

the Postal Supervisor

November 2024

**You Must
Be the Best
Version of
Yourself to
Lead Others**

page 3


**Make a
Contribution
to PERF—page 11**

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Objective

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

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

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

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The Transparency of Integrity

Hello, my NAPS brothers and sisters. I come to you this November unlike my normal Thanksgiving column heading into the Christmas season to talk to you about integrity. Looking back, my very first column in *The Postal Supervisor* over 18 years ago was on this same subject.

Merriam-Webster defines integrity as “1: firm adherence to a code of especially moral or artistic values: incorruptibility, 2: an unimpaired condition: soundness, 3: the quality or state of being complete or undivided: completeness.” Integrity calls us as supervisors, managers and other managerial personnel, including postmasters, to be the very best version of ourselves as we lead employees in this mission of delivering America’s mail.



Ivan D. Butts
President

We have and continue to be called to this level of accountability in the face of, sometimes literally, higher-levels leaders who crave accolades, kudos and NPA scores. Or they may just not want to be on the radar more than demanding, under threat of your job, that you surrender your integrity to their will.

Dealing with pressure from supervisors or executives to do the wrong thing can be really challenging. Here are some strategies you might consider:

- Document everything—Keep a record of communications and decisions. This can protect you if you need to escalate an issue.
- Clarify your values—Reflect on your own values and ethical standards. This can help you more clearly articulate your concerns.
- Communicate openly—If you feel safe doing so, express your concerns to your supervisor. Focus on the potential consequences of the actions they are suggesting.
- Seek support—Talk to trusted colleagues or mentors who may have faced similar situations. They can offer advice or even back you up, if needed.

- Escalate when necessary—If the pressure continues and you believe it’s seriously unethical, consider escalating the issue to higher management or the appropriate channels.

- Know your rights—Familiarize yourself with the policies on ethics and whistleblowing. This knowledge can empower you to take action.

- Consider long-term implications—Think about how the decision might affect your career and the organization’s reputation in the long run.

- Look for alternatives—If possible, suggest alternative solutions that align with ethical practices and the company’s goals.

Remember, it’s important to prioritize your integrity and well-being in these situations.

There is one USPS *ELM* policy reference we must never forget if we are in situations where demands are made to do the wrong thing:

665.15 Obedience to Orders

“Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor’s order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels.”

For supervisors, managers and other managerial personnel, including postmasters, “may” means “must” if you want to maintain your integrity in the face of leadership who demands you to give up your integrity for their personal desires—not in your career’s or family’s best interest, no matter how much they threaten you.

The official channel of the USPS OIG is <https://hotlineform.uspsoig.gov/en-US/Hotline/>. Always remember: Documentation is key.

In solidarity ...

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The Postal Supervisor 2024 Production Schedule

Issue	Copy Deadline*	Mails
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.

A Momentous Election Season

One of my duties as executive vice president is to manage the NAPS legislative portfolio on behalf of our members. This means 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 those candidates and incumbent legislators who support our legislative agenda. Thus, in 1978, the NAPS Executive Board established the Supervisors' Political Action Committee (SPAC) as the organization's legislative fundraising arm. Since then, SPAC has raised millions of dollars to aid political candidates who support NAPS' legislative priorities.

ities.

One of NAPS' key legislative priorities this year has been passage of H.R. 3005 and its companion Senate bill, S. 3356, the Postal Police Reform Act. This bill clarifies the jurisdiction of postal police and would restore these officers' law enforcement authority beyond their domicile facilities and to protect postal personnel, USPS assets and the mail.

In other words, to once again allow 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. The bill was introduced by Republican Congressman Andrew Garbarino from New York and has gained significant bipartisan support.

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. H.R. 595, the Postal Employee Appeal Rights Amendment Act of 2023, would grant MSPB rights to those EAS employees who currently do not have the right to appeal an adverse action to the Merit Systems Protection Board.

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 pension plans such as the Civil Service Retirement System (CSRS). The GPO is part of the Social Security law that reduces Social Security survivor benefits for those eligible for annuities such as CSRS.

In 2024, NAPS has been involved like never before in supporting those legislators and candidates for office who not only support the Postal Service, but NAPS' legislative agenda, as well. SPAC has made unprecedented investments in ensuring the U.S. House and Senate have members who reflect the values of NAPS members. So, as you 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. Thank you for your unprecedented investment in SPAC and the resulting growing influence NAPS has on Capitol Hill.

As we move into 2025, the work will continue. 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. The 2025 LTS will be April 6-8 at the Crystal Gateway Marriott in Arlington, VA. Look for more information on LTS in coming months.

As November is a month of thanks, let us remember those who have served our country on Veterans Day, providing us the opportunity to live in the greatest country on Earth. Thank you, veterans!

And, of course, Thanksgiving Day is a time to celebrate with family, but also to give thanks for all the blessings of life, liberty and family. God bless America.

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We Have Many Reasons To Be Thankful

There are many reasons for which to be thankful, especially in November. The first is Election Day—the first Tuesday of the month. As Americans, we have an opportunity and the responsibility to exercise our privilege of living under a democracy.

This is the day we make our voices heard regarding who we want to represent us and speak on our behalf.



Jimmy Warden
Secretary/Treasurer

We are governed by law, but have the freedom to elect those who can change the law, as well as the ability to speak freely without repercussion. This is a freedom many countries do not have; we should be thankful that, as Americans, we have a say and a choice.

Another very special day is Nov. 11—Veterans Day. If not for our veterans, we probably would not have an election day. Veterans Day recognizes our Armed Forces veterans

who risk their lives to allow us to live our lives of freedom and choice. We would not have those privileges if not for the courage, loyalty and patriotism of our veterans. There is a saying, “We don’t know them all, but we owe them all!” Thank you to all our veterans for securing our freedom.

And we can’t forget Thanksgiving Day! We celebrate this unique American holiday—a day when everyone can be thankful. I am truly thankful for all the hard work and dedication of our NAPS Executive Board and branch officers for the jobs they do representing our members. You all are outstanding! I want to thank all the members for believing in us to lead NAPS into the future.

I also am thankful for my family who allow me to do what I do. I am extremely fortunate to have their

understanding and support. We should be thankful for our families—not just in November, but throughout the entire year. Let’s be sure to express our appreciation to them.

You may not be aware, but, in November, more money is donated to charities than in any other month of the year. As postal employees, we have the Combined Federal Campaign (CFC). This is a fantastic and easy way to donate to a charity or charities of your choice. One such charity is the Postal Employees’ Relief Fund (PERF).

This fund specifically assists postal employees who have been affected by natural disasters. In light of the recent devastation from Hurricanes Helene and Milton, let’s remember our fellow postal employees in their time of need and contribute to PERF. In the month of thanks, what better way to show thanks and appreciation that our glass is half full by helping those less fortunate who need assistance?

Now you know I must speak about membership. Thanks—yes, thanks! As of August, our membership

was 28,787 strong. This comprises 27,348 active and 1,439 associate members—an increase of 213 in membership for August.

Of the 27,348 active members, 5,392 are postmasters—an increase of 295 since August 2023. Currently, there are 20,626 non-member EAS employees, of which 7,908 are postmasters. Of all postmasters, 41% are members of NAPS.

