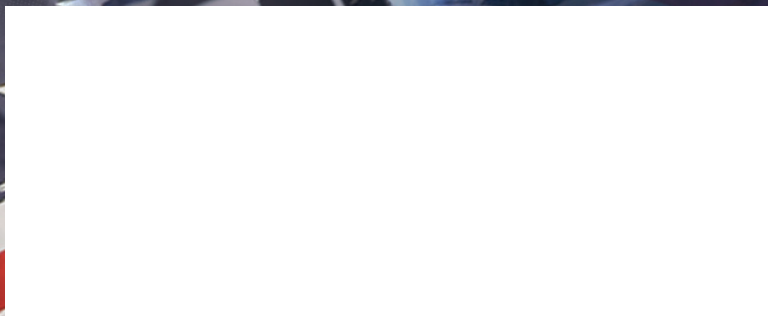


the Postal Supervisor

October 2023

SPAC Is the Engine That Drives NAPS' Political Advocacy

page 4



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Objective

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

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

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Compensation for EAS Employees Falls Short—Again

In a letter to congressional leaders on Aug. 31, President Biden formalized his plan to provide civilian federal employees with an average 5.2% pay increase—their largest in four decades. In March, Biden first announced his pay raise plan as part of his fiscal 2024 budget proposal, recommending the most significant pay increase for civilian federal workers since the Carter administration.



Ivan D. Butts
President

August's announcement confirms that, if implemented, federal employees will see an across-the-board increase in base pay of 4.7% and an average 0.5% boost to locality pay. In his letter, Biden said the pay raise is critical to his administration's goal of ensuring the federal government is a model employer and can attract qualified candidates to join the workforce.

"We must attract, recruit and retain a skilled workforce with fair compensation in order to keep our government running, deliver services and meet our nation's challenges today and tomorrow," Biden wrote. "This alternative pay plan decision will continue to allow the federal government to employ a well-qualified federal workforce on behalf of the American people, keeping pace with prior wage growth in the labor market." This statement by President Biden sounds eerily similar to 39 USC §1004(a):

"(a) It shall be the policy of the Postal Service to provide compensation, working conditions, and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel; to provide adequate and reasonable differentials in rates of pay between employees in the clerk and carrier grades in the line work force and supervisory and other managerial personnel; to establish and maintain continuously a program for all such personnel that reflects the essential importance of a well-trained and well-motivated force to improve the effectiveness of postal operations; and to promote the leadership status

of such personnel with respect to rank-and-file employees, recognizing that the role of such personnel in primary level management is particularly vital to the process of converting general postal policies into successful postal operations."

So, what does this announced pay raise for federal employees mean for USPS EAS employees? The maximum of the EAS pay scale will be raised to around 4%; an equivalent dollar amount will raise the minimum of the EAS pay scale to that 4%. To be clear, every federal employee's actual pay will be raised by 5.2%—not based on targets and indicators or Corporate, Unit or Individual goals.

In contrast, EAS employees in the USPS will have the minimum and maximum pay levels raised, which does not affect the actual pay of every EAS employee. To get a raise in pay, EAS employees must navigate the NPA minefield for a hopeful PFP payout; a minefield of targets and indicators or Corporate, Unit or Individual goals designed to be moved at will by USPS leadership.

This movement has manipulated the system in such a way that it has destroyed any confidence or credibility EAS employees could have in the NPA process. The initial rigging of the NPA process began in 2009 with the USPS stealing earned PFP payouts from EAS employees. See <https://www.uspsoig.gov/sites/default/files/reports/2023-01/HR-AR-11-006.pdf>.

Now, we have the HERO process that has been expanded to USPS Headquarters EAS employees, which could make for a great NPA Lite commercial. We have the same manipulation and subjectivity, with less opportunity for pay. The actual pay increase that can be received in the HERO format is 4%.

Each August, the U.S. president must issue an alternative pay plan that determines if an "economic emergency" precludes much more significant automatic increases in locality pay from taking effect, per the Federal Employees Pay Comparability Act. The step has been largely perfunctory since the law was enacted in 1990. What about USPS EAS employees, Mr. President?

In solidarity ...

naps.ib@naps.org

Legislatively Speaking!

One of my duties as your executive vice president is to manage the NAPS legislative portfolio on behalf of our members. This involves communicating NAPS' legislative priorities to members of Congress and seeking to pass legislation that benefits not only working postal managers, supervisors and postmasters, but protects all postal and federal retirees, as well.



Chuck Mulidore
Executive Vice President

To accomplish this mission requires NAPS to have a political action committee to support candidates and incumbent legislators who support our legislative agenda. Thus, in 1978, the NAPS Executive Board established the Supervisors' Political Action Committee (SPAC) as its legislative fundraising arm.

Since that time, SPAC has raised millions of dollars to aid political candidates who support NAPS' legislative priorities. One of NAPS' key

legislative priorities this year has been passage of H.R. 3005, the Postal Police Reform Act of 2023. This bill clarifies the jurisdiction of postal police in order to restore the officers' law enforcement authority beyond their domicile facility and protect postal personnel, USPS assets and the mail.

In other words, to once again allow the postal police to do the job they were created to do, and always did, until an ill-advised decision by the postmaster general restricted their authority. This bill was introduced by Republican Congressman Andrew Garbarino from New York and has been gaining bipartisan support since.

Our legislative efforts also include H.R. 594, the Postal Supervisors and Managers Fairness Act, which would provide for a timely start to pay consultations between the USPS and NAPS and that the findings and recommendations of a Federal Mediation and Conciliation Service fact-finding panel would be binding.

Additionally, H.R. 595, the Postal Employee Appeal Rights Amendment Act of 2023, would grant MSPB rights to EAS employees who currently do not have the right to appeal an adverse action to the Merit Systems Protection Board. And H.R. 82, the Social Security Fairness Act of 2023, would repeal the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP).

The WEP is part of the Social Security statute that reduces Social Security benefits for individuals entitled to such pension plans as the Civil Service Retirement System (CSRS). The WEP is the part of the Social Security law that reduces Social Security survivor benefits for survivors eligible for such annuities as CSRS. This is just part of the overall legislative agenda NAPS will be taking forward into 2024—a pivotal political year for our nation.

The keystone of our legislative agenda each year is the Legislative Training Seminar (LTS) that brings NAPS members from across the country to our nation's capital to personally lobby members of Congress on behalf of postal and NAPS issues. The in-depth, multi-day training event educates NAPS members on current legislative and political issues confronting them and the Postal Service.

The comprehensive legislative instruction provided at LTS results in effective meetings with lawmakers and their staff members. In addition, key senators, representatives and USPS leadership address LTS delegates. In 2024, LTS will be March 3-6 at the Crystal Gateway Marriott in Arlington, VA.

As you can see, NAPS has a strong, targeted legislative message on behalf of our members. How do we make all this happen? Well, it's you! Your contributions fund SPAC; without those dollars, NAPS' legislative work could not happen.

As we move closer to the 2024 elections, funding SPAC becomes even more critical. How can you help? NAPS active, associate and Auxiliary members are eligible to contribute.

You can contribute online or send a check or money order to NAPS Headquarters. If you are a working EAS NAPS member, we encourage you to sign up for easy payroll deductions through our "Drive for 5" program. We make it easy and your dollars help improve your working conditions, as well as help secure your retirement into the future.

Look on the NAPS website, www.naps.org, and click on the Legislative Center for additional, valuable information. Help us make the working lives of all EAS employees better through legislative action!

naps.cm@naps.org

Change Can Be a Good Thing

Change occurs every day one way or another—just as in the fall season we will see the change in nature as leaves turn color and fall. We have seen great change in the Postal Service over the past few years.

It has been debated whether that change is for the betterment of the agency or is detrimental. We all have our opinions. As for me, I always welcome change,

which is a good thing when properly embraced. It offers a different perspective and opens one's thoughts and creativity to new insights.

As you probably heard, changes occurred with the NAPS Headquarters staffing this past month. Emily Christophersen and Allison Portnoy decided to move on in their professional careers. Both were tremendous assets to the day-to-day operations at NAPS Headquarters;

they will be sorely missed. I want to thank them and wish them all the best in their endeavors.

Replacing Emily (which is a difficult thing to do) is Patrick Gustafson. He brings great computer skills and enthusiasm to the office. In addition, Caitlyn Helber, who has been working at NAPS Headquarters as a temporary employee, has been brought on full time.

Caitlyn has been processing *1187s* for us the past five months, keeping us up to date. Caitlyn will continue working in this area, as well as assume other membership and office duties. Their email addresses are naps.pg@naps.org and naps.ch@naps.org. The resident officers are confident in the skills they bring to NAPS.

In addition, Sheena Williams, executive assistant to the president, has been named office manager. Charles Caburian will shift from bookkeeping duties to social media and other office duties. Our accountant, John "Jack" Wallace, and I will assume the daily bookkeeping duties previously performed by Charles.

I am sure you are probably asking how these changes will affect our op-

erating costs. I am glad to report the projected yearly savings are \$56,867.40.

I'm happy to say membership increased in July—by 77 in our total number. Our membership percentage went down from 69% to 68%, but that is a result of the much-needed, new relief positions sought by NAPS being filled.

We need to reach out to those new supervisors informing them of NAPS by using the biweekly promotion report and your branch's nonmember report. Many branches have been creative in signing new members to NAPS. This includes inviting nonmembers to a branch meeting, a branch holding a membership drive and offering an additional sponsorship gift or simply making phone calls or visits.

Branches also have broken down their nonmember lists and had Executive Board members contact nonmembers. Many branches have had great success; many nonmembers have said they wanted to join, but no one had approached them.

