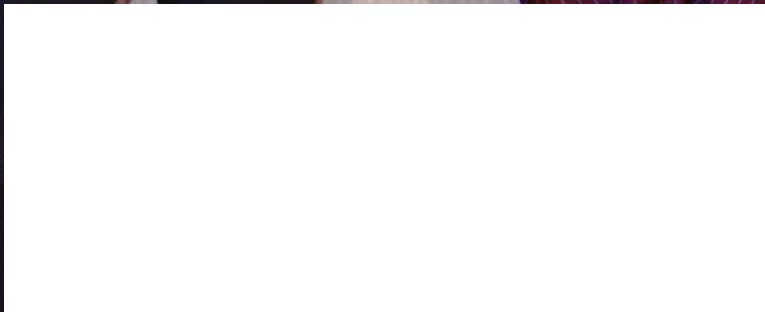


the Postal Supervisor

September/October 2024

FOXWOODS RESORT CASINO
350 TAYLOR LINE BLVD
MASHANETUCKET, CT 06258

**NAPS Leaders Reaffirm
Their Commitment to
Advocate for EAS Employees
at the 69th National
Convention**



The Postal Supervisor (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, www.naps.org; general e-mail, napsHQ@naps.org. ©2024

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

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



Objective

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

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

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

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

Advertising—Advertising inquiries should be directed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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

Postmaster—Please send address labels, clipped from undeliverable copies, along with *USPS Form 3579*, to *The Postal Supervisor*, 1727 King St., Suite 400, Alexandria, VA 22314-2753.

In This Issue

September/October 2024

FEATURES

- 8** **NAPS v. USPS Continues to Make Its Way Through the Courts** *NAPS Attorney Andrew Freeman provided an update on the lawsuit to delegates at the 2024 NAPS National Convention.*
- 12** **May Consultative** *Sunday Amazon carrier start times, ballot collection procedures among items discussed.*
- 27** **Coverage of the 69th NAPS National Convention**
- 96** **NAPS Board Holds Pre-Convention Meeting**

RESIDENT OFFICERS

- 3** **With Pure Gratitude** *Ivan D. Butts*
- 4** **Time to Get Back to Work** *Chuck Mulidore*
- 5** **Thanks to Many, We Enjoyed a Successful Convention** *Jimmy Warden*

COLUMNS

- 24** **Legislative Update** *Bob Levi*
- 99** **The NAPS Postmaster** *Jimmy Salmon*

DEPARTMENTS

- 4** **Thrift Savings Plan** *August 2024*
- 13** **Quarterly Financial Report** *For the period ended May 31, 2024*
- 14** **NAPS of Note**
- 22** **Views from the Vice Presidents** *Dee Perez and Bobby Bock*
- 25** **NAPS Training Calendar**
- 92** **2024 SPAC Contributors**
- 93** **SPAC Scoreboard**
- 101** **Thoughts from the NAPS Branches** *Brian J. Wagner*
- 102** **Louis M. Atkins Presidential Student Scholarships**
- 103** **Notes from the National Auxiliary** *Jerry Eckert*

With Pure Gratitude

Hello, my NAPS brothers and sisters. This is my first column after our 69th National Convention. I am genuinely grateful to everyone who contributed to its success. To everyone who served as a committee chair, co-chair or member, thank you for your time and commitment to advancing the NAPS brand. Your willingness to serve is what keeps the USPS one of America's best-loved treasures.



Ivan D. Butts
President

To the 214 first-timers in attendance, thank you. You represent the future of our great, 116-year-old association. And, I must say, the future never looked brighter. I encourage you to stay engaged and focused on advancing the NAPS brand as you continue to advance your careers as postal leaders and executives.

To the delegates in attendance, thank you for your dedication in working through the many resolutions presented for consideration. Your focus on and discernment of the issues show your care and concern for our great association. The adopted resolutions help give us at NAPS Headquarters clear direction in continuing the work of providing leadership for membership.

Thank you to our many sponsors and vendors who provided sponsorship funds to help support our convention. Your services added volume to the presentation of the NAPS brand for our convention delegates. I thank those who could be present for your speaking opportunities and apologize to those unable to stay. We will work to strengthen these ties that have proven beneficial to our association.

To our NAPS Headquar-

President Ivan D. Butts was sworn in at the NAPS 69th National Convention.



ters office support staff, including Sheri Davies of ConferenceDirect, Karen Balent-Young, our *Postal Supervisor* editor, Bruce Moyer and Andrew Freeman, who are part of the NAPS Legal Team, and the team from the Stoladi Group, who manage and maintain our NAPS Headquarters building—thank you all. Your efforts demonstrate what can be done with a collaborative effort.

Special thanks to our NAPS Auxiliary, led by the love of my life, Laurie Butts, and her Leadership Team. Your continued support of the parent body is so vital and appreciated. I applaud this group and its leadership for the vital growth of your group. I look forward to working with you as you work for the membership.

In closing, serving the membership of this association is the most tremendous honor I ever have had. I am humbled to be your servant, voicing the cares and concerns of all EAS employees for the sustainability of America's Postal Service, as well as the restoration of dignity and respect for the EAS employees who run the day-to-day operations in the most challenging times we ever have experienced in the Postal Service.

I will not sugarcoat what you and we at NAPS Headquarters are feeling. We no longer are just sitting near the table, waiting for crumbs of prosperity to hit the floor. We will continue to stand for and pursue our rights under federal law per the Appeals Court ruling on Feb. 22, 2022.

We always are willing to collaborate as equal part-

ners at the table with USPS leadership. However, we never will stop fighting and advocating for this agency to do right by its EAS employees.

In solidarity ...

naps.ib@naps.org

Time to Get Back to Work

Wow! For the nearly 1,200 delegates who attended the 69th NAPS National Convention at the incredible Foxwoods Resort Casino in Mashantucket, CT, it truly was an amazing week. As your reelected executive vice president, I only can say I am humbled by the faith shown in me by our members. Thank you so much for the privilege of continuing to serve you at NAPS Headquarters. I pledge to work hard to reward your confidence in me.



Chuck Mulidore
Executive Vice President

Kudos to Denis Wright and members of New Haven, CT, Branch 3 for their hard work in making this a memorable event. Their dedication, commitment and vision gave NAPS a convention that long will be remembered.

One of the great things about a national convention is seeing so many friends and making new ones. Each convention is unique, yet some

things never change! Those of us who are convention veterans always are happy to see first-timers. This year, over 200 first-timers came to a NAPS national convention for the first time; that is truly remarkable!

These first-timers got to see debates over numerous

resolutions—some adopted, some not—but the point is NAPS members come together every two years to determine the future of the organization. That really is the true strength of NAPS—it is owned and operated by its members! And, in true NAPS fashion, after the debates finally are settled and all the votes taken, we celebrate like no other group.

Special thanks, as well, to the National Auxiliary members who provide so much help and support to NAPS, and to National Auxiliary President Laurie Butts. Without the great assistance of the Auxiliary, NAPS could not do what we do so well, which is represent our members!

Many thanks to the generosity of NAPS members at the convention who contributed over \$33,000 to SPAC, the Supervisors' Political Action Committee, to help support our legislative efforts on Capitol Hill. This is a huge year for NAPS' efforts in this critical election year to support those candidates who support NAPS' positions on a variety of issues, as well as the Postal Service.

So now, the work begins anew. Your team of resident officers at NAPS Headquarters always will put your interests first because NAPS belongs to you—the members—and our job is to work for you! Most importantly, every decision must consider, "How does this impact our members?"—whether we are discussing an issue involving the NAPS budget or pay talks with the Postal Service.

I am reminded that NAPS was born on Sept. 7, 1908, when a group of 50 supervisors gathered in Louisville, KY, to unify around the goal of improving the pay and working conditions of all supervisors. That struggle continues to this very day, but we can take heart in the fact that our first president, L.E. Palmer of Pittsburgh, would be proud of the organization created in Louisville.

However, he likely would be dismayed to learn that many of the same struggles that brought folks together to create NAPS in the first place remain today. Our challenge is to continue the legacy that began in September 1908 to keep NAPS strong, viable and growing.

There is much to do, much work ahead. You have our commitment; I know we have yours. Now, it's time to get back to work!

naps.cm@naps.org

Thrift Savings Plan

Fund	G	F	C	S	I
August 2024	0.35%	1.43%	2.42%	0.25%	3.15%
12-month	4.58%	7.25%	27.08%	20.41%	19.96%

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

Fund	L Income	L 2025	L 2030	L 2035	L 2040	L2045
August 2024	0.98%	1.10%	1.69%	1.82%	1.93%	2.04%
12-month	9.55%	11.01%	16.17%	17.32%	18.46%	19.44%

Fund	L 2050	L 2055	L 2060	L 2065	L2070
August 2024	2.13%	2.38%	2.38%	2.38%	2.39%
12-month	20.41%	23.60%	23.60%	23.61%	

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

Visit the TSP website at www.tsp.gov

Thanks to Many, We Enjoyed a Successful Convention

It must start by thanking New Haven, CT, Branch 3 President Denis Wright and his team for the outstanding job they did hosting our 69th National Convention at the amazing Foxwoods Resort Casino in Mashantucket, CT. The resort was a great venue for hosting our convention. The hospitality from the hotel staff was overwhelming.

I also would like to thank Sheri Davies, Conference Direct, for doing another amazing job managing our national convention, Karen Young for reporting on the daily activities of the convention and Greg Bates and his AV crew. Our national convention was a great success due to a team effort led by President Ivan D. Butts.

Thank you to all the delegates who attended the convention; you helped make this convention a success. I am humbled, honored and privileged that you showed your

confidence, trust and faith in reelecting me NAPS secretary/treasurer. I meant what I said at the convention: You loaned me your vote and I have two years to repay that loan. NAPS cannot be about any one person; it is about the members!

Special thanks also to the NAPS office staff—Sheena Williams, Tierney Campbell, Patrick Gustafson, Charles Caburian and Bob Levi for all their behind-the-scenes work in preparing for the convention and running the office at the event. Great job!

And last, but never least, thank you to all who served on committees. You volunteered your services to help make this convention a success and help us, your resident officers, in moving NAPS in a positive direction into the future. Great job by all!

Special thanks to the Sergeants-at-Arms who volunteered their time every day and some evenings, assisting with the events by giving guidance to many and keeping order. Everyone did a fantastic job. The success of our convention truly was a teamwork collaboration!

Three years ago when I first was elected NAPS secretary/treasurer, I ended my first column with “Moving forward—never forget!” I still believe in this. We must never forget what we have experienced and achieved, but we also must never be stagnant in representing members of the National Association of Postal Supervisors. One accomplishment should lead to another.

This leads me to our 70th National Convention to be held in San Francisco. Linda Thomas, president of San Francisco Host Branch 88 and the Western Region team already are working on making this a convention to be enjoyed and remembered by all.

On returning to NAPS Headquarters after the convention, I was invited to attend Sundance, UT, Branch 139’s annual picnic. Branch President Jeff Fratto decided to step down as president, but he had built a bench. Teresa Barrett stepped up and accepted the nomination to be the next Branch 139 president.

Jeff was nominated and accepted to stay on as branch Legislative chair. I want to thank Jeff for all his dedicated years serving as president; he helped so many members by advocating for them. Jeff was and still is a great representative for NAPS and what our association stands for. I also thank Teresa for stepping up and taking on the responsibility. I know Sundance Branch 139 will not miss a step representing members in the great state of Utah.

Delegates at our national convention heard me speak of membership. We acknowledged the top-10, new-member sponsors for the previous two years: 10th—Kanani Alos, Branch 214, HI; tied for 8th—Jon Kofsky, Branch 568, NJ, and Steve Shawn, Branch 403, MD; 7th—Keith Hansen, Branch 43, MA; 6th—Deborah Johnson, Branch 88, CA; 5th—David Joseph, Branch 183, NC; 4th—Jacshica Laster, Branch 46, OH; tied for 2nd—John Bu, Branch 68, NY, and Derek Lothridge, Branch 96, ME; 1st—Brian Wagner, Branch 255, IL.

As of the July 2024 DCO, we have 27,131 active member and 1,443 associate members, for a total membership of 28,574. At the

Continued on page 7



Jimmy Warden
Secretary/Treasurer

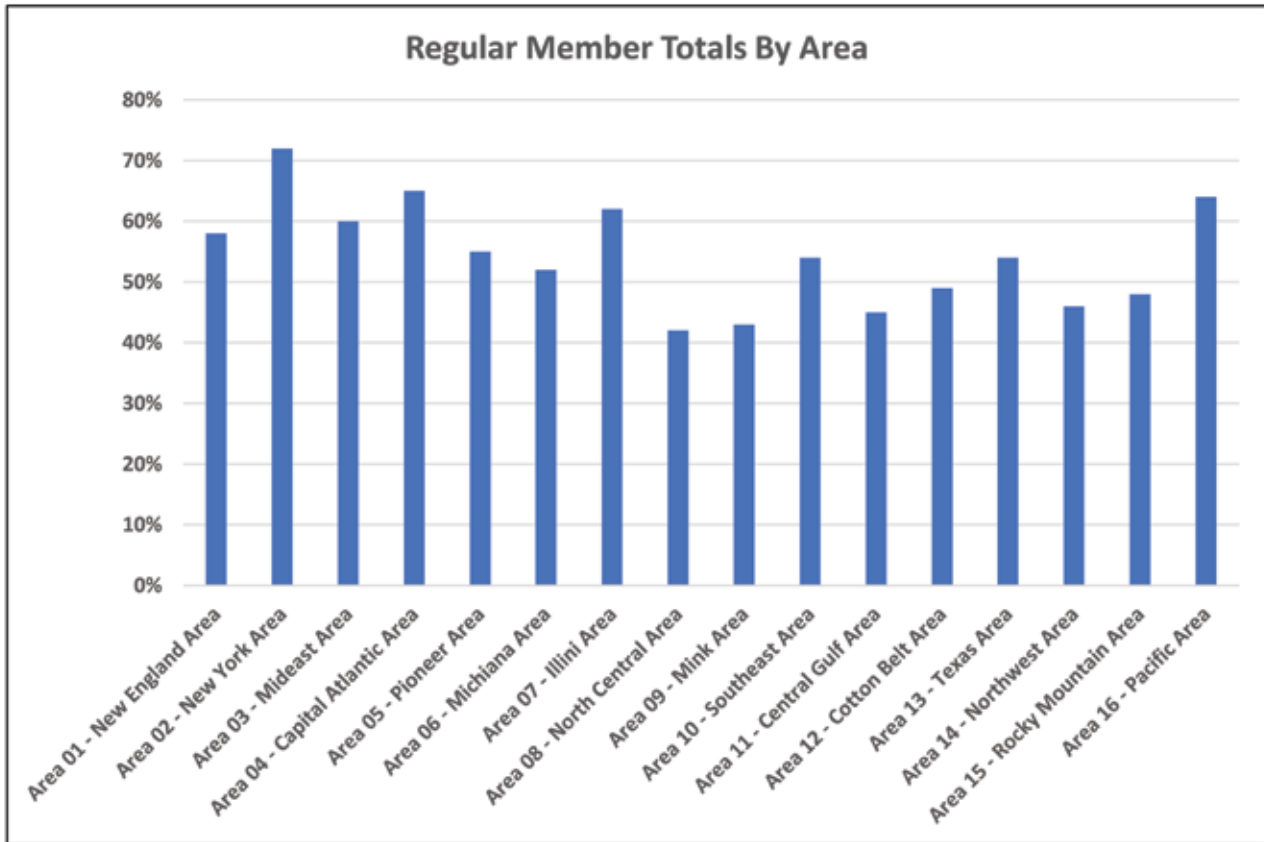
The Postal Supervisor 2024 Production Schedule

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

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

National Association of Postal Supervisors Membership Report

June 2024

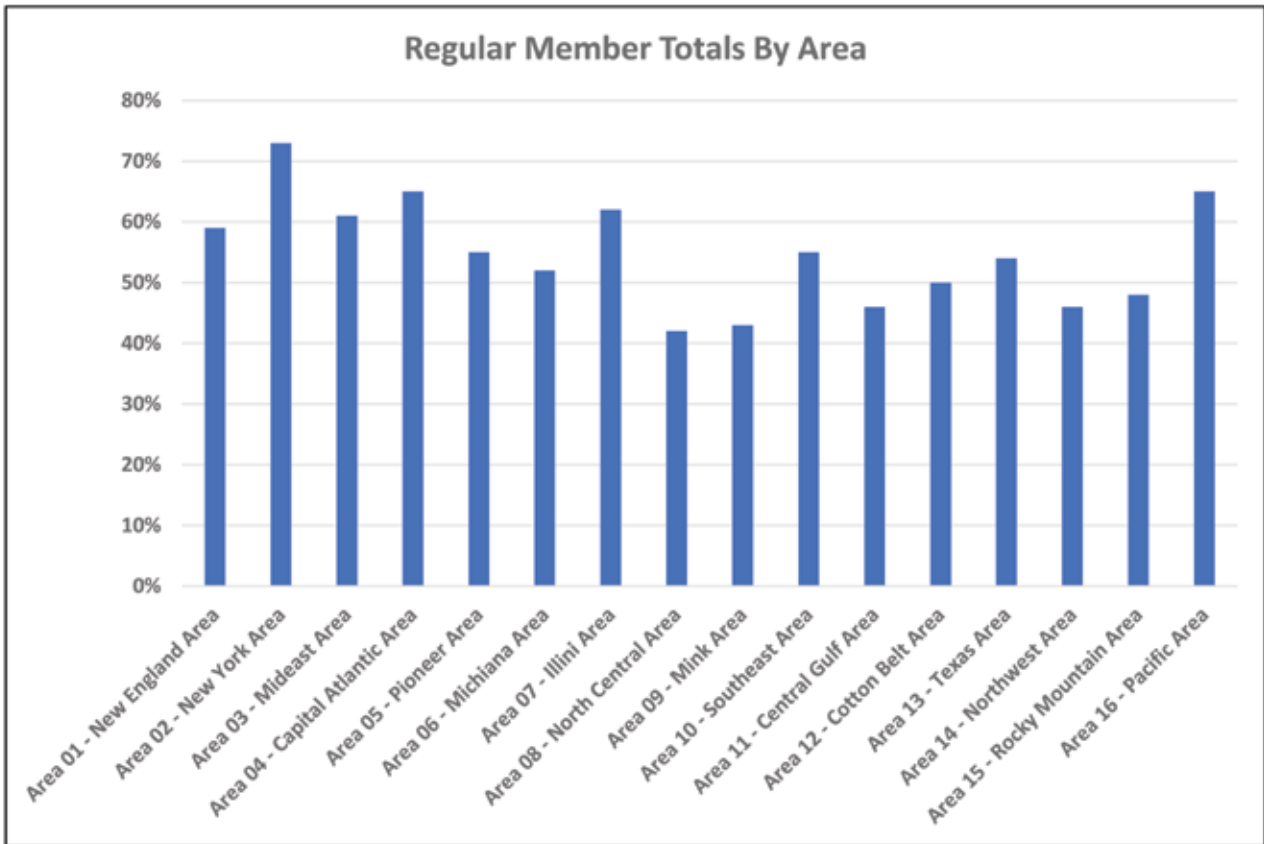


Regular Member Totals By Area	
Area 01 - New England Area	58%
Area 02 - New York Area	72%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	65%
Area 05 - Pioneer Area	55%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	62%
Area 08 - North Central Area	42%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	45%
Area 12 - Cotton Belt Area	49%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	48%
Area 16 - Pacific Area	64%
Total Regular Member %	56%
Total Regular Members	26,947
NonMember Totals	
Total NonMembers	20,595
Total NonMember %	44%



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

National Association of Postal Supervisors Membership Report July 2024



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	73%
Area 03 - Mideast Area	61%
Area 04 - Capitol Atlantic Area	65%
Area 05 - Pioneer Area	55%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	62%
Area 08 - North Central Area	42%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	55%
Area 11 - Central Gulf Area	46%
Area 12 - Cotton Belt Area	50%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	48%
Area 16 - Pacific Area	65%
Total Regular Member %	57%
Total Regular Members	27,131
NonMember Totals	
Total NonMembers	20,382
Total NonMember %	43%

Thanks to Many, We Enjoyed a Successful Convention

Continued from page 5

convention, delegates learned that anyone who sponsors a new member between the convention and Nov. 1, 2024, will have their name placed in a drawing for a \$500 gift card. This is in addition to the \$25 sponsor check. We also have the "High-Five Club." For every five new members you sponsor, you will receive an additional \$25.

The drawing will take place in December. The more new members you sponsor, the more chances you have to win. So, let's get out there and inform those nonmembers of the benefits of joining our association.

I sincerely thank you all once again for allowing me to serve you! Remember, increasing membership demonstrates leadership.

Stay safe.

naps.jw@naps.org



NAPS v. USPS Continues to Make Its Way Through the Courts

Karen Young, NAPS editor

During Tuesday morning's business session at the 2024 National Convention, delegates were given an update on the NAPS v. USPS lawsuit. NAPS Legal Counsel Bruce Moyer greeted members and provided a timeline of the case and the background of Attorney Andrew Freeman.

Freeman and his firm, Brown, Goldstein & Levy, were hired by former NAPS President Louis Atkins to assist NAPS in fact-finding for the USPS 2016-19 pay package. "Andy told us at that time—and I seconded his belief," Moyer said, "that we were not in for a sprint, but a marathon. It now has become a super marathon!"

NAPS filed the lawsuit after the Postal Service rejected a 3-0 fact-finding determination and recommendation regarding the 2016-19 pay package by a Federal Mediation & Conciliation Service (FMCS) panel. "NAPS filed suit in the district court, then appealed the initial decision of the district court to the so-called second-highest court in the country—the District of Columbia Court of Appeals," Moyer declared. "There, we won a resounding victory and the case was remanded to the district court, where it is today.

"We've asked Andy to provide a better understanding of the suit, where it stands, the gains we've made and what remains. He is a principal

partner in the law firm of Brown, Goldstein & Levy in Baltimore and is regarded by his peers as a superb litigator, earning respect for the many verdicts, judgments and settlements he has obtained for his clients. He is supported by a terrific legal team that has helped to advance our cause through the federal courts."

Freeman told delegates he has had the privilege of representing them in this "way-too-long of a marathon" over what should have been in the 2016-19 pay package. "I was hired in 2016," he informed delegates. "The 2016-19 pay package was first presented by the Postal Service in July 2018. It was inadequate in a variety of ways, prompting NAPS to ask for fact-finding under the 1970 Postal Reorganization Act.

"That consisted of three independent fact-finders appointed through the FMCS. We had a hearing in December 2018. In April 2019, the panel unanimously ruled for NAPS on every single issue."

Freeman described how the

FMCS panel recommended a broad set of policy changes to correct the NPA, provide locality-based pay adjustments and increase pay nationwide. In May 2019, the Postal Service rejected the recommendations.

In July 2019, NAPS filed suit. UPMA then intervened in the case, disagreeing with NAPS and agreeing with the USPS that NAPS' lawsuit should be dismissed.