Thank you all for your efforts in making these non-members aware of the benefits of being a NAPS member and part of the NAPS family. Your efforts are noticed and greatly appreciated as our membership totals rise each month.

Thank you all again and always remember, increasing membership demonstrates leadership!

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NAPS Training Calendar

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>

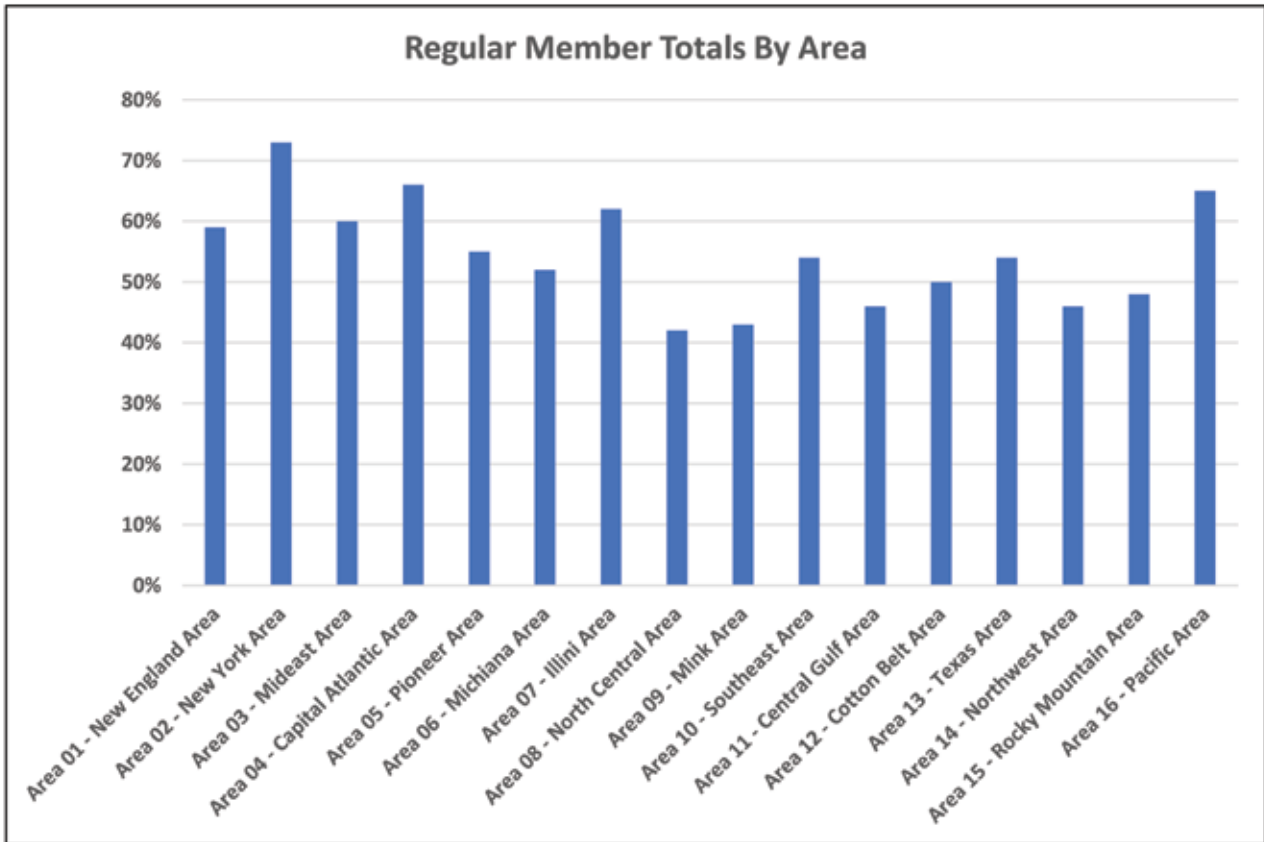
Hotel Rate: \$234, including taxes

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.

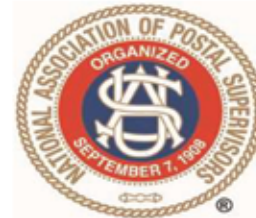
Training: Conducted by NAPS resident officers and USPS officials

National Association of Postal Supervisors Membership Report

September 2024



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	73%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	66%
Area 05 - Pioneer Area	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	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	27,348
NonMember Totals	
Total NonMembers	20,626
Total NonMember %	43%



Thanks to your
 Efforts
 Membership is
 on the Rise!

PO Box Uptimes in S&DCs and Spoke Offices, Future Plans for IT, FMIS Training Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the June 18 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulita Wimbush, USPS Labor Relations Policies & Programs.

Agenda Item #1

There have been multiple instances of local Illinois NAPS messages sent to district and area officials that deal largely with treatment of EAS employees that have not been addressed. This issue has been elevated to the NAPS Illini Area and Central Region vice presidents, with little success in gaining responses.

NAPS requested that the Illinois district manager, Chicago postmaster and Central Area vice president convene a call with local and national NAPS leadership to finally address these ongoing issues.

This is a local issue. These concerns should be addressed at the local level.

Agenda Item #2

NAPS addressed the issue of the number of district AMS craft/APWU specialist positions varying from district to district, with no apparent equality. Smaller districts with fewer total routes (city and rural) have more AMS craft/APWU specialist positions than larger districts.

NAPS asserted this staffing in-

equality creates unnecessary productivity burdens and expectations in AMS departments from district to district across the country. Example: The Wisconsin District has seven AMS craft/APWU clerks and covers maintenance on approximately 4,800 route edit books and route adjustments; the MN/ND district has six AMS craft/APWU clerks and covers maintenance on approximately 5,750 route edit books and route adjustments.

There does not seem to be a set staffing model/criterion for approving the number of AMS craft/APWU craft specialists positions per district. NAPS asked what the USPS' staffing model/criteria is for establishing the number of district AMS craft/APWU positions per district, as well as what the process is to add or delete a district AMS craft/APWU specialist position.

The complement of bargaining-unit positions has not changed since the reorganization. We continue to monitor the staffing, including positions, once they are vacated.

Agenda Item #3

NAPS Headquarters received the attached message indicating the USPS was changing PO box "uptimes" to noon in existing, as well as future, S&DC and spoke sites. NAPS asked what the justification is for this impact to customers served at these site offices.

NAPS believes this is indicative of the inability of the USPS to address

service issues associated with the S&DC implementation as part of the "Delivering for America" plan. NAPS noted that station managers, as well as postmasters, will field complaints from business customers in particular who historically have received their PO box mail early in the day.

The need to standardize PO box uptime at the S&DCs and the related spokes was due to the change in mail transport schedules and our continued effort to meet customer service expectations and needs. Adjusting the uptime to noon will not change the current PO box uptime performance, but, rather, provide a more accurate expectation for our customers. Business customers should not see an impact to mail availability compared to when mail currently is available.

Agenda Item #4

NAPS requested the state of In Plant Support (IPS) and sort plan generation/maintenance. Contractors are being given access to USPS systems and data for purposes of creating sort plans. Does the USPS have a plan to contract this out, thereby impacting EAS positions?