The great American poet Maya Angelou once said: "You can't use up creativity. The more you use, the more you have." We have a great opportunity to increase membership with the ad-

ditional positions being filled. Reaching out is the first step.

And on a lighter note, two famous Sesame Street stars—Fozzie Bear and Kermit the Frog—once sang:

*Opportunity just knocked
Let's reach out and grab it
Together we'll nab it!*

Remember, increasing membership demonstrates leadership!

naps.jw@naps.org

The Postal Supervisor 2023 Production Schedule

Issue	Copy Deadline*	Mails
NOV	10-4	10-31
DEC	11-1	11-30
JAN '24	12-1	1-2
FEB	1-4	1-31

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



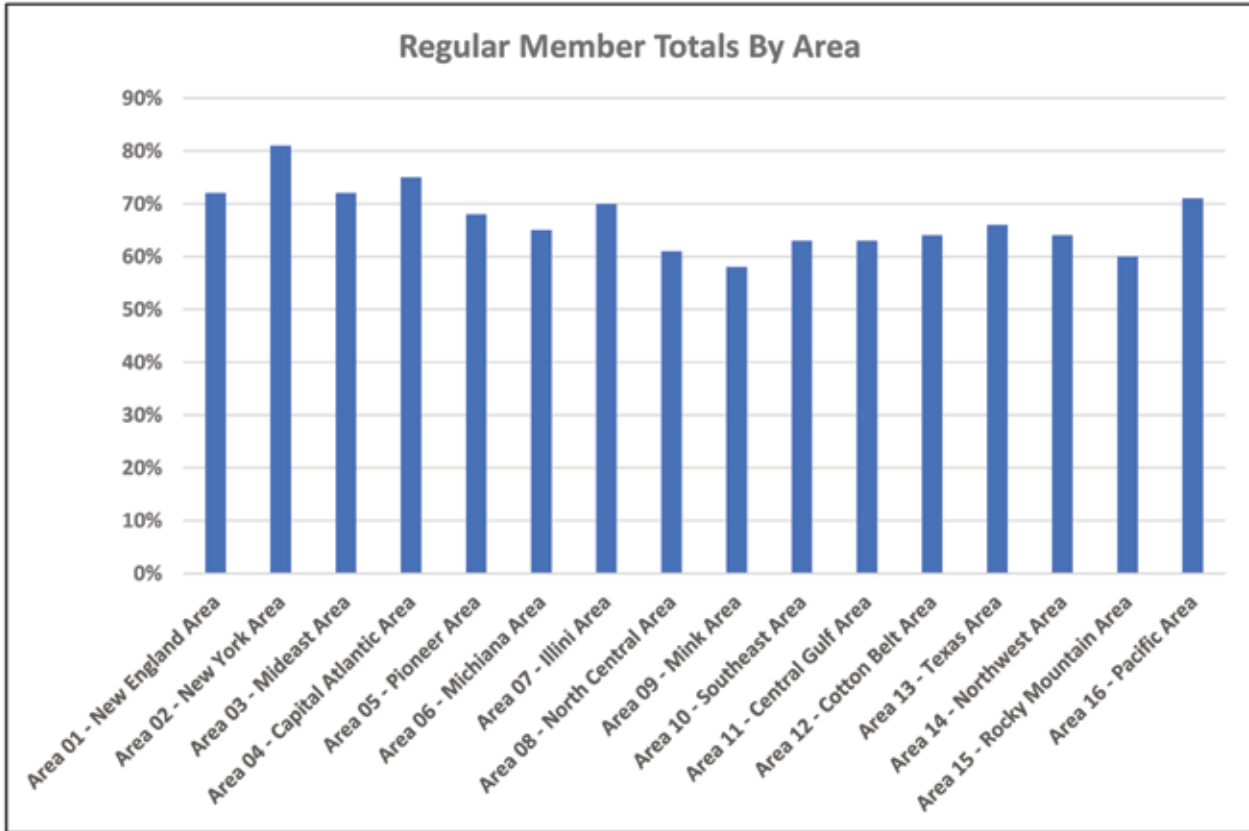
Jimmy Warden
Secretary/Treasurer

NAPS Store Offers Online Orders

NAPS members now can shop online at the NAPS Store. Instead using of 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.

National Association of Postal Supervisors Membership Report

July 2023



Regular Member Totals By Area	
Area 01 - New England Area	72%
Area 02 - New York Area	81%
Area 03 - Mideast Area	72%
Area 04 - Capitol Atlantic Area	75%
Area 05 - Pioneer Area	68%
Area 06 - Michiana Area	65%
Area 07 - Illini Area	70%
Area 08 - North Central Area	61%
Area 09 - Mink Area	58%
Area 10 - Southeast Area	63%
Area 11 - Central Gulf Area	63%
Area 12 - Cotton Belt Area	64%
Area 13 - Texas Area	66%
Area 14 - Northwest Area	64%
Area 15 - Rocky Mountain Area	60%
Area 16 - Pacific Area	71%
Total Regular Member %	68%
Total Regular Members	25,111
NonMember Totals	
Total NonMembers	11,358
Total NonMember %	32%



Become a member by submitting a scanned copy of **Form 1187** to: Join@naps.org

Executive Board Informed of Recent NAPS Staff Changes

Submitted by Jimmy Warden
Secretary/Treasurer

The Aug. 30 Executive Board meeting via Zoom was called to order at 4:01 p.m. by Executive Board Chair Chuck Lum. All board members were in attendance except Michiana Area Vice President Kevin Trayer, who was excused. Also in attendance were Legal Counsel Bruce Moyer and attorneys Andy Freedman and Lauren Kelleher.

The meeting agenda included an update on the recent court decision by Judge Royce Lamberth pertaining to discovery for the lawsuit (*see page 9*), an update on NAPS Headquarters

staff and a vendor contract.

President Ivan D. Butts thanked board members for attending. The board went into executive session for the update on the lawsuit. Freedman informed the board the meeting was governed by attorney/client privilege.

At the conclusion of the briefing and Q&A, a question was asked if a memo would be written informing the NAPS membership. Butts said there would be a letter; it's currently being drawn up by the NAPS legal team.

Butts next informed the board of the staffing changes at NAPS Headquarters. Emily Christophersen and Allison Portnoy have resigned and are

pursuing other endeavors. Patrick Gustafson was hired to assume membership duties. He is being trained by Christophersen.

Caitlyn Helber, a temporary employee, has been hired full time. Sheena Williams will assume the duties of office manager. Lastly, Charles Caburian will transition from bookkeeping duties to social media and other office functions.

Secretary/Treasurer Jimmy Warden next presented a contract for John Wallace, NAPS' current accountant. Wallace will take over bookkeeping duties previously performed by Caburian. This will be in addition to the accounting duties Wallace currently performs.

Warden informed the board the office staff changes and hiring Wallace will result in projected yearly savings of \$56,867.40.

Immediate Past President Brian Wagner made a motion, seconded by Northeast Region Vice President Tommy Roma, to accept the contract with John Wallace. The motion passed unanimously. Not voting were Trayer (excused) and Southeast Area Vice President Robert "Bobby" Bock, who left to attend a district hurricane meeting, and Illini Area Vice President Luz Moreno, who left to attend another meeting.

A discussion was held pertaining to the budget. Warden will update the budget and send it to the board for review. The budget for FY23-24 has yet to be approved by the board.

Butts adjourned the meeting at 5:45 p.m.

We're Social

Connect With Us!

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

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

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

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

NAPS Executive Board Directory

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U.S. District Court Rules NAPS Is Entitled to Discovery in NAPS v. USPS

NAPS won another victory in its lawsuit against the Postal Service when the U.S. District Court for the District of Columbia ruled that NAPS is entitled to some discovery in its challenge of USPS pay actions. Before the decision, there had been no case law addressing whether discovery (requests for documents and written questions that must be answered under oath) was available for a challenge to Postal Service action as violating the Postal Reorganization Act of 1970.

In a 20-page decision on Aug. 15, Senior District Judge Royce C. Lamberth ordered discovery to proceed relating

to the size and adequacy of the supervisor pay differential the USPS paid to eligible EAS personnel as part of the 2016-19 pay package. The judge also ordered the Postal Service to identify which EAS labor-management personnel at Area and Headquarters facilities are purportedly ineligible for NAPS representation, in light of NAPS' right to represent EAS personnel at those facilities (as confirmed by the DC District Court of Appeals in its 2022 decision). The judge limited discovery on private-sector pay comparability, but left the merits of NAPS' pay comparability claim to be decided later.

In late August, lawyers for NAPS and the Postal Service filed a proposed discovery order with the court that would establish a 90-day period for discovery. "We are pleased our case is moving ahead," NAPS President Ivan D. Butts said. "We remain confident our rightful claims will be vindicated."

President Ivan D. Butts Participates in USPS OIG Discussion on the Current Labor Market

On Sept. 12, NAPS President Ivan D. Butts joined a Postal Service Inspector General panel discussion titled, "Unboxing the Future: Job Market Trends and Their Impact on the Postal Service." The panelists talked about the current labor market and its impact on the Postal Service and opportunities for the future.

USPS Inspector General Tammy Hull welcomed attendees—in person and online. She said the OIG has found during some of its recent field reviews that staffing shortages and inexperienced employees often contributed to mail delays. "We continue to look into workforce issues and further reexamine our staffing shortages in certain areas," she explained. "We also will conduct research into the USPS recruitment, hiring and retention practices and candidate experience."