"Meanwhile," Freeman explained, "the 2016-19 pay package went into effect Jan. 6, 2019. What we primarily are fighting over is the pay you received from January 2019 through the first eight months of 2021, as well as the Postal Service's refusal to recognize NAPS' representation of postmasters and most Area and Headquarters EAS employees."

In July 2020, the district court ruled NAPS did not have a right to enforce its rights in court. "The court's rejection of our lawsuit turned out to be a blessing in disguise," Freeman said. "We filed an appeal in 2020 and had to wait a year.

"There was lots of work to brief and argue the case. But, in February 2022, the DC Court of Appeals ruled for us on every issue and clarified a number of issues, including holding that NAPS does, as we asserted, represent postmasters."

After the Court of Appeals ruled,

the case was remanded to the trial court, yet the Postal Service still refused to provide any salary-related information. “The law requires the USPS to provide adequate information to NAPS with respect to pay,” he stressed. “Yet the USPS never had given NAPS basic information about what it pays EAS employees.

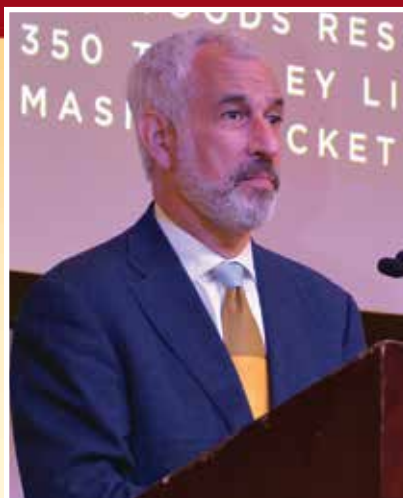
“We had to ask the trial court to order the Postal Service to provide that information. It took from fall 2022 to August 2023 to finally get the court to order the USPS to comply.

“In April 2024, the USPS grudgingly gave us basic information for what each member of the EAS, as well as members of the clerk and carrier ranks, were paid for the years the contested pay package was in effect—from January 2019 through August 2021. It was a lot of data, but that’s what computers are for.

“We hired an expert to analyze the Postal Service’s data. We will file a report at the end of this month on what she finds regarding the inadequacies you were paid.”*

Freeman pointed out the appeals court held that the law requires the Postal Service to provide “some differential” in rates of pay between “supervisory and other managerial personnel” and “employees in the clerk and carrier grades.” The appeals court also held that the Postal Service had found that a 5% differential was appropriate under the law.

“If the court finds there are lots of supervisors who make less than the carriers and clerks they supervise, it will raise questions about the sufficiency of the 5% supervisor differential,” he said. “Is 5% enough? Back in the ’70s, NAPS, in a similar lawsuit against the USPS, won a district ruling (later overturned) that the differential should be between 20% and 25%.



NAPS Attorney Andrew Freeman provided national convention delegates with an update on the NAPS v. USPS lawsuit.

“In the private sector, 20-25% is pretty common. That’s not because those private organizations are overly generous. They pay that differential primarily to attract talented people to be supervisors and offset the impact of overtime and other pay measures earned by the rank and file.”

Freeman also pointed out that *Title 39* requires the Postal Service to consider private-sector compensation. “The agency completely ignored that requirement. The appeals court said it could not ignore that requirement. But the USPS did not conduct a market survey; it only hired an expert after the fact, in preparation for the fact-finding. And he looked at just six categories among the thousands of job titles in the EAS ranks.”

Freeman told delegates the legal process will proceed through the rest of this year with depositions of NAPS and USPS experts, followed by dispositive motions in 2025. He said that, on the previous Saturday, when he addressed the NAPS Executive Board during its board meeting, Executive Vice President Chuck Muldore remarked, “Good things come to those who wait.”

“Some good things have occurred,” Freeman observed. “The ap-

pellate court’s decision in February 2022 for one, in which NAPS won on each issue we presented to that court. The right NAPS has under the law gives us significant power.

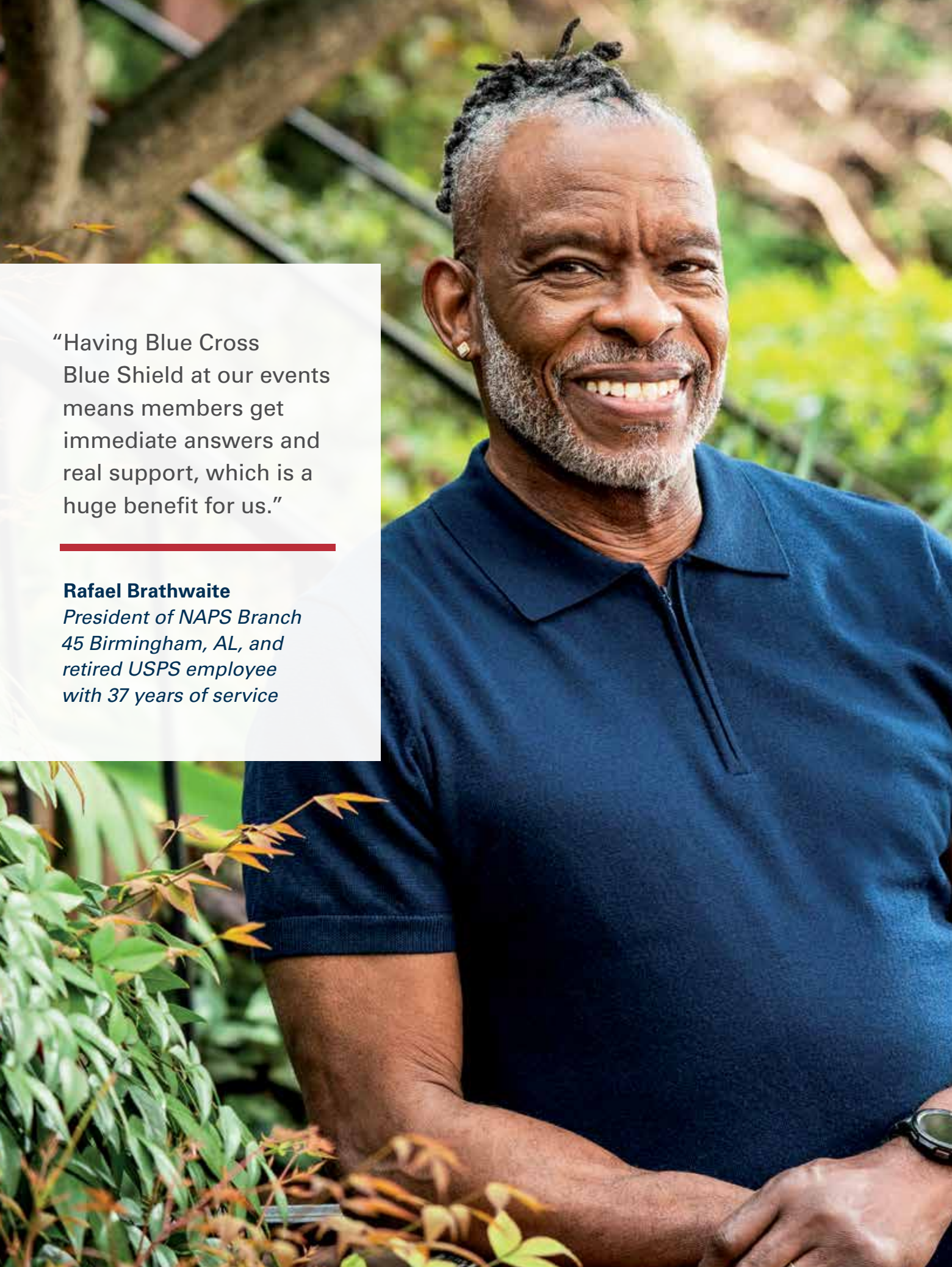
“The court ruled that NAPS represents all EAS employees—including supervisors, postmasters and other managerial personnel—that’s the law. Although the Postal Service and UPMA argued against NAPS’ representational rights, the appeals court held that NAPS has the right to represent all EAS employees, including postmasters—there is no more uncertainty about that.”

“As for the remainder of the case,” Freeman added, “I can’t tell you what the judge will decide or when. But the law directs that there be some supervisory differential and that it be ‘adequate and reasonable.’

“We are optimistic that the trial courts will agree with us that the minimum salary for supervisors and managers needs to be substantially higher to comply with that requirement.”

** The expert’s report, filed with the district court on Aug. 30, demonstrates that tens of thousands of carriers and clerks made significantly more than their respective supervisors. Whether comparing base pay or base hourly rates (i.e., total dollars paid divided by total hours worked), many thousands of EAS supervisors and managers were not paid the required 5% differential above many thousands of the carriers or clerks they supervised.*

The report is available at www.naps.org on the “Forms and Documents” page.



“Having Blue Cross Blue Shield at our events means members get immediate answers and real support, which is a huge benefit for us.”

Rafael Brathwaite

President of NAPS Branch 45 Birmingham, AL, and retired USPS employee with 37 years of service

The trusted coverage for USPS employees

That's the Benefit of Blue.®

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

At the Blue Cross and Blue Shield Federal Employee Program (FEP), we're dedicated to providing USPS employees, retirees and their families with comprehensive health benefits, access to a vast network of over 2 million doctors and hospitals, exclusive discounts and extensive wellness resources.

Learn more at fepblue.org/HereForUSPS.



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



Open Season is November 11 – December 9, 2024

Sunday Amazon Carrier Start Times, Ballot Collection Procedures Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the May 14 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulita Wimbush, USPS Labor Relations Policies & Programs.

Agenda Item #1

NAPS has been made aware by EAS employees in the field that a national directive from Postal Headquarters is requiring carrier start times to be uniformly set at 10 a.m. for Sunday Amazon delivery. Why was this directive made?

These EAS employees are being forced to stay later Sunday in many instances. Amazon is ready much earlier than 10 a.m., but carriers are not permitted to start prior to 10 a.m. What is the rationale for this policy?

This is a management strategy designed to improve Sunday performance by reducing or eliminating carrier wait times. We are analyzing the workflows and processes to identify areas for improvement or inefficiencies that may be contributing to wait times.

By implementing a strategy to eliminate carrier wait times, the organization could potentially improve Sunday performance metrics, including productivity and efficiency.

Agenda Item #2

NAPS asked what the USPS plan is

for ballot collection in offices operating under the optimized collections process. This process not only affects national elections—U.S. House, Senate and president—but also local elections in many communities for mayor, council and others.

As postmasters, station managers and supervisors are on the front line of this process, how will the USPS ensure communities that have only one dispatch per day will get ballots to local election boards for timely counting?

Currently, the ballot collection for offices operating under the optimized collection process are called Key Activities. These activities are in place for federal general elections and primaries. When state and local elections occur simultaneously with these elections, they will receive the benefit of the Key Activities; otherwise, no additional efforts are in place.

These activities consist of the following:

- Will begin four days prior to the primary and continue through the state's required received date for ballots.
- Every collection box will be opened, collected and scanned.
- All postmasters must clear Collection Point Management System (CPMS) to include AM/PM all clear survey, nightly with assistance from Field Maintenance Operations (FMO) as necessary.
- Any collection boxes/receptacle unable to be accessed require an immediate phone call to the district manager and Headquarters Command Center.
- Completed ballots destined for Boards of Elections (BOEs) will be culled

out of mail returned by carriers, all retail counters and all collection boxes/receptacles.

- Completed ballots will be separated for BOE sites and postmarked by managers.
 - Transport of completed ballots will be made by units to local BOEs.
 - Centralized HUBs will be used to transport completed ballots to BOEs outside the local destination if the destination can be reached before the poll closes. If the destination cannot be reached before closing, ballots will be transported to the plant for processing with a hand-to-hand exchange by EAS employees.
 - All movement of ballots will be memorialized on compliance surveys with Headquarters oversight.
 - Postmasters will record all issues on the Political/Election Mail log.
 - Local management, in coordination with manager, Customer Relations, will continue outreach with local BOE offices.
 - Local management will intercept/deliver ballots with known mailer misprints in the barcode, i.e., wrong ZIP or address at wrong destination.
 - Any absentee ballots outgoing to customers tendered to delivery units after transportation will be transported to the plant for processing with a hand-to-hand exchange by EAS employees.
- HUB-specific Key Activities:*
- Non-BOE sites will relay ballots to assigned HUB locations.
 - Each HUB will have one team lead with the following responsibilities:
 - Counting ballots
 - Validating postmark (only one postmark is authorized)

—Survey completion to confirm receipt/delivery of ballots from each spoke site

• BOE HUBs will deliver all ballots to their local BOE office.

—Ballots will be postmarked by a manager with the current day's postmark prior to delivery

—No ballot will receive more than one postmark

—Complete survey to confirm receipt/delivery of ballots from each site

—Indicate on survey hand-to-hand exchange with EAS employees at plant

These Key Activities explain the process and responsibility of EAS employees in the units of concern. There currently are no plans in place for the general election outside of what already has been communicated.

Agenda Item #3

NAPS noted that aisles in both the Memphis P&DC and NDC are less than the required 8 feet and still operating powered industrial trucks (PITs). These violations create safety violations and possible accidents. These concerns were raised with local senior leadership at those facilities with no resolve.

Local safety concerns should be reported immediately using PS Form 1767—Report of Hazard, Unsafe Condition, or Practice—to document the condition. Employees who wish to remain anonymous can file PS Form 1767 directly with their installation's safety personnel.

Without revealing their name, they immediately will give the report to their supervisor for necessary action. (In such cases, safety personnel must not disclose the name of the individual submitting the report.) Additionally, supervisors and managers have a responsibility of identifying and eliminating hazards.

District Safety conducted a site visit of the facility; the issue was resolved.

Continued on page 19

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

Statement of Financial Position (Balance Sheet) —May 31, 2024

Assets:

Cash and Investments	\$ 7,711,050.98
Dues Withholding Receivable	340,030.21
Prepaid Expenses and Other Assets	220,158.59
Total Current Assets	8,271,239.78
Building and Equipment, Net of Accumulated Depreciation	2,026,256.29
Total Assets	\$ 10,297,496.07

Liabilities and Fund Balances:

Accounts Payable	\$ 183,745.53
Deferred Revenues	\$ 213,553.00
Accrued Expenses	250,683.89
Dues to be Remitted to Branches	560,998.34
Total Liabilities	1,208,980.76
Unrestricted and Designated Net Assets	9,088,515.31
Total Liabilities and Net Assets	\$ 10,297,496.07

Statement of Activities (Revenues and Expenses)

(For the period March 1, 2024 through May 31, 2024)

Revenues:

Dues and Assessments	\$ 2,220,619.44
Less: Dues Remitted to Branches	1,235,058.89
Net Dues and Assessment Revenue	985,560.55
Legislative Training Seminar Registrations & Sponsorships	130,275.00
Royalties	1,523.05
Other Revenues	15,947.53
Total Revenues	1,133,306.13

Expenses:

National Headquarters	466,116.18
Executive Board	234,464.74
Legislative Training Seminar	333,490.16
Education and Training	15,820.49
Legislative Expenses	5,559.83
Legislative Counsel	2,525.00
Legal/Fact Finding/Pay Consultation	83,613.27
Disciplinary Defense	132,678.21
Membership	30,772.19
<i>The Postal Supervisor</i>	153,958.42
Total Expenses	1,458,998.49
Net Expenses in Excess of Revenues From Operations	(325,692.36)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (96,520.61)
Less Depreciation & Amortization	(30,307.81)
NAPS Property, Inc. (Net Loss)	(126,828.42)
Investments Net Income	164,978.38
Total Revenues in Excess of Expenses	\$ (287,542.40)

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

NAPS Requests Updates from Postal Service

NAPS Headquarters has requested a meeting with the Postal Service to discuss proposed changes to consolidate the district HR safety and occupational health team under one manager and the possible impact on working conditions for EAS employees. In its letter, NAPS noted it had not been granted its rights under *Title 39* to directly participate in the planning and development of programs related to supervisor and other managerial employees.

NAPS Headquarters also has requested a meeting with the Postal Service concerning the upcoming changes to the Regional Sales District & Territory Realignment as part of the “Delivering for America” plan.

The update to the Regional Sales organization will result in an expansion of districts from 54 to 56 in the future, as well as shifting territories to new district boundaries. The agency’s intent is to right-size the workload across the nation and level-set the workload between districts.

NAPS contends it was not provided consultation on this change in accordance with the law and also is questioning how this initiative supports the DFA.

New Hampshire NAPS member Karren Ricci met with Rep. Chris Pappas (D-NH) to discuss NAPS’ legislative agenda.

Executive Vice President Chuck Mulidore continues his advocacy of NAPS’ legislative agenda, meeting with members of Congress:



Rep. David Joyce (R-OH), chairman of the House Appropriations Subcommittee on Financial Services and General Government with jurisdiction over the Postal Service



Rep. Ken Calvert (R-CA), co-sponsor of H.R. 3005, the Postal Police Reform Act—a key legislative priority for NAPS



Rep. Colin Allred (D-TX), who is running for the Senate in an effort to unseat Sen. Ted Cruz (R-TX), with NAPS’ support



Rep. Melanie Stansbury (D-NM), a member of the House Committee on Oversight and Accountability



NAPS is supporting Angela Alsobrooks as the Democratic candidate for Maryland U.S. senator. From left: NAPS Director of Legislative & Political Affairs Bob Levi, Executive Vice President Chuck Mulidore, Alsobrooks and Maryland-DC State Branch 923 President Steve Shawn.



NAPS is supporting Rep. Jamie Raskin’s reelection. From left: Maryland-DC State Branch 923 President Steve Shawn, Rep. Raskin (D-MD), member of the House Oversight and Accountability Committee, and Capitol-Atlantic Vice President Troy Griffin.

Long Island Branch 202 President Tom Barone presented Rep. Anthony D’Esposito (R-NY) with a Branch 202 medal of valor.



Rep. Mike Thompson (D-CA) held his annual fundraiser/dinner in Napa Valley at the Inglenook Winery in Rutherford. Special guests included California Lt. Governor Eleni Kounalakis, who will be running for governor, and Rep. Anna Eshoo (D-CA). NAPS members from Margarete A. Grant Branch 127 had an opportunity to interact with the congressional representatives.



From left: Branch 127 Vice President Glenn Gray, Valerie Loera, Rep. Mike Thompson, Branch 127 President Charles Patterson, Edna Gray, California State President J.J. Wong and Branch 127 Treasurer Yolanda Lewis.



From left: Branch 127 Vice President Glenn Gray, Valerie Loera, Edna Gray, Rep. Anna Eshoo, Yolanda Lewis and J.J. Wong.

Rep. Sheila Jackson Lee (D-TX) represented Texas' 18th District from 1995 until her death on July 19, 2024. Texas Area 5 Vice President Jessie Austin recounted how, during their visits to Capitol Hill at LTS, Jackson Lee always set aside time to hear from the Texas delegates directly about postal issues and concerns. This photo was from 2020 when Congress was in session; she spoke to the Houston Branch 5 members on the House floor. From left: Jessie Austin, Richard Carmona, Jackson Lee, Mary Irving, Beverly Austin and Joel Compton.



Deputy Postmaster General Doug Tulino (second from right) visited the Orlando VMF with VMF Manager and NAPS Southeastern Area Vice President Bobby Bock (right) and the VMF crew.





Northeast Region Vice President Tommy Roma with Connecticut District Manager Carissa Laino at the 2024 NAPS National Convention



Walter DeBerry, Tommy Roma Brooklyn Branch 68 vice president; Tommy Roma, Northeast Region vice president; Jamaal Muhammad, Branch 68 president; and Rafael Brathwaite, Birmingham, AL, Branch 45 president, reminisced about the good old days in the USPS Brooklyn Division at the recent NAPS national convention.

Long Island Branch 202 members raised \$135 for SPAC. Front row, from left: Vinny Violante, Joe Bongiorno and his brothers Mike and Tony. Back row: Frank Baselice, Rocky Singh, Tom Barone, Dee Perez and Karl Bruckner.



Sundance, UT, Branch 139 hosted its annual picnic in Murray, UT, in late August. President Jeff Fratto passed the presidential torch to Teresa Barrett; Fratto was nominated Legislative rep. The board also welcomed Dave and Shannon Font. The picnic raised \$395 for SPAC. From left: NAPS Secretary/Treasurer Jimmy Warden, Rocky Mountain Area Vice President Myrna Pashinski, Branch 139 Area Vice President Dave Font, President Teresa Barrett, Treasurer Kristen Tresner, Branch Area Vice President Shannon Font, Legislative rep Jeff Fratto and Western Region Vice President Marilyn Walton.





Linda and Dan Rendleman hosted the July Heart of Illinois Branch 255 membership meeting/cookout on July 14. From left: National Auxiliary Illini Area Vice President Linda Rendleman, former Auxiliary President Sue Elliott, former NAPS Treasurer Ray Elliott, Branch 255 Secretary Kent Matteson, President Dave DeNosky, Linda Wilson, former Illini Area Vice President and Branch 255 Legislative rep Dan Rendleman, Dan Finnegan and past NAPS President Brian Wagner. Photo by Carol Wagner, Branch 255 Auxiliary. Other branch members attended the meeting via Zoom.

New York Area Vice President Dee Perez held a Zoom meeting (right) with his area branches and New York's three Postal Service district managers—Lorraine Castellano, New York 1; John Tortorice, New York 2; and Marcellina DelPizzo, New York 3. Also attending were Secretary/Treasurer Jimmy Warden and Northeast Region Vice President Tommy Roma. The productive meeting addressed issues and concerns from NAPS and the USPS.



A celebration was held by the Studdard family in honor of Central Gulf Area Vice President Dwight Studdard for his birthday and retirement after 40 years with the Postal Service. Studdard was presented a NAPS proclamation. From left: Alabama State Branch 901 President John H. Carson Jr., Southeast Area Vice President Bobby Bock, Birmingham, AL, Branch 45 President Rafael Brathwaite, Studdard, NAPS Secretary/Treasurer Jimmy Warden and Southern Region Vice President Jaime Elizondo Jr. Congratulations and all the best to Dwight!



California NAPS members were saddened to hear of the death of Carolyn Thompson, immediate past president of San Francisco Branch 88, on Aug. 18. She recently retired as SDO Tour 2 and ASP trainer. Carolyn will be missed by her daughter, family, postal employees and NAPS family.



On Aug. 8, the Los Angeles District held a ceremony to rename the Compton Post Office in honor of Marine Pfc. James Anderson Jr. He was the first Black Marine to be

awarded the Medal of Honor.

In Vietnam on Feb. 28, 1967, Anderson grabbed a grenade lobbed at a tightly packed group of Marines and wrapped his body around it just before the device detonated. He had just turned 20.



Attending the ceremony were, from left: California State Branch and Los Angeles Branch 39 President Marilyn Jones, Rep. Maxine Waters (D-CA) and Mabel Stephens So Cal Branch 266 Vice President Patrick Johnson.



