

# the Postal Supervisor

September 2025

*U.S. Postal Service Employees  
Steady a Nation in Times of  
Tragedy and Crisis*

**Remembering  
September 2001**

*page 4*



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## Objective

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

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

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# Sooner Rather Than Later Makes for Good Relations

**H**ello, NAPS brothers and sisters. As of the writing of this column, we are posting our first pay talks meeting with the USPS held on July 28 that resulted in an extension until Sept. 22.

This meeting comes 969 days after NAPS' request to enter pay talks with USPS Headquarters before the expiration of our previous pay agreement.

The USPS denied this and two later requests to begin pay talks with NAPS. There is nothing prohibiting NAPS and the USPS having a pay agreement done before the collective bargaining agreement with the union having the largest number of employees.

In 39 U.S. Code § 1004(e), it stipulates:

"The Postal Service shall, within 45 days of each date on which an agreement is reached on a collective bargaining agreement between the Postal Service and the bargain-

ing representative recognized under section 1203 of this title which represents the largest number of employees, make a proposal for any changes in pay policies and schedules and fringe benefit programs for which are to be in effect during the same period as covered by such agreement."

So, what is the benefit to the USPS not waiting until the 45 days have expired to make its proposal to the supervisor' organization? The main benefit is labor stability and proactive management of employee relations. This could build and foster some tangible benefits for USPS leadership and all EAS employees for whom NAPS advocates.

Making a timely or early proposal shows the Postal Service values its supervisors and treats them as important contributors, not after-thoughts. It avoids the perception

that supervisors are "second tier" compared to bargaining-unit employees.

Supervisors often are promoted from the bargaining unit; they compare their compensation packages. Waiting too long could lead to dissatisfaction or attrition if supervisors feel they are being neglected or unfairly compensated.

Also, early proposals allow more time for discussions and potential mediation if there is disagreement. If the USPS waits until day 45 and a dispute arises, there's less time to resolve issues before the start of the new pay agreement.

Early engagement also allows the agency to shape the conversation and preempt potential public or political pressure regarding treatment of supervisory personnel. This can be particularly useful in environments like NAPS' where pay compression (supervisors earning less in total salary than those they supervise) is a concern.

Earlier engagement could help avoid mandatory fact-finding. Under 39 U.S. Code § 1004(f)-(h), if an agreement is not reached with the supervisors' organization, a fact-finding panel is convened. If the USPS delays and the process becomes rushed, it increases the likelihood of disputes going to a fact-finding panel, which adds cost and risk.

While the Postal Service has up to 45 days by law, choosing to act earlier demonstrates leadership, main-

tains positive employee relations and reduces operational and legal risks. It's a smart labor-relations strategy—not just a courtesy.

In solidarity ...

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**Ivan D. Butts**  
President

## **The Postal Supervisor 2025 Production Schedule**

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

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

# September 2001—A Time to Remember

**S**eptember is a busy time for families preparing for school getting back in session. Also, the bright, hot days of summer are fading into fall and baseball season is winding down in preparation for the World Series. And for EAS employees, fall mailing season is upon us.

However, September also is a time for reflection. Those of us who were working in September 2001 never will forget the tragedies that reshaped a nation and reinvented the Postal Service.



**Chuck Mulidore**  
*Executive Vice President*

In fall 2001, the United States Postal Service, an institution as old as the nation itself, faced two historic challenges that would redefine its operations, safety protocols and role in American life. First came the devastating terrorist attacks on Sept. 11. Just one week later, letters laced with anthrax spores began arriving at newsrooms

and congressional offices, turning mail into a weapon and making postal employees front-line casualties in a new kind of war.

When commercial air traffic was grounded nationwide in the aftermath of 9/11, mail delivery was immediately affected. The USPS relied heavily on commercial airlines to transport First Class and Priority Mail. With the skies closed, mail backed up and alternative transport methods had to be activated almost overnight.

Still, amidst the disruption, plants continued processing mail, carriers delivered on their routes and EAS employees stood on the front lines directing operations as a shocked and grieving nation sought a return to normalcy. In communities large and small, the daily visit of letter carriers became a reassuring sign of continuity in a moment when nothing felt normal. The familiar sight of a postal uniform took on renewed meaning—representing not just mail delivery, but the resilience of our country and the U.S. Postal Service.

On Sept. 18, 2001, the threat to the mail became deadly. Envelopes containing anthrax spores were sent to media offices and two U.S. senators. The attack killed five people and infected at least 22, including postal employees who processed the contaminated letters.

Among the lives lost were Joseph Curseen and Thomas Morris Jr., dedicated postal workers at the Brentwood Postal Facility in Washington, DC. Their deaths exposed the harsh reality that the nation's postal system was being weaponized and its employees were paying the price.

Postal facilities were shut down for decontamination, thousands of employees feared for their safety as testing and treatment protocols were rapidly developed. Across the country, the once-routine act of opening mail was now approached with anxiety.

In response, the USPS launched one of the most significant overhauls of mail safety in its history. Biohazard detection systems were installed at major processing centers, some mail was irradiated to neutralize potential threats, postal employees received new safety training and personal protective equipment became standard under certain conditions.

The crisis also led to stronger partnerships with agencies such as the Centers for Disease Control and Prevention (CDC) and the Department of Homeland Security. The USPS formed a Mail Security Task Force to coordinate efforts and ensure that mail could remain dependable and safe.

Those weeks in September 2001 are forever etched in my memory as I am sure they are among all of those who went to work each day during that time. It is important that we never forget the events of September 2001 and pass that history on to new generations of employees. It is a testament to the nature of postal employees who seek to steady a nation in times of tragedy.

More than two decades later, the legacy of those two crises endures. Airline travel has never been the same as safety protocols remain in place to this very day. Those twin attacks accelerated USPS modernization, prompted lasting investments in screening and scanning technologies and reshaped employee health and safety protocols.

Perhaps most profoundly, those events underscored the essential role of postal employees as public servants—individuals who continued to show up even when their own safety was in question—a foundation of service that continued as the country faced down the threat of COVID-19 two decades later.

*Continued on page 16*



# Branches Need to Adhere to Fiduciary Responsibilities

**O**ver the past months, Ivan, Chuck and I have been attending numerous state conventions and training seminars. It was great to see so many attendees at these venues and hear everyone's concerns.

One issue I wish to address, unfortunately, was discussed in my July column. The topic of concern is branch finances.



**Jimmy Warden**  
*Secretary/Treasurer*

In my July column, I wrote about the requirement for branches to file IRS *Form 1099* and its lawful use. While attending state conventions, I had a few members approach me stating they have concerns about their branch not conducting a yearly audit or reporting branch finances at meetings. This is a major concern!

Everyone must realize that membership dues belong to the members of that specific branch for the branch officers to use for specific branch functions. It is not a kitty for one to use at will for whatever reason.

Every branch should have a constitution and bylaws that were voted on by members of that specific branch. A branch's constitution and bylaws cannot conflict with the NAPS Constitution & Bylaws.

A branch constitution and bylaws must stipulate when branch meetings will be held—day(s) and month(s). At a branch meeting, as part of the regular order of business, the treasurer gives their report detailing:

- the amount brought in since the previous meeting
- the amount spent since the previous meeting
- the current balance

The report does not need to have every expense listed individually, but expenses should be readily available should a member ask for that information at the meeting. It also is good practice to have the most recent copy of the bank statement(s).

The statement does not need to be copied and distributed, but should be readily available in comparison to the treasurer's report. Questions may be asked. When the report is concluded, a motion is made, with a second, to accept the treasurer's report.

The members attending the meeting then conduct a voice vote to accept or not accept the report. It then is written into the meeting minutes.

If a branch has a financial secretary, the same process occurs pertaining to the branch financials that include investments, etc. Branch members have the right to know the financials of their branch.

Another requirement that should be in the branch constitution and bylaws is every branch must conduct a financial audit at least once a year. The audit should be conducted by the treasurer and two members of the branch who are not on the branch executive board.

Some branches decide to use knowledgeable members from surrounding branches to help with their branch audit, which is acceptable. The results of the audit must be presented at the next branch meeting and shared with the members attending. A motion should be made, with a second, then a voice vote to accept or not accept the audit. These results must be added to the minutes of the meeting.

Branch officers took an oath: "I promise to protect all records, property and funds coming into my custody and to turn them over to my successor when he or she is elected; so help me God." The misappropriation or embezzlement of branch funds can lead to criminal charges if reported to the proper authorities.

Many of our branches are aware of their fiduciary responsibilities and ensure they adhere to and follow the process. As I said at the beginning of this column, it's unfortunate I had to write about this topic again. But it's my responsibility to make our members aware so they don't unknowingly get into trouble.

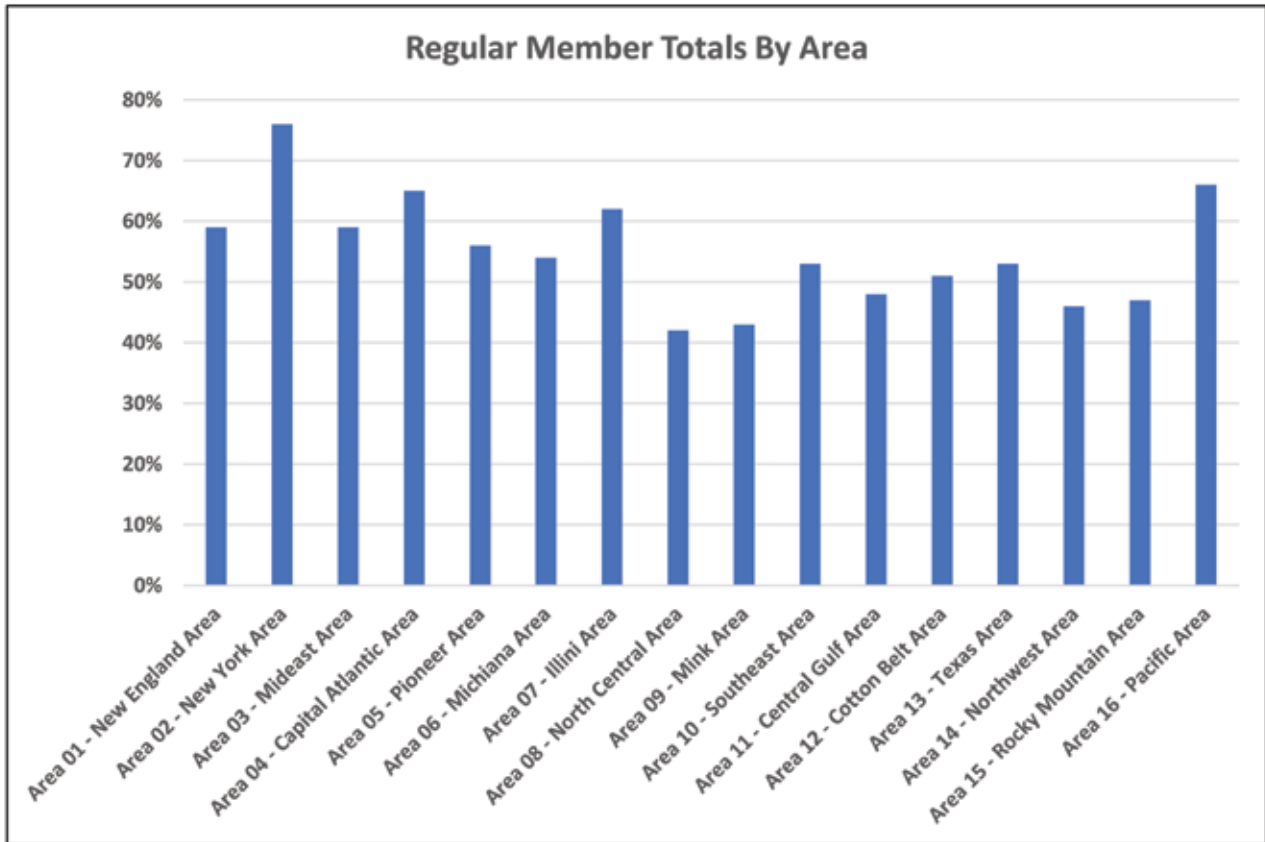
Branch presidents should conduct the yearly audit and treasurers and financial secretaries should give your report at every branch meeting. If any uncertainty exists, past NAPS President Brian Wagner offers great training on branch officer duties and responsibilities. He has facilitated this training with many branches and at area and regional training seminars, as well as Zoom meetings. Branch presidents: If you need to train your branch officers, reach out to Brian.