Keynote speaker Dori Allard, assistant commissioner for Industry Employment Statistics at the Bureau of Labor Statistics, provided various statistics regarding employment. The panelists in addition to President Butts were Simon Storey, USPS vice president of Human Resources; Tracey Therit, chief Human Capital Officer, Department of Veterans Affairs; and Kathy Siviter, assistant executive director of the National Association of Presort Mailers.

Butts noted that the trend with millennials and Generation Z employees is they are more transitory and look at how a job fits into their expectations of employment. "It's not unusual for these workers to have six or seven jobs before they decide on a career," he said. "They are looking for a job that fits into their lifestyle, then they move on."



NAPS President Ivan D. Butts and USPS Vice President of Human Resources Simon Storey were among the panelists at a USPS OIG discussion. Challenges for postal employee recruitment and retention were a major focus.

Another issue is compensation. "There's a lot of competition with pay for this age group," Butts affirmed. "We have to fight that battle."

He explained that NAPS represents managers, supervisors and postmasters, which he sees as an opportunity in the onboarding process. "The hiring process takes so long with security background checks, we're losing candidates," he said.

Butts acknowledged that while the process has gotten better, the problem is candidates are not in front of the managers with whom they will work. "They come to the office and see a video, but they don't really know what the work is they would have to do," he asserted.

"When they actually see the work, some leave. We feel it's better to get candidates in front of the boots-on-the-ground leadership as soon as possible, which will help them

make a real-life decision—“Can I do this job or not?”

Butts later pointed out that administrative support functions in the Postal Service can be accomplished in a hybrid environment, but delivering for America requires leadership and employees to be physically present. “Just as during COVID-19, when we delivered mail and supplies to our customers,” he stressed.

During his final remarks, Butts raised the issue of why EAS employees are leaving. “The Postal Services does exit surveys,” he said. “NAPS has asked for data to try and understand why managers are leaving and going to other federal agencies.”



The NAPS resident officers—Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore and President Ivan D. Butts—viewed the new plaque at NAPS Headquarters honoring and memorializing the names of EAS employees who have died by acts of violence associated with their service in delivering for America. The plaque reads: In Memory of the Brave Souls Who Paid the Ultimate Price in Service to America—Gone, but Never Forgotten. Following are the names:

- Harry Sendrow, supervisor, Los Angeles, CA, 8/13/70
- Eldred McDonald, tour superintendent, Gadsden, AL, 3/22/75
- James M. Ford, postmaster, Gadsden, AL, 3/22/75
- Adrienne Wharton, supervisor, New Orleans, LA, 11/4/80
- Charles McGee, postmaster, Johnston, SC, 8/19/83
- Oscar Johnson, postmaster, Anniston, AL, 12/2/83
- Phillip T. Sciarone, supervisor, Atlanta, GA, 3/6/85
- Richard C. Esser Jr., supervisor, Edmond, OK, 8/20/88
- Patty Jean Husband, supervisor, Edmond, OK, 8/20/88
- Carol Ott, supervisor, Ridgeway, NJ, 10/10/91
- Christopher Carlisle, branch manager, Royal Oak, MI, 11/14/91
- Mary Benincasa, injury compensation specialist, Royal Oak, MI, 11/14/91
- Keith Czewski, labor relations specialist, Royal Oak, MI, 11/14/91
- Rose Marie Proos, supervisor, Royal Oak, MI, 11/14/91
- James Whooper III, supervisor, City of Industry, CA, 7/10/95
- James “Jay” Brown, labor relations specialist, Las Vegas, NV, 12/19/96
- Charlotte Colton, supervisor, Goleta, CA, 1/30/06
- Lori Hayes-Kotter, supervisor, Baker City, OR, 4/4/06
- Genevieve Paez, supervisor, San Francisco, CA, 12/14/06
- Lance Dempsey, supervisor, Dublin, OH, 12/27/17
- Ginger Ballard, postmaster, Dublin, OH, 12/27/17
- Demetria Dortch, supervisor, Memphis, TN, 10/12/21
- James Wilson, branch manager, Memphis, TN, 10/12/21

New Supervisor Differential Adjustments Effective Aug. 26, 2023

Position Group: Plant Maintenance (5% over PS-10, Step P)

Occupation Code	Title	Grade	SDA Minimum
2355-0010	SUPV MAINTENANCE OPERATIONS	17	\$87,350
2355-0066	SUPV MAINTENANCE OPS (RELIEF)	17	\$87,350
2355-0022	SUPV MAINTENANCE SUPPORT	17	\$87,350
2355-0021	MGR MAINTENANCE SUPPORT	19	\$87,350
0356-6003	SUPV CPTR MAINT LABL PRNTG	19	\$87,350
1601-0006	SUPV MDC MAINTENANCE	19	\$87,350

Position Group: Postal Police (5% over RSC Y7 (PPO), Step 16)

Occupation Code	Title	Grade	SDA Minimum
2335-0022	SUPV POSTAL POLICE	17	\$82,098
2335-0023	TOUR SUPV POSTAL POLICE	18	\$82,098

Position Group: Field Maintenance (5% over PS-09, Step P)

Occupation Code	Title	Grade	SDA Minimum
2355-0065	SUPV FIELD MAINTENANCE OPS	17	\$81,730

Position Group: Vehicle Services / Logistics (5% over PS-08, Step P)

Occupation Code	Title	Grade	SDA Minimum
2330-0040	SUPV LOGISTICS OPERATIONS	17	\$80,367
5823-0007	SUPV VEHICLE MAINTENANCE	17	\$80,367
2150-0002	SUPV LOGISTICS OPS (RELIEF)	17	\$80,367
2150-0005	NETWORK SPECIALIST/SUPERVISOR	17	\$80,367
2150-7043	MGR VEHICLE MAINTENANCE FACILITY	18	\$80,367
2330-0039	MGR TRANSPORTATION/NETWORKS	18	\$80,367

Position Group: Customer Services (5% over RSC Q, Step P)

Occupation Code	Title	Grade	SDA Minimum
2305-7035	MGR CUSTOMER SERVICES	17	\$79,064
2310-0022	SUPV CUSTOMER SERVICES	17	\$79,064
2310-0068	SUPV CUSTOMER SVCS (RELIEF)	17	\$79,064
2301-6118	POSTMASTER	18	\$79,064
2301-6218	POSTMASTER 18 (B)	18	\$79,064
2305-7038	MGR CUSTOMER SERVICES	18	\$79,064

Position Group: Mailing Services (5% over PS-07, Step O)

Occupation Code	Title	Grade	SDA Minimum
2345-0043	SUPV BUSINESS MAIL ENTRY	17	\$77,870
1530-0022	SUPV STATISTICAL PRGMS (DIST)	17	\$77,870
2375-0013	SUPV CUSTOMER PRODUCT DISTRIBUTION	17	\$77,870
2375-0016	SUPV CUSTOMER SERVICE (SFS)	17	\$77,870
2345-0128	SUPV MAIL & SHIPPING SOLUTIONS CNTR	19	\$77,870

Position Group: All Other Eligible (5% over PS-06, Step O)

Occupation Code	Title	Grade	SDA Minimum
0530-0001	SUPV ACCT PAPER	16	\$76,484
2301-0002	MGR US HOUSE OF REPRESENTATIVE PO	16	\$76,484
2005-0001	SUPV MATERIAL INQUIRIES	17	\$76,484
2345-0045	SUPV MAIL RECOVERY CENTER	17	\$76,484
0341-6031	SUPV CUSTOMER SERVICE SUPPORT	17	\$76,484
0356-0002	SUPV REMOTE ENCODING OPERATIONS	17	\$76,484
2315-0066	SUPV DISTRIBUTION OPERATIONS	17	\$76,484
2340-0027	SUPV CPTR MAIL FORWARDING OPRNS	17	\$76,484
6907-0004	SUPV WAREHOUSING AND DIST OPR	17	\$76,484
1601-0010	SUPV PRINT OPERATIONS	17	\$76,484
2355-0031	SUPV MAINTENANCE OPERATNS SUPPORT (SFS)	17	\$76,484
2375-0015	SUPV ORDER PROCESSING (SFS)	17	\$76,484
2375-0017	SUPV CANCELLATION SERVICES (SFS)	17	\$76,484
0356-0003	SUPV ORDER ENTRY (SFS)	17	\$76,484
2375-0031	SUPV STAMP INVENTORY (SFS)	17	\$76,484
2315-0103	SUPV DISTRIBUTION OPS (RELIEF)	17	\$76,484
0610-0001	OCCUP HEALTH NURSE ADMINISTRATOR	18	\$76,484
2305-6039	ASST SUPV WHITE HOUSE MAIL SECTION	18	\$76,484
2340-0028	MGR CPTR MAIL FORWARDING OPERATIONS	18	\$76,484
2345-0107	SUPV CUSTOMER CARE CENTER	19	\$76,484
2315-0087	MGR DISTRIBUTION OPERATIONS	19	\$76,484
2370-0621	SUPV CUSTOMER RETENTION	19	\$76,484



NAPS Executive Vice President Chuck Mulidore met with Sen. Roger Marshall (R-KS) who is a member of the Committee on Homeland Security & Governmental Affairs, which has jurisdiction over the Postal Service.



NAPS Past President Brian J. Wagner attended a meeting of the Peoria, IL, Rotary Club on Aug. 25 where Rep. Eric Sorensen (D-IL) was the keynote speaker. Wagner spoke to Sorensen about co-sponsoring NAPS-endorsed legislation. He currently is a co-sponsor of H.R. 82, the Social Security Fairness Act, and H.R. 3005, the Postal Police Reform Act. Linda Wilson, Heart of Illinois Branch 255, reached out to Sorensen via the NAPS Legislative Action Center to ask for his sponsorship of H.R. 594, the Postal Supervisors and Managers Fairness Act, and H.R. 595, the Postal Employee Appeal Rights Amendment Act.