The Postal Service sponsored a Career Conference on July 14 in Fairfield, CA. Margarete A. Grant Branch 127 President Charles Patterson and Treasurer Yolanda Lewis hosted a NAPS table at the conference.

From left: Stephnia Campbell, California State Branch 905 president; Frances Meana, Bridget Evans San Diego Branch 159 vice president; and Mariel Murillo, Hayes Cherry (San Bernardino) Branch 466 president hosted a NAPS booth at the California 6 Career Conference on Aug. 4 in San Diego. They signed six new members at the event and talked with other prospective members and supplied them with information about NAPS and their business cards.



California 3 District Manager Jagdeep Grewal spoke at the event; NAPS appreciates her working with and supporting NAPS representatives and members.



Los Angeles Branch 39 members at the 2024 National Convention

Velma McClinton, Los Angeles Branch 39, participated in the SPAC Walkathon at the national convention. From left: Ivonne Warden, Secretary/Treasurer Jimmy Warden, McClinton, Executive Vice President Chuck Mulidore and Walkathon organizer Ann Strickland.





Southeast Area Vice President Bobby Bock and Orlando Branch 321 Peter Piteira worked the NAPS table at the Florida 2 Career conference.

Florida State Area Vice President Eileen Wittic set up the NAPS table.



Southeast Area Vice President Bobby Bock swore in Pensacola Branch 231 President Pheobie Hinson.

May 14 Consultative

Continued from page 13

Agenda Item #4

NAPS has become aware the Minnesota-North Dakota District approved on-the-clock training at the UPMA Minnesota Chapter convention. NAPS assumes this training will

be given by district, area or Headquarters officials.

In order for NAPS members to be availed of this on-the-clock training while attending NAPS conventions with USPS officials present, what is the process for getting approval? Does USPS Headquarters approve this

by encouraging districts to provide this type of on-the-clock training?

This is a local matter that should be addressed with the district manager who has the authority to authorize training for employees.

QUALITY MAILBOXES

1-800-MAILBOX

Buy Mailboxes Factory Direct!

Visit our website today and discover why we are the preferred choice for quality mailboxes across the country.

- ▶ LARGE INVENTORY
- ▶ DESIGN ASSISTANCE
- ▶ VOLUME DISCOUNTS
- ▶ FAST SHIPPING
- ▶ CUSTOMER SERVICE
- ▶ HUGE SELECTION

People Committed to Quality Since 1936™

1-800-624-5269
 www.mailboxes.com

New South Carolina State Branch 944 held its inaugural convention Sept. 13-14 in North Augusta, SC.



Branch 944 President Darold Dantzler and Vice President Peggie Bednar



Branch 944 Secretary/Treasurer Emmaretta "E.K." Swiggins



North Augusta, SC, Mayor Bruton Williams



North Augusta, SC, Postmaster Shanda Coleman-Jackson



Columbia, SC, Postmaster Ken Maroney



Branch 944 President Darold Dantzler and Summerville, SC, Postmaster Ryan Williams



Branch 944 President Darold Dantzler (center) with Workforce Planning & Complement Manager Vanessa Hutchison and Human Resources Manager Frederick Bowers, SC District



NAPS Executive Board members attended the convention: Eastern Region Vice President Richard Green, Executive Vice President Chuck Mulidore, President Ivan D. Butts, Secretary/Treasurer Jimmy Warden and Capitol-Atlantic Vice President Troy Griffin.



NAPS Executive Board Directory

Resident Officers

The resident officers may be contacted at 1727 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



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



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



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

Regional Vice Presidents

Central Region (Areas 6, 7, 8 and 9)



Craig O. Johnson
15395 Trailside Dr., Parkville, MO
64152-8748; (816) 914-6061 (C)
craigj23@sbcglobal.net

Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)



Thomas Roma
385 Colon Ave., Staten Island, NY
10308-1417; (718) 605-0357 (H)
(917) 685-8282 (C)
troma927@cs.com

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



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

Southern Region (Areas 10, 11, 12 and 13)



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

Western Region (Areas 14, 15 and 16)



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

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Tony Dallojacono
PO Box 750, Jackson, NJ 08527-0750
(973) 986-6402 (C); (732) 942-4675 (O)
midwestareavp@gmail.com

1—New England Area (CT, ME, MA, NH, RI, VT)



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

2—New York Area (NY/PR/VI)



Dioenis "Dee" Perez
262 Mallard Rd., Carle Place, NY 11514-2022
(516) 503-2220 (C)
nyavpdee@aol.com

6—Michiana Area (IN/MI)



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

4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)



Troy Griffin
1122 Rosanda Ct., Middle River, MD
21220-3025; (443) 506-6999 (C)
(410) 683-3704 (H)
trogy1970@live.com
napsavptroyg@outlook.com

5—Pioneer Area (KY/OH/WV/Evansville, IN, Branch 55)



Ed Laster Sr.
9721 Steinway Ave., Cleveland, OH
44104
(216) 965-3061 (C)
pioneerped@gmail.com

9—MINK Area (IA/KS/MO/NE)



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

7—Illini Area (IL)



Luz Moreno
625 Alhambra Ln., Hoffman Estates,
IL 60169-1907; (847) 884-7875 (H)
(773) 726-4357 (C)
romonaps18@yahoo.com

8—North Central Area (MN/ND/SD/WI)



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

12—Cotton Belt Area (AR/OK/TN)



Shri L. Green
4072 Royalcrest Dr.,
Memphis, TN 38115-6438
(901) 362-5436 (H)
(901) 482-1216 (C)
slbg@comcast.net

10—Southeast Area (FL/GA)



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

11—Central Gulf Area (AL/LA/MS)



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

15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



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

13—Texas Area (TX)



Pamela D. Davis
3022 Hartsville Rd., Houston, TX
77051-4630
(832) 239-0142 (C)
pdavistxvp@gmail.com

14—Northwest Area (AK/ID/MT/OR/WA)



John Valuet
4680 N. Maplestone Ave., Meridian, ID
83646-4928
(208) 871-1904 (C)
jvnwareavp@gmail.com

16—Pacific Area (CA, HI, Guam, American Samoa,



Saipan, Rota)
Chuck Lum
95-1222 Moea St., Mililani, HI 96789-5965
(808) 227-5764 (C)
lump013@hawaii.rr.com

National Convention—What Wasn't Accomplished?

Dee Perez*New York Area Vice President*

I want to thank New Haven, CT, Host Branch 3 and all the New Englanders who contributed to our 69th NAPS National Convention. Thank you for a wonderful time.

A special thank-you to Jay Killackey's widow Suann and daughter Jessalyn (soon to be married) and the Killackey-Russell Boston Branch 43 members for an emotional tribute to a great NAPS leader. Let us not forget Suann's moment when she tearfully thanked everyone who approached her throughout the week and thanked her for sharing Jay with them all these years.

During my request for personal privilege, I reminded the 1,200 delegates they were representing the other 27,000 NAPS members unable to attend. I asked everyone to allow debate and conversation and not quickly "call for the question" because several very important financial resolutions needed debate to place NAPS on a more solid financial footing moving forward. Thanks to the delegates for allowing the conversation to ensue; it was appreciated.

I'm happy to report that the dues increase—overdue after 19 years—passed, thankfully. However, there were many other resolutions the delegates rejected that would have eliminated expenses and helped our financial bottom line. Instead, the majority of delegates chose to continue to allow

non-cost-saving measures to continue.

There is no sense in discussing each failed resolution. However, a unique opportunity presented itself to right the NAPS financial ship, but it wasn't achieved completely. I predict we will be back to debate cutting expenses again in two to four years. As a reminder, NAPS' investments went from approximately \$15 million about nine years ago to \$7 million at the start of this convention. And throughout the current calendar year, our investments have hovered around \$6 million.



Here's why I think we are not on solid financial ground yet. Our primary source of income is membership dues. NAPS doesn't sell anything to the public to generate additional income. While our investments are earning returns, we no longer are getting bull-market earnings with skyrocket returns. The reason we have a financial issue is we are terrible in membership recruitment as our principal source of income; it is an undisputed fact.

NAPS has increased its membership by approximately 7%, with 1,872 new members, for a total of 28,382 members. Currently, there are 20,595 nonmembers (based on available EAS employees), equaling 44% nonmembers. In other words, only 56% of available EAS employees are NAPS members.

Based on approximately 270 NAPS branches, the announced 7% increase—1,872 new members—means each branch only increased its mem-

bership by 6.93 new members in FY24; an increase of 0.58 members a month. These are not my numbers, they are NAPS' numbers.

I'm proud to say New York Area members have signed approximately 367 new members to date in FY24, averaging 33.36 collectively a month, with 17 branches averaging 1.96 monthly—3.5 times the national average. Regardless, I still believe the New York Area is capable of much more.

Jimmy Warden, our highly respected secretary/treasurer, informed the Executive Board in October 2023 during budget conversations that, while motions were passed to reduce costs, membership would have to be approximately 90% (vs. the current 67% membership) along with a dues increase to avoid dipping into the investment portfolio to balance our budget without significant cost reductions.

The many resolutions dealing with difficult choices to reduce costs will come back in a few years to again haunt NAPS. All that was accomplished was delegates kicked the can down the road, applying a band-aid to a gash that needs a surgical procedure to stop the bleeding!

Greater membership requires every branch to increase its membership. There must be a stronger will to achieve this among all branch presidents; otherwise, those resolutions voted down will rise again in two to four years, along with your dues.

Every branch needs to sign three members a month. MM—membership matters.

nyavpdee@aol.com

Honoring the Legacy of Pamela Jane Rock

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

It’s been two years since I first was elected to the NAPS Executive Board. On Aug. 26, I had the honor to attend the dedication ceremony renaming the Melrose Post Office in honor of Pamela Jane Rock. She died after being attacked by five dogs in rural Florida after her vehicle broke down in August 2022.

Aug. 26 was a sunny day filled with over 100 attendees who gathered to pay their respects. Pam, the youngest of 14 children, was a beloved member of the community. The ceremony featured moving tributes, including songs



sung by Pam’s brother, Randy Rock, and heartfelt speeches from guest speakers, including Maged Aziz, Florida 1 district manager, and Rep. Aaron Bean (R-FL).

Pam’s family shared touching stories of her bright spirit and warm demeanor. They emphasized the importance of their ongoing efforts to promote safety through passage of Florida legislation called the “Pam Rock Act.” Florida Senate Bill 1156 was introduced that would require certain dog owners to securely confine their dogs. Also, dogs subject to certain dangerous dog investigations would be confiscated, impounded and held, among other requirements.

The bill did not pass this year’s



legislative session. It is hoped the bill will be reintroduced and passed in the next legislative session.

As NAPS members, let us honor Pam’s memory by embracing life to the fullest and prioritizing safety in our communities. Learn more about her legacy at PamRockAct.com and the effort to advocate for a stronger dangerous-dog law in Florida; join us in honoring her memory.

bocknapseavp@aol.com

Florida 1 District Manager Maged Aziz



Florida Rep. Bobby Payne, sponsor of the Pam Rock Act

Rep. Aaron Bean (R-FL)



Dan Harley, aide to Rep. Kat Cammack (R-FL)



Bob Levi

Director of Legislative & Political Affairs



In my previous column, the congressional summertime postal snowball took center stage. It was a political spectacle that generated sizable momentum in support of robust Postal Service oversight. That

implementing any permanent network changes without first seeking a PRC advisory opinion, grant the PRC the authority to review and make recommendations regarding operational changes already implemented and permit the PRC to stall future network changes should the PRC view the changes as detrimental to the quality of mail service. As this column went to press, the

Performance Matters

positive drive has not diminished; rather, it has spawned House and Senate efforts to advance performance-enhancing legislation employing a more potent Postal Regulatory Commission (PRC).

Senate Homeland Security and Governmental Affairs Chairman Gary Peters (D-MI) was joined by committee colleague Sen. Jacky Rosen (D-NV) and Appropriations Committee ranking Republican Sen. Susan Collins (R-ME) in introducing S. 4675, the U.S. Postal Service Stop and Study Act. The bill would stop the Postal Service from

measure was listed among the bills awaiting committee action at its September meeting.

Unfortunately, American confidence in its Postal Service, as an institution, continued its downward spiral. In early August, the respected Pew Research Center reported the USPS' approval rating fell five points to 7%, as compared to 2023. In 2019, the Postal Service earned a 90% approval rating. Notwithstanding this sad decline, the agency still ranked 2nd among federal agencies, four points behind the National Park Service and five points ahead of NASA.

In addition, on Sept. 11, the Na-

tional Association of Secretaries of State and the National Association of State Election Directors sent a letter to the PMG raising serious concerns about the USPS' performance capability in conveying election ballots for the 2024 election. This letter was shared with, among others, the Postal Service Board of Governors and members of Congress.

It is clear postal-allied members of the House and Senate strongly believe, as do economists and the American public, that performance matters. Diminished on-time performance and limited postal accessibility depress mail and parcel volume. The mutual relationship between declining performance and falling volume can be referred to as "performance elasticity."

Therefore, with 21st-century wisdom and apologies to noted 19th-century British scientist Thomas Huxley, it can be declared: The greatest calamity of the network changes proposed by the Postal Service's executive leadership is the slaying of its "beautiful" premise by very ugly facts. Within the text of legislation and the content of hearings, Congress—and now state election officials—have called out postal leadership for ignoring these ugly facts—deteriorating, nationwide on-time performance, failing rural mail service, lack of transparency and continued financial instability.

It appears these ugly facts have forced the Postal Service to reimagine and slow its implementation strategy. Considering congressional angst and the vote-by-mail component of the upcoming general election, the Postal Service is taking belated notes.

Besides legislation, members of Congress, particularly those in the Senate, have expressed deep reservations about and objections to the ongoing consolidations and realignments. This was obvious during the late-July Senate Homeland Security

NAPS' GPO/WEP Repeal Campaign Highlighted on Sept. 9 NAPS Chat

On the Sept. 9 episode of NAPS Chat, accessible on the NAPS website and popular podcast platforms such as Apple Podcast and Spotify, Rep. Garret Graves (R-LA) joined NAPS Director of Legislative & Political Affairs Bob Levi to discuss his effort to force a House vote on H.R. 82, the Social Security Fairness Act. Graves spoke about his bipartisan work with Rep. Abigail Spanberger (D-VA) to address the unfair Social Security treatment suffered by millions of

Americans who either worked for federal, state and local governments or are their dependents.

Graves commended NAPS for prioritizing this issue and waging a multi-pronged legislative campaign to secure the signatures of at least 218 House members to sign a discharge petition to bring H.R. 82 to a floor vote. You can join this initiative by linking to the campaign at the NAPS Legislative Action Center on the NAPS website.

and Governmental Affairs confirmation hearings of Ann Fisher and Ashley Poling who President Biden re-nominated to the PRC. Most of the comments and questioning by both Democrats and Republicans involved strengthening the PRC's authority to equip it with the necessary tools to make the Postal Service more accountable for its performance.

In reaction to congressional, regulatory and public pressure, it appears the USPS is rethinking its "Delivering for America" (DFA) plan strategy. For example, in response to withering criticism by Nevada's congressional delegation led by Rosen, the USPS has modified its plans to move Reno mail processing to Sacramento. Outgoing letter mail processing will now remain in Reno.

It also has been observed that, at times, it appears the USPS is playing the carnival game Whac-A-Mole. When a DFA-caused operational issue raises its ugly head, postal leadership sends a Headquarters crew to whack it down, only to find the dreadful head emerges somewhere else in the network; so it goes. Consequently, despite the appearance of addressing some operational concerns, Congress and the PRC remain vigilant.

After protracted resistance and opposition to asking for a PRC "advisory opinion" on certain aspects of the DFA, postal leadership, under relentless congressional pressure and stakeholder criticism, relented, commencing the process by scheduling a Sept. 5 "pre-filing" technical conference. At that time, postal executives made their pitch to interested parties; those parties questioned selected USPS Headquarters staff regarding the proposal. The PRC opinion request has been designated N2024-1.

As this issue went to press, the USPS had yet to file the formal documents. Once filed, interested parties

may cross-examine Postal Service staff about the proposal, file comments about the DFA and reply to USPS responses to those comments. Based on the hearing record, the PRC will provide its advisory opinion, which is just advisory. Under current law, the PRC cannot force the USPS to follow its advice. Nevertheless, Congress still has the ability to weigh in.

The Senate committee will have another opportunity to air its postal grievances at an expected fall confirmation hearing of four USPS Board of Governor nominees: former U.S. Labor Secretary Marty Walsh, former USPS Governor William Zollars, former Rep. Val Demings (D-FL) and former Director of the Pension Benefits Guaranty Board Gordon Hartogensis. President Biden nominated Walsh this past spring, Zollars and Demings in late July and Hartogensis on Sept. 9.

Hartogensis would replace current BOG Chairman Ramon Martinez, whose term expires Dec. 8, 2024. With this most recent nomination, Biden will have nominated four governors in 2024. If all four are confirmed, the board would comprise four Democrats (Ronald Stroman, Daniel Tangherlini, Martin Walsh and Demings), four Republicans (Robert Duncan, Derek Kan, William Zollars and Gordon Hartogensis) and one Independent (Amber McReynolds).

Hartogensis served as director of the Pension Benefit Guaranty Corporation (PBGC) from 2019-2024. His five-year term expired in April. The PBGC is a federally chartered corporation created to encourage continuing and maintaining voluntary, private, defined benefit pension plans, provide timely and uninterrupted payment of pension benefits and keep pension insurance premiums at the lowest level necessary to carry out its operations.

Hartogensis is married to Grace

NAPS Training Calendar

Capitol-Atlantic Area Training

Oct. 12-17, 2024

Conducted by: Capitol-Atlantic Area VP Troy Griffin

Location: *Carnival Sunshine* cruise ship departing from Charleston, SC

Cruise Rate: Cabins start at \$700/double occupancy

Registration Fee: \$25

Information: Contact Troy Griffin, 443-506-6999

Booking: Contact Donnetta Griffin, 410-921-0045

Eastern Region Cabinet Meeting

Jan. 16-19, 2025

Conducted by: Eastern Region VP Richard Green, Capitol-Atlantic Area VP Troy Griffin, Mideast Area VP Tony Dallojacono and Pioneer Area VP Ed Laster

Location: Marriott Cleveland Downtown Key Tower, 127 Public Square, Cleveland, OH 44114-1217; 800-228-9290. Meeting name: NAPS Eastern Region Jan 2025. Reservation link: <https://www.marriott.com/event-reservations/reservation-link.mi?id=1716301847964&key=GRP&app=resvlink>

Hotel Rate: \$234, including taxes

Registration Fee: \$279 postmarked by Oct. 31; \$359 postmarked Nov. 1 or later. Registrants not staying in the meeting hotel will pay a \$359 registration fee.

Training: Conducted by NAPS resident officers and USPS officials

Chao, sister of former Labor Secretary Elaine Chao, and brother-in-law of Senate Republican Leader Mitch McConnell.

It will be a particularly interesting hearing given the anticipated exchanges between committee members and Zollars, as he was a USPS governor at the time the board greenlighted the DFA in 2021. It is hoped the Senate will act on all USPS presidential nominees, both for the PRC and the Board

of Governors, by the end of September. Otherwise, the nominees can be subjected to the uncertainty of a post-election, lame-duck session of the Senate.

At the recent national convention, NAPS delegates approved, by voice vote, a resolution urging Congress to enact legislation that would amend the law restricting Postal Service Retirement Trust Fund investments to low-yield U.S. Treasury securities. Legislation introduced in the previous Congress would have permitted investments in diverse securities—such financial instruments as a fund replicating a Thrift Savings Plan long-term L-Fund.

At a July Senate committee meeting, Peters indicated he would be introducing such a bill. In 2023, the USPS Office of Inspector General projected that, had the USPS been able to invest its retirement funds in 60% stocks and 40% bonds, the fund would have earned a surplus of \$782 billion in fiscal year 2022, rather than run a \$119 billion deficit.

Finally, in late August, Reps. Garrett Graves (R-LA) and Abigail Spanberger (D-VA), primary sponsors of H.R. 82, the Social Security Fairness Act, announced they would file a “discharge petition” when Congress returned from its August recess. If there are 218 signatures on the petition, it could force the House to hold a vote on H.R. 82. Before Labor Day, H.R. 82 had the support of 325 co-sponsors.

The bill would repeal the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP). Generally, the GPO and the WEP reduce Social Security benefits for many federal, state and local government workers who worked both in the private sector and as a government employee where Social Security was not part of their retirement income, such as the Civil Service Retirement System.

naps.rl@naps.org



CALLING ALL NAPS MEMBERS!

**SIGN UP A
NEW MEMBER BY
NOVEMBER 1ST, 2024
AND RECEIVE \$25.**

For every new member signed
you will receive one ticket
entered into a drawing
that will take place on
December 15th, 2024.

**WINNER RECEIVES
\$500.00**





69th NAPS National Convention



Sunday, Aug. 11	28
Monday, Aug. 12	33
Tuesday, Aug. 13	44
Thursday, Aug. 15	59
Friday, Aug. 16	64
Election Results	70
Adopted Resolutions	73
In Memoriam	76
2024 Vince Palladino Scholarships	78
2024-2026 NAPS Executive Board	79
Former NAPS Executive Board	80
National Auxiliary Former and Current Executive Board	80
Convention Committees	81
NAPS Area Photos	84

Convention coverage by
Karen Young, NAPS editor;
photos by **Starshine Photographics**;
design by **Christopher Smith**.

Convention coverage of the National Auxiliary will be in the November 2024 issue of *The Postal Supervisor*.



Sunday, Aug. 11 **‘Walk by Faith’**

“This is the day the Lord has made,” declared Eastern Region Vice President Richard Green as he welcomed NAPS members to Sunday’s worship service. Members gathered to listen to Bible readings, music and a sermon from Pastor Prescott Butler, president of Robert L. Towns, NJ, Branch 327 and pastor of the Orange and Irvington United Methodist churches.

James E. Parks
Jr. Northern VA
District Branch 526
President
Lloyd Cox



Lloyd Cox



Richard Green

said he was so happy to see the attendance at the worship service get larger each convention. “We put it in His hands,” he affirmed.

The Old Testament reading was by Marcia Kimbrough, Cleveland Branch 46; the New Testament reading was by Paul Foley, Linda Wagner Southeastern Massachusetts Branch



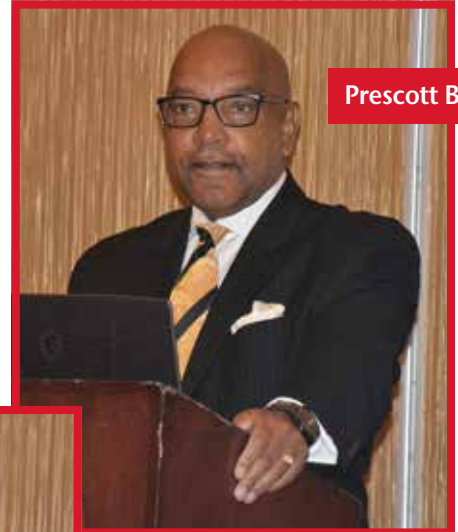
69th NAPS NATIONAL CONVENTION



Marcia Kimbrough



Paul Foley



Prescott Butler

120. Music was provided by “God’s Favor (Chosen by God).”

Butler referenced National Auxiliary President Laurie Butts’ column titled “Let’s Stay the Course” in the February 2024 *Postal Supervisor*. “God is not through with you yet,” he intoned. “Be patient, stay the course. God’s plan for you always is worth the wait.