There are newly activated sites where the contractors and/or engineering group are handling sort programs and maintenance until the new machines/systems (HOPS and MaRS) can be fully tested. The contractors only are assisting during deployment and transition of the new machines. Local Processing Support still owns the tasks and have been/will be transitioned to responsibility of the

equipment once it has been accepted by the Postal Service.

Agenda Item #5

NAPS requested a briefing on the future plans for IT. Field IT members have told NAPS Headquarters that jobs are not being posted and contractors are replacing IT specialists. What is the USPS' plan for IT?

There is no hold on job vacancies; they are posted regularly. We are not aware of any instances of IT positions being filled by contractors.

Agenda Item #6

NAPS has been made aware that some districts in the Southern Area are using evening "bridge calls" with EAS employees to discuss topics such as scanning and clock ring errors. Data is reviewed with a postmaster who asks questions regarding missing scans and TACS errors. These calls are disguised as service calls, yet, in reality, simply are a method to intimidate EAS employees in making certain they are "not on a list."

Having EAS employees correct clock ring errors is bargaining-unit work anyway. There have been grievances and arbitration payouts to craft unions throughout the country on this issue. Also, at times, some rings cannot be corrected until you speak to the employee. These types of tactics potentially drive poor behavior and should be stopped immediately.

This is a local issue. These concerns should be addressed at the local level.

Agenda Item #7

In the Orlando Post Office, Sand Lake Branch Station Manager David Ortona is attempting to rebid EAS employees in the station. His reasoning is he does not know his staff's PS Form 50 positions. Local NAPS recommended he reach out to HR local services.

In addition, NAPS provided

Ortona and the Orlando Post Office with the Involuntary Reassignment Letter and was informed that, in his opinion, it does not pertain because this is a permanent change. NAPS requests that this practice be stopped and local USPS leaders not arbitrarily move EAS employees in this improper manner.

Determining scheduled days off for individual assignments is a local management function.

Agenda Item #8

At the March consultative, Agenda Item #4, NAPS asked about Fleet Management Information System (FMIS) training. Thus far, there has been no response from Fleet Maintenance. Currently, there is only one-week, on-site training. When FMIS rolled out in WestPac, it started with two weeks of on-site training.

Some VMFs have more than one shift; there is only one trainer for some VMFs with over 20 employees. The FMIS roll-out has been very rocky. NAPS requested more field training asserting that Zoom calls and "Learn and Grow" sessions are not adequate.

Employees are appropriately scheduled. The current training schedule maximizes the number of VMFs able to receive on-site support from FMIS subject-matter expert (SME) trainers. VMFs can contact their designated SME with any concerns or questions following go-live, as well as the materials. customerservice@usps.gov help desk for technical issues.

The current training schedule is the result of feedback from initial training for the first sites in WestPac and maximizes the number of VMFs able to receive on-site support from FMIS SME trainers. For VMFs with more than one tour, SMEs either will train on multiple tours or two-hour changes of schedule are used to ensure all employees receive training.

For our largest VMFs, including those with three tours, multiple SMEs are on site for training. In addition to a week of on-site training, each VMF receives a week of live virtual training prior to go-live, as well as access to a live bridge call (open for 12 hours per day) for the two weeks following go-live. VMFs can contact their designated SME with any concerns or questions following go-live, as well as the materials. customerservice@usps.gov help desk for technical issues.

Agenda Item #9

As part of the consultative process, NAPS asked the Postal Service to provide the following data and information. If the Postal Service wishes, NAPS will agree to keep any and all information confidential.

Item 1: Data Regarding USPS Pay to EAS and Craft Employees

A. In order to evaluate results of the current pay program, NAPS would like to receive more detailed information regarding pay received by EAS and craft employees. As an initial matter, please provide a description of the data the Postal Service keeps and/or can generate and/or anticipates being able to generate in the future relating to employee pay, including (1) base pay, overtime pay (including T-time, etc.) and total pay; and (2) hours covered by base pay, additional hours and total hours worked.

The Postal Service requests clarification on Request 1(A). In order for the agency to initiate fact investigation into the data requested, including a request from appropriate records custodians for a "description" of what data the Postal Service maintains relating to the requested information, please provide: (1) a time period, and (2) a list of categories of employees for whom you request this data.

B. Please provide, on a weekly basis, copies of the weekly "Flash

Reports” currently received by craft/ bargaining-unit employees. Additionally, please describe what data is kept by the Postal Service to compile these reports, including data on base and overtime pay, as well as data on regular and overtime hours.

The Postal Service is unaware of flash reports provided to bargaining-unit employees. In order for the Postal Service to respond to this request, we request an example report that has been provided to bargaining-unit employees and its purpose.

c. Please provide the median salaries and median total compensation for the following positions that NAPS initially requested in a March 7, 2023, letter to Bruce Nicholson and re-requested from him in a Dec. 20, 2023, letter. In a March 8, 2024, letter, USPS Managing Counsel for Labor Law Ray Donahue indicated that NAPS should request this data

through the monthly consultative process.

The USPS is in the process of gathering this data.

SUPV CUST SVCS	EAS 17
SUPV CUST SERV SUPP	EAS 17
SUPV DIST OPER	EAS 17
SUPV MAINT OPRNS	EAS 17
SUPV TRANS OPERATNS	EAS 17
SUPV VEH MAINT	EAS 17

MGR CUST SERVCS	EAS 20
MGR CUSTOMER SRVCS	EAS 21
MGR CUSTOMER SVCS	EAS 22
MGR CUST SVC OPS	EAS 23
MGR DIST OPS	EAS 19
MGR DIST OPERS	EAS 22
MGR MAINTENANCE	EAS 21
MGR MAINT OPER	EAS 23

POSTMASTER	EAS 18
POSTMASTER 18(B)	EAS 18(B)
POSTMASTER (F)	EAS 24

ADMIN ASSIST (FLD)	EAS 15
OPER SUPP SPEC	EAS 17
NETWORK SPEC	EAS 17
SAFETY SPECIALIST	EAS 17
DELIV SUPPT SPEC	EAS 19
LABOR RELATION SPCL	EAS 19
MAINT ENG SPEC	EAS 19
WORK PLNG SPEC	EAS 19

Item 2: Information Regarding the Structure of the Postal Service and Reporting Within the Organization

A. Please provide copies of all current Postal Service organizational charts reflecting the structure and relation of employees in the Executive Service, Executive Administrative Schedule and craft positions, including organization charts referenced in Section 114 of the *ELM* that are maintained by Organizational Effectiveness, Employee Resource Management, at Headquarters.

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B. On an ongoing basis, please provide copies of any updated organizational charts as they are created—both for contemplated changes and changes that have been implemented.

In response to Item 2, A & B, the Postal Service requests an explanation as to the relevance of this request to the consultative process.

Item 3: Information Regarding the RIFs (NAU/OVC) Announced by the USPS the Week of May 13

A. For every facility that has implemented or is implementing these RIFs (i.e., elimination of occupied positions), please provide copies of all documents (including correspondence and emails) relating to:

1. The formal request from the officer of the functional area to the vice president, ERM, for the organizational change, including the supporting

documentation and description of the organizational change, its rationale, potential efficiencies and cost savings.