Let us be proactive and not reactive! It just may keep one out of trouble. And remember, increasing membership demonstrates leadership.

**naps.jw@naps.org**

# National Association of Postal Supervisors Membership Report

## June 2025



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	76%
Area 03 - Mideast Area	59%
Area 04 - Capitol Atlantic Area	65%
Area 05 - Pioneer Area	56%
Area 06 - Michiana Area	54%
Area 07 - Illini Area	62%
Area 08 - North Central Area	42%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	48%
Area 12 - Cotton Belt Area	51%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	47%
Area 16 - Pacific Area	66%
<b>Total Regular Member %</b>	<b>57%</b>
<b>Total Regular Members</b>	<b>27,325</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>20,356</b>
<b>Total NonMember %</b>	<b>43%</b>



Thanks to your  
efforts  
Membership  
keeps rising!



## NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: \_\_\_\_\_  
SS#: \_\_\_\_\_

Office: \_\_\_\_\_  
Branch: \_\_\_\_\_

Work Phone: (     ) \_\_\_\_\_  
Home Phone: (     ) \_\_\_\_\_

Date of Notice of Proposed Action  
or Notice of Debt Determination: \_\_\_\_\_

Date of Letter of Decision or  
Notice of Involuntary Offset: \_\_\_\_\_

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, LLC. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$4,000 and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$4,000 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

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

**NOTE: I have been a member of NAPS since: Month \_\_\_\_\_ Year \_\_\_\_\_  
If you have been a NAPS members less than 90 days from the date of the proposed action, you should supply a statement that you signed a NAPS membership application within 60 days of your promotion from the craft.**

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

\_\_\_\_\_  
Signature of Member

\_\_\_\_\_  
Signature of Branch President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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

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

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

# 'Postal Supervisors, Managers and Postmasters Are Essential to This Nation's Most-Trusted Federal Agency'

*Following is the statement of Executive Vice President Chuck Mulidore before the July 23 hearing of the House Oversight and Accountability Subcommittee on Government Operations:*

**C**hairman Sessions, Ranking Member Mfume and members of the subcommittee, thank you for permitting the National Association of Postal Supervisors (NAPS) the privilege to share with the subcommittee the views of the approximately 47,000 postal supervisors, managers and postmasters NAPS represents. I am Chuck Mulidore, executive vice president of NAPS.

As you know, NAPS members serve as front-line guardians in securing and enhancing our national mail system by managing its processing, delivery, retail, administrative and support functions. NAPS members are proud of the 250-year history of the United States mail system.

The very first "American" law enforcement agency dates to 1772 when Postmaster for the Crown Benjamin Franklin created "surveyors" of the mail. These Colonial-Era government employees were tasked with law enforcement responsibilities, including combating mail theft. Mail was so valued by our nation's founding generation that, in 1792, the 3rd U.S. Congress passed legislation to impose the death penalty on individuals convicted of mail theft.

To be clear, I am not advocating in favor of capital punishment for mail theft; nor am I privy to how many individuals were apprehended, convicted or executed for mail theft in the 1790s. However, I can assure you that postal-related crime is a serious concern for NAPS members and the employees they supervise.

As this subcommittee knows, postal supervisors, managers and postmasters are essential to this nation's most-trusted federal agency. NAPS appreciates the subcommittee's attentiveness to ensure the safety of postal employees and protect U.S. mail.

Indeed, three years ago, NAPS President Ivan D. Butts testified before this subcommittee on the threat to postal personnel, postal assets and the mail because of the restrictions imposed on the authority of uniformed mem-



bers of the Postal Inspection Service by the Postal Service. For this reason, NAPS strongly supports enactment of H.R. 2095, the Postal Police Protection Act.

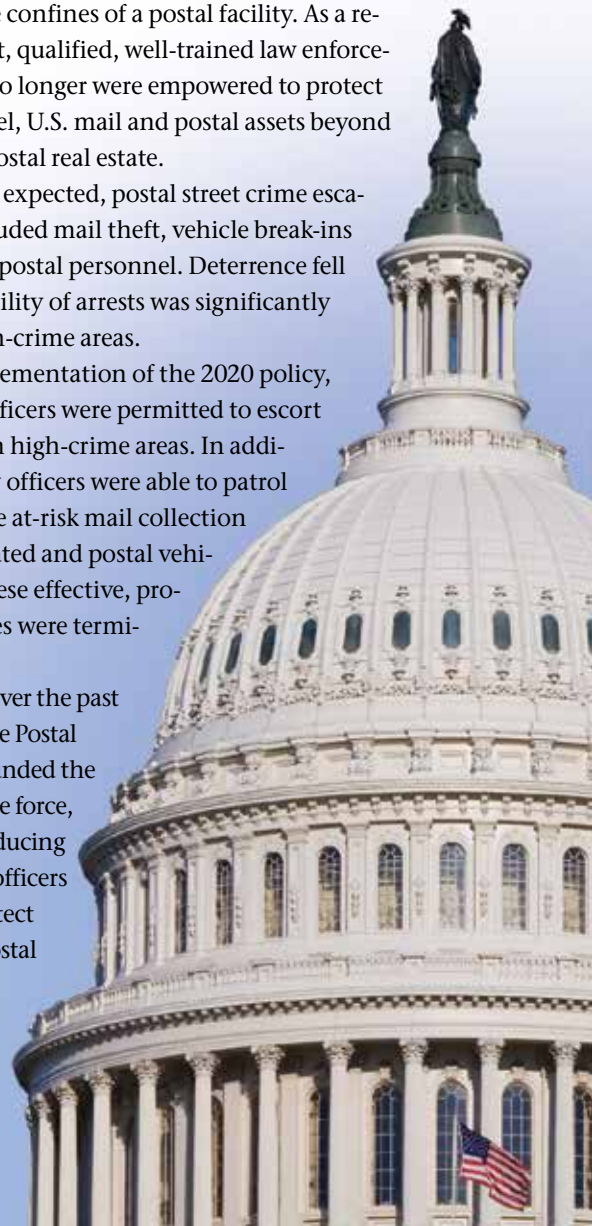
As Ivan explained in 2022, the Postal Service implemented a 2020 policy that restricted uniformed members of the Postal Inspection Service, also known as postal police officers, to the confines of a postal facility. As a result, qualified, well-trained law enforce-

ment officers no longer were empowered to protect postal personnel, U.S. mail and postal assets beyond the border of postal real estate.

As could be expected, postal street crime escalated. This included mail theft, vehicle break-ins and attacks on postal personnel. Deterrence fell and the probability of arrests was significantly reduced in high-crime areas.

Before implementation of the 2020 policy, postal police officers were permitted to escort letter carriers in high-crime areas. In addition, postal law officers were able to patrol locations where at-risk mail collection boxes were located and postal vehicles parked. These effective, protective strategies were terminated in 2020.

Moreover, over the past several years, the Postal Service has defunded the U.S. Postal Police force, dramatically reducing the number of officers available to protect postal assets, postal personnel and mail. In fact, two years ago, the USPS In-





spector General concluded: “The USPS failed to effectively deploy postal personnel to combat postal-related crime and had yet to evaluate its personnel resources to address the issue.” NAPS has yet to see meaningful and consistent personnel deployment in response to the IG’s criticism.

NAPS notes that the USPS made an effort to replace “arrow keys” with electronic locks and other devices to “harden” mail collection boxes, but these efforts have fallen short. Equipping mail collection boxes with digital devices nationally has moved slowly.

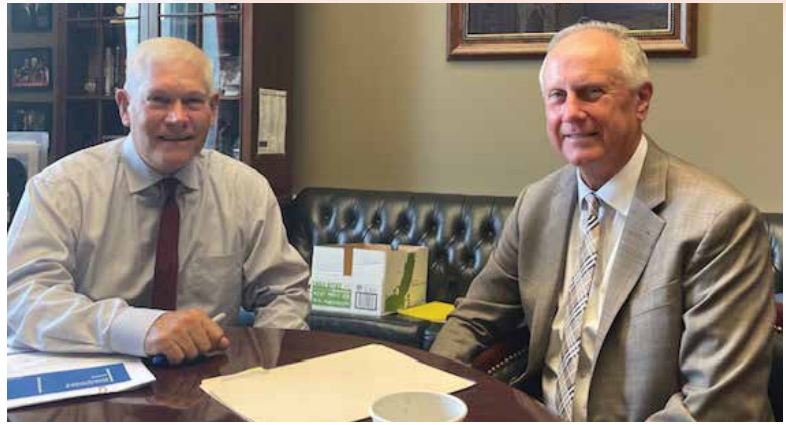
In addition, about nine months ago, the IG reported shortfalls in implementing the plan to use handheld mobile scanning devices to increase mail delivery security and electronically unlock mail collection boxes. In sum, the interface between the new Mobile Delivery Device-Technology Refresh (MDD-TR) and eLocks on mailboxes has not been as effective as projected. There have been connectivity issues between the devices and eLocks, insufficient training in their use, limited deployment and problems with battery capacity.

Moreover, even if the mail collection boxes were secured, there is concern that postal criminals simply would shift their targets from mailboxes to letter carriers and postal vehicles. Therefore, any effective law enforcement strategy to protect mail, postal property and USPS employees must include the effective and smart deployment of postal police.

Consequently, NAPS believes the enactment of H.R. 2095 would be a prudent legislative strategy to combat postal crime and protect postal employees in combination with H.R. 1065, the Protect Our Letter Carriers Act. The postal police legislation would reverse the 2020 USPS directive that limited the jurisdiction of U.S. postal police and does not authorize any additional funds.

It would enable the Postal Service to prioritize safeguarding the mail and its employees. The letter carrier protection legislation would dovetail with H.R. 2095 by providing financial support for upgrading mail collection boxes and enhanced prosecutorial attention and penalties to postal-related crimes. The two bills complement one another and, therefore, merit congressional support.

Once again, postal police officers would be able to protect postal personnel, postal property and the mail, as well as investigate crimes against employees and property, whether located on postal property or outside postal property. NAPS would point out



NAPS Executive Vice President met with Rep. Pete Sessions (R-TX), chairman of the House Oversight and Accountability Subcommittee on Government Operations, in late July to discuss issues relevant to NAPS and the Postal Service.

that, in the previous Congress, both bills carried the names of the lead authors of each respective bill, Reps. Andrew Garbarino and Brian Fitzpatrick.

On a related matter regarding mail theft and sanctity of the mail, NAPS would like to caution those promoting the “privatization” of components of our trusted, integrated mail system to the real threat that such a tactic would pose to the sanctity of our national postal system. At the June 24 subcommittee hearing, at least one private-sector witness suggested the possible outsourcing of the Postal Service’s mail processing and logistics functions.

Just last week, the Postal IG found that mail was placed at risk by a private corporation retained to manage and run the Postal Service’s Denver Regional Transfer Hub. In sum, the IG “identified deficiencies that put mail at risk of theft and unauthorized handling.” Specifically, private-sector employees removed and concealed destination tags, damaged mail and committed mail theft, particularly related to mail-order drugs.

As the representative of postal supervisors, managers and postmasters, NAPS was alarmed there was a lack of adequate control, supervision and oversight of the privatized operation. Postal employees continue to be among the most-trusted individuals committed to public service and providing an essential and inherently governmental function. Consequently, any effort to safeguard the sanctity of mail—protecting it from theft—must include maintaining a government-administered mail operation staffed by employees of the U.S. Postal Service.

Mr. Chairman, as the subcommittee charts the Postal Service’s route forward, NAPS invites continuing dialogue with the chairman and members of the subcommittee to ensure the sanctity of the mail and the safety of postal personnel.

Thank you.