Margarete A. Grant Branch 127 officers attended Rep. Mark DeSaulnier's (D-CA) annual reception and picnic at the Shadelands Ranch Museum, Walnut Creek, CA. It was a great opportunity to talk with DeSaulnier and his aides about NAPS' legislative agenda. From left: Yolanda Lewis, Glenn and Edna Gray, DeSaulnier and Valerie and Tobey Loera.



Fran Anderson, legislative rep for Hayes Cherry Branch 466 (San Bernardino), and her husband Darian Park met with Rep. Adam Schiff (D-CA) (left) at a recent regional meeting in California.



New York City Branch 100 members participated in the recent New York District 1 Career Conference. From left: Branch 100 Vice President Dave Conover, Secretary Vilma Bruno-Jimenez, USPS Vice President of Retail and Delivery Elvin Mercado and Branch 100 President Lijia Dyer.



Kim Wingfield and Donald Murray, Jacksonville, FL, Branch 93, represented NAPS at the Florida District 1 Career Conference.



Attending the opening of the Stewart S&DC in Mid-Hudson, NY, were, from left, Jeff Goldman, Flushing Branch 164 president; Delivery Support Specialist Shana Chyreck, Sal Pace (Buffalo) Branch 27; and Mark Velez, New York State Branch 935 president.

Margarete A. Grant Branch 127 members participated in a NAPS/USPS California 2 management meeting with the Oakland P&DC and San Francisco NDC via Zoom in August. NAPS submitted 11 agenda items to discuss with the USPS managers. Among the items was a request for NAPS to meet newly promoted supervisors.

There was extensive discussion on new relief supervisors; NAPS is committed to working with management to ensure new supervisors are phased into supervisor rotations as smoothly as possible. NAPS and the USPS agreed to restart quarterly meetings to address NAPS' concerns.



Clockwise, from lower left: Branch 127 trustees Valerie Loera and Edna Gray, In-Plant Support Manager Abdual Mohaiman, Oakland P&DC Plant Manager Cathrina Dagdangan, Branch 127 President Charles Patterson and Vice President Glenn Gray.

On Aug. 18, Adela Livingston, longtime NAPS member and former officer of Tommy Roma Brooklyn Branch 68, was sworn in as postmaster of "Da Bronx." Livingston will be a tremendous asset to New York District 1.

From left: Northeast Region Vice President Tommy Roma, Livingston and NAPS Secretary/Treasurer Jimmy Warden.



New York District 1 Manager Lorraine Castellano swore in Livingston.



Bronx Borough President Vanessa Gibson presented Livingston with a citation of merit.

Ryder Station Reunion with Tommy Roma and his "Roma's Raiders," from left: Charlie Gubista, Roma, Livingston and Tim Lawson



Northeast Region Vice President Tommy Roma and New York Area Vice President Dee Perez held their annual branch presidents meeting at Cyclone Stadium in Brooklyn. Before the baseball game, Roma, Perez, NAPS Secretary/Treasurer Jimmy Warden and New York State Branch 935 President Mark Velez updated the branch presidents on the latest issues and responded to questions and concerns. Thanks to Postal Police Supervisors Branch 51 President Butch Maynard for taking the photo.



San Juan, PR, Branch 216 Secretary Antonio Cabrera, Northeast Region Vice President Tommy Roma and New York City Branch 100 President Lijia Dyer



Northeast Region Vice President Tommy Roma with a Brooklyn Cyclones' cheerleader and Sammy the Seagull mascot



Enjoying lunch at Ponte Vecchio in Brooklyn, clockwise from lower left: NAPS Northeast Region Vice President Tommy Roma, Brooklyn Branch 68 Vice President Walter DeBerry, Sal Pace (Buffalo) Branch 27 President Dennis Gawron, NAPS Secretary/Treasurer Jimmy Warden, San Juan, PR, Branch 216 Secretary Antonio Cabrera, Branch 68 President Jamaal Muhammad and Muhammad's brother.

Friends and family celebrated former NAPS Executive Vice President Jay Killackey's 75th birthday.



From left: New England Area Vice President Bill Austin, Killackey and Secretary/Treasurer Jimmy Warden.



Members of Boston Branch 43's Executive Board celebrated Killackey's milestone birthday.

John Russell, Boston Branch 43, provided these photos of the many tugs, jitneys and Zambonis being retired. This equipment and the men and women who operated them moved billions of tons of mail throughout the sprawling, multi-floored General Mail Facility in Boston—home of Ben Franklin and birthplace of the U.S. Postal Service.



National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2023

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, 2023. 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 2024. In addition, the scholarship winners will be listed in the March 2024 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 2024. Scholarships may be used to pay expenses in the student’s current or following semester.

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

Fighting the Fight and Celebrating Our Successes

Richard Green
Eastern Region Vice President

It's important that we continue to focus on the fights we see in the future. We must continue to hold the Postal Service accountable for making decisions that impact our members moving forward. These include major operational plant changes, the consolidation of delivery units (S&DCs) and continued consultation to ensure goals created in the NPA process are reasonable and attainable to ensure members receive fair and equitable pay raises.

As the USPS restructures plants across the nation, we must fight to ensure we maintain jobs for our mem-

bers. As we've done in the past, we also must ensure that every NAPS member has a job opportunity available when the restructuring is finalized.

As the USPS moves to consolidate delivery units, we must do the same. These large delivery units will require even more oversight by postmasters, managers and Customer Service supervisors to ensure their success. I am committed to being your voice to ensure we are discussing your concerns at NAPS Headquarters.



Last, but definitely not least, NAPS is committed to fighting to ensure members are receiving fair and equitable pay. We will continue to fight to make sure targets are reasonable and attainable for our members.

As you can see, we have a lot for which we are fighting. We must not become complacent and lose focus; our fight must continue. It's also important to take a step back and recap our successes over the past few years.

NAPS has accomplished much for our members. Just as important as the fight is, we need to take a moment to celebrate our successes:

1. Lawsuit holding the USPS accountable for unfair wage practices (appeal won at the Circuit Court of Appeals).
2. Supervisor differential adjustment increases over multiple supervisor positions (*see page 10*).
3. Supervisor workload credit changes increasing supervisor authorizations nationwide by over 1,000 positions.
4. Ratio changes from 35:1 to 15:1 in larger installations, adding additional Customer Service supervisor staffing.
5. Relief supervisors in Customer Service, plants and logistics, with a relief for every five authorized positions.
6. Apprentice Supervisor Pilot Program to grow the pool of qualified applicants for vacant supervisor positions.

As you can see, we have a lot of accomplishments of which to be proud, to name just a few. Please share these successes with your co-workers and friends who may not yet be members.

When they ask you what NAPS has done for its membership, you can share this list of recent accomplishments and proudly state: "This is why I think you should join NAPS."

Let's continue the work.

rgreen151929@aol.com

Thrift Savings Plan

Fund	G	F	C	S	I
August 2023	0.35%	(0.63%)	(1.58%)	(4.06%)	(3.90%)
12-month	3.95%	(1.17%)	15.91%	8.39%	18.78%

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
August 2023	(0.46%)	(0.81%)	(1.55%)	(1.74%)	(1.92%)
12-month	6.86%	8.33%	11.14%	11.77%	12.42%

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
August 2023	(2.09%)	(2.24%)	(2.71%)	(2.71%)	(2.71%)
12-month	12.95%	13.52%	15.87%	15.87%	15.87%

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

Hawaii Adds Special Touch to Western Region Training Seminar

Marilyn Walton

Western Region Vice President

Honolulu Branch 214 President Laurie Lum called the Western Region Training Seminar to order on Aug. 10. The program started with an *oli* (Hawaiian storyteller) offering a special blessing, *aloha* (welcome) and inviting everyone into the *ohana* (family) of love.

The Hickam Air Force Base Honor Guard presented the colors. The national anthem was sung by Roxanne Bradley, Sacramento Branch 77, and the Hawaiian National Anthem was sung by Kanani Alos, Branch 214. Northwest Area Vice President John



Valuet led the Pledge of Allegiance.

Eileen Veach, Honolulu District manager, welcomed everyone and offered remarks on behalf of Ed Ruiz, Retail and Delivery Operations vice president, and her district employees. Milton Kokubun, Honolulu senior

plant manager, also extended a warm welcome.

NAPS President Ivan D. Butts gave opening remarks. Executive Vice President Chuck Muldore was the assigned NAPS resident officer for this event and extended a

welcome to guests.

We were pleased to welcome 23 Auxiliary delegates. National Auxiliary President Laurie D. Butts and Western Region Vice President Patri-

cia Jackson-Kelley welcomed attendees. They were joined by National Auxiliary Secretary/Treasurer Bonita Atkins and Eastern Region Vice President Hazel Green. The Auxiliary hosted separate training and conducted the 50-50 SPAC raffles.

We were pleased to welcome Bruce Nicholson, USPS director of Labor Relations Policies & Programs, who provided an important overview on the “Delivering for America” 10-year plan.

Todd Hawkins, vice president, Western Region Processing Operations, presented an energetic and interesting overview of the proposed consolidation of processing plants nationwide. He provided informa-



Hickam Air Force Base Honor Guard presented the colors.



A Hawaiian *oli*, island storyteller, gave an *aloha* blessing for the success of our seminar and welcome to the island.



