not attend the national convention this year. Flying has gotten to be a less-than-enjoyable experience for me.

I will pass up the opportunity to go to Connecticut this year and, instead, get the onsite reports of the convention from the convention newsletter and my fellow Branch 88 members. Such reports and observations will add to my already extensive memories of NAPS gatherings.





HOW TO BE A TSP Millionaire



Traditional or Roth: Which Should Be Your Primary Strategy in 2026?

BY AARON OYA

Tax season finally is behind us. That makes this the perfect moment to revisit a question every future TSP millionaire should regularly ask: Am I contributing to the right type of TSP account — Traditional or Roth?

Since October 2025, this column has highlighted the habits, discipline and mindset of TSP millionaires. Some max out early, some start late but stay consistent; nearly all lean heavily into stock funds. But one theme keeps resurfacing we have yet to fully explore: Investors with a millionaire mindset understand how taxes shape their long-term outcome.

The TSP has been clear that your current tax situation — as well as your expected future tax situation — can influence which bucket you prioritize. Traditional contributions reduce taxable income today, while Roth contributions do not.

Later, the roles reverse: Traditional withdrawals are fully taxable, while qualified Roth withdrawals are tax-free. The mechanics are simple, but the strategy is not.

The TSP millionaires (and future millionaires) with whom I have spoken are aware that large traditional balances can potentially push them into higher tax brackets once required minimum distributions (RMDs) begin. Some even may find themselves paying more in taxes at age 73 than they did while working, depending on future tax laws and their other income sources.

Of course, this would be easier to project if we knew exactly what the tax brackets will be when RMDs kick in — but we don't. And that uncertainty is part of the challenge.

Several past interviewees have shared a similar reflection when asked what they would tell their younger

selves: "I wish I had built more Roth earlier." Not because Roth is universally better, but because it gives retirees more control over how much taxable income they generate each year.

With the TSP's Roth in-plan conversion option now available, some investors see this as a way to gradually shift part of their traditional balance into a tax-free bucket — on their own timeline and within their chosen tax bracket. It adds complexity, but, for many, that complexity leads to more flexibility later.



As you look ahead this month, take a moment to run a quick thought experiment. Is your current tax bracket likely the highest you'll ever be in? Will your retirement income — pension, Social Security and TSP withdrawals — put you in a similar or higher bracket later? Do you want the ability to manage your taxable income year to year in retirement?

Roth gives you that control. And while you are reviewing your strategy, review your TSP account security as well. Use a strong, unique password, keep your login ID protected and follow the TSP's recommendations for safeguarding your account credentials.

This isn't about guessing the future. It's about positioning yourself so the future-you has options. Life changes also can affect your tax picture. For example, a surviving spouse who once filed jointly may later have to file as single, often resulting in higher taxes on the same income.

You don't need to copy anyone else's formula and you don't need to predict future tax brackets, but you do need to be intentional. Becoming a TSP millionaire isn't just about saving more. It's about investing smarter and understanding how taxes — even basic account security — shape the journey.



AARON OYA, USPS Headquarters Labor Relations, is domiciled in Hawaii and a member of Honolulu Branch 214

aaronoya005@gmail.com
(808) 386-3050

Our Mission Matters

Jerry Eckert – Pacific Area Vice President

As we near our national convention, I find myself reflecting on how much has changed over the years. This will be my second convention in San Francisco and my first since the 1980s

Back then, we all shared a beautiful hotel and enjoyed the fellowship that brought us together. Today, we continue traditions such as the 50/50 raffle while gathering for wonderful luncheons, including one that overlooked the Pacific Ocean. The view was absolutely breathtaking.

As we grow older, we continue finding new ways to support our mission. In the past, we wrote letters to our members of Congress; today, we send emails. Many of us spent countless hours visiting congressional offices, advocating for support. Some brought their grandchildren along so they could learn about public service and the electoral process.

Today, we are challenging each of our auxiliaries to fill all positions and strengthen our membership. We need an influx of new members — men and women — to carry our mission forward. Wherever we go, the sense of friendship and dedication is unlike any other.

Our commitment to supporting SPAC and helping our representatives get elected never has changed. I was especially moved by Central Region Vice President Elly Soukey's column in the April issue.

She reminded us that our mission is more than just the postal family — it is about helping others and making a positive difference in the lives of those around us. That spirit of service is what our organization always has been about.

jerrylee48@outlook.com

We All Can Help Build Membership

April High-Five Club Members

Michelle Hargis,
Branch 10, NE

Brian Schafer,
Branch 229, TX

Brian Wagner,**
Branch 225, IL



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

National Officers

Laurie D. Butts

President

(484) 988-0933; laurie.butts5615@comcast.net

Beverly Austin

Executive Vice President

(832) 326-1330; braustin50@gmail.com

Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; latkins326@aol.com

Regional Vice Presidents

Hazel Green

Eastern Region

(804) 248-9916; hazel.green5@icloud.com

Elly Soukey

Central Region

(612) 715-3559; elly@charter.net

Felecia Hill

Southern Region

(281) 686-3999; fah91@sbcglobal.net

Chanel Dodson

Western Region

(310) 968-5415; chanelmd@gmail.com

Area Vice Presidents

Cathy Towns

Mideast Area

(732) 991-1404; ctowns4@icloud.com

Shearly Shawn

Capitol-Atlantic Area

(301) 613-9485; sshawn58@gmail.com

Sheila Mason

Pioneer Area

(216) 224-9162; mason.sheila@sbcglobal.net

Heather Hommerson

Michiana Area

(231) 343-4192; daveh.heatherh@yahoo.com

Linda Rendleman

Illini Area

(618) 697-3695; danrendleman@gmail.com

Sherry Mattfield

North Central Area

(763) 486-6310; smatt1956@outlook.com

Mary Caruso

MINK Area

(402) 891-1310; carusorj@aol.com

Jane Finley

Southeast Area

(404) 403-3969; mjfarms100@aol.com

Ruth Cushenberry

Cotton Belt Area

(615) 812-1635; john.cushenberry08@comcast.net

Melva Seals

Texas Area

(832) 260-2271; melvaeseals@sbcglobal.net

Jerry Eckert

Pacific Area

(714) 656-6139; jerrylee48@outlook.com

Region vacant: Northeast

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

Support the

Postal Employees' Relief Fund

PERF



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

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

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

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

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

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

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