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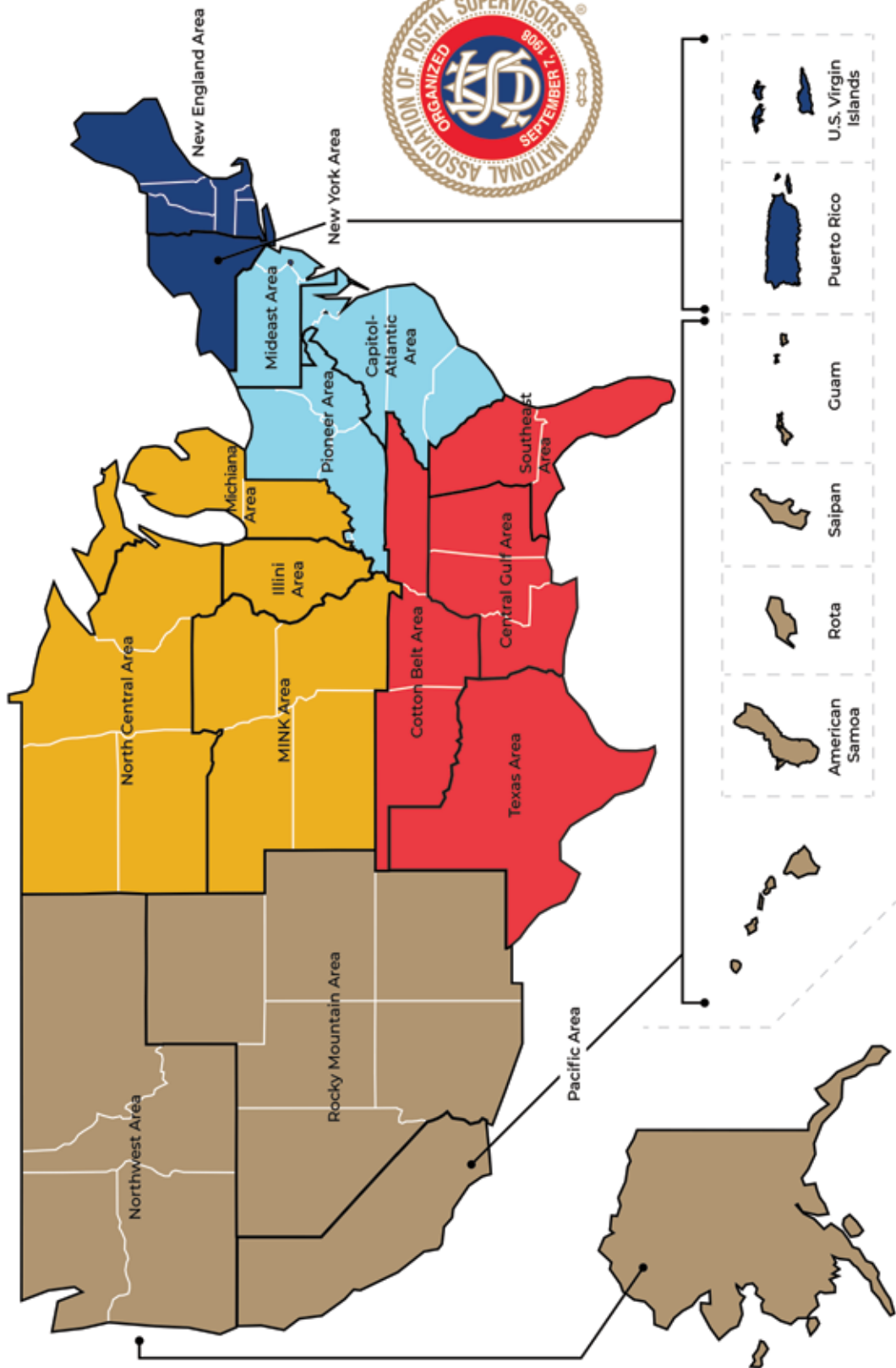
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Western Region
  Central Region
  Southern Region
  Eastern Region
  Northeast Region



# Possible Closure of RSSBPs and CPUs, Mitigation of Continued USPS Losses Among Items Discussed

**N**APS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the July 15 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons and Paula Wimbush, Labor Relations Policies and Programs.

## Agenda Item #1

Currently, NAPS said, there is a lot coming from Postal Headquarters concerning offices' daily and weekly budgets versus SPLY. NAPS has been made aware there are discussions about a possible negative flex to each office based on the decrease in parcel volume, not small parcels and rolls (SPR) volume. The assumption is there is a loss of LDC 22 hours based on a loss of parcel volume.

However, in DOIS, the SPR volumes are much higher than actual parcels, which presents a problem in LDC 22. The SPRs that fit are sorted into the carrier's case. Those that do not fit into the case are trayed for delivery separately on street time. The problem is there is no delivery time credited on the street for the actual SPR delivery. Examples:

A park & loop route—Not all SPRs in a relay fit in the carrier's satchel. Those that do not fit the satchel must be dropped off to the customer like a parcel. No credit currently is given.

An NDBC route—Most NDBCUs have only two parcel lockers avail-

able. If the SPR does not fit in the NDBC mail slot, the carrier must drop it off at the customer's front door. No credit currently is given.

A curbside delivery route—If a SPR does not fit in the mailbox, it must be dropped off like a parcel at the customer's door. Generally, curbside routes have a longer distance to the front door from the vehicle. No credit currently is given.

*We are not aware of a "negative flex."*

## Agenda Item #2

NAPS has been made aware of Retail Systems Software Business Partners (RSSBPs) and Contract Postal Units (CPUs) being given a 120-day notice of closure effective Sept. 30, 2025. Many of these businesses have been working with the Postal Service for more than 20 years. There may be USPS retail facilities within several miles of these locations, but RSSBPs and CPUs help customers, bring in revenue and reduce post office wait times in line.

NAPS is concerned these closures will increase C360 cases, increase wait times in line and generally increase workloads at nearby postal locations without any increase in staffing. What solution will the USPS offer to mitigate these potential issues?

*The proposal takes into account a number of considerations, including:*

- *National trends: A continued national decline in mail volume and walk-in transactions have caused a significant decrease in the retail workload across the USPS network.*

- *Retail efficiency: Consolidating CPUs supports efforts to improve productivity across the USPS retail network. Walk-in retail activity will be moved into fewer locations, resulting in an increase in earned revenue and improved staffing alignment.*

*Additionally, the consolidation analysis included an evaluation of CPUs that had a nearby USPS retail facility, which would enable customers still to retain convenient access to retail services, even if a CPU was identified for potential closure.*

- *Earned workhours: An increase in walk-in transactions from realignments will generate more earned hours at the USPS retail sites, which, in turn, supports earned staffing at those locations.*

*We understand the apprehension surrounding potential increases in workload, customer wait times and complaints. We are committed to evaluating the actual impacts on service and employees and will work closely with local leadership to monitor and address any issues related to the implementation of the consolidations.*

*Our primary goal remains to operate more efficiently and sustainably while continuing to serve our communities with reliable access to retail services.*

## Agenda Item #3

The USPS lost \$9.5 billion in FY24. NAPS asked what categories and percentages in each category contributed to the \$9.5 billion in losses. Examples include, but are not limited to:

- APWU grievance expenses/payouts



- NALC grievance expenses/payouts
- S&DC startup expenses
- Motor vehicle at fault accident payouts
- Overtime paid to craft employees
- New delivery vehicle purchases
- EAS travel for training
- USPS Headquarters executive bonuses

Obviously, these losses cannot be sustained over the long term and contribute to less money being paid to EAS employees in terms of Pay for Performance. What actions are the USPS taking to mitigate these losses and return the agency to viability?

*We disagree with NAPS' assertion on this agenda item. The examples NAPS provided are not NPA indicators used at the national level for PFP purposes.*

*S&DC startup expenses and new delivery vehicle purchases are capital expenses that are not measured under the National Performance Assessment (NPA).*

*EAS travel for training is funded and is not relevant to EAS PFP. There may be occasions when it is necessary to travel for certain training events. NAPS has made numerous requests in past meetings for the USPS to provide additional and adequate training. In addition, training benefits the employees and improves performance of NPA indicators.*

*Regarding examples of grievance expenses/payouts, motor vehicle at fault accidents payouts and overtime paid to craft employees, local field management has an important part (a responsibility) in administering postal policies and being consistent with collective bargaining agreements and controlling grievance expenses/payouts. Employee compliance with safety procedures that prevent motor vehicle at fault accident payouts is a primary responsibility of all supervisors and managers. Also, ensuring efficiency and managing attendance helps minimize overtime paid to craft employees.*

## 2025 Vince Palladino Scholarship Winners

**N**APS 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

**Hailey Prive**, daughter of Douglas Prive, Springfield, MA, Branch 102. She is attending Oregon State University, Corvallis, majoring in biology.

**Owen Spera**, grandson of Tamara Rosario, Portland, ME, Branch 96. He is attending the University of Maine at Farmington, majoring in actuarial studies.

### Eastern Region

**Denisha Dantzler**, daughter of Kristen Dantzler, Philadelphia Branch 35. She is attending the Community College of Philadelphia, majoring in criminal justice.

**Gabrielle Sole**, daughter of Mark Sole, Pittsburgh Branch 554. She is attending Saint Francis University, Loretto, PA, majoring in the physician assistant program.

### Central Region

**Kierra Shipp**, daughter of David Shipp, Gateway, MO, Branch 131. She is attending Howard University, Washington, DC, majoring in nursing.

**Isabella Middleton**, granddaughter of Brian Wagner, Heart of Illinois Branch 255. She is attending Southern New Hampshire University, Manchester, majoring in accounting.

### Southern Region

**Madisen Thomas**, daughter of Tonya Thomas, Fort Worth Branch 124. She is attending Texas A&M University, College Station, majoring in statistics/business.

**Taylor Grandberry**, granddaughter of Shri Green. She is attending Howard University, Washington, DC, majoring in nursing.

### Western Region

**Quentin Dang**, son of Kelly Maclis, Hayes Cherry Branch 466. He is attending California Baptist University, Riverside, majoring in civil engineering.

**Sean Cahill**, son of Kevin Cahill, Arizona Jerome V. Blanton Branch 246. He is attending Northern Arizona University, Flagstaff, majoring in finance.

Try NAPS' Cure for the

# Summertime Blues



The song says, "There ain't no cure for the summertime blues." But NAPS has just what you need—"The Cure for the Summertime Blues SPAC Gift Raffle."

Considering the major legislative battles in which we thus far have prevailed and the upcoming battles to fight, SPAC needs to replenish its political war chest. So, don't miss the opportunity to help raise funds for NAPS' legislative agenda, our political insurance policy.

NAPS will conduct this three-week long raffle **beginning Aug. 11**. The raffle will be like our past, successful online raffles. Once again, our SPAC vendor, Q-Giv, will provide the platform for this "in-kind gift raffle," aided by items contributed by NAPS members.

The raffle will take place on the NAPS website SPAC page from **Aug. 11 through Sept. 1 (Labor Day)**.

"The Cure for the Summertime Blues SPAC Gift Raffle" will arm NAPS for full engagement in the 2026 congressional elections that will help decide the future of the Postal Service and its EAS-level employees. The heated political environment and legislative threats that impact NAPS members combine to make our SPAC efforts vital to the livelihood of every NAPS member.

This online raffle is an exciting opportunity for all NAPS members to participate, not just those present at branch, state or national meetings. NAPS members have contributed prizes (like electronics, jewelry, memorabilia, etc.) to be raffled off for the benefit of SPAC.

After Labor Day, NAPS will post the names of the winners online and officially notify all winners at that time. The donor of each item will ship the item to the respective winner after they are announced.

Thank you for your participation! We look forward to a successful  
**"The Cure for the Summertime Blues SPAC Gift Raffle."**



## Pay Talks Extended Through Sept. 22

NAPS has accepted the Postal Service's request for an extension of pay talks through Sept. 22. The request was in response to NAPS' proposal for changes in pay policies, schedules and fringe benefits programs for all 47,000 EAS employees that NAPS represents.

NAPS remains committed to working with the Postal Service to develop and implement an EAS pay package beneficial to all EAS employees and the Postal Service.

## Special-Exempt Agreement Extended to Sept. 19

USPS Headquarters has extended the original agreement on exempt managers and postmasters delivering mail. Under the agreement, exempt postmasters, Level-22 and below, and all exempt station managers of Customer Service are entitled to additional pay should the need arise where they are required to deliver mail.