2. ERM review of the request and forwarding of the request to the manager, Organizational Effectiveness (OE).

3. The OE manager's review of the request.

4. Any correspondence or other communications from the OE to the business customers (NAPS).

5. The completed organizational change restructure proposal packet (provided by OE).

The Postal Service received correspondence from NAPS President Ivan D. Butts on May 22, 2024. The Postal Service is in the process of reviewing this request and seeking information from relevant internal stakeholders and will respond to it.

STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

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B3. Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales and other paid distribution outside USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B4. Paid distribution by other classes of mail through the USPS—average number copies each issue during preceding 12 months: **256**; number copies of single issue published nearest to filing date: **261**. C. Total paid distribution—average number copies each issue during preceding 12 months: **25,694**; number copies of single issue published nearest to filing date: **26,613**. D. Free or nominal rate distribution. D1. Free or nominal rate outside-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D2. Free or nominal rate in-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D3. Free or nominal rate copies mailed at other classes through the USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D4. Free or nominal rate distribution outside the mail—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. E. Total free or nominal rate distribution—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. F. Total distribution—average number copies each issue during preceding 12 months: **25,694**; number copies of single issue published nearest to filing date: **26,613**. G. Copies not distributed—average number copies each issue during preceding 12 months: **1,394**; number copies of single issue published nearest to filing date: **1,465**. H. Total—average number copies each issue during preceding 12 months: **27,088**; number copies of single issue published nearest to filing date: **28,078**. I. Percent paid—average number copies each issue during preceding 12 months: **100%**; number copies of single issue nearest to filing date: **100%**. 16. Electronic copy circulation. A. Paid electronic copies—0. B. Total paid print copies + paid electronic copies—average number copies each during preceding 12 months: **25,694**; number copies of single issue published nearest to filing date: **26,613**. C. Total print distribution + paid electronic copies—average number copies each during preceding 12 months: **25,694**; number copies of single issue published nearest to filing date: **26,613**. D. Percent paid (both print & electronic copies)—average number copies each issue during preceding 12 months: **100%**; number copies of single issue nearest to filing date: **100%**. I certify that 50% of all distributed copies (electronic and print) are paid above a nominal price. I certify that all information furnished on this form is true and complete. **Karen B. Young**, editor.



We All Can Help Build Membership



August High-Five Club Members

Thomas Barone, Branch 202, NY
Darold Dantzer, Branch 225, SC
Lillie Paige, Branch 46, OH
Charles Patterson, Branch 127, CA
Brian Wagner,†† Branch 255, IL

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

Support the

Postal Employees' Relief Fund

PERF



On Sept. 26, Hurricane Helene made landfall on the Florida Gulf Coast as a Category 4 storm with winds reaching 140 mph. Helene then continued north, leaving an 800-mile path of destruction. Catastrophic flooding occurred in western North Carolina and parts of South Carolina, Tennessee and Virginia.

On Oct. 9, Hurricane Milton plowed into Florida as a Category 3 storm. Winds over 100 mph spawned a series of tornadoes that destroyed homes and caused fatalities. Fueled by warm ocean water and the changing climate, these storms are more difficult to predict and increasing in intensity.

In response to these challenges, Postal Service employees nationwide can do their part to help those affected by these and other natural disasters. The Postal Employees' Relief Fund was created to help postal employees—active and retired—whose homes have been destroyed or significantly damaged by natural disasters.

Please make a donation to PERF. Your support is critically needed to help members of the postal family recover from these devastating storms.

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

DONATIONS CAN BE MADE:

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

All donations are tax-deductible.



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



Delivering quality coverage with 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 helping USPS employees live their healthiest by providing comprehensive health benefits, access to a vast network of over 2 million doctors and hospitals as well as exclusive discounts and extensive wellness resources, including chiropractic care and health management.

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

PMG Louis DeJoy Asked to Address Concerns Regarding Election Mail Readiness

A letter was sent to Postmaster General Louis DeJoy dated Sept. 11 on behalf of state and local election officials in all 50 states, the District of

Columbia and U.S. territories. Among concerns highlighted were inconsistent training for USPS staff, exceptionally long delivery times and increase in mail returned as undeliverable.

“Over the course of the last year,” the letter read, “election officials across the country have raised serious questions about processing facility operations, lost or delayed election

mail and front-line training deficiencies impacting the USPS’ ability to deliver election mail in a timely and accurate manner.” The letter refers to the USPS OIG’s audit, “Election Mail Readiness for the 2024 General Election.”

The letter asked DeJoy to share USPS plans with the election officials. The entire letter is available on the NAPS website.

September and October were whirlwind months for NAPS’ political advocacy, including supporting congressional candidates, by Executive Vice President Chuck Mulidore:



Rep. Don Davis (D-NC) is seeking re-election.



Candidate Nellie Pou is seeking election to the U.S. House representing New Jersey’s 9th District.



Sen. Chris Coons (D-DE)



Rep. Lisa Blunt (D-DE) is running for Sen. Tom Carper’s seat; he is retiring in 2025.



Rep. Andy Kim (D-NJ) is running for the Senate to replace Sen. Bob Menendez.



Executive Vice President Chuck Mulidore and Maryland-DC State Branch 923 President Steve Shawn attended an event for April Delaney (D), a lawyer who served as deputy assistant secretary for communications in the Biden Administration’s Department of Commerce, who is running to represent Maryland’s 6th District, with NAPS’ support.



Southern Maryland Branch 531 President C. Michelle Randall met with Maryland Sen. Sarah Elfreth (D), candidate for Maryland’s 3rd District, and Rep. Steny Hoyer (D-MD).



Former Biden Chief of Staff Ron Klain sponsored the event.

Mulidore, Shawn and Maryland Gov. Wes Moore (D)



NAPS is supporting Rep. Don Davis’ (D-NC) reelection to Congress. From left: Greensboro Branch 157 member Melinda Penix, Carolinas Bi-State Branch 936 President Rodney Charles, Democratic Caucus Chairman Rep. Pete Aguilar (D-CA) and Davis.

USPS Rejects NAPS' Proposed Changes to FY24 Pay for Performance

President Ivan D. Butts sent a letter dated Oct. 2 to Bruce Nicholson, director, USPS Policies & Programs, with recommendations from the NAPS Executive Board PFP Committee to make changes to FY24 PFP matrices. Nicholson responded in an Oct. 10 letter, stating the Postal Service reviewed the recommendations, but declined to adopt the changes. NAPS disagrees with the USPS' decision to renege on the proposed changes as agreed to by NAPS and the Postal Service during consultative discussions.

October 10, 2024

Mr. Ivan Butts
 President
 National Association of Postal Supervisors
 1727 King Street, Suite 400
 Alexandria, VA 22314-2753

Dear Ivan:

This is concerning the Postal Service's September 2024 proposal to revise the Pay-for-Performance (PFP) matrices for fiscal year (FY) 2024 and the recommendations that you provided to that proposal. Your recommendations included applying additional increases to the proposed matrices and establishment of a percentage pay award for cell 2. In summary, your recommendations were to essentially continue with the pay percentages that were provided last year in FY2023.