“We have to go through the process and allow God to grow us into the position. I don’t



Marilyn Jones introduced Pastor Prescott Butler.

know the future, but I know who holds the future. Walk by faith and not by sight.

“We must keep the faith, stay the course

and follow His plan.”

“God’s Favor (Chosen by God)”





NAPS Delegates Learn the Ropes

Executive Vice President Chuck Mulidore welcomed first-timers to the Delegates' Orientation Sunday afternoon. "We are happy to have you here," he announced, "to work on behalf of NAPS members. I hope you enjoy your time here."

Secretary/Treasurer Jimmy Warden said it was great to see so many first-timers at the convention. "You are our future," he stressed.

President Ivan D. Butts told delegates it was tremendous to see 214 first-timers. "That speaks well to the health of our organization," he said.

The first-timers heard from Parliamentarian Bruce Bishop about the ins and outs of parliamentary procedure and how to stay on track during the convention. He told them they are

here to make decisions to shape the future of NAPS.

There are two ways NAPS members can influence the process: go to the microphones to state their opinions, then vote.

Parliamentary procedure aids in promoting meeting efficiency and assures everyone has an equal opportunity to make decisions. Parliamentary procedure helps:

- promote efficiency
- avoid redundancy
- maintain order



**Parliamentarian
Bruce Bishop**

NAPS Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore and President Ivan D. Butts



69th NAPS NATIONAL CONVENTION

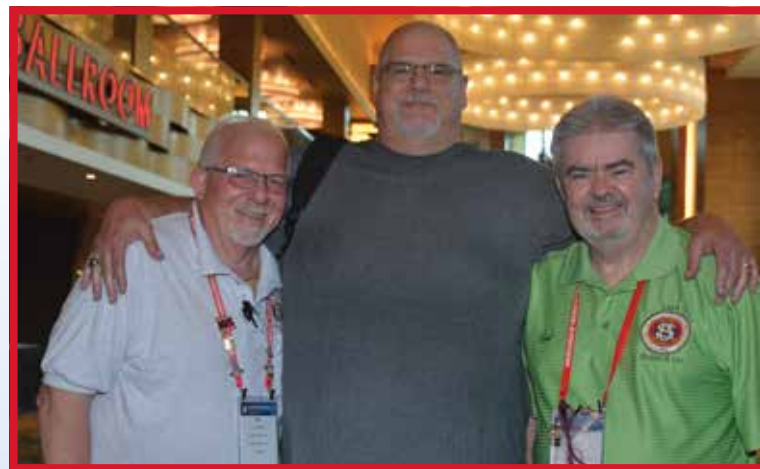


- move things forward and
- assure fairness

One goal of parliamentary procedure is to constantly move things forward; it assumes the majority prevails, but the minority needs to be heard.

Bishop stressed that everyone has a vote. Delegates must be respectful of others, avoid monopolizing the discussion and be decision-focused. Most importantly—vote!

All members may vote. By exercising that right, you are upholding your responsibility as a NAPS delegate.



POWERING THE FUTURE THROUGH COLLABORATION



Monday, Aug. 12

Collaborating to Sustain the USPS and EAS Employees

NAPS delegates at the 69th National Convention were welcomed Monday morning by Host Branch 3 President Denis Wright. “We come here not just as professionals dedicated to the Postal Service, but as a community bound by a shared mission of excellence, integrity and progress,” he declared. “Let’s take full advantage of this opportunity to learn from one another and network.” Host Branch 3 member Manny Allen gave the invocation, Vice President Lori Collins led the Pledge of Allegiance and Dorinda Colavito sang the national anthem.

Next on the agenda was the Memorial Service, honoring NAPS members who

have died since the 2022 National Convention. New England Area Vice President Bill Austin said, “Let us never forget our NAPS brothers and sisters who passed before us; keep them in our thoughts and prayers. As we acknowledge our members, let us remember the good times we shared.”

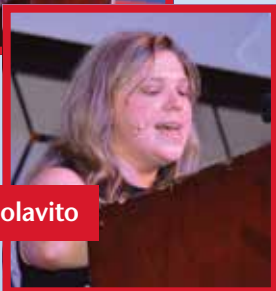
Sonny Magnuson, South Dakota State Branch 946, remembered Bob Tolman who revamped the NAPS voting system and was very involved in legislative issues. There also was a special



Host Branch 3 President Denis Wright



Manny Allen



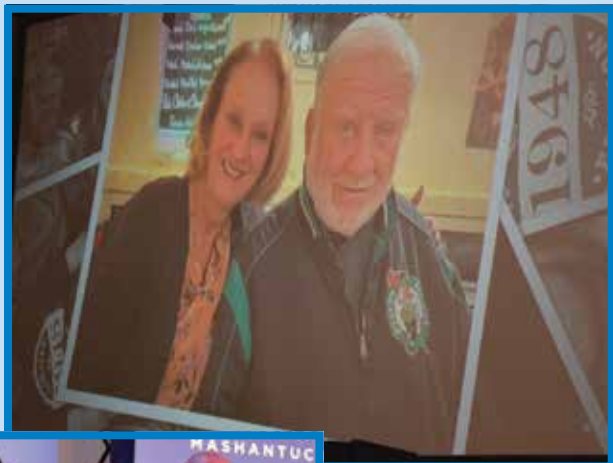
Dorinda Colavito



New England Area Vice President Bill Austin



Remembering Jay Killackey



**Killackey-Russell Boston
Branch 43 President
Vince Ignoto**



Jay's wife Suann, her daughter Jessalyn, fiancé Curtis Rand and Jay's daughter, Kati Seaver



remembrance of former NAPS Executive Vice President Jay Killackey. His wife Suann, with daughter Jessalyn and her fiancé Curtis Rand, and Jay's daughter, Kati Seaver, joined Killackey-Russell Boston Branch 43 President Vince Ignoto to honor Jay.



Sonny Magnuson

Wright introduced USPS Connecticut District Manager Carissa Laino. She told delegates it was an honor to speak with such a distinguished group of professionals and urged them to share knowledge and ideas and forge new connections.



**USPS Connecticut District
Manager Carissa Laino**

“This convention is a testament to the dedication and hard work of each of you,” she offered. “You can discuss the latest trends, changes and opportunities of our organization. Your collec-



New England Area Vice President Bill Austin, Connecticut District Manager Carissa Laino and Northeast Region Vice President Tommy Roma

69th NAPS NATIONAL CONVENTION



NAPS Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, Connecticut District Manager Carissa Laino, Branch 3 President Denis Wright and President Ivan D. Butts

tive growth is essential for the success of our community. I encourage you to take opportunities to learn, collaborate and inspire one another. It can lead to innovative solutions. I wish you a productive and enjoyable convention with meaningful discussions and lasting memories.”

Sen. Richard Blumenthal (D-CT) was unable to be at the convention, but sent a video message. He said he was disappointed not to be with NAPS members in person and acknowledged the importance of the Postal Service. “The USPS is a vital service for all Americans that must be preserved and protected,” he stressed.

In Connecticut, the USPS employs 8,400 people and serves millions of residents and more than 30,000 business. The agency also is the only service that can deliver to the Army



Sen. Richard Blumenthal (D-CT)



and Fleet post office addresses for members overseas.

Blumenthal noted that, during COVID-19, it became clear the Postal Service was a vital lifeline to citizens and is particularly vital to voting. He referenced recent actions related to the “Delivering for America” plan, observing there now are fewer post offices and reduced hours and services. “I understand the need for long-term reform,” he said, “but it can’t undermine the premise of our great postal system to provide service and fair rates. I am calling for a pause in the ‘Delivering for America’ plan.”

The senator said he was honored to serve on the Senate Homeland Security and Governmental Affairs Committee, which oversees the Postal Service. “I am familiar with the issues that affect you,” he offered. “I promise you I will continue to fight on the committee on issues facing the Postal Service, the fairness of your compensation and the protection you need and deserve to do your jobs.”

Blumenthal expressed support for the Postal Police Reform Act, as well as the need to repeal the WEP and GPO. “These unfair and out-



**National Auxiliary President
Laurie Butts**

dated provisions negatively impact civil servants and public employees,” he observed. “That is unfair and why I’m a strong supporter of repeal.

“The Postal Service is a national treasure,” he stressed. “We need to protect and preserve it.”

National Auxiliary President Laurie Butts welcomed convention attendees and explained the Auxiliary was established to help NAPS members. “The Auxiliary’s tasks have changed,” she asserted, “in order to meet the changing needs of NAPS.”

The Auxiliary has grown significantly over the past few years and is committed to continue increasing its membership. “We need your help encouraging growth in our organization



69th NAPS NATIONAL CONVENTION



President Ivan D. Butts

so we can better assist you,” she urged.

Wright acknowledged the first-timers attending. He advised them that education is about relationships with their peers. “Reach out to old-timers because we have more time behind us than in front of us,” he suggested. “Knowledge is power; take it and run with it. Make a difference in the workplace; we need you to be engaged and active.”

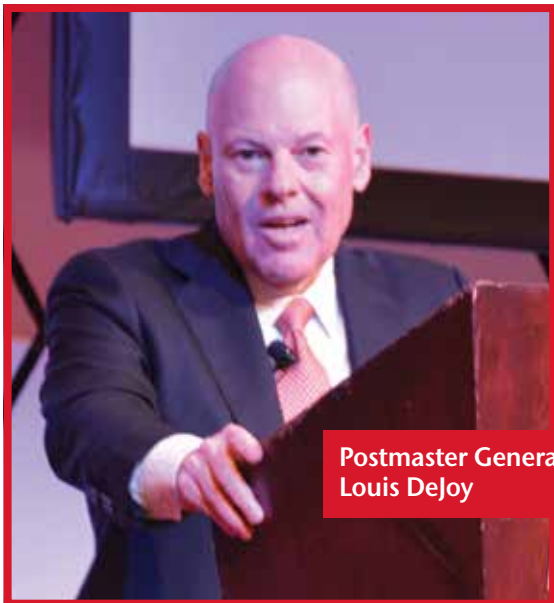
NAPS President Ivan D. Butts also acknowledged the first-timers. “We have 214 first-timers at this convention,” he declared. “Nearly 20% of our delegates are first-timers. That’s how you do it NAPS! Grow and stay relevant and sustainable.” Butts next introduced Postmaster General Louis DeJoy.

“We’re coming up on my fourth year as PMG,” DeJoy told delegates. “I came here in 2020 at the beginning of the pandemic. There were a lot of things going on in the Postal Service at that time—there’s still a lot of things going on. I’ve studied our rich history and know it pretty well.

“We have 654,000 people spread throughout the country, with 23,000 retail centers, 19,000 delivery units, 400 processing plants, 300,000 vehicles and 26,000 routes—all the way from Alaska and down to the Grand Canyon. We are a massive enterprise with a rich, long history. We are a very important organization.”

DeJoy discussed the importance of focusing on the “Delivering for America” plan, explaining the agency is required by law to be





Postmaster General
Louis DeJoy

self-sustaining. “We have to cover our costs,” he said. “That’s what we’re trying to do.”

A focus of the plan is changing outdated plants, he said, improving operating precision, reducing costs, growing revenue, creating a stable workplace, investing in packages and avoiding a government bailout.

“Our goal is to be best in class regarding delivery operations, with a fully optimized service and transportation network,” DeJoy declared. “Add to that, financial stability in

investments with a stable workforce. I want to be the go-to organization—an organization structured for success.

“Innovation continues. We’re transforming our workforce and retail strategy. The agency recently was a recipient of the Presidential Federal Sustainability Award for ‘Electrifying the Largest Federal Fleet.’

“We’re touching everything and moving forward,” he touted. “Now, we’re getting back in the game.”

DeJoy urged NAPS members to treat others like they want to be treated—with courtesy and respect. “Have trust and confidence in what we do in leadership,” he urged. “Listen, observe, learn and tell your people. Lead your employees to the right answers. And for that to happen, we need to have processes and procedures that work and are repeatable.

“If you do all this, you will energize our transformation by multiplying our talent. We have the commitment and people in place; it just needs a little adjustment.”

Following the PMG’s address, President Butts reminded delegates the resident officers



69th NAPS NATIONAL CONVENTION



NAPS Executive Vice President Chuck Mulidore, President Ivan D. Butts, PMG Louis Dejoy, Northeast Region Vice President Tommy Roma and Secretary/Treasurer Jimmy Warden

meet with the Postal Service and collaborate with its leadership on many things. “The PMG spoke to us about the state of the USPS,” he affirmed. “Some changes have been good, which

demonstrate his business tact and moving forward. But there are things on which we don’t see eye to eye.

“For example, we don’t see eye to eye on running facilities so shorthanded that supervisors have to unload trucks, case mail, deliver routes, run equipment and do HR and their own safety. Those are among the challenges we face and, as a result, make it so we can’t collaborate on everything.”

Continuing with the convention’s theme of “Powering the Future through Collaboration,” Wright invited Erin Morrisroe, Fairfield County, CT, Branch 47, to share her thoughts about her personal experience with collaboration before taking the position of manager, Operations Integration. She told delegates that she had been a manager in the Connecticut District, working with offices to improve. “They brought out operational excellence in which



President Ivan D. Butts presented plaques to 2024 National Convention Host Branch Chair Denis Wright and 2022 Host Branch Chair Tomica Duplessis.



Erin Morrisroe

we have a lot of success,” she related. “Here, we talk about it a lot—going to offices doing Gemba, see what is needed.

“We need our employees to be engaged—coming to work, wanting to do the job. We need communication and their expertise. I was a carrier, but now, I see all levels of the organization having a collaborative spirit. We will continue to improve.

“What I have found in the field is we need as much training as possible. Employees require more training; they need someone to coach and mentor them. If you are a postmaster, help your supervisor, which will help build the bench down the road. Find someone to help you be successful.”

Executive Vice President Chuck Mulidore stressed the importance of SPAC. “We have worked for years to develop relationships with lawmakers on the Hill,” he said. “Money from SPAC contributions drives access to allow us to talk about our issues and how changes in the Postal Service affect our members.

“We have become a resource for many on



NAPS Executive Vice President
Chuck Mulidore

Capitol Hill. The relationships we build not only help us, but strengthen our legislative position and allow us to present your views.”

Mulidore informed delegates he sets a goal for contributions at the convention; this year, he settled on \$20,000. “Can we raise \$20,000 for SPAC?” he asked. “Can we do better? Let’s make it \$25,000! It only will help us as we move forward.”



69th NAPS NATIONAL CONVENTION



Executive Vice President Chuck Mulidore, with President Ivan D. Butts and Secretary/Treasurer Jimmy Warden, recognized members who were inducted into the Ann Konish SPAC Hall of Fame, from left: Warden, Mulidore, Brian Wagner, Donalda Ross, Arnie Rosario, Frances Meana, Gail Van Horn and Butts.

Mulidore recognized those members who have contributed to SPAC over the years and were inducted into the Ann Konish SPAC Hall of Fame. Konish was a great advocate of SPAC and always donated generously: Donalda Ross, Branch 135; Frances Meana, Branch 159; Gail Van Horn, Branch 154; Arnold Rosario, Branch 96 (who also received an

award for reaching the President's Ultimate SPAC level—\$1,000-plus); and Brian Wagner, Branch 255.

Secretary/Treasurer Jimmy Warden lauded members for their recent membership efforts. "You are doing a fantastic job," he declared.



POWERING THE FUTURE THROUGH COLLABORATION



“Right now, membership is over 28,000— thanks to everyone’s recruitment efforts. I think we can get to 30,000 by the end of the year,” he asserted. “If everyone here just signs two members, we would be way above and beyond that goal.”

Warden recognized the top-10 new-member sponsors for the past two years:

1st place—Brian Wagner, Branch 255, IL

Tie for 2nd place—Derek Lothridge,

Branch 96, ME; and John Bu, Branch 68, NY

4th place—Jacshica Laster, Branch 46, OH

5th place—David Joseph, Branch 183, NC

6th place—Deborah Johnson, Branch 88,

CA

7th place—Keith Hansen, Branch 43, MA
Tie for 8th place—Steven Shawn, Branch 403, MD; and Jonathan Kofsky, Branch 568, NJ

10th place—Kanani Alos, Branch 214, HI
Monday afternoon’s business session opened with Credentials & Registration Chair Rosemary Harmon and Co-Chair Roy Madden giving their report: Registration totaled 1,142, including NAPS Executive Board, delegates, Auxiliary and guests.

Rules Committee Chair Jim Isom, with his committee members, read the Rules of the Convention.



NAPS Secretary/Treasurer Jimmy Warden, with President Ivan D. Butts and Executive Vice President Chuck Mulidore, recognized the top-10 new member sponsors for the past two years. Front row, from left: Brian Wagner, Kanani Alos, John Bu, Keith Hansen and Steve Shawn.

Back row: Mulidore, Warden, David Joseph, Derek Lothridge, Jacshica Laster, Deborah Johnson, Jon Kofsky and Butts.

69th NAPS NATIONAL CONVENTION



Credentials & Registration Committee Chair Rosemary Harmon reminded everyone, "We are a family. We need to lean on others who love us."



Credentials & Registration Committee Co-Chair Roy Madden reported registration was at 1,142.



Constitution & Bylaws Committee Chair Chad Itami and Co-Chair Rich Caruso conducted the first reading of the resolutions Monday afternoon.



Rules Committee Chair Jim Isom



From left: Rules Committee Co-Chair Gail Ingram, Latrina Williams, Gail Van Horn and Yvette Jackson. Not pictured: Mary DiGioia.



Resolutions Committee Chair Junemarie Brandt began the first reading of the resolutions.



Resolutions Committee Co-Chair Angela Garland spoke at the mic to address a question regarding the committee's ruling.

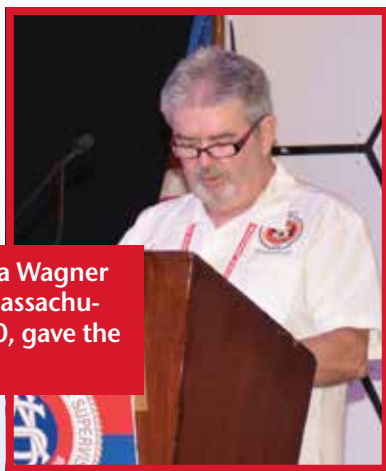


NAPS Parliamentarian Bruce Bishop addressed parliamentary procedure during the reading of resolutions.



Tuesday, Aug. 13

PRC Committed to Ensuring Postal Oversight and Transparency



Paul Foley, Linda Wagner
Southeastern Massachusetts Branch 120, gave the invocation.

PRC Commissioner Ashley Poling addressed delegates. She commended them for the critically important role they play in keeping the Postal Service functioning and moving the mail.

Poling, who made clear the views she was expressing were hers and not those of the Postal Regulatory Commission, explained the PRC consists of five Senate-confirmed commissioners who serve six-year terms and have extensive backgrounds in postal and public-service issues.

She was a staff member for Sen. Gary Peters (D-MI), Sen. Jon Tester (D-MT) and former Sen. Heidi Heitkamp (D-ND). “I got my passion for postal issues working in North Dakota and Montana,” she explained. “In my travels across North Dakota, I had the privilege of working with postal employees who gave me an appreciation for the pivotal role the Postal Service plays in lives across the nation.”

Poling said the PRC’s mission is to foster a



Executive Vice President Chuck Mulidore updated delegates on SPAC. “Yesterday, we had an enthusiastic conversation about SPAC,” he affirmed. “We set an ambitious goal of \$25,000. We raised \$3,000 on Monday; we’re at \$12,000. So please, continue to visit the SPAC table.”

69th NAPS NATIONAL CONVENTION



PRC Commissioner
Ashley Poling

vital and efficient universal mail system. The commissioners spend a lot of time examining efficiency, controlling costs, ensuring optimal performance and assessing work issues critical to the USPS.

A major goal is to ensure the agency is held accountable for delivering essential mail and packages everywhere. Part of that is ensuring transparency. “We need to shine a bright light on what the Postal Service is doing,” she

offered, “and provide everyone with clear and accurate information. Transparency makes the agency stronger and allows the public and policymakers to hold it accountable for its operational choices.”

Regarding recent changes the Postal Service has undertaken as part of its “Delivering for America” plan, Poling said the PRC is not opposed to change; the USPS must change to keep up with the times. “But those changes should be transparent to the public,” she observed, “and not abuse the agency’s core mission—the fast and reliable delivery of mail and packages.”

NAPS Director of Legislative & Political Affairs Bob Levi joined Poling on stage to record live the Aug. 19 episode of *NAPS Chat*, which can be heard on www.naps.org on the *NAPS Chat* page.

Levi: Congratulations, Ashley, on your successful confirmation hearing. We eagerly anticipate the vote on the floor of the Senate





for your next term. In your prepared statement at the Senate hearing for your confirmation, you said the Postal Service is in danger of losing the public's confidence; there has been a slippage in a variety of public opinion polls measuring USPS approval since 2019. In your testimony, you said, "The PRC gives voice to America's concerns about the future of the Postal Service." How does the PRC give voice to America?

Poling: It's important to note first what's going on regarding service performance, which has been challenging since 2023. It's really important to make the point that postal employees have done a tremendous job with everything. These are operational phases the USPS still is trying to work out.

I wanted to make clear that when I spoke at my hearing about losing that confidence in



service performance, it had nothing to do with Americans losing confidence in Postal Service employees. You all are the heart of this country and I'm grateful for what you do every day. But I know how much you value mail that is fast and reliable and how central that is to the Postal Service's mission.

When I talk about what the PRC can do and how we can improve it, I'm referring to what we can do in terms of quality of service. We have a different role than

the USPS; it is the operator, we are the regulator. But we do have a lot of transparency and accountability responsibilities when it comes to service performance.

In April 2023, we opened a "Delivering for America" (DFA) public inquiry docket that allows us to ask the USPS a lot of questions about what it is doing. Also, we had an advisory opinion process that, when there is a nationwide

Clenone Irvin Jr., host Branch 3, reported the golf tournament results:

1st place, Team 4—Robert McMurray, Bill Cook, Larry Shroshire and Kevin Proctor.

2nd place, Team 7—Marcel Austin, Tony Viers, Chad Viers and Jim Archibald.

3rd place, Team 1—Andre Jones, Alex Varghese, Julius Smalls and Robert Sanders.

1st par 3, hole 6—Vince Featherson.

2nd par 3, hole 8—Larry Shroshire.

3rd par 3, hole 13—Milton Cannon.

4th par 3, hole 16, and longest drive—Andre Jones.

Thanks to Marian Featherson for serving as event photographer.





change in service, the agency is supposed to file for that with the commission.