NAPS Headquarters continues to strongly encourage all EAS employees who are performing craft work to properly record the hours in RADAR—your validation for the need to paid.

## OPM Staffing Deficit Threatens PSHB Open Season

NAPS has communicated its deep concern regarding OPM's inspector general (IG) July 2 "Flash Report" that OPM has failed to ensure it has the necessary staff, resources and finances to successfully manage the 2025 Postal Service Health Benefits (PSHB) open season.

The IG noted that OPM layoffs, retirements and hiring freeze have left insufficient staffing to effectively administer the PSHB enrollment platform. The IG also warned that Congress' failure to fulfill OPM's 2024 request for additional funding to administer PSHB may hamper operations.

NAPS has discussed this issue with the USPS and members of Congress tasked with overseeing implementation and operation of the PSHB plan. NAPS wants to ensure the 2025 open season goes smoothly and will use all necessary resources to protect the health benefits of all EAS employees for 2025 and beyond.



NAPS Executive Vice President Chuck Mulidore met with Sen. John Ossoff (D-GA). NAPS will be supporting Ossoff's reelection effort in 2026.



NAPS Executive Vice President Chuck Mulidore (right) and Director of Legislative & Political Affairs Bob Levi (left) met with Rep. James Comer (R-KY), chairman of the House Oversight and Accountability Committee that has jurisdiction over the Postal Service.



NAPS Executive Vice President Chuck Mulidore (right) and Director of Legislative & Political Affairs Bob Levi (left) met with Rep. Brian Fitzpatrick (R-PA), a member of the House Ways and Means Committee. They discussed Fitzpatrick's support of H.R. 2095, the Postal Police Reform Act—a key piece of NAPS' legislative agenda.

## September 2001 — A Time to Remember

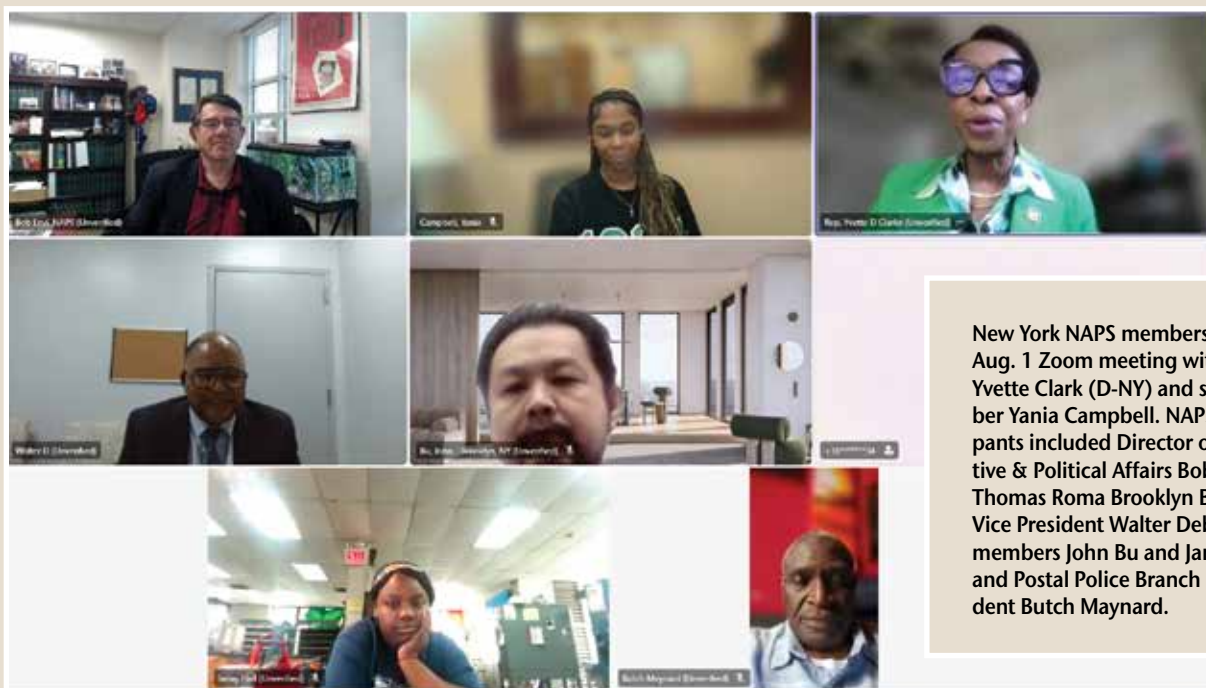
*Continued from page 4*

The USPS emerged from that September in 2001 not just as a carrier of the nation's mail, but as a national lifeline—proving once again that, even in moments of fear, disruption, uncertainty and crisis, the mail must go through, with the devoted EAS employees of the U.S. Postal Service standing proudly in front, leading the way.

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



NAPS Executive Vice President Chuck Mulidore (left) and Director of Legislative & Political Affairs Bob Levi met with Rep. Robert Garcia (D-CA), ranking member on the House Oversight and Accountability Committee.



New York NAPS members had an Aug. 1 Zoom meeting with Rep. Yvette Clark (D-NY) and staff member Yania Campbell. NAPS participants included Director of Legislative & Political Affairs Bob Levi, Thomas Roma Brooklyn Branch 68 Vice President Walter Deberry and members John Bu and Janay Hall and Postal Police Branch 51 President Butch Maynard.



Los Angeles Customer Care Center Site Manager Teriakysha Ruffin (seated, holding shirt) celebrated EAS management staff's migration of its new computer system. The entire Customer Service Enterprise recently received a new system upgrade to help Call Center agents more efficiently service their valued postal customers in all the care centers. The upgrade works with C360 and various other reporting tools for enhancement. Many of these EAS supervisors and managers are members of Los Angeles Branch 39.

Los Angeles Customer Care Center Manager Teriakysha Ruffin with Alex Uyleman, Workforce Management specialist, who missed the photo.





California State Legislative Chair Felicia Pennington and Los Angeles Branch 39 Sergeant-at-Arms Steve Prevulsky attended the July 25 Blue Wave California Congressional Forum in Beverly Hills. The event featured Democratic Reps. David Min and George Whitesides. The NAPS members spoke with both representatives who expressed their support for NAPS' issues.



From left: Steve Prevulsky, Rep. David Min and Felicia Pennington.



From left: Rep. George Whitesides, Felicia Pennington and Steve Prevulsky.

California NAPS is saddened to report the death of Mardina Graham, past San Francisco Branch 88 president and California State area vice president, on July 11 after an extended illness. She retired from the Postal Service in 2002 as station manager in San Francisco, but remained an active association member, representing NAPS at the local and state levels. Her daughter, Yunina Graham, is president of the California State Auxiliary. California NAPS members will miss her commitment to and participation in NAPS.



Representing NAPS at the Michigan 1 District Career Conference were, from left, Detroit Branch 23 Treasurer Marilyn Ice, Michiana Area Vice President Kevin Trayer and Royal Oak Branch 508 President Rose Orloski. Not pictured: Michigan State President Tony Viers.



NAPS New York Area Vice President Tom Hughes and Secretary/Treasurer Jimmy Warden paid their respects at the grave of former NAPS President Vince Palladino.



Illinois 2 District held a Career Conference July 13 in Champaign. Representing NAPS were, from left: Heart of Illinois Branch 255 member Linda Wilson, President David DeNosky and member Tyler Forby.



From left: District Manager Tangela Bush, POOM Suzanne Hawkins, NAPS Illini Area Vice President Luz Moreno, Heart of Illinois Branch 255 member Linda Wilson, President David DeNosky, member Tyler Forby and POOM Dewayne Russell.

Tacoma, WA, Branch 31 held its summer meeting at Cheney Stadium where NAPS members watched the Tacoma Rainiers, Triple-A affiliate of the Seattle Mariners, play.



From left: Branch 31 President Bjoern Gruetzmacher, Officers Lataya Powell and DeeDee Emmitt and NAPS Secretary/Treasurer Jimmy Warden.

NAPS Secretary/Treasurer Jimmy Warden, Tacoma Rainiers Mascot Rhu-barb, Northwest Area Vice President John Valuet and Branch 31 President Bjoern Gruetzmacher





The Michigan State Convention was held June 6-7 in Sault Ste Marie.



NAPS members enjoyed a round of golf.



NAPS Secretary/Jimmy Warden, with Central Region Vice President Craig Johnson (behind banner) and Michiana Area Vice President Kevin Trayer (right), swore in the Michigan State officers, from left: President Tony Viers, 1st Vice President David Hommerson, 2nd Vice President Carmen Hughes, Treasurer Ruth Byrum and Secretary Joe Bodary.



From left: NAPS Michigan State President Tony Viers, Michiana Area Vice President Kevin Trayer, Central Region Vice President Craig Johnson, NAPS Secretary/Treasurer Jimmy Warden, POOM Carol Mehall, Michigan 1 District Manager Rick Moreton, Postmaster Eric Sieler and POOM Justin Guilstorf.

From left: NAPS Central Region Vice President Craig Johnson, Michiana Area Vice President Kevin Trayer, USPS A/HR Manager Susan Sommer, Safety and Engagement Ambassador Renee Ford, NAPS Secretary/Treasurer Jimmy Warden, Michigan State President Tony Viers and Michigan 2 District Manager Donald Dombrow Jr.



**National Association of Postal Supervisors**

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

**Deadline: Dec. 31, 2025**

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



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, 2025. Online applications only will be accepted using the NAPS website. Go to [www.naps.org](http://www.naps.org) and log into the “Member Portal” (upper right on the home page) to apply for the **Louis M. Atkins Presidential Student Scholarships**.

Scholarship winners will be announced in January 2026. In addition, the scholarship winners will be listed in the March 2026 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 2026. Scholarships may be used to pay expenses in the student’s current or following semester.

**Online applications only: Log into the “Member Portal” at [www.naps.org](http://www.naps.org)**

## Fleet Management

**Bobby Bock**

*Southeast Area Vice President*

**T**he Postal Service operates one of the largest vehicle fleets in the country. It is supported by more than 300 Vehicle Maintenance Facilities (VMFs) across the nation. These VMFs service a wide range of vehicles—from tractors and law enforcement units to our long-serving LLVs.

The Next Generation Delivery Vehicle (NGDV) is gradually entering our fleet; Ford E-Transit vans also are being deployed. However, one of the biggest hurdles we face with the vans is establishing the electrical infrastructure needed to effectively support them.

From a realistic standpoint, the LLVs will be with us for a while longer. Today, many of our vehicles

are equipped with telematics devices that monitor performance metrics such as speed, idling time, even coolant temperature. These systems also log a complete movement history of each vehicle.

To illustrate the benefit, recently, a telematics alert triggered a check engine light in one of our LLVs. After investigation, our fleet team identified the issue, made the repair and observed a one-mile-per-gallon improvement in fuel economy. Multiply that

by the thousands of LLVs in our fleet and you are looking at millions of dollars in potential fuel savings.

Important reminder: *Never tamper with these telematics devices.* They are critical tools for safety, maintenance and cost efficiency.

Now that the commercial break is

over, let's talk about how you can help. Fleet management starts with safe, defensive driving. Unfortunately, we continue to spend far too much on body shop repairs due to avoidable accidents.

Another issue: If a vehicle begins to overheat, *do not keep driving it.* Doing so can result in catastrophic engine failure. Replacing an engine is extremely costly. If you or your team are unsure how to read the vehicle gauges, contact your local VMF—they are there to support you.

Finally, let's address excessive idling. Some delivery vehicles idle for over three hours per day. This wastes fuel and speeds up wear and tear. Small changes in habits can make a big difference in our bottom line.

Until next month, drive safely, stay informed and remember: Your VMF is your friend.

[bocknapsseavp@aol.com](mailto:bocknapsseavp@aol.com)



## Daily Tasks, a Compliance Year and a Cultural Change—All at the Same Time

**Dee Perez**

*Northeast Region Vice President*

**E**AS employees never have been tasked with so many daily responsibilities all at once in my 36 years in the Postal Service. When I started, we had numerous tasks and manuals to follow that haven't changed much regarding your responsibilities.