The Postal Service has reviewed your recommendations and has decided not to adopt them. The reason for this decision is based on several factors. The Postal Service, following pay consultation with NAPS in 2021, established the following Pay-for-Performance (PFP) matrix for field employees and established the PFP pay matrix for headquarters employees as part of the PFP pilot. The percentages in those pay matrices were less than the matrix that is proposed for FY2024 and is provided below:

Field Employees FY2022

Cell	1	2	3	4	5	6	7	8	9	10
Base Salary Increase	0.0%	0.0%	2.0%	2.5%	3.0%	4.0%	5.0%	6.0%	7.5%	9.0%

Headquarters Employees FY2022

Individual Performance 5-Cell matrix (% Merit Increase)					
Individual Rating	1	2	3	4	5
Base Salary Increase	0.0%	2.0%	3.0%	3.5%	4.0%

NPA 10-Cell Matrix FY2022 (Lump Sum Variable Pay)

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Lump Sum Payout	0.0%	0.0%	0.0%	0.0%	2.0%	2.5%	3.0%	3.5%	4.0%	5.0%

475 L'ENFANT PLAZA SW
 WASHINGTON, DC 20260-4101
WWW.USPS.COM

The Postal Service increased the percentage payouts for FY2023 in response to record inflation in 2022 that continued into 2023. Inflation forecasts have shown a decline throughout 2024. Private sector employers have reacted to these reductions and are planning for average pay raises to be less than last year.

The Postal Service's proposed matrices are an increase to the established pay matrices for FY2022 and are consistent with the private sector. Additionally, the federal sector average pay raises for 2025 are planned at only 2.0%.

The Postal Service will establish the following pay matrices included among its September 2024 proposal and is provided immediately below:

Field Employees FY2024

Cell	1	2	3	4	5	6	7	8	9	10
Base Salary Increase	0.0%	0.0%	3.0%	3.5%	4.0%	5.0%	6.0%	7.0%	8.0%	9.0%

Headquarters employees FY2024

Individual Rating	1	2	3	4	5
Base Salary Increase	0.0%	3.0%	4.0%	5.0%	6.0%

NPA 10-Cell Matrix FY2024 (Lump Sum Variable Pay)

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%

Please contact James Timmons at extension 2324 if you have any questions concerning this matter.

Sincerely,



for Bruce A. Nicholson
 Director
 Labor Relations Policies and Programs



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
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ALEXANDRIA, VA 22314-2753
Phone: (703) 836-9660

*Office of
National President*

IVAN D. BUTTS
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Alexandria, VA 22314-2753
OFFICE – 703 836-9660
FAX – 703-836-9665
E-MAIL – naps.ib@naps.org

October 2, 2024

Mr. Bruce Nicholson
Director, Labor Relations Policy & Programs
United States Postal Service
475 L'Enfant Plaza SW
Washington, DC 20260-4101

Dear Bruce,

Working in conjunction with the NAPS Executive Board PFP committee, NAPS is offering the following response to the Postal Service's proposal for PFP FY 2024:

NAPS requests changes in some of the cells for the Field based on the percentage of employees that have increased from 2023 to 2024. There are increases in 4 of the 8 cells that EAS fell into during FY 2023. Most changes are in cell 4, 5 and 6. For example, a 12.13% decrease in EAS in cell 4 but that increase % is now in cells 5, 6 and 7. The NPA proposed by the Postal Service is less than the EAS received last year in those cells.

Further, NAPS proposes that cell 2 be a 1% increase since box 2 performance would be better than box 1 performance and should be rewarded at a commensurate level. NAPS also proposes that box 3 be increased to 2.5% from the current USPS proposed level remaining at 2%.

PFP is Pay for Performance, and the numbers for 2024 illustrate that EAS are performing better but will be getting less NPA than the year before. NAPS believes EAS want to perform better every year, and one of the ways to do this is, as well as improve EAS retention, is to continue to give reasonable NPA increases yearly.

Headquarters employees NPA should remain at FY 2023 levels since Individual goals must be met by them and approved by their manager. NAPS does not agree that those percentage payouts should be reduced to the level proposed by the Postal Service.

Sincerely,

A handwritten signature in black ink that reads "Ivan D. Butts".

Ivan D. Butts
NAPS National President

Representing supervisors, managers and postmasters in the United States Postal Service

Field	FY23	%	Placement	FY24	%	Placement	% Change	HQ	FY23	%	Placement
Box											
10	0			0			0				
9	0			0			0				
8	23	0.06%	7	1	0.00	0	0.06				
7	580	1.45%	5	1242	2.93%	5	1.48				
6	5487	13.71%	3	9918	23.42%	2	9.71				
5	16721	41.77%	1	18695	44.14%	1	2.37	5	1187	12.10%	3
4	13613	34.00%	2	9283	21.87%	3	12.13	4	4428	45.12%	1
3	3015	7.53%	4	2650	8.26%	4	1.27	3	3823	38.96%	2
2	297	0.74%	8	586	1.38%	8	0.64	2	354	3.61%	4
1	1	0.00%		0				1	21	0.21%	5
0				0							
Total	39737			42354					9813		

FY 2023 PFP Matrices

PES PFP Program

NPA 10-Cell Matrix (% Merit Increase)

Cell	1	2	3	4	5	6	7	8	9	10
Base Salary Increase	0.0%	0.0%	3.0%	4.0%	5.0%	6.0%	7.0%	8.0%	8.5%	9.0%

Performance Pilot Program

Individual Performance 5-Cell matrix (% Merit Increase)

Individual Rating	1	2	3	4	5
Base Salary Increase	0.0%	3.0%	5.0%	5.5%	6.0%

NPA 10-Cell Matrix (Lump Sum Variable Pay)

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%

FY 2024

Field Employees

Cell	1	2	3	4	5	6	7	8	9	10
Current Base Salary Increase	0.0%	0.0%	2.0%	2.5%	3.0%	4.0%	5.0%	6.0%	7.5%	9.0%

Cell	1	2	3	4	5	6	7	8	9	10
Proposed Base Salary Increase	0.0%	0.0%	2.0%	3.0%	4.0%	5.0%	6.0%	7.0%	8.0%	9.0%
% Var	0.0%	0.0%	0.0%	0.5%	1.0%	1.0%	1.0%	1.0%	0.5%	0.0%

NAPS Proposal Cell	1	2	3	4	5	6	7	8	9	10
Increase	0	1%	2.50%	4%	5%	6%	7%	7.50%	8%	9%

HQ Employees

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Current Lump Sum Payout	0.0%	0.0%	0.0%	0.0%	2.0%	2.5%	3.0%	3.5%	4.0%	5.0%

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Proposed Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%
% Var	0.0%	0.0%	0.0%	2.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%

NAPS Proposal Individual Performance Cell	1	2	3	4	5
Increase	0.00%	3.00%	5.00%	5.50%	6.00%

Members of Margarete A. Grant Branch 127 attended a reception at the Shadeland Ranch Museum in Walnut, CA, sponsored by Rep. Mark DeSaulnier (D-CA). His special guest was Rep. Mike Thompson (D-CA). NAPS members had an opportunity for face time with DeSaulnier and discussed important postal issues. From left: Thompson, Shanelle Scales-Preston, DeSaulnier's assistant; Edna Gray, Branch 127 trustee; Frances Barfield, Branch 127; DeSaulnier; Glenn Gray, Branch 127 vice president; and Yolanda Lewis, Branch 127 treasurer.



Rep. Mark De Saulnier and Branch 127 President Charles Patterson



Birmingham, AL, Branch 45's October meeting featured Alabama/Mississippi District HR Manager Xandria James as the guest speaker. Front row, from left: Branch 45 Secretary Daphne McClain, James and Branch 45 Vice President Emanuel Long.