There have been discussions about that occurring; I hope it happens. It's an excellent opportunity for us to provide critical oversight. What it also allows us to do is to have public hearings and hear from folks across the country about how this has affected them. It's important for people to understand what's going on and how these changes impact them daily.

Levi: We heard yesterday from PMG Louis DeJoy. I think this is an honest statement: He is a bit averse to oversight, whether it be Congress, the PRC, Government Accountability Office and more. The primary tools the PRC uses to oversee postal operations are public inquiries, in which we are amidst, and annual compliance determinations, where you determine whether the Postal Service complied with the law. Also, which was precedent-setting, the PRC issued a "show cause order" because the agency had been reluctant or opposed to filing for that advisory opinion.

What is the impact of the show cause order? Has the agency adequately responded? What is next? Finally, the Senate introduced legislation to require the Postal Service to re-

quest an advisory opinion. How does the PRC deal with this confluence of issues regarding the DFA?

Poling: A show cause order relates to how we can find out what's going on. We did this for the first time in the commission's history; we issued a show cause order this past April, which basically told the Postal Service to file an advisory opinion in 40 days or tell us why you are not filing one in 20.

The USPS got back to us in about 20 days and said for a number of reasons it did not need to file an advisory opinion. I'm only going to speak for myself and not my fellow commissioners: I don't believe that response was sufficient and it's really critical that this advisory opinion is filed. There have been a number of sweeping changes that we discussed in our show cause order that need to be analyzed.

An advisory opinion allows us to ask a number of questions throughout the process and find out and understand the data, what's been going on. This is how we could do it





more substantially; I'm hopeful that will be filed with the PRC so we get that authority.

The Senate introduced a bill—it came up at the hearing—that would give the PRC more authority. The reason is, right now, the advisory opinion process is exactly that—it's simply advisory. Even if the Postal Service files with us, we spend 90 days analyzing it. We have an amazing team of technical experts—lawyers, economists—who are doing great work on this plan, very thoroughly.

But at the end of the 90 days when we file it and send it back to the Postal Service, they don't have to do anything with it. And—in my opinion—that is where it could bear further scrutiny. We spend a lot of time on these recommendations; they are strong recommendations.

I hope the legislation gives the PRC more authority in the process. From where I stand, having more checks and balances involved would be critical. Even if the USPS were to consider some of the recommendations, it would be a tremendous benefit to the public.

Levi: At the confirmation hearing, Sen. Roger Marshall, a Republican from Kansas, during his questions for you and Commission-

er Ann Fisher—also undergoing the confirmation process and who was approved by the Senate Committee—reflected a deep frustration in the apparent lack of postal executives accepting responsibility and accountability for deteriorating postal performance customer satisfaction and the resulting volume decline.

Existing law, as you said, provides the PRC specific authority regarding rates and requirement for transparency. I think you answered the first part of my question—does the PRC need more authority? I'm going to say your opinion is “Yes!”

The legislation that was introduced, in addition to permitting greater transparency, had two other provisions I found interesting. First, it would permit the PRC to go back and look at things already implemented and make remedial recommendations for transformation changes.

And second, it would allow the PRC to preclude the Postal Service from implementing any changes the PRC would consider detrimental to the quality of postal services. What is your take on those two provisions?

Poling: As with all bills, I think a lot of iterations would have to take place. I know you all are familiar with the Postal Service Reform Act that passed in 2022 and brought a lot of needed changes. While I was not on the Hill when it passed, I worked on a lot of versions of the legislation with Bob over the years.

I think one of the best parts of the legislative process is that, as slow as it may seem at times, it's important to take time to consider what makes the most sense and the best way to implement it.

So, with this current legislation, we probably need more input on the best way for those things to work. The Senate bill absolutely is going in the right direction; I talked about that at my hearing. The message of the PRC having clearer authority is really important, again for oversight.

Something I really like is that it requires the Postal Service to make sure it's giving us the data we need when we are analyzing the advisory opinion; that's critical. If we don't know what's going on, we can't do the most thorough job possible.

It's something that was being considered in the last markup. The committee process of going through the bill and all the amendments will mean a lot more discussion. What I'm excited about—and why I hope it gets some traction—is that it provides really critical PRC

oversight authority that is needed right now with the Postal Service.

Levi: One of the issues addressed in the committee hearing was the concern about the impact of mail slow-down on election mail. We're in the midst of a general election. Some persist in raising unfounded questions about the integrity of mail-in balloting and the speed of processing.

To what extent does the PRC have a role in ensuring election material is delivered as quickly as possible and is not subject to the portions of the DFA that have had the tendency to slow things down?

Poling: I think that's a really critical question considering how close we are to the election. I mentioned this public inquiry docket we've opened on the DFA plan, that's the tool we're working with at the commission. One of the reasons we opened the inquiry was because we were concerned about the impact this plan was having on the delivery of mail and packages—encompassed in that is election mail.

We are continuing to raise questions. I mentioned in my remarks that we have these reports and an annual compliance determination where we can ask some questions later and follow up with the Postal Service about service compliance. From my perspective, sometimes I wish we had tools that were a little faster, but we're working on that. We're working on ways we can do that within our authority.

But even when that review does come out for the prior fiscal year, in our annual compliance determination, we are able to track how election mail was delivered—and that has been





done every time there is an election. It will be interesting to see—obviously a lot of changes have happened recently with the “Delivering for America” plan, so it will be critical to look at how it will impact the election process.

I don’t know if we have the answers yet. But I can assure you that, within the authorities we have at the commission, we are doing all we can from a transparency perspective.

Levi: It’s kind of ironic that, when the Postal Service Board of Governors are nominated, one of the general requirements is they reflect the general view of the public. They are presidentially appointed and serve the same staggered terms as PRC commissioners. The current board, except with the exception of Ron Stroman, really doesn’t have any postal experience.

On the other hand, with the five members of the Postal Regulatory Commission who are

nominated based on their technical expertise, we seem to be reflecting the American public more than the Board of Governors.

Both the governors and commissioners are presidential appointees; you are full time; the board of governors is part time. In the statute, you reflect technical expertise, but really, the PRC has reflected the public. I’m curious about that dynamic—what is the difference?

Poling: When you talk about public interest, I think we both very much are serving the public; that is our job. We’re supposed to protect the postal customer; we’re supposed to make sure the mailing community is protected. It’s essential that we always pay attention to what’s going on.

We have a critical part of our process. A good example is we just opened our three-year review on the market dominant rate-making system. I say three year because we opened the



NAPS Director of Legislative & Political Affairs Bob Levi, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden, PRC Commissioner Ashley Poling and NAPS President Ivan D. Butts

69th NAPS NATIONAL CONVENTION



Poling took questions from delegates.

review a few years early. There are a lot of challenges. We have talked to a lot of stakeholders; that's one of the reasons we opened it early, so we could examine it early.

In that process, we have notice and comment proceedings, which allows anyone to file comments with us and let their voice be heard. Similarly, if there was an advisory opinion, the public also could file those comments with us. We have a lot of ways and mechanisms for the public to be involved. But, importantly, we must look at the quality of service that

people expect and look at what we can do from our perspective by making sure it is as fast and reliable as possible; that is critical.

I mentioned earlier, we are the regulator; they are the operator. But I think we fill a very critical space when it comes to transparency and accountability.

I'll mention it again because it's a really good example, the advisory opinion process does allow for the tremendous technical expertise we have in terms of the amazing team and staff of economists and lawyers—people able to get into the nitty gritty of what's going on and really analyze it; we have that experience. As a commissioner, it is absolutely my responsibility to be looking at what is best for the public and what I can be doing to make sure it is represented.

Several years ago, the Postal Service lengthened service standards. In an advisory opinion case in 2021, the commission wrote an in-





credibly thoughtful, thorough and very well analyzed opinion. I very much supported that opinion.

I had a bit of additional commentary, though, because I was very concerned that the Postal Service did not investigate how this plan affected rural America; how it affected elderly and low-income Americans. So, in my additional commentary, I voiced that I did not think the Postal Service should be moving forward with that plan.

I supported the full opinion, but expressed the thoughts I had. That's a good example of how important it is that we have that ability on the commission and look at what we are doing

to make sure the country is protected and the public is getting the mail service they need.

Levi: I would observe that, on the one hand, the PRC is doing everything it can to seek out public opinion and comments regarding certain operational changes the Postal Service made. On the other hand, the Board of Governors, at least during the past two scheduled meetings, has not accepted public comments. There used to be a public comment period at the conclusion of the meeting.

It is my hope the board will reinstitute the public comments at the next public meeting.

Poling: I noticed the board reduced it to once a year in November. I'm always going to say more transparency is better. It's not a choice I get to make. More chances for the



69th NAPS NATIONAL CONVENTION

public to weigh are essential. So I hope they provide more opportunities in the future.

Levi: Final question, Ashley. What message do you have for the 1,200 NAPS delegates in the room?

Poling: All I want to say is thank you for everything you do every day. You are so critical; people's reliance on this great service is because of you. And we are so fortunate you do it every day.

I'm sure it's very challenging when you have changes around you that you have to carry out; I think that's amazing and so admirable. Your commitment to the mail and your customers is unparalleled. Working in rural America, I got to see that commitment to the post office and postal employees.

Thank you for what you do and keep doing it! We need you more than ever and we're so grateful to have you. I'm so happy to work with the tremendous leadership at your organi-

zation. I can't say enough about how much they do for all of you and how much they care about you. I'm grateful I get to be a part of working with them.

Next on the agenda, the NAPS Humanitarian Ambassadors reported on their project at the convention.

Phoebe Jordan, Carolinas Bi-State Branch 936; Beverly Torain, Joseph Butler Winters Jr. Raleigh, NC, Branch 177; Karen Douglas, Charlotte Branch 183; Renee Hulin, Columbia, SC, Branch 225; and William Taylor, Branch 936, are part of the Humanitarian Ambassadors. For their first project at the 2022 NAPS National Convention in New Orleans, the group provided 200 dignity bags for men's, women's and children's shelters.

Torain told delegates that, as they were researching organizations in Connecticut, they came across St. Vincent de Paul Place in Norwich. The organization offers day-shelter ser-



Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, NAPS Humanitarian Ambassador Beverly Torain, St. Vincent de Paul Place Executive Director Jillian Corbin, Humanitarian Ambassadors William Taylor, Renee Hulin and Karen Douglas, and President Ivan D. Butts. Not pictured: Phoebe Jordan.



**NAPS Legal Counsel
Bruce Moyer was
present during the
convention week.**

vices to anyone in need; breakfast and lunch, Monday through Friday; access to showers and hygiene supplies, baby diapers, formula and wipes; health clinics; assistance in applying for state benefits and more. It serves 32 towns and cities and three out-of-state cities.

Torain thanked NAPS members, branches and Executive Board members for their contributions that allowed the group to donate \$3,500 in products and supplies. “This could be any one us at any time,” she intoned.

Jillian Corbin, executive director of St. Vincent de Paul Place, thanked the NAPS Ambassadors for their donations. “We are a daytime shelter,” she explained, “offering a comfortable place to be. We open our doors to everyone. We have a small staff and over 250 active volunteers.

“When I received a call from Phoebe, I was so grateful. Helping the community is at the core of what the Postal Service does. You care for individuals and families every day. As supervisors, you make sure your staff has the tools to do their jobs well.”

Corbin told NAPS members that, last year,

they distributed over 1.3 million pounds of food and served 120,000 hot breakfasts and lunches. They also distribute hygiene products and pet food as those items cannot be purchased with food stamps.

“If you live in your car, if you even have a car, it’s a challenge to have an address for mail,” she said. “Over 500 people have an address at St. Vincent de Paul Place in order to receive mail. Having a safe place is critical to people getting back on their feet.

“We do it with over 250 active volunteers and donations. Your donations of food have made it possible to keep dinner on the table, as well as providing hygiene products. The impact to the community with your donation is immediate and life-saving.”

Postmaster Committee Chair Jimmy Salmon, with Co-Chair Kanani Alos, gave the committee’s report Tuesday afternoon:

1. Impact of S&DCs—how do they affect all EAS employees, especially postmasters? When delivery stations are moved into other stations, where will EAS personnel be? The gaining manager has new routes to manage with no change in pay/grade.



**Postmaster Committee Chair
Jimmy Salmon**

69th NAPS NATIONAL CONVENTION

2. EAS and craft staffing—Postmasters don't have enough craft employees to deliver mail and packages. Some postmasters are required to cover supervisors on their days off. Offices need proper staffing, whether a promoted or relief supervisor or 204(b). Build the bench; have a succession plan.

3. Education—Postmasters need to be fully trained to use the *PM 150* and SWCs to

assure correct office levels. Postmasters need the training necessary to capably run their offices.

4. Postmaster Essentials training needs to be updated.

5. Postmasters taking mail to plants—In some areas, they are required to take mail received in the office after dispatch to the plant, despite offices that have mail reported delayed and not delivered on a daily basis. Also, in offices affected by local transportation optimization, mail sits overnight daily or two nights over weekends.

6. Disrespect during telecons/Zooms—When postmasters are disrespected on these platforms, they need to let the offender know that behavior is inappropriate and won't be tolerated.



Postmaster Committee with resident officers and Executive Board Postmaster Committee Chair Dee Perez: Front row, from left: Beverly Torain, J.J. Wong and Toni Coleman-Scruggs.

Second row: C. Michele Randall and Peggie Bednar.

Back row: Secretary/Treasurer Jimmy Warden, Perez, Daniel Coy, Executive Vice President Chuck Mulidore, Jimmy Salmon (chair), President Ivan D. Butts, Kanani Alos (co-chair) and Kevin Moore.

7. Postmaster pay—Getting the supervisor differential adjustment was a great win for NAPS, but, now, in some situations, supervisors are being paid more than their postmaster. A differential should apply to postmasters, as well.

8. Changes—Be prepared for the continuing changes in the Postal Service and use all available resources.

President Ivan D. Butts announced members of the Ballot Committee: Bruce Kuiper (chair), Branch 16; Angela Gavin (co-chair), Branch 428; David Lum, Branch 6; Jonathan Kofsky, Branch 933; Butch Maynard, Branch 51; Larry Martin, Branch 42; Cristina McComas, Branch 212; Shanika Ivy, Branch 270; and Rhonda Davis, Branch 8,

Also, Cathy Savorek, Branch 213; Lisa



Peterson, Branch 36; Syl Johnson, Branch 595; JoAnn Cook, Branch 904; Debra Foster, Branch 9; Aric Skjelstad, Branch 66; Becky Jones, Branch 463; Shirley Lee, Branch 39; and Mary Billingsly, Branch 208.

Postal Service employees and annuitants are aware that, on Jan. 1, 2025, they will transition to the new Postal Service Health Benefits (PSHB) plan. During open season Nov. 11-Dec. 9, employees and annuitants will have an opportunity to review the new PSHB plans and make decisions about their coverage.

Despite the dearth of information available, there continues to be confusion and misinformation circulating. NAPS welcomed Karla Kirby, USPS executive manager, PSHB, to discuss the new health plan and answer questions.

She outlined the key tenants:

- The PSHB plan is a new set of health benefits available exclusively to USPS active employees, retirees and family members, ad-



Karla Kirby, USPS executive manager, Postal Service Health Benefits

ministered by OPM, which oversees all other federal employee benefits.

- It still will be a part of the FEHB program; employees and annuitants are not losing federal health coverage.

- Open season is the time of year you can review your benefits and make changes that meet the needs of you and your family members.

- If you participate in health insurance through the Postal Service, you will transition to the new PSHB program. No one is being grandfathered into an FEHB plan; it will be a PSHB plan.

- Employees and annuitants will transition their enrollment to a new PSHB system.

- The USPS will send out a quick reference guide in October.

“As we get closer to open season, it is important to look at the mail arriving in your mailbox,” Kirby stressed. “The information coming out over the next several months is critical and important to your health insurance coverage. We want you to make informed decisions about what plan you want to be in.”

She pointed out that a login.gov account will be needed to access the new PSHBS enrollment platform; however, employees and annuitants still will be able to submit a *SF2809 Health Benefits Election Form* to enroll or change their health insurance coverage.

Cost-sharing will be the same as under FEHB — 28% of the weighted average paid by employees and annuitants vs. 72% remaining paid by the Postal Service.

Also, employees will continue to pay pre-

69th NAPS NATIONAL CONVENTION



Many NAPS delegates had questions for Karla Kirby regarding the new Postal Service Health Benefits Plan.



miums biweekly; annuitants will continue to pay premiums monthly. The premium amounts are the same for both. And the implementation of PSHB does not impact any other federal benefits, Kirby explained; it's strictly health—not vision, dental, life, etc.

“There are provisions that come with implementation of PSHB,” she offered. “One is there is a group of active employees who will have a future requirement to enroll in Medicare Part B; we draw the line at age 64. If you are an active employee who is 64 or older, you will not have that future requirement to enroll in Medicare Part B once you are eligible to enroll in Medicare.

“If you are under age 64 at time of PSHB implementation—Jan. 1, 2025—you will have that future requirement to enroll in Part B. Active employees age 64 or older at the time of PSHB implementation do not have to enroll in Part B when they retire and are eligible to retire.

“Not only will you have that requirement, your spouse will have the requirement, as well, regardless of their age.” There are three exceptions for the required category—if you:

1. Live abroad
2. Are enrolled in health benefits through the Department of Veterans Affairs
3. Are eligible for health services through the Indian Health Service Agency, which



Jimmy Warden, Chuck Mulidore, Karla Kirby and Ivan D. Butts



requires documented tribal lineage

Spouses also get these exceptions.

Kirby informed annuitants that, if they currently do not have Part B—regardless of age—they will not have the future requirement to enroll. “However, if you have Part B on Jan. 1 and try to get out of Part B,” she warned, “you will lose your health insurance. You must keep Part B to keep your health insurance.”

She provided this summary of Medicare scenarios:

- If you no longer are in FEHB, you cannot get in PSHB.
- At age 65, enroll for Medicare—three months before, during and three months after your birthday. If you are in Social Security, you automatically will be enrolled.
- If you retire after age 65, you have eight

months from retirement to enroll in Medicare.

Kirby reiterated it is important to look at all the information provided and make an educated choice. “Not viewing the information is a disservice to you and your family,” she said.

- MyHR has an entire page devoted to PSHB.
- Videos are available.
- Keepingposted.org has a wealth of information; be sure, though, the page has the postal logo.
- Checkbook guide allows you to compare plans and offers resources, recorded seminars and fact sheets.
- To stay informed, text “PSHBP” to 39369.
- OPM also has a page on PSHB that includes an overview and FAQs.



The Constitution & Bylaws Committee completed its duties. Front row, from left:

Suzette James, Carol Randle, Patti Lynn, Juanita Billups, Jackie Caffey and Pamela Aldape.

Second row: Rich Caruso (co-chair), Rafael Brathwaite, Darrilyn Smith, Tamera Connelly and Thomas Horner.

Back row: Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, President Ivan D. Butts, Debra Johnson and Chad Itami (chair).

Thursday, Aug. 15



Participants in Thursday's SPAC Walkathon gathered at 6 a.m. to raise money for SPAC.





‘When We Adapt, We Survive’

National Auxiliary President Laurie Butts told NAPS delegates that, as everyone is experiencing trying times, the Auxiliary would like to remind everyone to be kind to each other, no matter the circumstance. “Kindness is the language the deaf can hear and

the blind can see,” she offered. “We ask that you put a little love in your heart.”

Linda Thomas, president of San Francisco Branch 88, and Roxanne Bradley, Sacramento Branch 77, sang “Put a Little Love in Your Hearts” as National Auxiliary members danced in the aisles.



President Ivan D. Butts gave the invocation.



National Auxiliary members were ready for their moment to shine.



Linda Thomas (left) and Roxanne Bradley

The resident officers thanked members for their continued support and pledged to keep NAPS moving forward and work to face the challenges ahead.



President Ivan D. Butts



Executive Vice President
Chuck Mulidore



Secretary/Treasurer
Jimmy Warden

The main item of business Thursday morning was the nomination of officers for the Executive Board. There were no challenges to the three resident officer positions.





Audit Committee Chair Arnie Rosario and Co-Chair Stephnia Campbell

Audit Committee Chair Arnie Rosario, Branch 96, Maine, and Co-Chair Stephnia Campbell, Bridget Evans San Diego Branch 159, reported their committee met Sunday to review 24 Executive Board vouchers and invoices from 16 vendors from September and October 2022, April 2023 and March 2024.

The committee's review found the records to be in good order; no major issues were found. A minor issue was related to receipts on thermal paper that fade over time.

Executive Vice President Chuck Mulidore reported that over \$17,000 had been collected for SPAC by the end of the day Tuesday. "I'm expecting a big day today," he declared. "Let's go over our

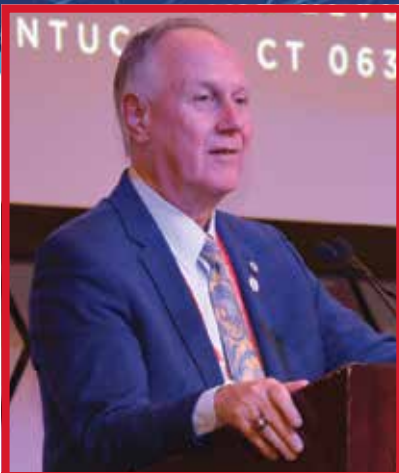


Parliamentarian Bruce Bishop addressed a delegate's concern regarding parliamentary procedure as Resolutions Committee Chair Junemarie Brandt (left) and Co-Chair Angela Garland continued discussion on the resolutions.

\$25,000 goal. Thanks to those who participated in this morning's SPAC Walkathon. Let's keep it up for SPAC!"

Thursday afternoon, NAPS delegates were treated to keynote speaker Greg Gray. He previously addressed NAPS delegates at the 2022 National Convention in New Orleans. "One thing I have learned," he observed, "is I have to collaborate to make my way in. I visited post offices to see what you do. So the journey began to learn about the Postal Service."





Executive Vice President Chuck Mulidore reported that over \$17,000 had been collected for SPAC by the end of the day Tuesday.



Assistant secretaries, from left: Nancy McVicker (chair), LaTasha Brown (co-chair), Marcia Jones and Roberta Hoag.

“I was having a difficult time dealing with difficult people,” he said.

“They would not do things, respond to things and that made them difficult. When I realized that, I decided to change them.”

Gray acknowledged that trying to change adults does not work well. “Rather than trying to change people, maybe I can collaborate better with them if I meet them where they are instead of trying to be who I am,” he observed. “That’s what the ‘Chameleon Approach’ is all about.”

He described four personality types—directors, entertainers, relaters and perfectionists. Using the “Chameleon Approach” workbook, delegates determined which type they most personified. “Being different is okay,” he stressed, “if we understand who we are and who they are.

“If I’m an entertainer, it won’t work to try and make someone who is a director like me. When we adapt, we survive. Chameleons adapt; it’s a biological thing. They don’t have to choose; it’s built into who they are—avoid predators and approach their prey.