However, back then, we had more EAS employees per office and a district operational support structure to help each of us accomplish these tasks. Per-

haps because computers weren't asked to do what they can do today, we didn't have the computer processes or programs with which to work or analytical data at our fingertips to digest as we do today.

The thought process back then was that, as computers evolved, they would make EAS jobs easier and faster. That was Postal Service Headquarters' philosophy, which was logical thinking at the time. It was accurate if the responsibil-

ities and staffing levels remained the same and the additional tasks we are asked to do today hadn't emerged.

However, this rational thinking back then has led to fewer EAS employees with more responsibility and less time to complete tasks as analytics and computer technology have rapidly expanded in our work and personal lives. Conse-

quently, the time allotted to accomplish everything has not increased.

Therefore, stress in EAS employ-





ees' lives has increased dramatically, making their jobs in offices more demanding and nearly impossible to do on a regular basis. The many comments I receive from EAS employees about their jobs are negative. When opinions are at an all-time low, something is wrong with the USPS.

Computer technology has led to an increase in employment of EAS employees at higher levels in USPS Headquarters, which involves pulling data, monitoring compliance and sending out emails eight hours a day. In some instances, higher-level EAS employees are helped by friendly postmasters who also contribute to the email traffic with reminders to EAS employees they need to complete a task *now!*

Yet, front-line EAS employees never are given any additional help in conquering an increasing workload, which exacerbates the situation because everyone in upper management is aware of this problem. Yet, they turn a blind eye to it.

I'm not aware of any privately owned company that manages as many employees simultaneously or has employees with as diversified responsibilities as a USPS EAS employee. Yet, most are browbeaten, disrespected and made to think their jobs are 24/7, with Zoom meetings they must attend on their nonscheduled days and into the evening hours.

The compliance aspect for all EAS employees is an exhausting undertaking because there's no time for a lunch break given the times Zoom meetings are scheduled and the need to be out on the street monitoring their employees. This cycle is taxing both physically and mentally; no wonder EAS employees fall behind in

## Western Region Training Seminar

**Sept. 3-7, 2025**

**Conducted by:** Western Region VP Marilyn Walton and Pacific Area VP Chuck Lum; open to all Western Region members

**Location:** Courtyard Marriott-Liberty Station, 2592 Lining Rd., San Diego, CA 92106

**Hotel Rate:** \$219 plus tax; \$239 plus tax, king/queen (premium rooms)

**Registration Fee:** \$325

**Training:** TBA

## Southeast Area Training Seminar

**Sept. 26-27, 2025**

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

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

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

**Registration Fee:** \$125 by Sept. 15; \$150 thereafter; cut-off is Aug. 26

**Training:** Bobby Bock and Brian Wagner

## Capitol-Atlantic Area Training at Sea

**Oct. 26-Nov. 1, 2025**

**Conducted by:** Capitol-Atlantic Area VP Troy Griffin

**Location:** *Carnival Sunshine* cruise ship, departing from Norfolk, VA, and sailing to Celebration Key, Nassau and Bimini

**Cruise Rates (per person):** Inside cabin, single/\$1,431; double/\$754. Ocean view cabin, single/\$1,721; double/\$899. Balcony cabin, single/\$2,651; double/\$1,364.

**Registration Fee:** \$10 if booked through Travel Foxx Travel Agency; \$25 if booked on your own. All NAPS members are welcome.

**Information:** Contact Troy Griffin at 443-506-6999

**Booking:** Email [donnetta@travelfoxxtravelagency.com](mailto:donnetta@travelfoxxtravelagency.com)

## North Central Training Seminar

**Nov. 7-8, 2025**

**Conducted by:** North Central Area VP Dan Mooney

**Location:** InterContinental Hotel, 5005 Glumack Dr., St. Paul, MN 55111; 877-424-2499; adjacent to the MSP Airport and one stop on light rail to the Mall of America.

**Hotel Rate:** \$182 plus tax; rate expires Oct. 15

**Registration Fee:** \$275 due to Dan Mooney by Oct. 17; additional \$100 if not staying at the InterContinental. Contact Dan Mooney for registration sheet at [dan\\_9999@msn.com](mailto:dan_9999@msn.com)

**Training:** Conducted by Past NAPS President Brian Wagner, Dan Mooney and others

most tasks. There are too many tasks to handle on a daily basis.

I have heard concerns from USPS leadership about changing the culture. I'm confused, does this include EAS employees, as well?

I'm confused because leaders who speak to their subordinates often lack dignity and respect. If the culture change includes EAS employees, I don't see it. I've been on Zoom meetings and received numerous phone calls, text messages and emails. I can tell you some leaders struggle to manage their anger effectively.

You can hear it in the words they

use and in the tone of their voice when speaking, along with their choice of words, such as "corrective action for failure to follow my instructions." This often is used as a motivating threat toward the individual in their conversations in front of everyone.

I don't believe these types of conversations will change any culture anytime soon. These conversations only serve to create a distance between the leader and the subordinate, doing nothing to resolve or gain buy-in when treated in this manner.

The culture change sought will only occur when USPS Headquarters sets an example for how leadership treats subordinate leaders downstream. If district leadership doesn't hold their people accountable, nothing will ever change.

[neravpdee@aol.com](mailto:neravpdee@aol.com)

## 2025 NAPS State Conventions

Dates	State(s)	Location
Sept. 14	New York	Westchester Marriott, Tarrytown

# Let's Meet the New PMG

## Dan Mooney

North Central Area Vice President

I wrote this column in mid-July, the first week David Steiner became the new postmaster general. I watched the first video he sent out to USPS employees.

When someone comes in new from the outside, they should not be prejudged—good or bad. They stand on their own; that's exactly what we should do in this case.

Steiner was not responsible for the multi-billion-dollar yearly losses sustained by the USPS in recent years. He is not responsible for the record-low service scores of the past few years. I credit him for taking a job not many folks wanted with record financial losses and low service scores, an administration breathing hard down the back of the Postal Service and America waiting to see what's next.

However, the reality of the job sets in quickly; the heavy lifting starts from day one. Steiner knows what he is getting into. He has run

large companies and knows the current status of the agency. Here are my takeaways from Steiner's first video:

- It was refreshing to hear him first say he doesn't believe the Postal Service should be privatized. None of us think that!



- His goal is to meet the financial and service expectations of the Postal Service's structure.

- We can do this and, *together*, we will. (Time will tell what the definition of "together" actually means.)

- He will ask for our help and our thoughts. (Isn't that what we want? Let's hope it's true.)

- He thinks we can improve, but he knows you know how we can improve so he wants to hear from you as he travels the country. (Don't be shy. Be professional and let him know your thoughts if you are given the chance.)

- Meeting our operational goals will bring strong revenue (badly needed revenue).

- We will tackle complex challenges together. (Again, time will tell what the definition of "together" means.)

- He has the perspective of the USPS from a competitor's point of view.

- He is 100% Postal Blue.

- He will be engaging with the unions and management associations. (NAPS wants both sides to truly be engaged.)

- He looks forward to "collective efforts." (I look forward to seeing what that looks like!)

By the time you read this column, some of my questions and yours already may have been answered. But I truly hope what Steiner said in his first couple days comes true. I truly hope his leadership skills are a perfect fit for the USPS to succeed.

We cannot afford as a company to take any steps backwards. It's time for all of us, *together*, to take giant steps forward and bring the Postal Service back to the revered organization it should be!

I look forward to positively engaging with PMG Steiner at the fall board meeting and for years to come. Stay on the high road; the view and the company are much better!

**dan\_9999@msn.com**

## Giving Thanks

### Jaime Elizondo Jr.

Southern Region VP

Several years ago, as the new Texas Area vice president, I spoke with the USPS Southwest Area vice president who mentioned it would be nice to receive calls about good news. That made me realize the importance of acknowledging positives in my NAPS role. So, I began thanking someone at every meeting.

Since becoming the Southern Re-

gion vice president, I moved away from this approach. It's time to start again.

To the resident officers: Thank you for your work. While it may seem you lead a life of luxury, traveling and meeting with executives and officials, your constant problem-solving often goes unnoticed. Remember, even during long airport delays, your efforts are appreciated.



To my fellow regional vice presidents: I appreciate all that you do.

Each national convention seems to bring proposals to eliminate our role, but enough members recognize its importance and the USPS acknowledges us. We've lost Tommy, but Dee has stepped in to the role.

To the area vice presidents: You are responsible for overseeing numer-



ous branches and managing significant commuting distances. Your role involves frequent travel. I hereby acknowledge the efforts of the four area vice presidents in the Southern Region and duly recognize and thank you for your contributions to the organization.

To the state presidents: You oversee state conventions and keep members updated on recent discipline trends and postal changes. Several individuals, including Aaron (TN), Car-

son (AL), Smyly (GA), and Hill (MS), among others, have served as state presidents for many years and also serve as local branch presidents. Thank you.

To our members: We appreciate your continued support of NAPS. Your membership is essential to the organization's ongoing efforts to advocate for fairness, equitable compensation and employment security. We must strongly encourage all EAS employees to become members.

To our branch presidents: You are the backbone of NAPS, leading your branch daily without extra pay. You handle management challenges, represent EAS employees in interviews and dedicate much of your free time to NAPS' business. We sincerely appreciate your ongoing leadership.

Have *you* thanked someone today?

[sregionvp@aol.com](mailto:sregionvp@aol.com)

## Let's Do NAPS Together

### Richard Green

*Eastern Region Vice President*

**O**ne thing I have come to know is that we, as humans, are not meant to do life alone. We are meant to walk through life in community, working together for the common good of all.

NAPS is a management association built on those principles of a community of leaders in the U.S. Postal Service with a common goal of pursuing a better life for all EAS employees.

Our purpose has been something on which we have stood for over 100 years NAPS has been in existence.

Those are the ideals on which NAPS was founded in 1908. A group of supervisors met in Louisville, KY, understanding the concept of strength as a community. They had a vision of improving the lives of supervisors who were not receiving proper representation. They set out to build an organization that would work together for the betterment of supervisors across the nation.

If only they could see what we have become! NAPS is an organization of just under 30,000 members representing a multitude of different

managerial, postmaster and supervisory positions in the Postal Service.

What does "doing NAPS together" look like? It's taking care of every member across the nation and being responsive to their issues, no matter how big or small the problem. It's ad-

vocating collectively for our members when they may feel they are standing alone.

It's providing opportunities to come together across the country, providing network and information-sharing opportu-

nities. It's meeting at the local level to let our members know NAPS national and local officers hear their concerns and are fighting to address them.

It's being on Capitol Hill, advocating for issues that impact the Postal Service and the membership. It's representing members when they feel there is nowhere else to turn and no one understands the issues they are facing.

NAPS understands! We are ready to walk with our members through the ups and downs of working for the Postal Service.

Doing NAPS together is a lifestyle. That lifestyle's first step is signing to become a member. If you're reading

this magazine, I thank you; you're already a member.

We know there are many EAS employees out there who are not; you may have a relationship with a non-member. Be proud of your organization and share with nonmembers the benefits of membership. We have membership packets at NAPS Headquarters we would be glad to send to you to help you with your efforts to grow membership.

Remember, you are not in this alone. The same building blocks our organization was built on over 100 years ago remain today.

Fighting for membership!

[rgreen15192@aol.com](mailto:rgreen15192@aol.com)



### On the Move?

Have you moved or are planning a move? *Let NAPS know, too!*

Keeping your mailing address current at NAPS Headquarters helps us keep *The Postal Supervisor* coming to you without interruption and avoid unnecessary "Address Service Requested" charges.

Please let us know your new address and its effective date as soon as you know it. Address changes may be mailed to NAPS at 1727 King St., Suite 400, Alexandria, VA 22314-2753, or faxed to (703) 836-9665.

# *From Deterrence to Disaster:* **How the USPS Inspection Service Dismantled Its Own Success**

Frank Albergo

**I**n the late 1960s, the U.S. Post Office Department—the predecessor of the U.S. Postal Service—experienced a tidal wave of internal and external mail theft. In response, the U.S. Postal Inspection Service (USPIS) conducted an in-depth study to determine what could be done to stop it.