Back row: Alabama State Branch 901 President John Carson, Central Gulf Area Vice President Dwight Studdard and Branch 45 President Rafael Brathwaite.

Postmaster and Long Island Branch 202 Treasurer Rocky Singh (left), with New York Area Vice President Dee Perez (right), celebrated Huntington Station Postmaster Michael D. Robinson's retirement after 37 years and 10 months.



Past President Brian J. Wagner provided Zoom training in September. Topics included *ELM 650* representation, staying out of trouble and understanding USPS policies and EAS employee rights. Attending the training were Central Valley, CA, Branch 197; Las Vegas Branch 463; Fresno, CA, Branch 274; Reno Branch 249; and Sundance, UT, Branch 139. Also attending were Western Region Vice President Marilyn Walton and Rocky Mountain Area Vice President Myrna Pashinski.

New England Area Vice President Bill Austin was “On the Road” in New England:



Austin (right) swore in Portland, ME, Branch 96 officers Tammy Rosario, secretary; Ryan McDonald, vice president, SMP&DC; Bryce Roy, vice president, postmasters; Arnie Rosario, president; and Derek Lothridge, vice president.

Portland, ME, Branch 96 Secretary Tammy Rosario and President Arnie Rosario



South Coastal, MA, Branch 118: Mike Imbeau, manager, North Dartmouth Post Office; Austin; and Victor Teves, supervisor, Customer Service, Fall River Post Office



Springfield, MA, Branch 102



Austin (right) swore in Worcester, MA, Branch 6 officers Tina Goddard, member-at-large; Melanie Smith, secretary; Will McCarthy, member-at-large; David Ochap, member-at-large; Chris Capobianco, treasurer; Michelle Lefebvre, vice president; and David Lum, president.



Palladino-Michaelson-Vazquez, NY, Branch 110's recent membership meeting reviewed the 2024 National Convention, USPS Headquarters memo and local issues, PSHB fact sheets, as well as Voter Voice QR codes for members to fill out. The branch is working on hosting a bi-monthly Sunday brunch meeting. Front row, from left: Christina Roma, Alice Trapanese, Ray Slaven, Joanne Miranda, Pam Elkins, Tiffany Boyd, Nya Goodman and Francisco Vazquez.

Back row: Daniel Sullivan, John Schlosser, Barbara Rosetti and Riza Ametov.

Sylvia Anderson, retired Alabama Processing Plant employee, helped celebrate Central Gulf Area Vice President Dwight Studdard's retirement—40 years—and birthday.



Wife Shelby, daughter Sheena, granddaughter Nova, Studdard and daughter Andree.



Studdard received a retirement certificate from Mark Dahlstrom, Gulf Atlantic Division senior director of Processing Operations, that was presented by Birmingham Branch 45 members LaMariam Suttles and Yolanda Debardleben.



Branch 45 Vice President Emanuel Long and Executive Administrator Yolanda Debardleben



Bessemer, AL, Postmaster Eric Charles and Joyce Rutledge

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
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Chuck Mulidore
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James "Jimmy" Warden
Secretary/Treasurer
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Western Region (Areas 14, 15 and 16)



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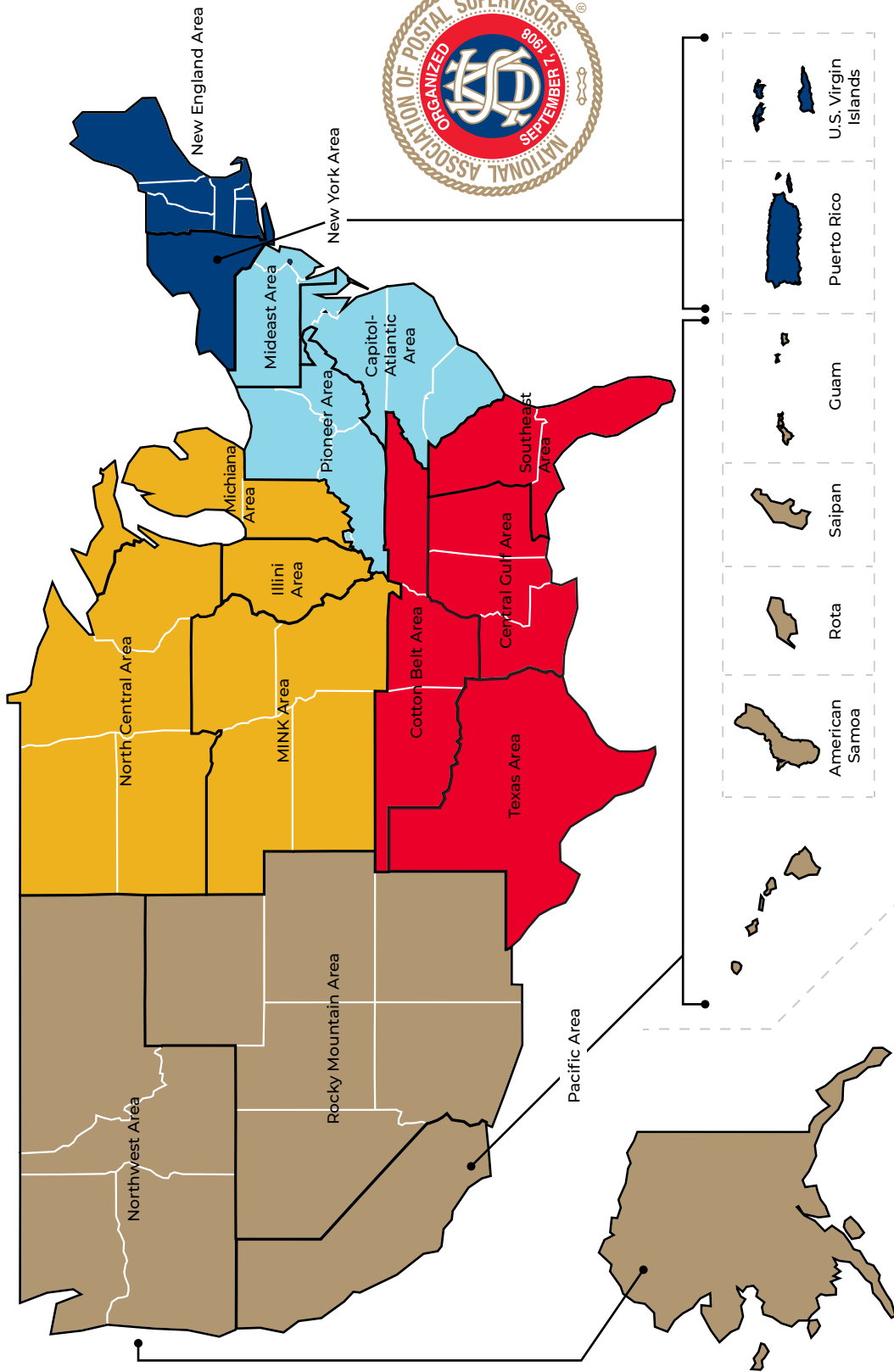
16—Pacific Area (CA, HI, Guam, American Samoa,



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



Proposal Considered to Update NAPS' Website

Submitted by Jimmy Warden
Secretary/Treasurer

The Oct. 1 Executive Board Meeting via Zoom was called to order at 4:03 p.m. by Executive Board Chair Chuck Lum. Secretary/Treasurer Jimmy Warden conducted the roll call; all board members except MINK Area Vice President Robert Washington were in attendance. The meeting agenda was to address the NAPS website and 2024 National Convention Resolution #35.