From left: Roxanne Bradley, Sacramento Branch 77, sang the national anthem; Kanani Alos, Honolulu Branch 214, sang the Hawaiian national anthem; Branch 214 President Lauri Lum; and Northwest Area Vice President John Valuet led the Pledge of Allegiance.



Attendees at the Western Region Training Seminar



Auxiliary members attending the seminar, seated from left: Beth Navarro, Jerry Eckert, Patricia Jackson-Kelley and Hazel Green.

Second row: Rose Navarro, Yunia Graham, Leona Frantz and Chanel Dodson.

Third row: Jamie Isom, Bonita Atkins, Barbara Kelly and Toby Loera.

Back row: Rosalee Hormuth, Ed Simpao, Nan Caappolella, Laurie D. Butts, and Johnny Reed.

tion on how the new Sorting & Delivery Centers (S&DCs) will work to improve the postal network and mail processing. There will be no loss of postal positions with the consolidation of facilities.

Don Flak, executive director, Performance & Field Operations Support, gave an informative overview on the current National Performance Assessment (NPA) scorecard. His explanation made it easier for EAS employees to understand the 10-point system in order to establish pay raises. According to Flak's stats, WestPac



Bruce Nicholson, USPS director of Labor Relations Policies & Programs



Karla Kirby, executive manager, Postal Service Health Benefits Program



Don Flak, USPS executive director, Performance & Field Operations Support

EAS employees will receive a pay raise this year.

A local Honolulu Police/Postal Task Force member dropped by to

share the many activities the USPS Postal Inspection Service and Honolulu police are doing to ensure contraband and drugs are kept out of the U.S. Mail.

NAPS Executive Board members participated in a Q&A with seminar attendees.



We also welcomed Karla Kirby, executive manager, Postal Service Health Benefits Program. As part of the Postal Service Reform Act, there will be the Postal Service Health Benefits (BSHB) Program tailored to Postal Service employees and retirees. The plan will be rolled out on Jan. 1, 2015; everyone will have



From left: NAPS President Ivan D. Butts, Pacific Area Vice President Chuck Lum, former NAPS President Louis Atkins, USPS Western Region Processing Operations Vice President Todd Hawkins and NAPS Executive Vice President Chuck Mulidore.



Western Region SPAC Team: Yuvet Profit, Los Angeles Branch 39, and Felicia Pennington, California State legislative rep.



Attendees were treated to a performance by Polynesian dancers at the luau.

an opportunity to make elections for their new plans during the 2024 open season.

Everyone needs to read information about the PSHB that will be sent to our homes to ensure we comply with the new plan options. Kirby's information was very informative.

Training was provided by NAPS presenters. Past President Brian Wagner discussed *ELM 650* and NAPS officers' duties and responsibilities. Former Secretary/Treasurer John Aceves and Valuet presented SWCs training.

Rocky Mountain Area Vice President Myrna Pashinski and Aceves provided training on workplace bullying. Mulidore offered information on the NAPS Disciplinary Defense Fund (DDF) and the Supervisors' Political Action Committee (SPAC).

The Western Region Team com-

prising Pacific Area Vice President Chuck Lum, Rocky Mountain Area Vice President Myrna Pashinski, Northwest Area Vice President John Valuet and I were pleased to welcome 12 NAPS Executive Board members to our biannual event. We want to thank them for participating in our Q&A session and sharing their knowledge and information with attendees.

I also want to thank California State President Marilyn Jones, California State Area Vice President Debbie Baker and the California players for interjecting a NAPS "Family Feud" game and musical skits into the program. They ensured we all stayed alert between presentations.

The Western Region SPAC Team, along with California State Legislative Rep Felicia Pennington and Youvet Profit, Los Angeles Branch 39, set

a goal of \$20,023. The final tally was \$17,319, but we have until Dec. 15 to meet the goal. So, Western Region members, keep those SPAC donations coming in to NAPS! A special thanks to all the individuals and branches that donated SPAC items and gift cards. We had SPAC challenges, 50-50 raffles and specially donated items for bid.

The highlight of the seminar was Tihati's Polynesian Spectacular Luau Dinner and Show organized and hosted by Honolulu Branch 214. The decorations, table settings, Hawaiian buffet dinner and Polynesian dance show were a true escape to paradise!

We also want to thank our sponsors: Steve Dillard, Dillard Financial Services; Johnny Gottstein, GPIS; Louis Atkins, Signature Federal Credit Union; Blue Cross Blue Shield; and Chanel Dodson, CK2 Kraft Designs. Their sponsorships made the dinner and show possible.

Finally, special thanks to the Branch 214 members and committees and all the Western Region branches and guests traveling from all over the country who helped make the 2023 Western Region Training Seminar successful. And a shout-out to Charles Patterson, Margarete A. Grant Branch 127 president, for all the great seminar photos.

On a tragic note, as we arrived on the Island of Oahu for our seminar, we received word of the terrible wildfires that devastated Lahaina on Maui. And as we returned home to the mainland, we were hit with hurricane warnings, heavy rains and flooding in Southern California and wildfires in Washington. We encourage everyone to donate to the Postal Employees' Relief Fund (PERF) as so many members of our postal family have been impacted by these terrible events.

Mahalo.

marilynwalton@comcast.net



Los Angeles Branch 39 presented first-day commemoratives of the John Lewis stamp to national NAPS officers at the Western Region training seminar. The unveiling of Lewis' stamp—the Civil Rights icon from Georgia—was in July in Los Angeles.

68% National Membership Is an Embarrassment

Dee Perez

New York Area Vice President

It's time for an honest conversation. Our national membership has been hovering around 70% for decades; it's now at an unacceptable 68%. The unions are closer to 100% membership as we struggle with 68%.

This tells me there's something fundamentally wrong with how we recruit nonmembers and why EAS employees don't want to join NAPS. I can't accept that 32% of nonmembers don't belong to any postal association. The question is what percentage are members of the other postal management association?

Everyone needs to remind their nonmembers the other association sided with the Postal Service against NAPS in our lawsuit for fair wages. NAPS now needs to decide—if we are successful in pursuing this lawsuit—can we reward only 68% of our membership?

Branch presidents must reduce their nonmember rolls. Perhaps part of the problem is branches not having enough membership meetings when members can attend, such as a Sunday brunch. According to our NAPS Constitution & Bylaws, branches are obligated to have only two meetings a year

I've heard all the excuses why nonmembers do not want to be in NAPS, including EAS employees delivering mail or their area is too large. The other association doesn't seem to have a problem traveling to see nonmembers, then signing them.

So why should you?

If you are delivering mail, it's because you choose to do so and are afraid—stand up for yourself! Tell your MPOO a week in advance you can't cover an assignment, even if you maximize your carriers to 12



hours. It's 100% their responsibility to provide you with help, but it's 100% your responsibility to notify them a week in advance when you complete the schedule that you lack coverage.

I have provided my branches with the telephone numbers of every office and ZIP code. All they have to do is use the DCO nonmember list, look up the ZIP code where the nonmember works and call them.

The push on nonmembers is timely. NAPS President Ivan D. Butts has explained via a video why a special dues assessment is required. Our three-tier financial system is not producing as it once did. NAPS Headquarters has not increased branch dues in nearly 19 years; it's overdue. Stop fighting this!

The first tier, our investments, are producing a respectful return, but at a much lower rate. The bull market was in the past. It ran strong for over a decade with extremely high returns, which was an unusually long time.

The second tier is our Headquarters building, which is in a very desirable business location. Unfortunately, most commercial buildings currently are suffering from vacancies; NAPS Headquarters is no different. Also, the building is costing us \$480,000 a year. In my opinion, we

should keep the building and tighten up our other related costs. This building is our flagship!

The last tier is membership. As Secretary/Treasurer Jimmy Warden explained at our latest spring board meeting, even if we were at 90% membership, our financial concerns still would not be totally resolved. The only solution is to reduce spending, while increasing our dues and membership.

Your Executive Board has passed several motions to offset a number of expenditures since last fall's board meeting. Is it enough? In my opinion, there's still more to cut.

These will be very difficult choices to make because they involve benefits such as breakfast at LTS and national conventions, as well as discounted registration fees. These items add up to over \$200,000.

All of us have a lot of work to do and difficult choices to make if we want NAPS to continue to be the number-one USPS EAS association. It starts with building a 90% membership foundation and having a responsible working budget that is adhered to 100%.

Now, it is up to all of you to pick up the phone and start calling every nonmember in your branch. Making one call a day is all that is required as a start. Each branch's goal should be to sign between 15 and 30 nonmembers monthly. And we can do it!

nyavpdee@aol.com

Paying It Forward

Robert “Bobby” Bock
Southeast Area Vice President

We are getting ready for the 2023 Combined Federal Campaign. The CFC is the largest workforce charitable organization in the world. It started in 1964 through an executive order signed by President John F. Kennedy in 1961.

When I worked as a supervisor in the plant, I volunteered each year to be CFC coordinator. I set up presentations for all employees in the



facility and scheduled representatives from agencies supported by the CFC. I learned so much about what these organizations did for people and how important our contributions were.

We all probably have a family member or friend who has used the services of an agency that receives funds from the CFC each year. I had a niece who was very ill and her parents stayed at a Ronald McDonald House, just one of the agencies that get support from the CFC.

NAPS is a participant in the Postal

Employees' Relief Fund, also supported by the CFC. With all the natural disasters we have had this year, PERF should be high on your list to receive a donation through your contribution to this year's CFC.