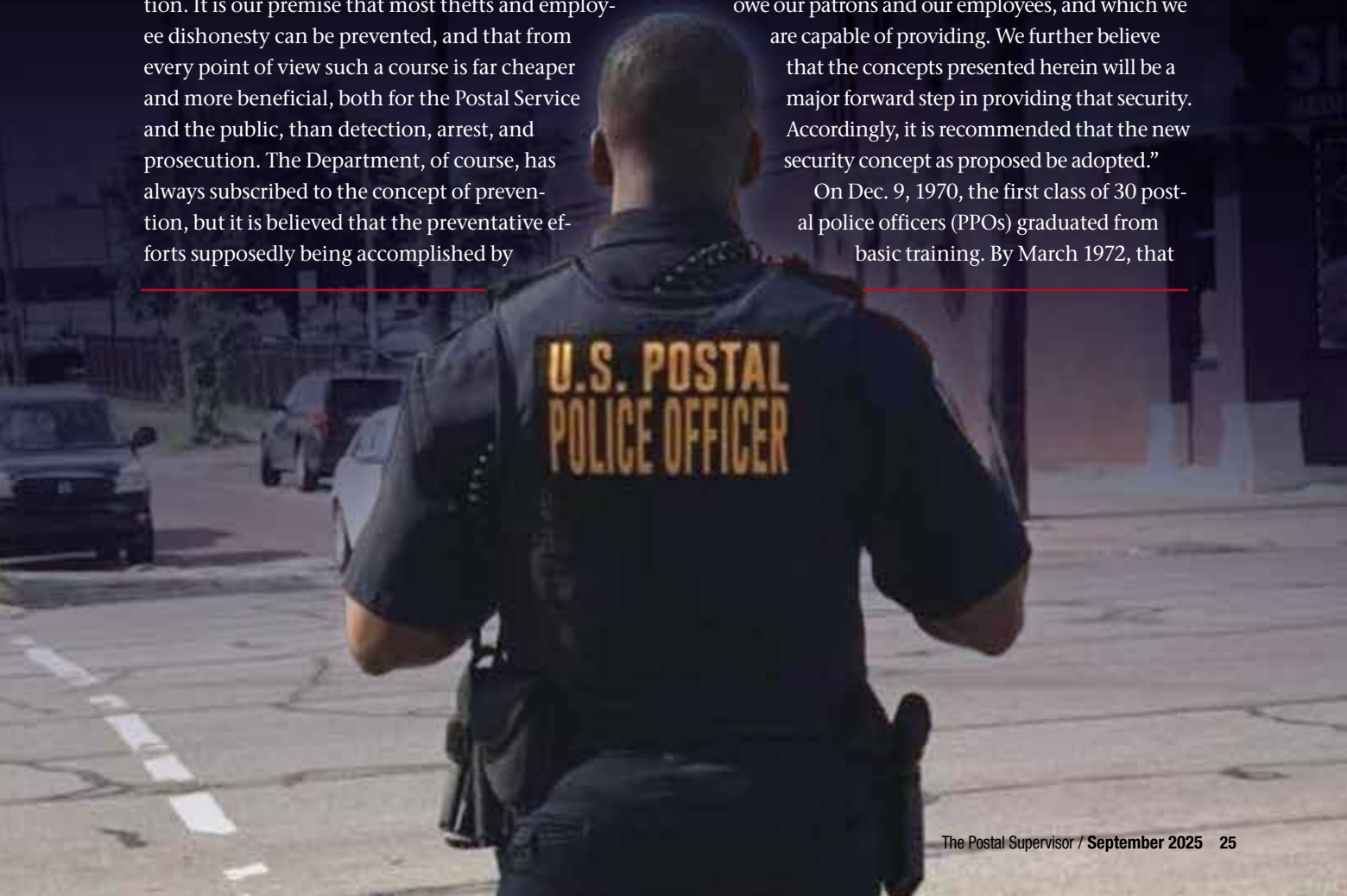
In 1969, the USPIS issued a report that recommended creation of the Postal Police Force (formerly known as the Postal Security Force). The USPIS wrote:

“The emphasis of this new force would be prevention. It is our premise that most thefts and employee dishonesty can be prevented, and that from every point of view such a course is far cheaper and more beneficial, both for the Postal Service and the public, than detection, arrest, and prosecution. The Department, of course, has always subscribed to the concept of prevention, but it is believed that the preventative efforts supposedly being accomplished by

our guard-watchmen have been largely in name only. It is our judgment also that an effective security force would contribute directly to manpower control and facilitate the tasks of supervisors.

“Integrity of mails is synonymous with security. When the mail is no longer secure, it will have become unworthy of the public’s trust and confidence. ... It is our conclusion, based on the disclosures presented in this report, that, as a postal service, we have fallen considerably short of the standard of security, which we owe our patrons and our employees, and which we are capable of providing. We further believe that the concepts presented herein will be a major forward step in providing that security. Accordingly, it is recommended that the new security concept as proposed be adopted.”

On Dec. 9, 1970, the first class of 30 postal police officers (PPOs) graduated from basic training. By March 1972, that





number quickly had expanded to over 1,600. The Postal Police Force paid immediate dividends. In 1973, the USPS inaugurated the highly effective “Security Street Patrol Program.” A 1974 *USPIS Bulletin* detailed the successes of the program:

“Under a program for providing convoy protection for important mail shipments over the road and to plane-side, the armored trucks, and other trucks equipped with anti-hijack devices, escorted by Postal [Police] Officers, have proven to be invaluable. Losses of registered mail dispatched via air have been reduced from an estimated \$80 million between July 1967 and July 1972 to less than \$25,000 in CY 73.

“The Security Street Patrol Program has been a recent addition to security measures aimed at curtailing relay box break-ins, as well as protecting carriers in high-crime areas on check delivery days in major cities. The patrol campaign, coupled with installation of modification kits on collection boxes, has resulted in reducing the actual number of forced entries. The visible patrols have evoked favorable responses from postal employees and customers. Reports of U.S. Treasury check losses in the Kearney Station area, Los Angeles, one place the program was first piloted, were reduced 60% over a one-year period after implementation of the patrol.”

By 1975, the Postal Security Force grew to over 2,700 officers. Indeed, postal police officers outnumbered postal inspectors by nearly 1,000 officers (2,714 PPOs to 1,720 PIs). The *USPIS Annual Report for Fiscal Year 1975* documents the significant cost-savings and crime-reduction effects of the new Postal Security Force:

“Comparing the performance of FY 1971 with that of FY 1975, the results were 44% reduction in registered mail indemnity payments; 11%



**Frank Albergo addressed NAPS delegates at the 2024 LTS. NAPS supports H.R. 2095, the Postal Police Reform Act.**

reduction in insured mail indemnity payments; 30% reduction in number of parcel losses; 7% reduction in number of reported letter losses; and a 44% reduction in the number of employees arrested.”

After another surge in postal-related crime in the early 1990s, the USPS once again effectively deployed PPOs to the streets in a crime prevention initiative known as “Operation Deterrence.”

The 1993 *USPIS Semiannual Report to Congress* describes its success:

“Operation Deterrence maximizes the utilization of Postal Police Officers in combating post office, contract driver and carrier robberies, as well as large volume mail thefts through the use of roving patrols.

PPOs are deployed to patrol high-value mail theft areas during the hours of street delivery, visit post offices to see if the carriers leave to deliver the mail, and patrol stations and post offices during openings and closings to provide extra protection of employees and remittances. Operation Deterrence has proven to be a successful program as evidenced by the fact that robbery incidents in the New York City area decreased 50% in FY 1993

compared to FY 1992.”

USPIS documents show that “PPOs logged an average of 1,000 miles per day in roving patrol coverage,” resulting in “no attacks or reported incidents in the patrolled areas.” In 1994, the *New York Times* reported:

“Stung in recent years by a high number of robberies of postal carriers and drivers and burglaries at post offices, the United States Postal Service has very visibly stepped-up security. The measures have included installing bullet-resistant windows in some offices, increasing street patrols by Postal Police Officers, and adding surveillance cameras and better lighting in areas that might be vulnerable to crime, postal officials said.”

Data that appeared in the 1998 *USPIS Annual Report* showed a significant reduction in postal robberies and high-volume mail theft attacks from FY 1994 to FY 1998 after implementation of “Operation Deterrence.” Robberies in FY 1994 were just under 300; by FY 1998, they were reduced to slightly more than 150. Attacks on USPS vehicles spiked in FY 1995 at about 1,500, but dropped to fewer than 300 in FY 1998.

By 2002—even though PPOs were proven to be the Postal Inspection Service’s most-effective tool to prevent postal-related crime—the Postal Service inexplicably employed more postal inspectors (1,873) than postal police officers (1,341).

In 2011—the same year the OIG recommended the cost-savings measure of removing all PPOs from fixed posts—the Inspection Service instituted the much-heralded “Postal Police Carrier Protection Program” in Chicago.

In 2012, the Postal Service’s website touted the importance of using PPOs to protect letter carriers on their routes:

“Arriving home safely is a letter carrier’s most important delivery.

That's why the Postal Inspection Service is responding with an extra layer of security to help carriers stay safe and avoid becoming victims of street crime. In the Chicago District, that means using Postal Police Officers on street patrols."

In 2013, after a series of violent crimes targeting letter carriers in New Jersey and Puerto Rico, the USPS expanded the Postal Police Carrier Protection Program to include intelligence-led policing technology. PPOs were equipped with computer systems that could pinpoint the location of letter carriers in real time.

PPOs then were strategically deployed using crime-mapping tools to protect those letter carriers. The results were astounding—assaults and robberies of letter carriers plummeted by 88%.

The Postal Police Carrier Protection Program was so successful the Inspection Service began an initiative to equip *all* postal police law-enforcement vehicles with intelligence-led policing technology so PPOs could protect letter carriers more effectively. In 2015, USPS divisional leadership reported:

"Through the use of intelligence-led policing, and using our Postal Police Officers more strategically, the Newark Division was able to successfully implement the program leading to a more efficient use of our Inspector WPV work hours, with a focus on other areas of our overall comprehensive security plan. In 2014, the Newark Division saw our robbery solution rate increase to 58.33% from 20% in FY 2013. This is a direct result and benefit of the reduction in assaults and threats, where Inspectors had more time to focus on investigations and enforcement."

For over 50 years, PPOs protected the Postal Service's most critical assets: its employees and the U.S. Mail. We escorted letter carriers along dan-

gerous routes, patrolled blue collection boxes and responded to postal-related crimes in real time.

PPOs had law enforcement authority to operate anywhere postal operations occurred—not just inside postal buildings. In fact, USPS records show that PPOs conducted hundreds of thousands of off-property patrols to protect the U.S. Mail and the postal workers who transport and deliver it.

That all changed in August 2020 when the Postal Inspection Service unilaterally stripped PPOs of their off-property authority. Overnight, the USPS sidelined its own uniformed police force—dismantling the only federal patrol unit dedicated to deterring mail theft and protecting letter carriers in real time.

The result was swift and devastating. A dramatic rise in mail theft and violent attacks on postal employees followed—not as an isolated uptick in crime, but as the direct consequence of a systemic failure in federal mail security.

At a time when law enforcement

agencies nationwide were expanding patrols to counter rising crime, the USPS did the opposite. It benched its own federal police force, decimated PPO ranks by over 33% and went so far as to publicly announce that postal police patrols had been "comprehensively curtailed." That announcement didn't just signal a change in policy—it was a green light to criminals.

The outcome is a nationwide mail theft crisis—one created by the very agency charged with preventing it. Organized criminal networks have exploited the vacuum. Postal workers have been left vulnerable. Public trust in the security of the U.S. Mail continues to erode.

Restoring PPO patrol authority is not a radical proposal; it is the bare minimum any functioning federal law enforcement agency would do in the face of a crisis. It is the first—and most immediate—step toward rebuilding deterrence, restoring safety and reclaiming credibility.