Executive Vice President Chuck Mulidore gave a presentation on updating (rebuilding) the NAPS website. Morweb, the company presently working for NAPS, met with Mulidore to discuss options. Websites normally are updated every three to four years. NAPS' website has not been updated in eight years.

The intent of updating the site is to make it more user-friendly. The cost to upgrade or, more appropriately, rebuild, the website would be \$29,140. But because Morweb originally built NAPS' website and has managed it for the past eight years, the company would discount the rebuild to \$20,398.

Suggestions from the Executive Board were to get opinions on what the site should offer, such as the ability to update branch officer profiles by entering information through the site, with an email automatically sent to NAPS Headquarters—just as is done with *1187s*. That is, have the

ability to electronically send completed forms to NAPS Headquarters. The system also should have DocuSign capability.

The board expressed concern about how this would affect the NAPS Headquarters budget. The Zoom meeting was called, in part, so the board could discuss and decide whether to add this cost.

Motion #1, submitted by Southeast Area Vice President Robert Bock, seconded by Warden, to accept the proposal to rebuild the NAPS website with the cost not to exceed \$21,000.

The motion passed 20-0. Not voting were Trayer (signed on late), Pashinski (left to attend another matter) and Washington (absent).

President Ivan Butts informed the Executive Board that he had consulted with NAPS Parliamentarian Bruce Bishop regarding interpretation of Resolution #35 that was adopted at the 2024 National Convention. Bishop concluded the intent of the resolution was that regional and area vice presidents not be allowed to use funds to attend events outside their region or area. That is, if an area vice president attends their regional training seminar held outside their area, they cannot use their NAPS funds for reimbursement of any expenses.

At the convention, there was no objection to Resolution #35; it was passed by the body. Any member attending the convention could have asked for reconsideration of the resolution from the floor, but did not. Because the resolution was passed by

the body at the convention, changing the intent of the resolution would need to be submitted at the 2026 National Convention.

Questions were raised regarding whether a regional or area vice president attending a USPS-facilitated meeting for the Postal Service area or region could use their funds for reimbursement of expenses. If the meeting is being hosted by the Postal Service and a board member is attending as the regional or area vice president, then, "yes," the board member could use their NAPS funds for reimbursement of expenses.

A recommendation was made that, for future conventions, objectors to resolutions be able to remain on the convention floor in order to hear all resolutions being addressed. Committee meetings held to meet with objectors should not be scheduled while resolutions continue to be presented on the convention floor. (An objector to a Constitution & By-laws resolution should be able to remain on the floor while other resolutions are being discussed.) This would give everyone an opportunity to voice any concerns regarding all resolutions.

As a point of personal privilege, Bock asked everyone to keep those affected by Hurricane Helene in their prayers. Lum adjourned the meeting at 5:34 p.m.

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>

FY25—The Beginning of Another Challenging Fiscal Year

Dee Perez

New York Area Vice President

I want to thank all my friends from across this great country for sharing their work-related concerns. Once again, I always will keep your identity and location confidential.

Good riddance FY24! Now it's time to say hello to my little friend, FY25. By now, either your MPOO or district manager will have blown you away with updated FY25 expecta-

tions that will be more intense than the previous year. Naturally, when the USPS loses \$4 to 6 billion, PMG Louis DeJoy takes the heat for it.

The break-even goal in the “Delivering for America” playbook is going on year four. Congress is grilling DeJoy about these huge financial losses and the unattained scores promised in the DFA playbook with the S&DCs. Some communities are in an uproar over the S&DC in their area.

In fairness to DeJoy, I believe he's sincere in changing the USPS culture and business model. He's explained his vision on many occasions through various media outlets and to us at the NAPS LTS, national conventions and Executive Board meetings. I believe he's sincere in his quest, but I don't know if it's going to work. At least he's doing something, which, to be fair, no other PMG before has done anything like this.

DeJoy has a vision he's trying to implement. Again, will it work and

improve the USPS? I don't know; only time will be the judge. I hope he is successful because the old way of doing things has proven to be a failure. It's time to move on and use technologies to make us more streamlined and efficient.



However, for the record. I don't agree with all his changes. MPOOs and district managers have talked in their private circles about what a disaster eliminating Operations Programs Support has become. In the past RIF, my

understanding is everyone found a position. Granted, some people were elevated to positions in which they had no business being; others went back to the field. It's a mixed bag of successes and failures.

Moreover, the big hit was taking away district managers' responsibilities, which has undermined and weakened them. Limiting them to only Retail and Delivery was a bad move. It has stifled districts from getting things done at the ground level when a problem is detected. Now, issues must move through different channels and directors for approval in a much-slower process. Despite stove-top management being implemented to foster faster communication from the top to the bottom to move things faster, just the opposite has occurred.

To compensate for the loss of Operations Programs Support, we are seeing postmasters, area managers and even supervisors monitoring and being assigned to pull data/reports,

then emailing the information to the field while also conducting a Zoom meeting on occasion to help MPOOs manage their bloated areas of responsibilities. I don't condone this practice; EAS employees who help should say “no.”

It is not in “your” job description to be a part-time Operations Programs Support specialist/MPOO helper/handyman because the MPOO is overburdened. The only way to get positions back in Operations is for both MPOOs and district managers to make their dissatisfaction known to USPS Headquarters and not place additional responsibilities on EAS employees who already have a tremendous workload.

My understanding is CRDO leadership believes front-line EAS employees are not holding their employees accountable, which is why we are losing \$4 to 6 billion a year. In their view, it has nothing to do with the millions spent on refurbishing existing facilities to convert them into S&DCs or purchasing modern technology to process parcels in RP-DC-converted sites into mini S&DCs faster.

Nor does it have anything to do with the lack of mail volume itself from an aging population that no longer depends on mail correspondence and has no interest in bulk business mail. And let's not forget the excessive travel expenses resulting from three-day seminars all over the country for Headquarters employees and supervisors to hear the message from the CRDO messiah himself and his apostles.

Remember, MM—membership matters! NAPS is approximately 1,500 members shy of 30,000. If each branch signs three new members in the next two months, we will surpass

30,000 members.

I know the New York Area branches will do their part—what about your branch?

nyavpdee@aol.com

Leadership 101

Bobby Bock

Southeast Area Vice President

In the early '70s, my family ventured into the food service industry by purchasing a Mister Donut shop in Orlando. At the young age of 15, I had the opportunity to work alongside my father and witness his leadership in action.

One of the first lessons he imparted to me was the importance of hands-on management. Running a 24/7 operation required us to be prepared to step in and fill any gaps in the staffing schedule. This experience taught me the value of being adaptable and willing to take on any task to ensure success.

One of the most challenging aspects of leadership is managing a diverse team of individuals with unique personalities and workstyles. My father excelled in this area by demonstrating empathy, respect and clear communication with his staff.