At my first NAPS Executive Board meeting, I was proud to offer a motion for the NAPS board to donate to PERF; the motion passed overwhelmingly. So, when a CFC volunteer asks you about donating to this year's CFC, it's time to pay it forward to support the organizations that do so much for so many.

bocknapsseavp@aol.com

NPA Update: Follow the Money, Which Isn't Always Easy

Dan Mooney
North Central Area Vice President

As chair of the NAPS Executive Board PFP Committee, I want to pass along some committee information about the FY23 NPA program. The committee has met with Don Flak and Bruce Nicholson from USPS Headquarters this fiscal year at the spring board meeting in late March and on July 5 via Zoom to discuss FY23 NPA.

We got some answers to our questions. But for many questions, we didn't get answers and still are waiting for answers; this is early September.

As you know, this fiscal year has been full of rate changes, a new service category for parcels and numerous network changes with RPDCs and S&DCs taking place. So, during



our NPA meetings with USPS Headquarters, we asked when the rate case, new parcel service category and network changes were established (*last fall?*) and how all these events were forecasted (i.e., costs, service scores, revenue, etc.).

We were told the Postal Service develops an Integrated Financial Plan (IFP) every fiscal year. Know what? *Everything* is planned in the IFP in the fall for the upcoming new fiscal year—everything. Really, no matter what happens, it is planned before the year happens. Basically, nothing happens unless it's planned before the fiscal year in the IFP.

Our NPA committee also was informed that once the IFP is established, it never changes throughout its respective fiscal year. It seems apparent from our NPA meetings that

the USPS planned for everything that has happened in this current fiscal year.

Again, it appears the USPS planned *last fall* for the previous rate case: How much revenue it was going to produce and when it was going to be implemented. The USPS planned *last fall* for the new ground parcel category: When it was going to be, how much revenue it was going to produce and what the service score goals would be.

They further planned *last fall* for *all* the network changes for this fiscal year, including all costs associated with those changes. Again, it appears the USPS had *all* these initiatives planned and incorporated into its FY23 IFP.

We asked where all the costs associated with changing and converting the network facilities into Regional and Local Processing Centers or developing S&DCs was given. Are those

costs to be absorbed by those processing facilities or S&DCs or does it come under a Headquarters tab?

Either way, it's a TOE expense to someone, either the Field or Headquarters. Both are graded by TOE in NPA. Rest assured, according to the USPS, all those respective costs were planned for in the FY23 IFP. NAPS has yet to receive answers two months later to those many unanswered questions from our recent NPA meetings.

Interestingly, I read mid-year the Postal Service had *planned* to lose \$2.4 billion, but, actually, lost \$4.8 billion. That's a big difference! One would think if you, indeed, had planned and accounted properly for everything, you wouldn't miss plan by that much.

But if you are doing things such as making multiple, huge network changes that cost money, but weren't planned, then I can see losing more money than was planned. The problem with that is how are those costs tied to NPA?

If the USPS decides to make numerous, costly, unplanned network facility changes, for instance, how is that accounted for in NPA? Who absorbs that cost? Somewhere, it's an unplanned cost. It doesn't seem reasonable or realistic that the USPS can plan for *everything* a year in advance.

Those are just some of the unanswered questions yet to be answered. In short, follow the money. It will lead you to what you want to know.

However, if the road to the IFP money is not transparent, it's very hard to follow the money and get truthful answers. Transparency! Without it, you are following with blind trust.

Stay on the high road—the view and the company are much better.

dan_9999@msn.com

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, 2023

Assets:

Cash and Investments	\$ 7,451,438.52
Dues Withholding Receivable	242,288.32
Prepaid Expenses and Other Assets	196,717.03
Total Current Assets	7,890,443.87
Building and Equipment, Net of Accumulated Depreciation	2,193,263.55
Total Assets	\$ 10,083,707.42

Liabilities and Fund Balances:

Accounts Payable	\$ 159,211.31
Accrued Expenses	211,916.62
Dues to be Remitted to Branches	542,728.57
Total Liabilities	913,856.50
Unrestricted and Designated Net Assets	9,169,850.92
Total Liabilities and Net Assets	\$ 10,083,707.42

Statement of Activities (Revenues and Expenses)

(For the period March 1, 2023 through May 31, 2023)

Revenues:

Dues and Assessments	\$ 1,868,093.29
Less: Dues Remitted to Branches	1,276,731.02
Net Dues and Assessment Revenue	591,362.27
Legislative Training Seminar Revenue	136,901.00
Royalties	1,592.03
Other Revenues	38,018.04
Total Revenues	767,873.34

Expenses:

National Headquarters	503,640.03
Executive Board	360,661.38
Legislative Training Seminar Expenses	315,769.85
<i>The Postal Supervisor</i>	138,452.51
Legal/Fact Finding/Pay Consultation	36,723.73
Legislative Counsel	1,375.00
Legislative Expenses	9,167.49
Membership	28,976.90
Education and Training	20,255.87
Disciplinary Defense	79,068.35
Total Expenses	1,494,091.11
Net Expenses in Excess of Revenues From Operations	(726,217.77)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$(124,537.63)
Less Depreciation & Amortization	(27,159.59)
NAPS Property, Inc. (Net Loss)	(151,697.22)
Investments Net Income	130,861.96
Total Expenses in Excess of Revenues	\$ (747,053.03)

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.

Bob Levi

Director of Legislative & Political Affairs



I recently celebrated a milestone birthday. One of my “pre-sents” was contracting COVID-19. Fortunately, it was a mild case. Nevertheless, my brief convalescence gave

Indeed, postal supervisors, nonsupervisory managers and postmasters enjoy extraordinary opportunities to shape postal policy in collaboration with Congress, the White House, the Postal Regulatory Commission (PRC), other members of the postal community and the American public, as well as legally through the prescribed consultation process with L’Enfant Plaza.

A number of months ago, I hosted Dr. Kevin Kosar of the American Enterprise Institute on *NAPS Chat*. He pondered why postal policymakers—the Postal Service included—have yet to implement or propose changes that acknowledge the fundamental trait of the agency as an essential part of the

nation’s critical infrastructure.

Platitudes of USPS success in fulfilling and distributing millions of COVID-19 antigen tests and two praiseworthy election cycles under its belt aside, emerging public policy and the “Delivering for America” (DFA) plan fail to implement necessary changes to solidify and further develop the USPS’ prominence as a critical part of the nation’s essential infrastructure. It is crucial to reinforce the effectiveness of our Postal Service, particularly in the near term.

According to a recent Washington State University study, a vibrant Postal Service increases voter turnout in all states, regardless of voting laws. The study projected that faster service would increase voter turnout by almost 3.5%, even in restrictive states such as Alabama.

The two most visible and pervasive elements of our vast postal network are its delivery and retail func-

USPS Delivery Network Is a National Asset

me the opportunity to reflect on the current state of postal affairs and four decades of engagement with the postal and federal employee community—the overwhelming majority representing the legislative, political and regulatory interests of managerial-level postal employees.

Combined Federal Campaign (CFC)

Join Postal Service™, federal and military employees and pledge to your favorite charities and causes.

The smallest donation — \$1 per pay period — can help the causes you support. If every Postal Service employee donated at least \$1 per pay period to one or more CFC-listed charities, employees could raise over \$16 million to help charities this year.



There are many ways you can pledge:

- Use the mobile app via Apple or Google app store.
- Fill out the paper pledge form from a keyworker or online at liteblue.usps.gov/cfc
- Text “DONATE” to 978-487-5678.
- Scan the QR code at right.



tions. These two components provide citizens universal access to basic postal services. Moreover, these functions are the most politically penetrating. To prove my point, delivery and retail are the two functions underscored in postal law.

Six-day mail delivery was codified in the Postal Reform Act of 2022 and previously protected in annual appropriations bills. Rural post office protection also has been included in appropriations language for decades, as well as a legally prescribed post office closing process. The delivery network, in particular, has proven to be an invaluable national asset, evidenced by its exploitation by most-of-the-time postal competitors UPS, FedEx and Amazon.

Yet the disproportionate focus the DFA places on the logistics elements of the postal network—sortation, processing and transport among large postal facilities—renders vulnerable two of the network's most valuable and essential assets. The exposure of postal employees to assault on our nation's streets as the result of USPS-imposed restrictions on postal police officers and the relocation of letter carriers to remote mail sorting centers illustrate the preeminence of postal *logistics* over postal *service* in the DFA.

The consolidation of retail facilities resulting from personnel relocation reduces communal access to the full menu of postal products and services. Furthermore, there remains substantive and genuine questions about the goals of the DFA and the metrics on which to evaluate it. Congress, the PRC, Government Accountability Office and Postal Service's own inspector general are taking a closer look at the evolving DFA.

Clearly, members of the Senate Homeland Security & Governmental Affairs Committee are deeply con-

cerned about implementation. At the long-awaited confirmation hearing of renominated PRC Commissioner Robert Taub, Committee Chairman Gary Peters (D-MI) and Sens. James Lankford (OK-R) and Tom Carper (D-DE) posed questions reflecting their concerns.

Peters underscored the importance of the PRC by declaring the commission must exercise aggressive regulatory oversight and take proactive steps to ensure mail service is not

undermined. In response to committee exploration of the Postmaster General's assertion that the PRC was jeopardizing DFA implementation through regulatory interference, Taub posited that providing a public forum for discussion that sheds light on a plan that impacts postal customers and employees and affects service costs is a legitimate and statutory role the PRC should play. He suggested a natural tension should

Continued on page 28

NAPS Training Calendar

Central Region Training Seminar

Oct. 5-7, 2023

In conjunction with the MINK Area Convention

Conducted by: Central Region VP Craig Johnson, Michiana Area VP Kevin Trayer, Illini Area VP Luz Moreno, North Central Region VP Dan Mooney and MINK Area VP Kelly McCartney

Location: Marriott Kansas City Airport, 775 Brasilia Ave., Kansas City, MO 64153; 800-228-9290

Hotel Rate: \$142 plus tax/one king or two queen beds; room block cutoff date is Sept. 13. There is a free shuttle daily to and from the airport. Daily parking is \$12.