*Frank Albergo is president of the Postal Police Officers Association.*

## Thrift Savings Plan

Fund	G	F	C	S	I	
July 2025	0.37%	(0.25%)	2.24%	2.53%	(1.52%)	
12-month	4.40%	3.39%	16.28%	11.58%	11.94%	
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
July 2025	0.50%	0.69%	0.72%	0.75%	0.78%	0.81%
12-month	7.22%	10.61%	11.16%	11.71%	12.17%	12.64%
Fund	L 2055	L 2060	L 2065	L 2070	L 2075	
July 2025	0.95%	0.95%	0.95%	0.95%	0.95%	
12-month	14.24%	14.24%	14.24%	14.25%		
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.						
Visit the TSP website at <a href="http://www.tsp.gov">www.tsp.gov</a>						



## Bob Levi

Director of Legislative & Political Affairs



The late, great House Committee on Oversight and Government Reform Chairman Elijah Cummings often exclaimed, “We can do better than that!” With this

## We Can Do Better Than That

utterance, he inspired congressional colleagues and fellow citizens to look beyond their narrow and biased views to claim the high ground and try to solve America’s problems.

On July 25, I was privileged to accompany NAPS President Ivan D. Butts to the dedication of the Elijah Cummings Post Office, in Baltimore, MD. NAPS Capitol-Atlantic Area Vice President Troy Griffin also attended.

Rep. Kweisi Mfume, ranking member on the House Government Operations Subcommittee, invited Ivan to speak at the dedication, joining Sen. Chris Van Hollen, Baltimore Mayor Brandon Scott, Cummings’ daughter and several family friends in paying tribute. The room was packed with current and former members of the Maryland congressional delegation, former Cummings staff members, community leaders, friends and local high school students.

In his statement, Ivan pointed out that “naming a post office in Rep. Cummings’ memory is proper because just as the post office is the center of a community, so was Elijah. He dedicated his life to serving not just himself, but serving others. So, let that post office building serve as

that beacon of light of what it truly means to serve others than yourself.”

Consistent with Cummings’ refrain of “we can do better than that,” our success in preventing anti-postal employee legislation from being attached to the 2025 Budget Reconciliation Act (H.R. 1) warrants a sigh of relief—not a cause for celebration. The reason is that House Speaker Mike Johnson has indicated Congress likely will consider another reconciliation bill before the end of 2025, in large part, to address the epic deficit created by H.R. 1.

In addition, as reported in the August issue of *The Postal Supervisor*, the Office of Personnel Management (OPM) inspector general (IG) warned that OPM may not have the staffing and funding to conduct the 2025 Postal Service Health Benefits (PSHB) Program open season. The situation is a result of White House cuts to OPM, combined with DOGE-related retirements and downsizing.

The IG’s “Flash Report” on the PSHB open season delivered a rude awakening to those who were duped into thinking postal employee benefits were immune from administration action. The IG also identified life-cycle changes that could implicate PSHB enrollment changes, which would be impacted by potential OPM deficiencies.

NAPS was neither duped nor immobilized by the threat. During July and August, NAPS was on Capitol Hill lobbying for preventative congressional actions to safeguard the integrity of PSHB and the 2025 open season.

NAPS Executive Vice President Chuck Mulidore and I visited with many key members of the House and

Senate and their staffs to shed a bright light on the risk posed by White House actions to dismantle, underfund and understaff operations essential to PSHB operations. (It is important to note that PSHB is part of FEHB and administered by OPM—not the USPS.)

NAPS’ legislative salvage efforts are bearing fruit. House Appropriations Subcommittee Chairman David Joyce (R-OH) informed us he added \$28 million to OPM’s “salaries and expense” line of the agency budget to help finance OPM’s management of PSHB. We are awaiting the text of “report language” that would instruct OPM to use the funds for PSHB administration.

Also, NAPS has been working closely with Senate Appropriations Chairwoman Susan Collins (R-ME) and her staff to bolster PSHB operations, particularly during open season. Collins and her staff have met with OPM to ascertain their preparation for the November open season and make sure the agency has the essential resources necessary to conduct the program.

In addition, NAPS is collaborating with House Oversight and Accountability Chairman James Comer (R-KY) and new Ranking Member Robert Garcia (D-CA), House Government Operations Subcommittee Chairman Pete Sessions (R-TX) and Ranking Member Kweisi Mfume (D-MD) and Senate Homeland Security & Governmental Affairs Ranking Member Gary Peters (D-MI) on fulfilling their committees’ oversight responsibilities to guarantee PSHB is run effectively for the benefit of its 1.7 million participants. NAPS is committed to continuing to press Congress and the White House to safeguard postal employee health benefits.

On July 23, Mulidore offered tes-

timony to the House Government Operations Subcommittee (see page 8). In part, he urged Congress to pass the Postal Police Reform Act (H.R. 2095), legislation to restore the authority of the postal police force to protect postal employees, postal property and the mail inside and outside postal facilities. Rep. Andrew Garbarino (R-NY) introduced the legislation.

In addition, NAPS' testimony highlighted the findings of an IG "Management Alert" that highlighted mail security lapses at the USPS Denver Regional Transfer Hub. The IG reported the contract workforce committed mail theft, concealed destination mail tags under machinery and damaged parcels. The IG identified theft of mail-order phar-



NAPS President Ivan D. Butts spoke at the dedication of the Elijah Cummings Post Office in Baltimore.

maceuticals as an issue.

Mulidore warned the subcommittee that attempts to privatize mail processing or postal logistics inevitably would lead to the same type of illicit results as occurred in Denver. The last point is particularly impor-

tant as there has been growing discussion among members of the House Oversight and Accountability Committee about outsourcing Postal Service processing and logistics functions.

Finally, on the Aug.1 episode of *NAPS Chat*, I hosted former *Washington Post* columnist Joe Davidson who covered the federal and postal employee beat for the past 17 years. He spoke about the treatment of federal and postal workers and the recent attacks on their earned benefits.

I encourage you to download the episode from the Legislative Center of the NAPS website. After listening to the podcast, I think you would agree, "we could do better than that."

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



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# Fiscal Responsibility: A Core Duty of Postal Service Managers

**Kanani Alos**

**I**n today's evolving operational landscape, financial responsibility is not just a best practice—it is a critical leadership requirement for all managers in the Postal Service. As stewards of public trust, postal managers carry the responsibility of managing resources wisely, controlling costs and maximizing operational efficiency, all while upholding the high standards of service our customers expect.

Fiscal responsibility refers to careful and transparent management of financial resources. It involves strategic planning, continuous monitoring and informed decision-making to ensure the long-term financial health of the organization.

In the Postal Service, this means more than just balancing budgets. It requires a disciplined approach to adhering to spending limits, reducing

waste and implementing cost-effective measures across all operational areas.



As leaders of our organization, our fiscal responsibility also extends to ensuring that all spending and financial practices comply with USPS policies and federal regulations. A critical component of this responsibility is the prop-

er use and management of government-issued credit cards and appropriate use of staff cars.

Misuse or mismanagement of these resources can have serious financial consequences that may lead to disciplinary action, up to and including removal from the Postal Service. Maintaining accurate, complete and auditable records of all financial transactions is essential to protecting the integrity of our financial operations.

Being fiscally responsible is about more than simply managing money. It is about preserving the integrity, sustainability and credibility of the Postal Service for future generations. Managers play a pivotal role in this mission.

By exercising sound financial judgment, upholding compliance and fostering a culture of accountability, postal leaders contribute to a stronger, more efficient and more resilient Postal Service.

**kananz0108@gmail.com**

*Kanani Alos, Honolulu Branch 214 treasurer, is Postmaster of Kaneohe.*



NAPS is pleased to announce we have a mailbox for members to submit photos for our social media outlets. We want to hear from you! Members can send photos of NAPS activities directly to NAPS Headquarters at [socialmedia@naps.org](mailto:socialmedia@naps.org). We will review the submissions before posting on our social media outlets.

We encourage members to submit photos of branch meetings, social outings, meetings with postal leaders, meetings with congressional leaders in their districts, attendance at career awareness conferences and more.

When submitting a photo, please tell us about the event, the names of the members in the photo and when the event occurred. Also, please send hi-resolution photos; we want everyone to look good.

We look forward to increasing our presence on social media with this initiative. Like, follow, share!



# 2025 SPAC Pins

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



## President's Ultimate

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



## VP Elite

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



## Drive for 5

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



## Secretary's Roundtable

*\$500 level*



## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*

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

***Make Contributing to SPAC a Habit:***

# Contributions via USPS Payroll Deduction

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

- ➊ Go to <https://liteblue.usps.gov> to access PostalEASE.
- ➋ Under Employee App-Quick Links, choose PostalEASE.
- ➌ Click on “I agree.”
- ➍ Enter your employee ID number and password.
- ➎ Click on “Allotments/Payroll NTB.”
- ➏ Click on “Continue.”
- ➐ Click on “Allotments.”
- ➑ Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as “checking” and enter the amount of your contribution.
- ➒ Click “Validate,” then “Submit.” Print a copy for your records.

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

- ➊ When prompted, select one for PostalEASE.
- ➋ When prompted, enter your employee ID number.
- ➌ When prompted, please enter your USPS PIN.
- ➍ When prompted, press “2” for payroll options.
- ➎ When prompted, press “1” for allotments.
- ➏ When prompted, press “2” to continue.
- ➐ Follow prompts to add a new allotment.
- ➑ Use the worksheet to give the appropriate information to set up an allotment for SPAC.



## **PostalEASE Allotments/Net to Bank Worksheet**

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 \_\_\_\_\_  
(Example: 77225555512345678).

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



# 2025 SPAC Contributors



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Hoerner, Thomas	FL	Branch 420
Van Horn, Gail	FL	Branch 154
Foley, Paul	MA	Branch 120
Devaney, David	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Lothridge, Tammy	ME	Branch 96
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Barone, Thomas	NY	Branch 202
Hughes, Thomas	NY	Branch 100

Perez, Dioenis	NY	Branch 202
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## July Contributors

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

Foley, Paul	MA	Branch 120
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## 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.*

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

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



# SPAC Scoreboard

(Statistics reflect monies collected July 1 to July 31, 2025)

## National Aggregate:

\$142,775.10

## National Per Capita:

\$5.36

## Region Aggregate:

1. Southern.....	\$32,641.18
2. Eastern .....	\$32,287.98
3. Western .....	\$30,044.40
4. Central.....	\$28,632.33
5. Northeast.....	\$19,169.21

## Region Per Capita:

1. Southern.....	\$ 5.87
2. Northeast.....	\$5.73
3. Western .....	\$5.66
4. Eastern .....	\$5.22
5. Central.....	\$4.36

## Area Aggregate:

1. Pacific.....	\$22,828.00
2. Capitol-Atlantic ....	\$22,574.75
3. New York .....	\$14,116.71
4. New England .....	\$11,990.62
5. Southeast .....	\$11,231.18
6. Texas .....	\$ 9,593.50
7. Central Gulf.....	\$ 7,656.50
8. Pioneer .....	\$ 6,791.75
9. North Central .....	\$ 6,589.56
10. Michiana.....	\$ 5,875.00
11. Mideast .....	\$ 5,446.48
12. Cotton Belt.....	\$ 4,411.00
13. Illini .....	\$ 4,127.50
14. Northwest.....	\$ 4,090.40
15. Rocky Mountain. \$	3,126.00
16., MINK .....	\$ 2,577.15

## Area Per Capita:

1. Central Gulf.....	\$10.22
2. Pacific.....	\$ 8.10
3. New England .....	\$ 7.46
4. North Central .....	\$ 7.36
5. Capitol-Atlantic.....	\$ 6.76
6. New York .....	\$ 6.13
7. Texas .....	\$ 5.50
8. Southeast .....	\$ 5.34
9. Pioneer .....	\$ 4.95
10. Michiana.....	\$ 4.88
11. Cotton Belt.....	\$ 4.59
12. Northwest.....	\$ 3.93
13. Illini .....	\$ 3.41
14. MINK .....	\$ 2.37
15. Rocky Mountain.....	\$ 2.19
16. Mideast .....	\$ 2.10

## State Aggregate:

1. California .....	\$21,523.00
2. New York .....	\$13,326.71
3. Maryland .....	\$10,806.00
4. Florida .....	\$10,061.18
5. Texas .....	\$9,593.50

## State Per Capita:

1. Maine .....	\$25.69
2. Maryland .....	\$17.21
3. Alabama .....	\$16.16
4. Idaho .....	\$14.20
5. South Dakota.....	\$14.01