“We have to choose to adapt. I need to willfully decide this person does not communicate the way I do, but I will meet them where they are and maybe they will work to meet where I am. The bigger thing is the mission—not to do battle, but to collaborate.

“When you go home from this convention, the evidence of your collaboration will be that, no matter where you are from, your co-workers will hear the same voice because you gather to figure out where this organization is going to go.

“You don’t have to agree with all of it. But your job is to deliberate on the matters of the day, then it’s time to move on. When we adapt, we survive!”



Keynote speaker Greg Gray



Friday, Aug. 16



Patti Lynn, Fort Lauderdale Branch 296, gave the invocation.



Credentials & Registration Committee Chair Rosemary Harmon and Co-Chair Roy Madden gave their final report: 1,142 registered Executive Board members, delegates, Auxiliary and guests.



Bruce Kuiper, chair, Minneapolis Branch 16

Elections got underway Friday morning with the help of Ballot Committee members:



Shirley Lee, Los Angeles Branch 39



JoAnn Cook, Arkansas State Branch 904



Butch Maynard, Postal Police Supervisors Branch 51, and Mary Billingsley, Montgomery, AL, Branch 208



Rhonda Davis, Indianapolis Branch 8



Cathy Savorek, Madison, WI, Branch 213



Christina McComas, Charleston, WV, Branch 212



Jon Kofsky, New Jersey State Branch 93

69th NAPS NATIONAL CONVENTION



Angela Gavin, co-chair, North Texas Branch 428



David Lum, Worcester, MA, Branch 6



Larry Martin, Baltimore, MD, Branch 42



Debra Foster, Austin, TX, Branch 9



Syl Johnson, North Georgia District Branch 595



Shanika Ivy, Illinois North Shore Branch 270



Lisa Petersen, Kansas City, MO, Branch 36



Aric Skjelstad, Portland, OR, Branch 66



Becky Jones, Las Vegas District Branch 463

POWERING THE FUTURE THROUGH COLLABORATION



Secretary/Treasurer Jimmy Warden, with President Ivan D. Butts and Executive Vice President Chuck Mulidore, presented the Best Newsletter and Best Website awards:



From left: Junemarie Brandt, Branch 526 (VA), Best By-lined Column/Editorial; Carolyn Moore, Branch 88 (CA), Best Layout; and Maxine Campbell, Branch 42 (MD), Overall Excellence and Best News/Feature Article.



From left: 3rd place—Joanne Farmer, James E. Parks Jr. Northern VA District Branch 526; 2nd place—Ray Nowden, A. Millie Callaway (DC) Branch 135; and 1st place—Robert Wakefield, Nashville Branch 32.

69th NAPS NATIONAL CONVENTION

NAPS also presented new charters:



Louisiana Branch 170 has been established as the Roy W. Beaudoin Branch 170. From left: President Ivan D. Butts, former President Louis Atkins, Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore.



Branch 266 has been established as the Mabel Stevens Southern California Bay Branch 266. From left: President Ivan D. Butts, Executive Vice President Chuck Mulidore, Branch 266 members Patrick Johnson, Willie Hawkins and Evelyn Benjamin, and Secretary/Treasurer Jimmy Warden.



Branch 268 has been established as the Tony Viers (MI) Branch 268. From left: President Ivan D. Butts, Michigan Area Vice President Kevin Trayer, Branch members Cindy Potter, Lorraine Hill, Karla Malpress-Brown, T. Goodman, Betty Schillar, Chad Viers, Jimmy Archibald, Executive Vice President Chuck Mulidore, Tony Viers and Secretary/Treasurer Jimmy Warden.

POWERING THE FUTURE THROUGH COLLABORATION



Ann Strickland, the outgoing Florida legislative director, reported a successful SPAC Walkathon on Thursday morning; 80 walkers participated. “It takes a team of lots of volunteers to have a successful project,” she declared. “I have to thank Kenny Ruckart who helped with the design and printing of the T-shirts; my Florida team sold the shirts. I also have to thank Dillard Financial Solutions for sponsoring the shirts.” The proceeds from the Walkathon totaled \$9,792.51.

Ann recognized the top-two pledge-earners: Velma McClinton, Los Angeles Branch 39—\$1,692.51; and Kathy Gill, Harrisburg, PA, Branch 50—\$1,185. Special recognition went to Joann Farmer, James E. Parks Jr. Northern VA District Branch 526, who collected \$815.

President Ivan D. Butts thanked Ann for



From left: Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden, Kathy Gill, Velma McClinton, President Ivan D. Butts and Ann Strickland.

putting together the Walkathon at every national convention. “She does it with love in her heart,” he said.

Southeast Area Vice President Bobby Bock, with Florida State President Diane Goldstein and Secretary/Treasurer Ken Ruckart, on



From left: Secretary/Treasurer Jimmy Warden, Southern Region Vice President Jaime Elizondo Jr., Florida State President Diane Goldstein, Southeast Area Vice President Bobby Bock, Ann Strickland, Executive Vice President Chuck Mulidore, Florida State Secretary/Treasurer Ken Ruckart and President Ivan D. Butts.

69th NAPS NATIONAL CONVENTION

behalf of Florida NAPS members, presented Ann Strickland with a token of their appreciation for her duties and responsibilities over many years. “Ann has been terrific as our state legislative director,” he declared. “Now, she’s handing over the keys. We have been blessed

to have you all these years and your dedication to SPAC. Enjoy your well-earned retirement.”

Ken told delegates Ann is a big Buffalo Bills fan, so they gave her some Bills merchandise, as well as a case to display her challenge coins.



President Ivan D. Butts dismissed members of the Resolutions Committee, front row, from left: Diana Peters, Lynn Segal, DeLisa Moore, Keith Hansen, Gregg Walker and Dan O’Donnell.

Back row: Catherine Brady, Harold Wade, Junemarie Brandt (chair), Michael LeCounte, Angela Garland (co-chair) and Michael Belger.



Resident officers with NAPS staff, from left: President Ivan D. Butts, Conference Planner Sheri Davies, Charles Caburian, Patrick Gustafson, Tierney Cambell, Executive Director Chuck Mulidore and Secretary/Treasurer Jimmy Warden.





Suann Killackey with daughter Jessalyn thanked NAPS for the opportunity to attend the national convention in honor of her husband, the late Jay Killackey, former NAPS executive vice president. She also thanked members for the many cards and condolences she received in memory of Jay.



Election Results

President—Ivan D. Butts

Executive Vice President—Chuck Mulidore

Secretary/Treasurer—Jimmy Warden

Northeast Region Vice President—Tommy Roma, 291;
Sabir “Jamal” Salih, 192

Eastern Region Vice President—Richard L. Green Jr., 408;
Darryl G. Williams, 183

Central Region Vice President—Craig Johnson

Southern Region Vice President—Jaime Elizondo Jr.

Western Region Vice President—Marilyn Walton

New England Area Vice President—Bill Austin

New York Area Vice President—Dee Perez

Midwest Area Vice President—Tony Dallojacono

Capitol-Atlantic Area Vice President—Troy Griffin

Pioneer Area Vice President—Ed Laster Sr., 71; Leslie
Saunders, 64

Michiana Area Vice President—Kevin Trayer

Illini Area Vice President—Greg Harris, 52; Luz Moreno, 68

North Central Area Vice President—Dan Mooney

MINK Area Vice President—Kelly McCartney, 40; Bob
Washington, 47

Southeast Area Vice President—Bobby Bock

Central Gulf Area Vice President—Kyle Laurendine, 35;
Dwight Studdard, 39

Cotton Belt Area Vice President—Shri Green

Texas Area Vice President—Pamela D. Davis

Northwest Area Vice President—John Valuet

Rocky Mountain Area Vice President—Myrna Pashinski

Pacific Area Vice President—Chuck Lum



The 2024-26 NAPS Executive Board was sworn in, front row, from left: Central Gulf Area Vice President Dwight Studard, Northwest Area Vice President John Valuet, Capitol-Atlantic Area Vice President Troy Griffin, Texas Area Vice President Pamela D. Davis, Cotton Belt Area Vice President Shri Green, Southeast Area Vice President Bobby Bock, Rocky Mountain Area Vice President Myrna Pashinski, Illini Area Vice President Luz Moreno and Pioneer Area Vice President Ed Laster Sr.

Middle row: New York Area Vice President Dee Perez, New England Area Vice President Bill Austin, Mideast Area Vice President Tony Dallojacono, Michiana Area Vice President Kevin Trayer, North Central Area Vice President Dan Mooney, Pacific Area Vice President Chuck Lum and MINK Area Vice President Bob Washington.

Back row: Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, President Ivan D. Butts, Western Region Vice President Marilyn Walton, Northeast Region Vice President Tommy Roma, Eastern Region Vice President Richard L. Green Jr., Central Area Vice President Craig Johnson and Southern Area Vice President Jaime Elizondo Jr.



Past NAPS President Brian Wagner swore in the resident officers—President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden.



Linda Thompson, San Francisco Branch 88 president, invited delegates to make plans to attend the 2026 National Convention at the San Francisco Marriott Marquis in downtown San Francisco, Aug. 10-14.



President Ivan D. Butts adjourned the convention.



The week culminated with a stunning Grand Banquet



Adopted Resolutions

Constitution & Bylaws Committee

2

RESOLVED, That Article VIII, Section 2 be amended to include the Legislative Training Seminar and any other national events:

“The Executive Board shall not assume any financial obligation in staging a national convention, a Legislative Training Seminar and any other national event that is in excess of the amount reported available by the Secretary/Treasurer for that event. At the conclusion of each event, any money not used for the event shall be transferred to the general fund.”

Clearwater, FL, Branch 386

6

RESOLVED, That NAPS’ evidentiary expense amount be increased to an amount to cover past inflationary measures and future projected inflation (COLAs) to ensure NAPS members are not required to pay out-of-pocket evidentiary expenses for DDF adverse action representation, and be it further

RESOLVED, To ensure NAPS continues to have the best DDF representation of all postal management associations, that Article IX, Section 4, be amended to read as follows:

“The NAPS resident officers shall review requests for evidentiary expenses resulting from a member’s DDF representation, and, when deemed necessary, authorize payment in an amount not to exceed \$2,000

above the normally authorized fees and expenses as outlined in ‘Disciplinary Defense Fund: Authorized DDF Provider’ in the *Officer Training Manual*.”

Michigan State Branch 925

7

RESOLVED, That the active member per capita be raised \$4 effective Oct. 5, 2024, and be it further

RESOLVED, That Article XIII, Section 1, be amended to read: “The national dues (the national per capita tax) of this Association shall be \$195 per active member, per year, effective Oct. 5, 2024.”

Oregon State Branch 940

Resolutions Committee

28 (as amended)

RESOLVED, That immediate family members of any NAPS resident officer or NAPS employees are not eligible for employment by the organization without review of their qualifications by the Executive Board, and be it further

RESOLVED, That the entire NAPS Executive Board vote on the applicant’s employment.

Handelman-Palladino Branch 935

35

RESOLVED, That, effective immediately, Executive Board vice presidents no longer will be reimbursed for travel to NAPS (non-national) events outside of the vice president’s

assigned NAPS region or area.

Clearwater, FL, Branch 386

36

RESOLVED, That USPS pension funds be more flexible in investing in different securities, thereby affording the opportunity to gain a higher rate of return, and be it further

RESOLVED, That NAPS lobbies Congress for this change.

Shore Area, NJ, Branch 287

38 (as amended)

RESOLVED, That NAPS negotiates with the Postal Service to return COLAs to all EAS employees.

Las Vegas Branch 463

40

RESOLVED, That Resolution #73 be rescinded, and be it be further

RESOLVED, That any excess funds remaining in the NAPS Executive Board Allowance and Training Fund accounts, after the expiration of the two-year NAPS fiscal period (June 1-May 31) occurring between even year national conventions, be returned to the NAPS General Fund.

Heart of Illinois Branch 255

42 (as amended)

RESOLVED, That when pay adjustments are made to the lowest EAS pay, all EAS individual compensation be adjusted by the same percentage.

Oregon State Branch 940



43

RESOLVED, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

RESOLVED, That a new, higher-level compensation procedure be created to acknowledge and immediately compensate EAS employees when they are required to perform higher-level duties in shift durations.

Oregon State Branch 940

44

RESOLVED, That NAPS consults with the Postal Service to implement a policy where no EAS NTE details will be granted to craft employees before EAS employees are made aware of the opportunity and given the first opportunity for the detail.

Oregon State Branch 940

47 (as amended)

RESOLVED, That NAPS consults with the Postal Service to change the language in *ELM* 519.733 to reflect: "When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor shall grant a full day of personal absence without charging it to official leave."

Oregon State Branch 940

48 (as amended)

RESOLVED, That NAPS consults with and includes in pay consultations that the USPS implements COLA to the EAS pay package.

Oregon State Branch 940

49

RESOLVED, That *ELM* 650 includes the requirement to conduct an investigative interview allowing an EAS employee a representative of choice prior to any discipline being issued.

Oregon State Branch 940

51

RESOLVED, That EAS employees be granted an automatic 5% increase payable on pay period 2 each year.

Dallas Branch 86

52

RESOLVED, That the NAPS Executive Board be required to pass and adopt a budget prior to the June 1 commencement of each fiscal year.

Killackey-Russell Boston Branch 43

62

RESOLVED, That no monies will be spent on any leased or owned vehicle by association, starting at the conclusion of the current lease.

Minnesota State Branch 926

68 (as amended)

RESOLVED, That a two-tier Field Maintenance manager compensation package be created based on the number of Field Maintenance supervisors assigned to each Field Maintenance District as follows: Level-21 Field Maintenance manager should be staffed with one to two supervisors, Field Maintenance Operations; Level-22 Field Maintenance manager should be staffed with three to four supervisors, Field Maintenance Operations.

Sundance, UT, Branch 139

69 (as amended)

RESOLVED, That all discipline pertaining to delayed mail in any EAS manager's or supervisor's file be purged, rendered moot, erased from all records, withdrawn and rendered null and void.

Georgia State Branch 912

71

RESOLVED, That NAPS seeks legal opinion on this law and forward correspondence to the Postal Service concerning the findings if the law does address this item in our favor, and be it further

RESOLVED, That NAPS imposes a 30-day time limit for the USPS to respond and either provide legally acceptable reasons for not complying with this law or implement a plan for compliance with this law, and be it further

RESOLVED, That if this time limit is missed or ignored or the legal foundation for non-compliance is not correct, NAPS immediately file a lawsuit to have the courts act to instruct the Postal Service to fulfill its obligations under law, and be it finally

RESOLVED, That no settlement be agreed to without consultation with the body of delegates assembled at this convention.

Georgia State Branch 912

75

RESOLVED, That NAPS officially opts out of the signatory obligation of the 1992 Joint Statement on Violence in the workplace without exception because it represents a violation of the *Title 39* provision in *ELM* 650 relating to the appeal rights of

69th NAPS NATIONAL CONVENTION

non-bargaining unit employees, and be it further

RESOLVED, That the NAPS Executive Board and resident officers' refusal to adhere to resolutions passed at least three national conventions is without justification and cannot continue, and be it finally

RESOLVED, That the NAPS Executive Board and the resident officers adhere to the convention delegates while ensuring this resolution and/or be required to seek legal representation to comply with *Title 39, Section 1004*.

California State Branch 905

76

RESOLVED, That the Postal Service increase vehicle inventories in delivery unit offices to delivery employee complement levels or 25% of AMS routes as maintenance reserve vehicles, whichever number is greater.

California State Branch 905

77 (as amended)

RESOLVED, That at each convention there be a scheduled session of at least two hours that allows delegates to have their questions answered, and be it further

RESOLVED, That these questions be emailed to NAPS Headquarters before the convention resolutions deadline prior to the convention to allow subject matter experts, Executive Board members, resident officers, political analysts and legal representative to be better prepared to respond to these inquiries, clarifying responses and saving time, and be it finally

RESOLVED, That questions not answered during this first day of the

convention be placed in a "parking lot" and the answers provided to the delegates by the last day of the convention.

California State Branch 905

79 (as amended)

RESOLVED, That NAPS encourages members to contact legislators and ask them to co-sponsor H.R. 594 to ensure timely pay consultations.

California State Branch 905

80 (as amended)

RESOLVED, That NAPS encourages members to contact legislators and ask them to co-sponsor H.R. 595.

California State Branch 905

81 (as amended)

RESOLVED, That NAPS encourages members to contact legislators and ask them to co-sponsor H.R. 82 and S. 597.

California State Branch 905

82

RESOLVED, That the USPS compensates any EAS employee who is temporarily, involuntarily reassigned in violation of USPS policy be compensated with penalty pay, travel and per diem, if applicable, for the duration of the temporary involuntary reassignment.

California State Branch 905

83 (as amended)

RESOLVED, That the USPS compensates these EAS positions with an assigned postal vehicle and pay for lodging plus per diem in the scope of

their position responsibilities.

California State Branch 905

85

RESOLVED, That NAPS requests this issue is brought to the attention of the Postal Service to consider staffing for supervisor and Vehicle Maintenance mechanics.

California State Branch 905

86

RESOLVED, that NAPS Headquarters consults with USPS Headquarters to ensure that all USPS Headquarters employees who are affected, although assigned a USPS Headquarters Finance number, are placed in the NAPS branches in which they are domiciled, and be it further

RESOLVED, That NAPS Headquarters gets this done expeditiously, as it has a common, negative financial impact on the smaller, affected NAPS branches.

California State Branch 905

87 (as amended)

RESOLVED, That the NAPS Executive Board make every effort to cut expenditures.

California State Branch 905

In Memoriam

*Following are NAPS members who have died since the 2022 National Convention
as reported to NAPS Headquarters:*

Tavon Alford, Baltimore, MD, Branch 42; March 26,
2024

Leonard Aviles, Southwest-ern, MI, Branch 142;
June 1, 2023

Dorothy Banks, Atlanta Branch 82; Oct. 25, 2023

Thomas Barnett, Davenport, IA, Branch 918; June
18, 2023

Cindy Bray-Geibert, Omaha, NE, Branch 10; March
24, 2024

Franklin D. Broadnax, Greensboro, NC, Branch
157; Aug. 19, 2022

Edwina Brown, Southern Maryland GMF/NDC
Branch 531; May 17, 2024

George David, New York City Branch 100; Nov. 30,
2023

Joan Davis, North Suburban, IL, Branch 489 Auxilia-
ry; June 22, 2024

Marilyn Deadmon, Los Angeles Branch 39; July 26,
2024

Leonard DeToma Jr., Vincent J. Lambusta, NJ,
Branch 53; May 5, 2024

William Disisto, Killackey-Russell Boston Branch
43; July 14, 2024

Michelle J. Dugas, Pittsburgh Branch 20; Oct. 8,
2022

Veronica Epps, Carolinas Bi- State, NC, Branch 936;
Sept. 20, 2022

Victor O. Esvang III, Knoxville, TN, Branch 165;
Jan. 2, 2023

Michael Fair, A. Millie Callaway, DC, Branch 135;
Aug. 28, 2023

Marguerite Feggins, Detroit Branch 23; Dec. 30,
2023

Patricia E. Fish, North Dakota State Branch 937;
March 1, 2023

Joe Flores, San Jose, CA, Branch 94; May 2023

Shannon J. Floyd, Gateway, MO, Branch 131;
March 2023

Steven Foster, Arnold Navarre, VA, Branch 98; May
10, 2024

Timothy Fox, Pittsburgh Branch 20; April 19, 2024

Bradley W. Fralick, Jacksonville, FL, Branch 93;
January 2023

Lilliette Franklin, Elizabeth R. Flamon, IL, Branch
14; Aug. 22, 2023

Frances Grissett, Knoxville, TN, Branch 165; Dec.
10, 2022

Charles Guggino, Al Navarro Quad County, CA,
Branch 373; November 2023

Timothy C. Haney, A. Millie Callaway, DC, Branch
135; Dec. 13, 2023

Patricia Harris, Southeastern Michigan Branch 268

Robert Heslin, Morris County, NJ, Branch 343; Oct.
14, 2023

William Isaac, Long Isaac Keyes, OH, Branch 33;
May 28, 2023

Jens Jensen; Mile High Metro, CO, Branch 65; Aug.
29, 2023

Wednesday Johnson, Fayette- ville, NC, Branch
299; June 6, 2024

Jason Jones, New Haven, CT, Branch 3; Aug. 31,
2022

Robinson Kepaa, Honolulu Branch 214

James Killackey, Killackey-Russell Boston Branch
43; March 21, 2024

Marlene Kocken, Green Bay District, WI, Branch 442; March 27, 2024

Beatrice Lander, Detroit Branch 23; Dec. 24, 2023

Norman Laneuville Jr., Syracuse, NY, Branch 7; Feb. 22, 2024

Bessie Lewis, Margarete A. Grant, CA, Branch 127; Aug. 21, 2022

Derrick A. Lewis, Philadelphia Branch 35; Sept. 22, 2022

Kristie Limon, Austin, TX, Branch 9; April 9, 2024

Norberto Lopez, Springfield, MA, Branch 102; Feb. 29, 2024

Ernest C. Lund Jr., New York City Branch 100; Nov. 24, 2022

John Lunghi Jr., Flushing, NY, Branch 164; Feb. 13, 2024

Marc Luther, Capital District, NY, Branch 83; Nov. 5, 2023

James Mazzocco, Austin, TX, Branch 9; April 25, 2024

Sharon Mathews, Indiana Branch 917 Auxiliary; Dec. 7, 2023

Norman McKee, Des Moines BMC Branch 564; March 17, 2024

James McCombs, Hayes- Cherry, CA, Branch 466; May 31, 2024

Ernie Mendieta, San Francisco Branch 88

Lynn M. Melby, Montana State Branch 929; Oct. 11, 2022

Edwin Montanez, Austin, TX, Branch 9; Oct. 29, 2023

Arnold Navarre, Arnold Na- varre, VA, Branch 98; Jan. 29, 2024

Frances Norphlet, Don Ledbetter, TN, Branch 41; Jan. 4, 2024

Marilu Noseworthy, San Jose, CA, Branch 94; Oct. 24, 2024

Angela Padua, Virginia State Branch 951; Aug. 15, 2023

Mitty Palmer, Don Ledbetter, TN, Branch 41; May 13, 2024

Corina Parson, Flushing, NY, Branch 164; Sept. 20, 2022

Michele Patron, Bronx, NY, Branch 459; Dec. 21, 2022

Kevin Paul, Northeastern Massachusetts Branch 498; May 17, 2024

Matias J. Peace, Gary MSC, IN, Branch 171; March 28, 2023

Anthony Perez, Albuquerque, NM, Branch 295; July 31, 2023

Arthur Piteau, Portland, ME, Branch 96; June 20, 2024

Robert Quinlan, Central Florida Branch 406; April 17, 2023

Edward P. Raleigh, Killackey-Russell Boston Branch 43; Feb. 17, 2023

Helen Reganti, Illinois Branch Auxiliary; Jan. 3, 2024

Charlene Richburg, A. Millie Callaway, DC, Branch 135; Oct. 2, 2023

Dolores Rodriguez, San Antonio, TX, Branch 103; July 17, 2024

Walter Sawka, Bergen- Passaic, NJ, Branch 224

Marie Scialla, honorary Auxiliary member; July 17, 2024

Herb Schneiders, Kansas City, KS, Branch 458; Aug. 11, 2024

Bradley Shamp, Fresno, CA, Branch 274; March 18, 2024

Bobbie Sims, Hallandale, FL, Branch 146; July 6, 2023

Craig Singleton, Los Angeles Branch 39; Feb. 2, 2024

2024 Vince Palladino Scholarship Winners

Michael W. Slavick, Southeastern Pennsylvania Branch 355; December 2022

Eddie L. Smith, New Orleans Branch 73

Eric J. Smith, Heart of Illinois Branch 255; July 3, 2022

Jeffrey Smith, Heart of Illinois Branch 255

Catherine M. Sutton, Al Navarro Quad County, CA, Branch 373; November 2022

Herbert Thomas, Don Ledbetter, TN, Branch 41; Dec. 23, 2023

Pam Tingwald, Fort Worth, TX, Branch 124; April 20, 2023

Trude Todd, Los Angeles Branch 39; December 2022

Robert Tolman, South Dakota State Branch 946; June 6, 2024

Brigitte Towns, Los Angeles Branch 39; Jan. 15, 2023

Winston Tuckerson, New Orleans Branch 73

Mae Annie Tutt, Dallas Branch 86; Aug. 18, 2023

Francisco J. Vazquez, Palladino-Michaelson-Vazquez, NY, Branch 110; January 2023

Fred Webb, Birmingham, AL, Branch 45

Barry J. Williams, Delaware State Branch 909; January 2023

Foster Williams, San Diego Bridget Evans Branch 159; Feb. 6, 2024

Lorene Wong, San Jose, CA, Branch 94; June 2024

Susan L. Yeager, San Jose, CA, Branch 94; Dec. 17, 2022

John Ynchausti, Sundance, UT, Branch 139; May 7, 2023

Janice “Jan” Yockey, Sacramento Branch 77; July 10, 2023

NAPS awards scholarships annually in honor of Vince Palladino, the late NAPS president, for his dedication to NAPS and its members. The children and grandchildren of NAPS members are eligible to participate. This year’s recipients were announced at the 2024 National Convention.