Registration Fee: For attendees at both the state convention (Oct. 5) and training seminar (Oct. 6-7)—\$250/early registration, must be received by Sept. 13; after Sept. 13, \$325. The fee is \$350 for attendees not staying at the host hotel. Registration for meals only is \$75.

For attendees at the training seminar only (Oct. 6-7)—\$200/early registration, must be received by Sept. 13; after Sept. 13, \$275. The fee is \$300 for attendees not staying at the host hotel. If not registered, the lunch meal ticket is \$75.

Make checks payable to NAPS Headquarters and mail with registration form to NAPS Headquarters, attn: Jimmy Warden, 1727 King St., Ste 400, Alexandria, VA 22314-2753.

Contact Craig Johnson to register at craigj23@sbcglobal.net.

Training Topics: IDP, ELM 650 advocacy, time management, nonprofit filing status for branches, branch officer training, RIF process, bullying in the workplace, involuntary reassignments, HERO, SSRD, CRDO, triangulation, RIMS and RCCES, EAP, retirement and financial planning

Instructors: USPS Central Area VP Eric Henry, LR Policies & Programs Director Bruce Nicholson, Western Area Logistics Manager Todd Hawkins, Attorney Glen Smith, Performance and Field Operations Support Executive Director Don Flak, OIG/ASAC Chad Flanigan, NAPS VPs Dan Mooney and Kelly McCartney, former NAPS VP John Aceves and others.

Eastern Region Cabinet Meeting

Jan. 11-14, 2024

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

Location: The Westin Hilton Head Island Resort and Spa, 2 Grasslawn Ave., Hilton Head Island, SC 29928

Hotel Rate: \$179 plus tax. For reservations, contact Jessica C. Muller: 843-681-1082; jessica.c.muller@westin.com

Registration Fee: \$279, postmarked by Oct. 31; \$359, postmarked Nov. 1 or later; \$359 for registrants not staying at the Westin Hotel Hilton Head Island Resort

Training: Conducted by NAPS resident officers and USPS officials

We Need Safer Work Practices

Joe Bodary

As a retired postmaster, I now have time to figure out what I could have done while I was working to make my post office a better, safer place to work. I can share with you the things I've observed and what *you* can do to make it a better, safer work environment!

The Postal Service is everywhere. While driving around, taking the grandkids to fun places, shopping, eating out and visiting people, I started observing carriers and noticed quite a few things that need to be corrected. Below are a few.

Observation 1—Talking on cell phones while driving *and* walking and delivering mail. There are so many of these instances in just about every city I go through in just about any state. It scares me!

In Michigan, it is illegal to use or hold a cell phone while operating a vehicle, yet that doesn't seem to be a concern to some carriers. I have signaled to a few carriers to put the phone down, but I get a look like "Who are you?" And they continue driving and talking as they usually are ...

Observation 2—Speeding! I can't catch up to them to tell them anything. I will not risk my life or the life of anyone else. Sometimes I'm able to get a vehicle number and forward it to a postmaster for them to act. I care about everyone.

Observation 3—Door open and no seatbelt while driving through intersections and onto highways. My

heart always skips a beat when I see this and I see it way more than I should. I don't understand *anyone* not wearing a seatbelt. My grandkids will not let me pull away from a curb until we do a check that everyone's seatbelt is buckled.



Carriers are adults and are properly trained how to drive and deliver safely. So why don't they do it? I've seen a carrier actually driving with the door open, their right leg hanging out the door and using their

left foot to work the gas and brake! If a car had broadsided them, they would not have a leg.

Observation 4—Headphones on, singing and dancing to the music while delivering the mail. I certainly hope they are on the right street. What about the dog or kids playing on the sidewalk up ahead or the missing sidewalk. I've seen a carrier walk in freshly poured cement! For everyone's safety, they must be aware of their surroundings.

Observation 5—Blowing through stop signs, yield signs and

red lights. What?! Oh yes, I've seen it! Is it worth running that stop sign and hitting a child to get to your next point? Carriers need to slow down and obey signs.

Observation 6 (this one I call the combo)—A carrier pulling collection boxes, door open, no seatbelt, talking on the phone while pulling the box while in the vehicle and driving across an intersection with a leg hanging out. Because they had their head cocked to hold the phone, they were unable to look for traffic coming either way. Apparently, that phone call was important. I had to holler; they waved and continued driving.


Safety is the responsibility of the installation head—the postmaster. Folks, the answer is in observations. Offices with supervisors do observations, but what do they do with them? Are you getting copies and ensuring action is taken? Even though I had supervisors, I went out every day checking on carriers.

I know you have a lot of work you must do in the office, but make sure your POOM knows you are observing for a half hour or hour each day. There are a lot of retired postmasters who make these same observations and report them to their local office—more should do this. You are saving a life!

Let's all work together to make the USPS a better, safer workplace!

jbod@aol.com

Joe Bodary is the retired postmaster of Lincoln Park, MI, and Michigan State Branch 925 corresponding secretary.

 **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.

2023 SPAC Contributors



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

Studdard, Dwight	AL	Branch 45
Salmon, James	AZ	Branch 246
Burton, Dawn	AZ	Branch 246
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Loera, Valerie	CA	Branch 127
Meana, Frances	CA	Branch 159
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Moss, Donald	DC	Branch 135

Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Coleman-Scruggs, Toni	IL	Branch 493
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Whyte, Tammy	ME	Branch 96
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83

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.

Barone, Thomas	NY	Branch 202
Bu, John	NY	Branch 68
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, Ivonne	NY	Branch 100
Geter, John	NC	Branch 183
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Allen, Rose	VA	Branch 526
Brandt, Junemarie	VA	Branch 526
Green Jr., Richard	VA	Branch 98

August Contributors

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

Studdard, Dwight	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Loera, Valerie	CA	Branch 127
Meana, Frances	CA	Branch 159
Carmona, Richard	TX	Branch 122

VP Elite (\$750)

Fuston, Barbara	CA	Branch 77
Gibson, Lelton	CA	Branch 88
Gishi, Sharon	CA	Branch 94
Jackson-Kelley, Patricia	CA	Branch 39
Pashinski, Myrna	CO	Branch 65
Lum, Chuck	HI	Branch 214
Wagner, Brian	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Griffin, Troy	MD	Branch 42
Shoemaker, Justin	TN	Branch 165
Austin, Jessie	TX	Branch 122
Gruetzmacher, Bjoern	WA	Branch 61
Harrell, Ronald	WA	Branch 61

Secretary's Roundtable (\$500)

Brathwaite, Rafael	AL	Branch 45
Alarcon, Delmy	CA	Branch 244
Blythe, Stephanie	CA	Branch 127
Ceaser, Marques	CA	Branch 159
Francisco, Daryel	CA	Branch 159
Johnson, Rose Marie	CA	Branch 88
Murillo, Mariel	CA	Branch 466

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Aug. 31, 2023)

National Aggregate:

\$222,225.46

National Per Capita:

\$8.51

Region Aggregate:

1. Western	\$57,116.32
2. Southern	\$49,975.69
3. Eastern	\$46,601.36
4. Northeast	\$44,750.37
5. Central	\$23,780.72

Region Per Capita:

1. Western	\$10.85
2. Northeast	\$ 9.22
3. Southern	\$ 9.16
4. Eastern	\$ 7.73
5. Central	\$ 5.51

Area Aggregate:

1. Pacific	\$40,082.50
2. Capitol-Atlantic	\$31,172.21
3. Southeast	\$25,377.69
4. New York	\$21,721.37
5. New England	\$17,044.00
6. Texas	\$13,959.00
7. Mideast	\$12,355.50
8. Pioneer	\$ 9,058.65
9. Northwest	\$ 8,990.82
10. Rocky Mountain	\$ 8,043.00
11. Illini	\$ 7,583.00
12. Michiana	\$ 6,818.00
13. North Central	\$ 6,678.72
14. Central Gulf	\$ 5,994.00
15. Cotton Belt	\$ 4,645.00
16. MINK	\$ 2,701.00

Area Per Capita:

1. Pacific	\$13.66
2. Southeast	\$12.37
3. New England	\$10.96
4. Capitol-Atlantic	\$ 9.39
5. New York	\$ 8.93
6. Northwest	\$ 8.66
7. Texas	\$ 8.38
8. Central Gulf	\$ 8.10
9. North Central	\$ 7.64
10. Pioneer	\$ 6.71
11. Illini	\$ 6.42
12. Rocky Mountain	\$ 6.22
13. Michiana	\$ 5.70
14. Mideast	\$ 5.54
15. Cotton Belt	\$ 4.65
16. MINK	\$ 2.54

State Aggregate:

1. California	\$38,032.50
2. New York	\$20,741.37
3. Florida	\$17,809.69
4. Texas	\$13,959.00
5. Maryland	\$10,320.00

State Per Capita:

1. Maine	\$39.06
2. Maryland	\$16.81
3. Idaho	\$14.91
4. California	\$13.71
5. North Dakota	\$13.15

Drive for 5

Members by Region:

1. Southern	45
2. Eastern	44
3. Western	38
4. Central	37
5. Northeast	35

Aggregate by Region:

1. Western	\$14,580.32
2. Southern	\$11,296.56
3. Eastern	\$10,583.00
4. Northeast	\$ 9,078.99
5. Central	\$ 7,000.00

Simpao, Sally	CA	Branch 88
Soto, Matthew	CA	Branch 197
Trevena, April	CA	Branch 94
Moore, Kevin	GA	Branch 595
Lum, Laurie	HI	Branch 214
Murphy, Gregory	MA	Branch 102
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Douglas, Karen	NC	Branch 183
Lahmann, Joseph	OR	Branch 276
Skjelstad, Aric	OR	Branch 66
Bartko, Susan	PA	Branch 20
Peters, Diana	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Johnson, Stanley	WA	Branch 60

Chairman's Club (\$250)

Carson, John	AL	Branch 901
Hardwick, Andrew	AL	Branch 208
Donegan, Margie	CT	Branch 5
Hurless-Byrum, Ruth	MI	Branch 508
Wiggins, Derrick	NY	Branch 85
Allen, Peggy	OH	Branch 46
McMurry, Robert	TN	Branch 165
Lyons, Lisa	TX	Branch 428

Supporter (\$100)

March, Wendell	AZ	Branch 246
Rosenberry, Dawn	AZ	Branch 376
Chavez, Danilo	CA	Branch 77

Derbigny, Mi Chanda	CA	Branch 39
Garcia, Victor	CA	Branch 77
Gray, Glenn	CA	Branch 127
Grisby, Patricia	CA	Branch 77
Hawkins, Willie	CA	Branch 266
Kelly, Barbara	CA	Branch 77
Mostafa, Raja	CA	Branch 77
Ortiz, Michelle	CA	Branch 244
Smith, Alvetia	CA	Branch 39
Stifle, Rick	CA	Branch 373
Torres, Sherrie	CA	Branch 244
Hickerson, Lucy	CO	Branch 141
Tat, Jason	CO	Branch 65
Dsouza, Johnson	FL	Branch 420
Helfrich, Robert	IN	Branch 8
Cogar, Laurie	MI	Branch 268
Palacio, Edward	NM	Branch 295
Doruth, Patrick	NV	Branch 249
Patterson, Sherry	NV	Branch 463
Saunders, Leslie	OH	Branch 33
McNulty, Linda	OR	Branch 66
Giorgio, Victor	RI	Branch 105
Bell, Andrew	TN	Branch 32
Johnson, Melvin	TX	Branch 203
Richardson, Elizabeth	TX	Branch 86
Shawver, Stephen	TX	Branch 122
Soders, Melanie	TX	Branch 122
Tresner, Kristen	UT	Branch 139
Reedy, James	VA	Branch 526
Fewkes, Mark	WA	Branch 31

Legislative Update

Continued from page 24

exist between a regulatory agency and its regulated agency.

Lankford probed the Postal Service's failure to meet short-term financial and operational goals set forth in the DFA. He pondered how the PRC ought to address those issues. Carper expressed concern about postal performance deficits.

Taub affirmed he is alarmed by the failure of the USPS to meet its performance standards for approximately one-half of its market-dominant products. In response to questions, Taub identified the PRC's

“Annual Compliance Review” as a means of evaluating performance and speculated the PRC may consider performance shortcomings as part of future PRC postage-rate deliberations.

Taub's nomination—approved by a unanimous committee vote of 12-0 and awaiting a vote by the full Senate—is linked to the Sept. 11 nomination of former USPS Senior Vice President Tom Day. President Biden nominated Day to succeed outgoing PRC commissioner Mark Acton, whose term expires mid-October.

As NAPS members may recall, Day spearheaded the successful efforts by

the USPS to secure congressionally approved funds to protect the U.S. Mail against anthrax contamination in late 2001. He was a *NAPS Chat* guest on Sept. 16, 2022. As this column went to press, Day's hearing was scheduled for Sept. 21.

As NAPS partners with postal policymakers and influencers, we will continue to ensure the interests of managerial-level postal employees are reflected in the legislative and regulatory decisions that impact our members, our customers and our communities.

naps.rl@naps.org

Order Your NAPS Banner Now!

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

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

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

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

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

Scan to Join NAPS

Scan to Join NAPS

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

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

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

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

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

The T-Time Time Machine

Brian J. Wagner

Past National President

As a NAPS Executive Board member from 2004 to 2023, I wrote at least a half-dozen articles supporting special-exempt EAS NAPS members to be properly paid per section 434.143, Eligible for FLSA-Exempt EAS Additional Pay, of the USPS *Employee and Labor Relations Manual (ELM)*. Did you know that the Postal Service also supports EAS employees being properly paid? Here's the scoop!

First, we must journey back in the T-time time machine. It all started on April 17, 1996, when the FY96-98 EAS pay agreement was finalized with NAPS. Part of this agreement included establishing a new FLSA special-exempt EAS position, allowing this employee to be paid additional straight-time pay if they worked over 40 hours in a week *and* was engaged in the direct supervision of bargaining-unit employees in mail processing or delivery functions.

A few years later, on Jan. 27, 2000, Jack Potter, senior vice president, Operations, prior to his appointment as postmaster general, issued a USPS memo with the subject, "Additional Pay for Supervisors." Potter's memo referenced the new FY99-00 EAS pay agreement clarifying that FLSA special-exempt supervisors would now be eligible for additional straight time pay when authorized to work more than 8.5 hours in a workday and for all authorized hours on a non-scheduled workday.

The USPS memorialized part of

the FY99-00 EAS pay agreement when it updated the *ELM* with version 16.1 on Feb. 8, 2001, by adding Section 434.144, Eligible for FLSA-Exempt EAS Additional Pay: "FLSA special exempt employees in EAS-18 positions and below are eligible for



EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day, even while on a temporary assignment such as to an OIC position. When authorized work exceeds 8.5

hours on a scheduled day, EAS additional pay is received for the first half hour as well as for the authorized work over 8.5 hours. Regular FLSA-exempt employees in EAS-23 positions and below positions except postmasters and officers-in-charge are eligible during the designated Christmas period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day and the additional hours are spent directly supervising bargaining unit employees in mail processing or delivery."

On April 12, 2012, Doug Tulino, vice president, Labor Relations, currently deputy PMG/chief Human Resources officer, issued a USPS memo with the subject, "Payment of FLSA Special Exempt Employees." His memo reaffirmed the USPS's position that FLSA special-exempt employees are to be compensated in accordance with *ELM* 434.144.

For the record, it was *ELM* version 37, published September 2014, that the contents in *ELM* section 434.144, referenced in the Tulino memo, was

renumbered to *ELM* section 434.143, which is reflected in today's *ELM* version 53.

On July 24, 2023, Dr. Joshua D. Colin, USPS chief Retail and Delivery officer and executive vice president, issued a USPS memo with the subject, "Supervisor Timecard Administration." Colin's memo focused on supervisor timecard administration, the critical need for leadership to ensure the accuracy of all supervisor recorded workhours in TACS, including extra hours worked, and supervisors adhering to their work schedules.

Proof is in the timeless Potter, Tulino and Colin memos, which can be found on the NAPS website, naps.org, and in latest version of the USPS *ELM*, that the USPS and its leadership advocates for EAS employees to be properly paid per postal policy. Even PMG Louis DeJoy from his Q&A remarks at our 2022 NAPS National Convention in New Orleans commented EAS employees should be properly paid for authorized hours worked.

Today's takeaway: Punch the timeclock to record all your work-hours so you can get paid for all the hours you work. No timeclock? Complete and submit a *PS Form 1260!*

It's time for me to advocate for my October ice-cream-flavor-of-the-month recommendation: ooey gooey pineapple cake.

Notes

from the National Auxiliary

Where Did the Summer Go?

Cathy Towns

Mideast Area Vice President

I want to share my summer with you. God blessed me with many blessings. I want to thank Him specifically for good health, family and friends.

On June 4, I received a community service award from the Ebony Suburbanites organization. The award was given to me for my 40-plus years of community service in helping high school senior girls prepare to pursue their college dreams through fundraising, learning what it means to become a young woman and community work, culminated by a debutante cotillion.

On June 26, at the NAPS New Jer-

sey State and Auxiliary Convention, I was honored with a certificate of recognition for my ongoing commitment and over 50 years of dedicated service to the NAPS Auxiliary. I owe a great thanks to the state and local NAPS branches. Without their help and support, these accomplishments would not have been possible.



I hope all of you will continue to be involved in this great organization. I would not trade or replace the many years of enjoying the friendships, respect and love I've experienced through my involvement with this organization. May God continue to bless this wonderful organization.

ctowns4@icloud.com

National Auxiliary Mideast Area Vice President Cathy Towns was awarded a certificate for her 50 years of dedicated service to the NAPS Auxiliary.



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Region vacant: Northeast

Areas vacant: New England, New York, Pioneer, Northwest, Rocky Mountain.



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PERF



On Aug. 8, a wildfire sparked in Lahaina on Maui, HI, fed by hurricane winds following months of drought. Once the capital of the Kingdom of Hawaii, significant portions of the historic town have been destroyed. Residents are cut off from the rest of the island. They have no power or communications and are dealing with devastating losses.

The Lahaina Main Post Office survived, but the Downtown Lahaina Finance Station is a total loss. Seven Postal Service employees lost their homes.

When disaster strikes, the Postal Employees' Relief Fund provides tax-free relief grants to postal employees and retirees to help them reestablish their homes and replace necessities. PERF is your charity. Please make a donation to help members of the Postal family in their desperate times of need.



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