## Drive for 5

## Members by Region:

1. Eastern .....	40
2. Southern.....	39
3. Central.....	35
4. Western .....	34
5. Northeast.....	28

## Aggregate by Region:

1. Eastern .....	\$10,969.50
2. Western .....	\$ 9,786.40
3. Southern.....	\$ 8,925.56
4. Northeast.....	\$ 6,226.05
5. Central.....	\$ 5,912.00

Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355

## VP Elite (\$750)

Benjamin, Evelyn	CA	Branch 266
Randle, Carol	CA	Branch 39
Kerns, John	CO	Branch 141
Moss, Donald	DC	Branch 135
Lum, David	MA	Branch 6
Amergian, Raymond	ME	Branch 96
Dallojacono, Anthony	NJ	Branch 568
Muhammad, Jamaal	NY	Branch 68
Shoemaker, Justin	TN	Branch 165
Farmer, Joanne	VA	Branch 526
Thomas, Carlos	VA	Branch 98

## Secretary's Roundtable (\$500)

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Mooney, Dan	MN	Branch 16
Hill, Mildred	MS	Branch 199
Arroyo, Victor	NY	Branch 85
Bailey, Christine	NY	Branch 459
Green, Shri	TN	Branch 41

## Chairman's Club (\$250)

Carson, John	AL	Branch 901
Simpao, Sally	CA	Branch 88
Cuadrado, Hector	CT	Branch 5
Lech, Stephen	IL	Branch 493
Scales-Bradley, Constance	NJ	Branch 53
Amash, Joseph	NY	Branch 83
Cusyk, Kathleen	NY	Branch 7
Tu, Tu	NY	Branch 100
Kimbrough, Marcia	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Hibbler, Marilyn	TN	Branch 41
Jones, Charleen	TX	Branch 122
Kukulka, Vivian	TX	Branch 124

## Supporter (\$100)

Ximenez, Karen	CA	Branch 244
Morrisroe, Erin	CT	Branch 47
Gonzalez, Ernesto	FL	Branch 406
Billups, Juanita	IL	Branch 17
Norton, Paul	IN	Branch 8
Laurendine, Kyle	LA	Branch 73
Anderson, Paul	MA	Branch 498
Rafuse, Renee	MA	Branch 102
Berger, Ricky	MD	Branch 531

Continued on page 37

***Make Contributing to SPAC a Habit:***

# **OPM Contributions to SPAC (for Retired EAS Employees)**

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

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

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

## **By internet:**

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov), then:

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

## **By telephone:**

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





# NAPS NATIONAL AUXILIARY

## *Hazel Cochran Scholarship*

In memory of their Founder, the NAPS National Auxiliary will be offering the Hazel Cochran Educational Scholarship to be awarded to two recipients in 2026. Hazel Cochran Founded the NAPS National Auxiliary in 1933 and served until 1939. Recipients of the scholarship will receive \$500 to be used towards their educational expenses.

*Hazel Cochran*  
**FOUNDER**

### **HOW TO APPLY?**

Email Laurie Butts for an application  
[Laurie.butts5615@gmail.com](mailto:Laurie.butts5615@gmail.com)

### **APPLICANT CRITERIA**

Applicants for this scholarship must be a child or grandchild of a living, active in good standing NAPS Auxiliary member. Applicants must be attending or have been accepted to an accredited two or four-year college or university. Applicants must also submit their current GPA and any community service works they have performed. There are two \$500 scholarships available. Two winners will be randomly chosen.

### **DEADLINE**

Completed applications must be emailed by May 31, 2026

**SPONSORED BY:**

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**RECIPIENTS WILL BE  
ANNOUNCED AT THE  
2026 NAPS NATIONAL  
CONVENTION**

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY



# The Significance of USPS Leadership Setting an Example

**John Aceves**

*Former NAPS Secretary/Treasurer*

**I**n the world of leadership, the adage “lead by example” holds profound significance. A multi-talented USPS senior leader should embody this principle, demonstrating the ideals and work ethic they wish to instill in their team.

By walking the walk and talking the talk, they inspire and motivate those around them to strive for excellence. Yes, we do have a few in the USPS. I have worked with a few of them.

They focused on leadership, training and mentoring while aiding career promotion opportunities; some were NAPS members. They viewed our organization positively rather than negatively.

Senior leaders set the tone for the

organization. Their actions and attitudes resonate throughout the team, influencing behavior and establishing standards. It’s crucial they exemplify the highest levels of professionalism.

This means consistently displaying integrity, punctuality and dedication. By following these principles, they gain respect and trust from their colleagues and team.



A leader’s role is to guide their team toward achieving organizational goals. For the Postal Service, this means reaching top productivity and performance levels. A senior leader should be well-versed in the intricacies of their field, leveraging their multi-faceted talents to navigate challenges and seize opportunities. Through their expertise and strategic vision, they pave the way for their team’s success.

Leadership is not about exerting

power; it’s about fostering a collaborative and supportive environment. They avoid frivolous discipline aimed at demonstrating authority. It’s vital that senior leaders treat their subordinates with the respect and dignity they deserve.

This approach cultivates a culture of mutual respect and loyalty where employees feel valued and motivated. Treating subordinates as second-class employees undermines their morale and hinders their performance. Instead, leaders should empower their team, recognizing and nurturing their strengths. These leaders have a clear understanding of *ELM* version 55, Section 721.4, Training and Development Responsibilities and Functions.

Clear and effective communication is a cornerstone of successful leadership. Senior leaders must convey their vision and expectations with clarity and conviction. This in-

## 2025 SPAC Contributors

*Continued from page 34*

Harmon, Susan	ME	Branch 96
Wadsworth, Joel	NM	Branch 295
Bu, John	NY	Branch 68
Conover, David	NY	Branch 100
Gawron, Dennis	NY	Branch 27
Geritano, Anthony	NY	Branch 202
Martial, Rosalie	NY	Branch 68
Moy, Woodley	NY	Branch 100
Vazquez, Francisco	NY	Branch 110
Walston, Richard	NY	Branch 100
Zimolka, Paul	NY	Branch 83
Thompson, Pleas	OK	Branch 174
Cabrera, Antonio	PR	Branch 216

O’Garro, Gwendolyn	PR	Branch 216
Villalobus, Fransisco	PR	Branch 216
Brown, Andrea	TN	Branch 41
Berlan, Francisco	TX	Branch 124
Butler, Renee	TX	Branch 122
Dirden, Cedric	TX	Branch 589
Foster, Debra	TX	Branch 9
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Hunter, Arlisa	TX	Branch 86
Irving, Mary	TX	Branch 122
Lee, Amaryllis	TX	Branch 589
Soders, Melanie	TX	Branch 122
Young, Carla	TX	Branch 86
Lafoe, Liane	VT	Branch 235

volves not only articulating ideas, but also actively listening to feedback and concerns. By fostering open lines of communication, they ensure everyone is aligned and working toward common goals and objectives.

The best leaders understand that learning is a lifelong journey. They continually seek to expand their knowledge, skills and the same for

their management team. By committing to their personal and professional growth and that of the EAS employees they lead, they set an example for their team, encouraging them to pursue their development.

By exemplifying professionalism, achieving high productivity, respecting subordinates, communicating effectively and committing to continu-

ous improvement, a multi-talented senior leader can inspire their team to reach new heights. In doing so, they not only achieve USPS goals, but also foster a positive and dynamic USPS work environment.

In short, if you work with one of these type of leaders, thank them.

*Hasta luego.*

**napstheace@msn.com**

## Legally Bound!

**Brian J. Wagner**

*Past NAPS President*

**N**ow that summer break is over, let's not forget who doesn't take a break—the NAPS organization and membership recruitment. Because of vacations, I can tell you membership recruitment slowed this past summer.

That just means it's time to try a different approach to recruitment messaging when reaching potential NAPS members, especially postmasters. Here's the scoop!

I have initiated some new messaging to potential NAPS members—whether they be supervisors, managers, postmasters or other managerial personnel—in a one-page insert along with my NAPS recruitment packets. This one-page insert states the facts about whom NAPS represents in EAS pay and benefits.

First, I let potential NAPS members know that NAPS is not a union; NAPS is not UPMA, either. *NAPS is family and much, much more!*

Second, I explain that, on Feb. 22, 2022, the U.S. Court of Appeals in the District of Columbia officially ruled in favor of NAPS having the legal right to represent and consult on USPS pay and benefits for all EAS employees, including postmasters.

Third, I further state the U.S. District Court ruled against the Postal Service and UPMA's challenge and objection that NAPS represents postmasters. And, therefore, NAPS is legally recognized as a *postmaster's organization*.



Fourth, I reference the following excerpt from the District of Columbia's U.S. Court of Appeals ruling: "While postmasters' organizations are expressly prohibited from also representing supervisors, and managerial organizations are prohibited from also representing supervisors or postmasters, no such restriction is placed on supervisory organizations. Supervisory organizations—beyond having to show they represent a majority of supervisors—are not limited in who else they can represent.

"This precisely crafted statute thus presents a 'nested' structure, in which Congress placed deliberate restrictions on postmasters' organizations (which may not represent supervisors) and on managerial organizations (which may not represent either supervisors or postmasters), but conspicuously left the supervisory organization free to represent either postmasters or managers alongside supervisors. ... *The Act does not say that a supervisory or-*



*Figure 1: Section 1004(b)'s Nested Structure*

*ganization cannot represent postmasters (emphasis added)."*

Fifth, my insert provides the court's graphic that shows the "nested" structure it referenced in its ruling. It also shows that a postmaster organization, like UPMA, is limited to only representing postmasters in postal pay and benefits.

Again, the court's *nested* structure confirms NAPS is not only a postal supervisor organization, but is recognized by law as a postmaster and manager organization, as well. The court legally confirmed that one postal management organization represents *all* EAS employees. That organization is NAPS!

Finally, my respective insert includes the Court's case number, No. 20-5280 (No. 1:19-cv-02236), and a message for the potential NAPS member to contact me via email if they are interested in receiving and reading the entire 32-page appeal court's ruling. For the record, there is

*Continued*

## Let's Continue Our Membership Efforts

**Linda Rendleman**

*Illini Area Vice President*

I hope everyone had a good summer and enjoyed vacations and reunions with family members. As NAPS recruits new EAS employees to join NAPS, we, as auxiliary members, need to recruit auxiliary members, too.

When an EAS employee joins NAPS, we auxiliary members need to ask that new member if they have a family member who would like to join the auxiliary. An auxiliary member is a spouse, family member or significant other of a NAPS member in good standing.

Heart of Illinois Branch 255 just had a new supervisor join. His fiancé

was interested in joining our auxiliary. I contacted her and told her all about the auxiliary and what we do to support NAPS. I mentioned our branch is on auxiliary support, so her dues are paid by our branch once a year.

We need to start telling new EAS employees about the auxiliary. Most don't know about it. I'm sure there are existing members who have family members who could join the auxiliary. Perhaps we can be diligent in asking NAPS members to let us know when a new member



joins NAPS so we can recruit for the auxiliary, as well.

I hope everyone is well and, with the holidays a few months away, enjoys a good holiday season.

**danrendleman@gmail.com**

no legal waffling that NAPS represents all EAS employees in postal pay and benefits, including postmasters! The appeals court was firm and final on this ruling.

I am happy to share my one-page insert with any NAPS branch or member. You are not "legally" bound to use this new membership recruitment insert, but I can make the case it only can help your chances to increase NAPS membership.

I also can make the case there is no waffling on my ice-cream-flavor-of-the-month recommendation: blueberry waffle cone. Be safe and eat more ice cream.

**brian4naps@aol.com**

### NAPS Store Offers Online Orders

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

## National Auxiliary Executive Board

### National Officers

**Laurie D. Butts**

*President*

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**Beverly Austin**

*Executive Vice President*

(832) 326-1330; [braustin50@gmail.com](mailto:braustin50@gmail.com)

**Bonita R. Atkins**

*Secretary/Treasurer*

(225) 933-9190; [latkins326@aol.com](mailto:latkins326@aol.com)

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*Central Region*

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*MINK Area*

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*Cotton Belt Area*

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**Melva Seals**

*Texas Area*

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**Jerry Eckert**

*Pacific Area*

(714) 656-6139; [jerrylee48@outlook.com](mailto: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**