Ten scholarships were randomly drawn and awarded, representing two winners from each NAPS region. The winners have been notified; the \$1,000 scholarships, payable to the college of educational institution each student is attending, have been mailed.

Northeast Region

Daniel Ramsawak, son of Richard Ramsawak, Fairfield County, CT, Branch 47. He is attending Western Connecticut State University, Danbury, majoring in computer science.

Hailey Prive, daughter of Douglas Prive, Springfield, MA, Branch 102. She is attending Oregon State University, Corvallis, majoring in fisheries wildlife and conservation sciences.

Eastern Region

Raquel Isaacs, granddaughter of Marcia Jones, Baltimore Branch 42. She is attending Xavier University of Louisiana, New Orleans, majoring in pharmacy.

Thaddeus Hogue, son of Rae Monda Adams-Hogue, Dayton, OH, Branch 2. He is attending Bowling Green State University, OH.

Central Region

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

Keaton Hart, grandson of Linda Wilson, Heart of Illinois Branch 255. He is attending Purdue University, IN, majoring in UX (user experience) design.

Southern Region

Madison Ribar, daughter of Patrick Ribar, Middle Tennessee Branch 32. She is attending Tennessee College of Applied Technology, Murfreesboro, majoring in nursing.

Emily Vivas, daughter of Edwin Vivas, Fort Lauderdale Branch 296. She is attending Lynn University, Boca Raton, FL, majoring in cyber security.

Western Region

Jordan Booth, son of Sam Booth, Los Angeles Branch 39. He is attending California State University at Northridge, majoring in business management.

Melanie Osborne, daughter of Stephen Osborne, Southern Arizona Branch 376. She is attending Arizona State University, Tempe, majoring in public service and public policy.

2024-2026 NAPS Executive Board



Seated: **Myrna Pashinski**, Rocky Mountain Area vice president; **Kelly McCartney**, former MINK Area vice president; **Luz Moreno**, Illini Area vice president; **Shri Green**, Cotton Belt Area vice president; **Marilyn Walton**, Western Region vice president; and **Pamela Davis**, Texas Area vice president.

Standing: **Craig Johnson**, Central Region vice president; **Kevin Trayer**, Michiana Area vice president; **Richard L. Green Jr.**, Eastern Region vice president; **Dee Perez**, New York Area vice president; **Chuck Lum**, Pacific Area vice president; **Jimmy Warden**, secretary/treasurer; **John Valuet**, Northwest Area vice president; **Ivan D. Butts**, New England Area vice president; **Dan Mooney**, North Central Area vice president; **Chuck Muldore**, executive vice president; **Tommy Roma**, Northeast Region vice president; **Bill Austin**, vice president; **Bobby Bock**, Southeast Area vice president; **Jaime Elizondo Jr.**, Southern Region vice president; **Troy Griffin**, Capitol-Atlantic Area vice president; **Tony Dallojacono**, Mideast Area vice president; and **Ed Laster Sr.**, Pioneer Area vice president. Not pictured: **Dwight Studdard**, Central Gulf Area vice president; and **Bob Washington**, MINK Area vice president.

Former NAPS Executive Board



Sitting, from left: **Ray Elliott**, former treasurer; **Brian Wagner**, past president; **Louis Atkins**, former president; and **Stevan Gerber**, former Rocky Mountain Area vice president.

Standing: **Dan Rendleman**, former Illini Area vice president; **Jerry Sebastian**, former Southeast Area vice president; **Ben Clapp**, former Northwest Area vice president; **John Aceves**, former NAPS secretary/treasurer; and **John Geter II**, former Capitol-Atlantic vice president.

National Auxiliary Former and Current Executive Board



Sitting, from left: **Linda Rendleman**, Illini Area vice president; **Hazel Green**, Eastern Region vice president; **Beverly Austin**, executive vice president; **Laurie Butts**, president; **Patricia-Jackson Kelley**, former Western Region vice president; and **Felecia Hill**, Southern Region vice president.

Standing: **Sonya Bonenberger**, former president; **Sherry Mattfield**, North Central Area vice president; **Chanel Dodson**, Western Region vice president; **Elly Soukey**, Central Region vice president; **Bonita Atkins**, secretary/treasurer; **Jane Finley**, Southeast Area vice president; **Mary Caruso**, MINK Area vice president; **Jo Geter**, former Capitol-Atlantic Area vice president; and **Sue Elliott**, former president.

Convention Committees

Credentials & Registration



Front row, from left: Lori Reed, Nanette Frazier, Debbie Moore, Nancy Muschette, Rosemary Harmon (chair), Delores Hunter, Constance Scales-Bradley and Pamela Cothrine.

Back row: Jeanette Carter, Gloria Mitchell, Paul Foley, Renee Rafuse, Maxine Campbell, Melisande Shumate, Tammy Lorthridge, Patty Oasen and Roy Madden (co-chair).

Rules



From left: Jim Isom (chair) Mary DiGioia (seated), Gale Ingram (co-chair), Yvette Jackson, Gail Van Horn and Latrina Williams.

Resolutions



Front row, from left: DeLisa Moore, Junemarie Brandt (chair), Lynn Leone-Siegel, Diana Peters, Keith Hansen and Bernie McCarthy.

Back row: Catherine Brady, Gregg Walker, Michael Belger, Harold Wade and Daniel O'Donnell. Not pictured: Angela Garland (co-chair), Michael LeCounte and Roger Finley.

Audit



Front row, from left: Carolyn Williams, Jackie Clayton, Peggy Allen, Mozell Singleton-Belger (seated), Stephnia Campbell (co-chair) and Arnie Rosario (chair).

Back row: Tira Lewis, Alice Jackson, Kathleen Goettler and Velma McClinton.

Postmaster



Front row, from left: C. Michele Randall, Toni-Coleman Scruggs and Daniel Coy.

Back row: Rose Allen, Kanani Alos (co-chair), Peggie Bednar, Jimmy Salmon (chair), Beverly Torain, J.J. Wong and Kevin Moore.

Constitution & Bylaws



Front row, from left: Debra Johnson, Tamera Connelly, Jackie Caffey, Hans Aglidian, Rafael Brathwaite, Patti Lynn, Ann Strickland, Juanita Billups and Rich Caruso (co-chair).

Back from: Gaybriel Gibson, Darrilyn Smith, Thomas Horner, Pamela Aldape, Chad Itami (chair), Carol Randle and Suzette James.

Sergeants-at-Arms



Front row, from left: Alvetia Smith, Sam Booth Jr., Nancy Rose, Judy Manning, Sylvia Lyday, Virginia Price-Booker, Lloyd Cox (chair), Tamara Rosario, Gina Hellermann (co-chair) and Paul Worley.

Second row: Stephen Swimm, Rickey Frazier, Daryl Smith, Darrell Young, Arthur Christopher, Kenneth Marshall, Richard Walter, Butch Wrazidlo and Wayne James.

Back row: Will McIntyre (co-chair) and Mark Hellermann.

New England Area



New York Area



Midwest Area



Capitol-Atlantic Area



Pioneer Area



Illini Area



North Central Area



Michiana Area



MINK Area



Southeast Area



Central Gulf Area



Cotton Belt Area



Texas Area



Northwest Area



Rocky Mountain Area



Pacific Area



2024 SPAC Contributors



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

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Randle, Carol	CA	Branch 39
McClinton, Velma	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Moss, Donald	DC	Branch 135
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
McHugh, James	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Coleman-Scruggs, Toni	IL	Branch 493

Foley, Paul	MA	Branch 120
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Lothridge, Derek	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Geter, John	NC	Branch 183
Scales-Bradley, Constance	NJ	Branch 53
Amash, Joseph	NY	Branch 83
Perez, Dioenis	NY	Branch 202
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Mulidore, Chuck	OH	Branch 133
Lahmann, Joseph	OR	Branch 276
Butts, Ivan	PA	Branch 355

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

Card number _____

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

Card expiration date: ____/____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

Gill, Kathy	PA	Branch 50
Farmer, Joanne	VA	Branch 526
Jackson, Alice	VA	Branch 526
Thomas, Carlos	VA	Branch 98

August Contributors

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

Campbell, Stephnia	CA	Branch 159
McClinton, Velma	CA	Branch 39
Meana, Frances	CA	Branch 159
Kerns, John	CO	Branch 141
Moss, Donald	DC	Branch 135
Van Horn, Gail	FL	Branch 154
Foley, Paul	MA	Branch 120
Jones, Wilmore	MD	Branch 42
Lothridge, Derek	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Scales-Bradley, Constance	NJ	Branch 53
Burgasser, Ted	OH	Branch 29
Lahmann, Joseph	OR	Branch 276
Gill, Kathy	PA	Branch 50
Farmer, Joanne	VA	Branch 526
Thomas, Carlos	VA	Branch 98

VP Elite (\$750)

Studdard, Dwight	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Dominguez, Jesus	CA	Branch 373
Pashinski, Myrna	CO	Branch 65
Bock Jr., Robert	FL	Branch 406
Goldstein, Diane	FL	Branch 156
Long, Pamela	FL	Branch 577
Lynn, Patti	FL	Branch 296
Trayer, Kevin	MI	Branch 142
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Laster, Edward	OH	Branch 6
Green, Shri	TN	Branch 41
Carmona, Richard	TX	Branch 122

Secretary's Roundtable (\$500)

Brathwaite, Rafael	AL	Branch 45
Bradley, Roxanne	CA	Branch 77
Kelly, Barbrara	CA	Branch 77
Patterson, Charles	CA	Branch 497
Brock, Tammy	FL	Branch 81
Moore, Kevin	GA	Branch 595
Lum, Laurie	HI	Branch 214
Moreno, Richard	MA	Branch 498
Gramblin, Reginald	MD	Branch 531

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Aug. 31, 2024)

National Aggregate:

\$196,344.39

National Per Capita:

\$7.37

Region Aggregate:

1. Western	\$47,457.24
2. Eastern	\$45,411.84
3. Southern	\$43,765.64
4. Northeast	\$32,271.23
5. Central	\$27,438.44

Region Per Capita:

1. Western	\$8.93
2. Southern	\$7.88
3. Eastern	\$7.34
4. Northeast	\$6.46
5. Central	\$6.24

Area Aggregate:

1. Pacific	\$32,767.96
2. Capitol-Atlantic	\$30,959.00
3. Southeast	\$23,898.14
4. New England	\$15,523.00
5. New York	\$11,738.23
6. Mideast	\$11,247.74
7. Texas	\$10,636.00
8. North Central	\$ 9,472.54
9. Pioneer	\$ 8,215.10
10. Illini	\$ 7,491.00
11. Michiana	\$ 7,425.00
12. Northwest	\$ 7,376.28
13. Rocky Mountain	\$ 7,313.00
14. Central Gulf	\$ 4,786.50
15. Cotton Belt	\$ 4,555.00
16. MINK	\$ 3,049.90

Area Per Capita:

1. Pacific	\$11.63
2. Southeast	\$11.35
3. North Central	\$10.58
4. New England	\$ 9.66
5. Capitol-Atlantic	\$ 9.27
6. Northwest	\$ 7.09
7. Central Gulf	\$ 6.39
8. Illini	\$ 6.19
9. Michiana	\$ 6.17
10. Texas	\$ 6.10
11. Pioneer	\$ 5.98
12. Rocky Mountain	\$ 5.12
13. New York	\$ 5.10
14. Cotton Belt	\$ 4.74
15. Mideast	\$ 4.33
16. MINK	\$ 2.80

State Aggregate:

1. California	\$31,347.96
2. Florida	\$22,247.14
3. Maryland	\$11,252.50
4. Texas	\$10,636.00
5. New York	\$10,593.23

State Per Capita:

1. Maine	\$38.42
2. North Dakota	\$25.31
3. South Dakota	\$22.90
4. Maryland	\$17.92
5. Idaho	\$16.07

Drive for 5

Members by Region:

1. Eastern	42
2. Southern	42
3. Western	30
4. Central	35
5. Northeast	27

Aggregate by Region:

1. Western	\$13,784.28
2. Eastern	\$13,104.00
3. Southern	\$10,360.14
4. Northeast	\$ 7,891.46
5. Central	\$ 6,826.00

Mooney, Dan	MN	Branch 16
Kindsvatter, Leo	MT	Branch 929
Laster, Jacshica	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Bartko, Susan	PA	Branch 820
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Peters, Diane	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124

Chairman's Club (\$250)

Jalloh, Ibrahim	AL	Branch 901
Booth, Samuel	CA	Branch 39
Florentin, Diana	CA	Branch 244
Gishi, Sharon	CA	Branch 94
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Hodges, Leticia	CA	Branch 39
Ortiz, Michelle	CA	Branch 244
Bailey, Virgil	CO	Branch 561
McNeil, Yvette	CT	Branch 3
Gary, Robert	FL	Branch 386
Leon, Yanier	FL	Branch 146
Maytin, Raymond	FL	Branch 146
Sims, Reginald	GA	Branch 82
Crowe, Patricia	IL	Branch 14
Hartman, Stephanie	IL	Branch 14
Walsh, John	IL	Branch 289
Carter, Tonious	LA	Branch 421
Campbell, Maxine	MD	Branch 42
Martin, Larry	MD	Branch 42
Wright, Natalie	MD	Branch 42
Orloski, Rose	MI	Branch 508
Moore, Robert	MN	Branch 104
Maynard, St. Clair	NY	Branch 51
Kimbrough, Marcia	OH	Branch 46
Mayes, Sean	OH	Branch 29
Skjelstad, Aric	OR	Branch 66
Timothy, Pat	PA	Branch 941
Evans-Atkins, Deborah	SC	Branch 225
Mott III, George	VA	Branch 132
Joers, Julie	WI	Branch 72

Supporter (\$100)

Melchert, Pamela	AK	Branch 435
Dangerfield, Carol	AL	Branch 45
Reid, Jaime	AL	Branch 45
Aceves, John	AZ	Branch 376
March, Wendell	AZ	Branch 246
Barba, Gilbert	CA	Branch 373

Ceaser, Marques	CA	Branch 159
Chavez, Danilo	CA	Branch 77
Derbigny, Mi Chanda	CA	Branch 39
Hawkins, Willie	CA	Branch 266
Prevulsky, Stephen	CA	Branch 244
Tate, Carolyn	CA	Branch 88
Hickerson, Lucy	CO	Branch 141
Impinna, Frank	CO	Branch 65
Collins, Lori	CT	Branch 3
Douglas, Lisa	CT	Branch 5
Irvin, Clemon	CT	Branch 3
Wright, Denis	CT	Branch 3
Dsouza, Johnson	FL	Branch 296
Hutt, Jeff	FL	Branch 478
Jackson, Deborah	FL	Branch 146
McCants, Beverly	FL	Branch 146
Michael, Aaron	FL	Branch 406
Vorreyer, Leslie	FL	Branch 353
Woods, Diana	FL	Branch 93
Cox, Elvina	GA	Branch 82
Ayoodugbesan, Felix	IL	Branch 255
Billups, Juanita	IL	Branch 17
Cook, Carol	IL	Branch 14
Edwards-Bender, Cynthia	IL	Branch 14
Hankins, Suzanne	IL	Branch 369
Singleton, Barbara	IL	Branch 14
Travis, Bette	IL	Branch 14
Webb, Marcel	IN	Branch 8
Laurendine, Kyle	LA	Branch 73
Gallagher, Michelle	MA	Branch 6
Austin, Marcel	MI	Branch 268
Choi, Scott	MN	Branch 16
Hicks, Angie	NC	Branch 157
Ruggiero, Joseph	NH	Branch 932
Grasso, Salvatore	NJ	Branch 568
Rutter, Gary	NJ	Branch 74
Tillyer, Patrick	NJ	Branch 343
Wadsworth, Joel	NM	Branch 295
Barone, Thomas	NY	Branch 202
Bu, John	NY	Branch 68
Jackson, Penny	NY	Branch 336
Hinton, Daphane	OH	Branch 46
Saunders, Leslie	OH	Branch 33
O'Donnell, Daniel	OR	Branch 66
Yut, Lynn	OR	Branch 66
Uber, Casei	PA	Branch 554
Butterfield, Linda	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Amos, Nathan	TN	Branch 41
Brown, Andrea	TN	Branch 41
Newberry, Deener	TN	Branch 41

Richardson, Elizabeth	TX	Branch 86
Seals, Johnny	TX	Branch 122
Shawver, Stephen	TX	Branch 122
Soders, Melanie	TX	Branch 122
Gerber, Stevan	UT	Branch 139
Sands, David	VT	Branch 235
Harrell, Ronald	WA	Branch 61
Johnson, Stanley	WA	Branch 60
Patterson, La Tanya	WA	Branch 61

July Contributors

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

Rosario Jr., Arnold	ME	Branch 96
---------------------	----	-----------

VP Elite (\$750)

Jones, Marilyn	CA	Branch 39
Amergian, Raymond	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Olson, Chad	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
Shoemaker, Justin	VA	Branch 132

Secretary's Roundtable (\$500)

Studdard, Dwight	AL	Branch 45
Gibson, Lelton	CA	Branch 88
Rahming, Karyn	CA	Branch 77
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Moreau, Steven	MA	Branch 102
Brandt, Junemarie	VA	Branch 526
Gruetzmacher, Bjoern	WA	Branch 61

Chairman's Club (\$250)

Maggiore, Dana	CA	Branch 127
Jones, Marcia	MD	Branch 42
Spence, Sharon	MD	Branch 403
Byrum, Jimmy	MI	Branch 508
Cogar, Laurie	MI	Branch 268
Leingang, Michael	ND	Branch 937
D'Martino, Pasquale	NJ	Branch 548
Allen, Peggy	OH	Branch 46
Nation, Linda	SD	Branch 946
Hibbler, Marilyn	TN	Branch 41
Irving, Mary	TX	Branch 122
McComas, Christina	WV	Branch 212

Supporter (\$100)

Michael, Aaron	FL	Branch 406
Coy, Daniel	IA	Branch 172
Norton, Paul	IN	Branch 8



We All Can Help Build Membership



June and July High-Five Club Members

Pamela Aldape, Branch 61, WA
 Nathan Amos, Branch 41, TN
 Ernesto Gonzalez, Branch 406, FL
 Deborah Johnson, Branch 88, CA
 Michael Johnson, Branch 80, OK
 Debra Jones, Branch 63, OH
 David Joseph, Branch 183, NC
 Mariel Murillo, Branch 466, CA
 Charles Patterson, Branch 127, CA
 Mary Pickens, Branch 35, PA
 Renee Rafuse, † Branch 102, MA
 Malcolm Rawls, Branch 589, TX
 Oscar Salazar, Branch 244, CA
 Liane Spaulding, Branch 235, VT
 Linda Thomas, Branch 88, CA
 Brian Wagner, ††† Branch 255, IL
 Terry Walker, Branch 8, IN
 Eugena Woodruff, Branch 459, NY

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

§ Denotes 100+ members signed in the past 90 days.

Pinthiere, Dewan	MD	Branch 403
Tessmer, Stephen	MI	Branch 508
Guodace, Jodene	ND	Branch 937
Weiland, Heather	ND	Branch 937
Williams, Darryl	PA	Branch 554
Giorgio, Victor	RI	Branch 105

NAPS Board Holds Pre-Convention Meeting

Submitted by Jimmy Warden

Secretary/Treasurer

Executive Board Chair Chuck Lum called the Aug. 10 Executive Board meeting at the 2024 National Convention to order at 8:36 a.m. Vice President Chuck Mulidore gave the invocation; President Ivan D. Butts led the Pledge of Allegiance.

Western Region Vice President Marilyn Walton and Rocky Mountain Area Myrna Pashinski were appointed sergeants-at-arms. Secretary/Treasurer Jimmy Warden conducted the roll call; all board members were present.

Butts welcomed board members and said he was looking forward to a productive meeting. Mulidore said he was anticipating an interesting week and fruitful convention, as well as healthy contributions for SPAC.

Warden said he, too, looked forward to a productive board meeting and national convention and addressing future budgets. He noted the board has important business to consider in order to positively move the association forward.

Lum noted that, since the previous board meeting, he has been attending the consultative meetings and meetings in the Pacific Area concentrating on coaching and mentoring. He has focused on engaging the team and ensuring the correct business is being performed.

Lum has been receiving calls regarding challenges throughout the country, including TACS performed

by supervisors and supervisors being told not to put in for T-Time. The selection process seems to be a major issue regarding promotions; they appear not to be based on merit.

Also raised were poor craft staffing at delivery units, a lack of integrity in reporting and a lack of training. Lum said he wants to identify these issues and possibly develop a strategy to further mentor and support members in the field.

Fellow board members mentioned other issues, such as a lack of dignity and respect on Zoom meetings, which appear to be occurring more often. It's also occurring on group texts where individuals are being demeaned. In one area, the carrier union is telling the members to walk slowly while delivering mail.

There also is a lack of response from the areas on issues. S&DCs management issues are chaotic; there is no structure. Board members asked what the structure is for oversight (supervision) and complement of S&DCs.

NAPS Parliamentarian Bruce Bishop addressed the board; this is his fifth NAPS convention. He reviewed parliamentary procedure and said the convention would follow "Robert's Rules of Order."

Bishop explained the purpose of a "point of personal privilege." He noted the procedure is used extremely often, but not correctly. He said if any board members had questions, they should feel free to approach him.

NAPS Legal Counsel Bruce Moyer and Attorney Andrew Freeman for the

NAPS v. USPS lawsuit gave the board an update in executive session.

NAPS Disciplinary Defense Fund (DDF) Provider Al Lum met with the board. He said the DDF currently has six contractors—four attorneys and two former postal employees, one of whom is a retired Labor Relations manager and the other a former Humans Resources manager.

NAPS is handling 19 cases involving postmasters, which says a great deal about NAPS' DDF. Credit card cases have decreased since March 2024, which Lum credits to postal symposiums not being held. He noted the Inspection Service is especially involved in reviewing credit card usage.

Lum informed the board the Merit Systems Protection Board (MSPB) has put out a new filing system. In July, the Judicial Office, where debt collections are heard, also put out a new system. Currently there are issues with the new systems, including cases not being listed in chronological order.

NAPS advocates have been given the option to email cases and documentation to him. He stressed not to take photos of paperwork unless they are converted into a legible PDF file; also, do not take photos of documents.

Questions and clarifications were asked regarding dual cases, referred to as mixed cases (MSPB and EEO). NAPS does not handle mixed cases. Lum said debt collection employees can be held accountable; one cannot hold an employee accountable for settling

grievances. There is no statute or policy pertaining to this.

2024 cases:

MSPB, 75—70%; DCA, 24 22%; and ELM 650, 8—8%.

DDF, 107—63 closed, 44 pending. Average cost per case—\$2,981.02.

Total FY24 costs—\$155,013.

FY23 DDF, 76—69 closed, 7 pending. Average cost per case—\$2,579.88.

Total FY23 costs—\$185,751.50.

2024 MSPB, 75 cases—3 lost, 34%; 5 won, 7%; 32 pending, 43%; 4 withdrawn, 4 5%; 31 settled, 41%.

2024 DCA, 24 cases—12 won, 50%; 3 settled, 12%; 9 pending, 38%.

2024 ELM 650, 8 cases—2 settled, 25%; 3 pending, 38%; 3 lost, 37%.

Lum reported that the major charges are performance (35 cases), finance (29 cases) and attendance (12 cases). The top four NAPS areas having cases filed are New York (15), Texas (14), Capitol-Atlantic (13) and Pacific (11). The area with the least number of cases is the North Central Area (1).

Central Region Vice President Craig Johnson made a motion, seconded by Southeast Area Vice President Bobby Bock, to accept as written the spring 2024 Executive Board Meeting minutes as previously sent to the board, published in *The Postal Supervisor* and placed on the NAPS website. The motion passed.

Mulidore and NAPS Director of Legislative & Political Affairs Bob Levi provided a SPAC/legislative update. They noted the NAPS legislative agenda basically is the same for LTS as the 118th Congress still is in session:

- Postal Supervisor & Managers Fairness Act (H.R. 594)
- Postal Employees Appeal Rights Amendment Act (H.R. 595)
- Postal Police Reform Act (H.R.

3005/S. 3356)

- Implementation of the “Delivering For America” plan
- Implementation of the Postal Reform Act of 2022
- Social Security Fairness Act (H.R. 82/S. 1302)
- Equal COLA Act (H.R. 304/S.4221)

Mulidore told the board he continually is asked why NAPS puts so much emphasis on the postal police bill. “We made it a special issue as crime is up,” he explained. “It’s an anti-crime issue that will not cost the government any money.” Rep. Andrew Garbarino (R-NY) has said he can’t push the bill any further as it has to go through the Judiciary Committee. He recommended trying to push the Senate version, S. 3356, saying he possibly could place H.R. 3005 on another bill as a rider.

The pre-convention Midsummer Night’s gift raffle raised \$5,890 for SPAC, which includes in-kind contributions. SPAC contributions for the first six months of 2024 totaled just over \$14,000. Mulidore said he expects to have great SPAC results during the convention.

The August consultative meeting with the Postal Service was held with Bruce Nicholson, James Timmons and Paulita Wimbush, USPS Office of Policies & Programs. The responses will be published in *The Postal Supervisor* when available.

Warden gave his report on NAPS investments, assets and balance sheet:

- As of June 28, 2024, NAPS investments totaled \$7,053,646.53.
- On June 30, 2023, NAPS investments totaled \$7,170,863.67. This is a 2024 fiscal year-to-date decrease of \$117,217.14 or 2%.
- As of July 26, 2024, the NAPS

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 and click on “NAPS Store” under the “Members” tab.

General Fund Signature FCU checking account balance was \$315,039.44; the Signature FCU money market account was \$419,157.13, for a total of \$734,196.57.

As of June 30, 2024, NAPS Property Inc. (NPI) had \$81,684 in cash on the balance sheet. There was \$38,003 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), leaving \$43,681 unencumbered.

LocalWorks, currently occupying Suite 305 (7,250 square feet), expanded as of March 1 into Suite 105, which is an additional 6,090 square feet. Like the agreement for Suite 305, the expansion also is a license agreement with profit-sharing. It is assumed to be low risk, but also has no defined income model.

In FY24 (June 1, 2023, to May 31, 2024), profit-sharing with NPI totaled \$55,490, which averages \$4,624/month. The first payment was \$1,987 and gradually increased each month, until it peaked in March at \$6,287; payments dropped slightly in April, \$6,070, and May, \$5,561.

The current cash projections assume continued vacancies on the 2nd

floor, as well as suite 350. NAPS currently has not contracted with a broker to lease out the vacancies. The overall pace of leasing activity remains slow.

The cash forecast for the fiscal year assumes contributions of \$32,500/month from the landlord to cover the building operating expenses; however, to the extent vacancies are leased out and/or LocalWorks becomes more profitable, these contributions may decrease.

Results for NAPS web and social media were reported:

As of July 25, there were 4,311 followers on Facebook (up from 4,035 in October 2023, 6.40%). Posts continue to garner an average of approximately 300-1,000 views; the most engaging posts get about 1,000-4,000 views organically.

The competition for organic views on Facebook's timeline remains intense. Every year, NAPS' page competes with many organizations, individuals and pages to appear on people's timelines while scrolling through the platform. To expand reach, boosting posts can be an affordable option.

It is a cost-effective approach that can increase the number of people who see an organization's posts. Most of NAPS' web traffic from social media continues to come from Facebook (90%+); it's still very important to be on the other platforms for visibility (Instagram and LinkedIn). LinkedIn, especially, is growing at a rapid rate organically (without paid ads).

- Instagram followers as of July 25 were 469 (up from 431 in October 2023; 8.10%).

- LinkedIn followers as of July 25 were 941 (up from 402 in October 2023; 57.28%).

NAPS website traffic—number of users—for January-June 2024 SPLY was relatively flat; the number of overall page views increased 7.5%.

Email remains a significant factor in boosting website traffic and readership. The news pages and magazine articles regularly published online and distributed through email also are among the most popular pages.

Reposting printed *Postal Supervisor* articles on the website is crucial because it offers current and potential association members an additional means of accessing information. Furthermore, it provides the website with consistent and fresh content, which is essential for Google and search purposes.

Recommendations for online content include creating an ongoing content plan for publishing more original news and other types of original content/messaging on the website that would speak directly to members and prospective members. It is recommended to develop a yearly plan that is broken down quarterly.

While the magazine articles are popular, it is worth asking if there is other information NAPS would want available to its audience in other/newer formats. This approach could help expand messaging, increase website traffic and further attract potential members. Additionally, digital communication easily can be tracked.

Regarding membership, as of the June 2024 DCO (reflecting DCO membership through PPs 12 and 13), NAPS had 28,382 members (26,947 active and 1,435 associate; 95% and 5%, respectively). Total membership from a year ago (PPs 12 and 13 2023), was 26,510 (25,054 active and 1,456 associate); an overall total increase over SPLY of 1,872 members, or 7%.

As of the June 2024 DCO, the total number of active nonmembers was 20,595. This number is based on the USPS payroll files of nonmember EAS employees, which now includes postmasters. Based on current membership totals, there are approximately 44% nonmembers.

NAPS continues to encourage membership growth by providing new-member sponsors a \$25 NAPS check and offering the "High-Five Club," where a member could receive an additional \$25 check.

Local and state branches continue to receive their NAPS Non-Member and Change Summary reports, along with their DCO and Mail Address reports monthly. NAPS also encourages review of the bi-weekly EAS Promotion Report and monthly Postmaster Promotion Report. NAPS asks its members to contact any individual listed as a nonmember and inform them of the benefits of joining NAPS.

Per a board motion regarding expiring contracts, there will be two contracts expiring before the end of 2024: Labor Relations Administration Group, expiring Dec. 31, 2024; and Bruce Moyer, expiring Oct. 31, 2024. New contracts will be presented at the 2024 fall board meeting. One current contract to discuss concerns ConferenceDirect to manage the 2026 NAPS National Convention.

The following motions and recommendations were submitted by the board:

Motion—Submitted by Bobby Bock, seconded by Craig Johnson, that:

"NAPS accepts the contract with ConferenceDirect to manage the 70th National Convention in 2026."

Voting "yes" were Butts, Mulidore, Warden, Roma, R. Green, Johnson,

Stay Connected—Join Our Zooms

Jimmy Salmon

Hello, NAPS postmasters. I'd like to give an overview of our committee efforts at the 2024 NAPS National Convention at Foxwoods Resort Casino. You can read our Postmaster Committee report on page 54.

Selection

For anyone who felt left out not serving on the committee, I sincerely apologize. Co-Chair Kanani Alos and I selected everyone on the list of names we were provided. We don't know why some names weren't included, but we will ask questions in the future. The new members of the committee were very helpful; we appreciated their input.

New York Area Vice President Dee



Perez, chair of the NAPS Executive Board Postmaster Committee, has been very active and helpful to our committee since becoming involved at the 2022 National Convention in New Orleans. Dee sends out impor-

tant, essential emails to members of our committee every day. Thank you, Dee, for all you do with communication, including our regular Zoom meetings to discuss postmaster issues and other important topics.

We will be having regularly scheduled Zoom meetings and would like to have as much participation as possible. Committee members, former committee members and other postmasters who would like to attend are encouraged to do so.

We would like to include as much as possible in our communications between conventions. There is, obviously, a limit to the number of members we can have on the actual committee at the convention, but there is room for plenty more postmaster participants in the regular Zoom meetings. Please reach out to us if you would like to join us.

I'd like to give a giant thank-you to the committee. Thank you for what you bring to the committee. And thanks to the newcomers on the committee, as well as the members who have been part of the committee for some time.

See you soon in a Zoom meeting!

naps.az.js@gmail.com

Jimmy Salmon is Postmaster of Clarkdale, AZ, and a member of Phoenix Branch 246.

Elizondo, Walton, Austin, Perez, Dallojacono, Laster, Trayer, Moreno, Mooney, McCartney, Bock, Studdard, S. Green, Davis, Valuet and Pashinski. Voting "no" was Griffin.

The motion passed, 22-1.

Recommendation—submitted by Craig Johnson, seconded by Kevin Trayer, that:

"Because the contract with Labor Relations Administration Group is ending, allow other Disciplinary Defense Fund providers (DDF) to present their proposals to the Executive Board at the fall board meeting."

A voice vote was taken; the recommendation passed.

As a point of personal privilege, Pioneer Area Vice President Ed Laster Sr. thanked everyone for their prayers and messages while he was dealing with medical issues.

Under new business, Northeast Region Vice President Tommy Roma reported on an issue with the newly revised SWCs: The Postal Service has changed the verbiage, which, he said, has negatively changed the process. Roma will be having a Zoom meeting with Postal Headquarters on this.

Bock requested that, for future fall board meetings, Executive Board members arrive Saturday and leave Wednesday instead of arriving Sun-

day and leaving Thursday. This would allow those still working to save a day of annual leave.

The dates of the 2024 fall board meeting are Oct. 20-24. Board training will be scheduled, if needed.

For the good of the association, Butts thanked everyone for getting the business of the association done. He also ensured the board they would be doing the work of the association and said he is looking toward a productive national convention. A number of presentations will be held during the convention, he said, so be ready.

Lum led the closing prayer and adjourned the meeting at 4:37 p.m.

You Won't Miss Out With TSP Funds

When a single stock soars, you might feel the fear of missing out on a big opportunity. Just remember that, with a diversified portfolio of Thrift Savings Plan (TSP) funds, you're likely already benefiting from the rise of those high-flying stocks.

That's because four of the five individual TSP funds are index funds. That means they contain hundreds of investment holdings—securities such as stocks and bonds. The true beauty of this broad market diversification is your investment risk gets spread out and balanced among all those holdings.

So, if one company's stock skyrockets and you've invested in an index fund that includes holdings in that company, your earnings likely will increase, too. If a single stock does poorly, other funds that are performing better will help balance the impact.

Take the TSP's C Fund (Common Stock Index In-

New TSP Lifecycle Fund Now Available

As of July 26, 2024, Thrift Savings Plan (TSP) participants have 11 Lifecycle Funds (L funds) to choose from instead of the 10 previously available. The TSP added one additional L Fund, the L 2070.

You can consider investing in the L 2070 Fund if you plan to begin withdrawing from your TSP account in 2068 or later or if you were born after 2004. Each of the 11 TSP L funds allows you to target the time when you think you'll need your money.

vestment Fund) for example. Designed to track the Standard and Poor's 500 (S&P 500) Index, it includes these S&P 500 top-10 holdings as of Dec. 31, 2023 (notice any familiar companies?):

- Apple, Inc. (AAPL)
- Meta Platforms, Inc. Class A (META)
- Microsoft Corp. (MSFT)
- Alphabet, Inc. Class C (GOOG)
- Amazon.com, Inc. (AMZN)
- Tesla, Inc. (TSLA)
- Nvidia Corp. (NVDA)
- Berkshire Hathaway, Inc. Class B (BRK.B)
- Alphabet, Inc. Class A (GOOGL)
- JPMorgan Chase & Co. (JPM)

Remember, our low-cost TSP funds are specifically designed to maximize participants' retirement income; only TSP participants can invest in them. You can choose your own mix of investment options. Or, if you want an option that adjusts automatically to manage risk over time, consider the Lifecycle Funds (L Funds).

Explore your investment options at tsp.gov.

Biometrics for the TSP Mobile App

You can now log in to the TSP Mobile App quickly and securely with your device fingerprint or facial recognition! If you download the latest version of the TSP Mobile App on a device that supports biometric authentication, you can set up this security feature in the TSP Mobile App settings.

With the TSP Mobile App on your personal device, you can access your TSP information anywhere, anytime. Download the TSP Mobile App from the Apple App Store and the Google Play Store, the only authorized sources for our app.

Whether you use the TSP Mobile App or access the TSP from your favorite browser, you can experience the latest enhancements we made to tsp.gov with you in mind. At tsp.gov, you can now toggle between the dark and light mode to change the color contrast, change your font size preferences, and see the progress bar as you scroll a page.

Are You Ready to K-MIT?

Brian J. Wagner

Past NAPS President

First, I want to congratulate all the NAPS Executive Board members who were elected/re-elected at the 69th NAPS National Convention. I wish you all the best and much success. Also, my thanks to all the national convention committee members and delegates, including our 214 first-timers, for their commitment to ensure the will of NAPS members was heard during resolutions discussions, elections and all subsequent votes.

As a former NAPS resident officer, I truly understand the hard work and commitment that go into executing a NAPS national convention. This includes the work of all those individuals behind the scenes or quietly during the event doing their part to ensure our national convention is successful.

My thanks to Host New Haven, CT, Branch 3, the NAPS Headquarters staff, National Auxiliary, Bruce Bishop, Bruce Moyer, Karen Young, Al Lum, the AV team, guest speakers, vendors and the person who delivers the NAPS wow-factor every time—our convention planner, Sheri Davies of ConferenceDirect.

It was an honor to be recognized by NAPS Headquarters as the newest Central Region inductee into the Ann Konish SPAC Hall of Fame. It is a great honor named after a great lady and dedicated NAPS member.

I couldn't be more grateful to also be recognized by NAPS as one of the top-10 sponsors of new NAPS mem-

bers over the past two years. I thank and commend all members who donate to SPAC and are committed to doing their part to increase NAPS membership.

As I have written many times, NAPS membership is the lifeblood of our great association. The more members we have, the stronger our voice becomes on Capitol Hill with our legislative agenda, as well as during monthly and pay consultations with Postal Service leadership.



Now that the 69th NAPS National Convention is over, this is a great time to use our national convention momentum to encourage more branch membership participation, promote further SPAC donations and build on our efforts to increase NAPS membership. Therefore, let's take one initiative at a time, starting with our commitment to membership. Here's the scoop!

Are you ready to K-MIT? In other words, are you ready to "Keep Membership Increasing Together?" I understand members and branches are working diligently to increase NAPS membership. They personally visit and send out recruitment packets to nonmembers and newly promoted EAS employees from the craft.

I understand NAPS members and branches have varying ideas on how best to market and promote NAPS membership. If we K-MIT by sharing ideas and messaging, I am confident we can get most of the 20,000-plus nonmembers to join NAPS.

You have my K-MIT-ment, too. I have been using various messaging

and bullet points in my NAPS recruitment letters and follow-up calls to help increase membership. Below, please find samples of the messaging I have been using. I hope you find them helpful in your personal or branch quest to recruit new NAPS members:


- For the record, NAPS is **NOT** a union. It is, however, the **only** postal management association in the country, recognized by law (*Title 39 U.S. Code 1004*) to represent and consult on behalf of **ALL** EAS postal employees (*supervisors, managers, postmasters and other managerial personnel*) in both USPS pay and benefits.

- If you desire better postal pay and enhanced workplace benefits—**JOIN NAPS!**

- If you require representation by a trained local advocate during a USPS investigative interview or OIG investigation—**JOIN NAPS!**

- If you need assistance to appeal disciplinary charges or file a respec-

Continued on page 103



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.

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2024

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



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

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

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

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

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

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

Notes

from the National Auxiliary

Time for New Ideas

Jerry Eckert

Pacific Area Vice President

Trains, planes, and automobiles—whatever mode of transportation was taken by delegates to arrive at our convention, let's reminisce and think of the great time we had. As we reflect on the success of our recent convention—celebrating our achievements, the funds raised for SPAC, the Auxiliary and the productive discussions we had—it's time to focus on how we can continue to support our cause. Gift cards have been a fantastic tool for fundraising due to their convenience, but it's essential for all of us to keep innovating.

For the next two years, we will encourage each Auxiliary member to brainstorm and propose new fund-

raising ideas. We all lead busy lives and, as time goes on, it may take us a bit longer to complete tasks.

However, this should not deter us. Engaging with fellow Auxiliary members and collaborating on new ideas can spark creativity and drive.

Our next major event will be the annual NAPS Legislative Training Seminar in Washington, DC. We look forward to seeing everyone there. It's wonderful to see more men joining our Auxiliary ranks; I want to extend a special thank-you for your hard work and dedication.

Let's put our thinking caps on and continue to support SPAC and the Auxiliary with innovative and effective fundraising efforts! See you in Washington, DC.

jerrylee48@outlook.com

Thoughts from the NAPS Branches

Continued from page 101

ative EAS grievance—**JOIN NAPS!**

- If you want access to a *free, no-cost* Disciplinary Defense Fund (DDF) that provides representation from an attorney or experienced advocate when you are the subject of an Adverse Action, Debt Collection or USPS reduction-in-force (RIF)—**JOIN NAPS!**

- If you seek great training and information regarding your rights as an EAS employee—**JOIN NAPS!**

- If you want to know more about NAPS membership, please read the *Why Join NAPS?* brochure and/or call me!

I also want to share that I instituted my own, personally financed NAPS membership drive to encour-

age EAS employees to join NAPS. My drive is a monthly drawing for eligible sponsored members that includes a chance to win a grand prize at the end of 2024.

I am happy to share that the winner of my "Nifty-50 Membership Drive" of a \$100 Visa gift card for the month of July was Alysha Cross, Dayton, OH, Branch 2. If your branch has the funds, consider something similar, if only for a short period of time.

Because I am sharing, my ice-cream-flavor-of-the-month recommendation is "Brownie a la Mode."

Be safe and eat more ice cream!

brian4naps@aol.com

National Auxiliary Executive Board

National Officers

Laurie D. Butts

President

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

Beverly Austin

Executive Vice President

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

Bonita R. Atkins

Secretary/Treasurer

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

Regional Vice Presidents

Hazel Green

Eastern Region

(804) 248-9916; mureen6021@aol.com

Elly Soukey

Central Region

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

Felecia Hill

Southern Region

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

Chanel Dodson

Western Region

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

Area Vice Presidents

Cathy Towns

Mideast Area

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

Shearly Shawn

Capitol-Atlantic Area

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

Heather Hommerson

Michiana Area

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

Linda Rendleman

Illini Area

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

Sherry Mattfield

North Central Area

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

Mary Caruso

MINK Area

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

Jane Finley

Southeast Area

(404) 403-3969; mjfarm100@aol.com

Ruth Cushenberry

Cotton Belt Area

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

Melva Seals

Texas Area

(713) 772-8769; melvaseals@sbcglobal.net

Jerry Eckert

Pacific Area

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

Region vacant: Northeast

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



ALL POSTAL
EMPLOYEES,
THEIR FAMILIES
AND FRIENDS ARE
ELIGIBLE TO
APPLY

No payments for 60* days on your new auto loan

For a limited time, when you finance your new vehicle through SFCU, you can enjoy your new set of wheels for up to **60 days** before making your first loan payment.



APPLY TODAY!

Scan this QR code with your smart phone, visit our website at SignatureFCU.org/Vehicle or call **(800) 336.0284 ext. 684** for more information and to apply.

*Interest accrues daily. Delaying your first payment will result in several months without a reduction in your principle balance. Signature Federal Credit Union reserves the right to end or modify this offer at any time. Promotion available on new and used car, truck, and motorcycle. All loans are subject to credit approval.

Signature Federal Credit Union
(800) 336.0284 ext.684
lending@signaturefcu.org
SignatureFCU.org

FOLLOW US

 /SignatureFCU



Federally Insured
by NCUA

Membership eligibility required.

Qualify for a **0.25% discount** off your approved rate when you add one of the following:

- GAP Insurance
- Auto Warranty Protection
- Set up automatic monthly payments

Not a member of SFCU?

Open your account today at
SignatureFCU.org/JoinNow

Signature
FEDERAL CREDIT UNION
Everywhere You Are