I vividly remember a situation where a waitress consistently failed to show up for her shifts, causing disruption to the team and impacting the customer experience. Despite his reluctance, my father made the tough decision to terminate her employment, sending a clear message that reliability and accountability are non-negotiable qualities in a successful team.

When I first entered the military, I was faced with the daunting task of becoming a leader. The drill sergeants



who trained us were tough, but they instilled in us the importance of discipline, respect and teamwork. They taught us that leadership is not about bossing people around, but, rather, serving others and leading by example. By being a mentor and guiding us through challenges, they molded us into confident and capable leaders.

One of the most impactful NAPS leaders with whom I had the pleasure of interacting was Vince Palladino; he served as NAPS president from 1992 to 2004. His leadership style was characterized by his willingness to help and support members of the organization.

When I reached out to him for advice on a particular issue, he provided me with sound guidance that helped me resolve a challenging situation. Vince's approachability, empathy and strategic thinking were instrumental in shaping my own leadership style.

Interacting with top executives such as Deputy PMG Doug Tulino has taught me the importance of direct communication and transparency in leadership. When I ask Tulino a question, I always receive a straightforward answer, even if it is not what I want to hear.

Tulino always takes time to explain the rationale behind his decisions, especially when it comes to matters like collective-bargaining agreements. This level of transparency fosters trust and understanding in



From left: Administrative Assistant Kim Mateo, Deputy Postmaster General Doug Tulino and VMF Manager and NAPS Southeast Area Vice President Bobby Bock.

the organization, leading to better collaboration and alignment toward shared goals.

This past month, I had the privilege of hosting Tulino at my office. His presence had a profound impact on my team, leaving everyone feeling appreciated and valued. This experience got me thinking about what truly makes a good leader.

There are numerous resources available to help individuals enhance their leadership skills. From postal training programs to online courses and books, there are endless opportunities to learn and grow as a leader. Taking advantage of these resources can help you develop key competencies such as communication, problem-solving and decision-making.

Developing leadership skills is a continuous journey that requires self-awareness, dedication and a willingness to learn. By embodying the qualities of a good leader—such as leading by example, demonstrating integrity and fostering wise decision-making—you can inspire and motivate those around you.

Remember, leadership is not about title or position, but about the positive impact you have on others. So, take the time to invest in your growth as a leader and watch as your team thrives under your guidance.

bocknapsseavp@aol.com

Bob Levi

Director of Legislative & Political Affairs



In mid-October, the Bureau of Labor Statistics published the September inflation index (CPI-W) that is used to calculate Social Security, CSRS and FERS COLAs. The CPI-W

presidential and congressional general election ballots, Postal Regulatory Commission (PRC) activity regarding the Postal Service's October request for an advisory opinion relating to its "Delivering for America" (DFA) plan and the inaugural open season of the Postal Service Health Benefits (PSHB) program. All three events will impact NAPS members.

The partisan composition of the next Congress and the individual sitting in the

White House Oval Office will determine how legislative and regulatory issues will be decided and who will fill vacancies on the Postal Board of Governors, PRC and key cabinet level posts. SPAC, NAPS' political action fund, has been actively engaged in pivotal congressional campaigns.

After all, those elected to the 119th Congress will decide the legislative and oversight agenda for the next two years, as well as the trajectory of bills important to EAS-level postal employees and retirees. NAPS has been aggressively promoting our projected legislative agenda for next year to congressional incumbents seeking re-election and credible candidates seeking election to vacant seats and running against unfriendly incumbents.

An important aspect of this election in determining the outcome is vote by mail. This method of voting has continued to play a major role in sustaining our democracy. Log onto the Sept. 27 installment of *NAPS Chat* posted to the NAPS website to understand the importance of mailed-in U.S. elections since the Civil War. Smithsonian Postal Museum curator Carrie Villar is your guide.

Congress recognizes the status of mailed ballots and is concerned about

the transit of these ballots throughout the mail stream. In late September, the House Appropriations Committee demonstrated its keen interest in vote by mail with a hearing on USPS election activities and on how postal performance could affect the transit of election ballots. The hearing took place the day after the House's last vote before returning home to campaign.

Members of the committee stayed in Washington for the hearing at which Postmaster General Louis DeJoy testified. During the hearing, Chairman David Joyce (R-OH) voiced concerns about Cleveland operations and its past handling of ballots. Rep. Mark Pocan (D-WI) articulated deep distress over the roll-out of the Local Transportation Optimization initiative pilot that adversely impacted Wisconsin on-time performance.

Committee members expressed concern about how the agency's facility realignments and consolidations would impact the timeliness of ballot receipt and return. DeJoy attempted to reassure the committee that the Postal Service was ready for the election and would exercise "heroic efforts" to ensure all ballots are expeditiously processed and returned to the respective election authorities to be tabulated. You can be sure if there are any vote-by-mail hiccups attributable to USPS operational changes, the wrath of Congress, the PRC and, potentially, the White House, will descend on L'Enfant Plaza.

On Oct. 4, the Postal Service finally gave in to overwhelming public and congressional pressure and requested the PRC to issue an advisory opinion relating to the DFA plan. Much of the examination is taking place in November. Ordinarily, the process from beginning to end lasts 90 days, but the PRC, in its order outlining the procedural schedule, extended its duration to 120

COLAs, Elections, Insurance—Oh My!

totaled 2.5%, meaning that, starting January 2025, the Social Security and CSRS COLAs will be 2.5% and the FERS COLA will be 2%.

Under current law, CSRS annuitants receive the same COLA as Social Security beneficiaries; however, FERS annuitants receive a 2% COLA if the Social Security/FERS COLA falls between 2% and 3%. As our legislative activists know, NAPS strongly supports H.R. 866 and its companion S. 3194, the Equal COLA Act, that would eliminate the difference between CSRS and FERS COLAs.

Three consequential events are taking place in November—counting



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.

days. The complexity of the DFA, combined with its painful roll-out, compelled the PRC to permit impacted stakeholders, including the American public, more time to examine, question and comment on the plan.

The USPS, in its request for the opinion, submitted written testimony of six senior postal officials in support of different aspects of the DFA. These officials may be subjected to cross-examination by PRC commissioners, as well as interested stakeholders, at a public hearing scheduled for early December. After the hearings, stakeholders may file written comments; the USPS likely will file rebuttals, stakeholders may submit rebuttal comments.

The PRC intends to file its advisory opinion by the end of January. It's important to note the PRC advisory opinion is just that—advisory. In case

you are wondering, on Oct. 21, NAPS filed as an “intervenor” in the PRC process, meaning the management association representing the interests of postal supervisors, managers and postmasters intends to fully participate in the PRC process.

Finally, Nov. 11 will usher in the first PSHB program open season, which will end Dec. 9. There are many similarities between the Federal Employees Health Benefits (FEHB) and Postal Service Health Benefits (PSHB) programs. For example, the Office of Personnel Management will continue to administer both FEHB and PSHB programs. Multiple plan options are available in each program. And many of the plans will be common to both programs; open seasons are being conducted simultaneously.

Those plans common to both programs will have similar benefit packag-

es, although the premiums may differ, with most plans with PSHB options having less expensive premiums than their FEHB analogue. In fact, the average PSHB premium is 3.4% less than FEHB premiums. Nevertheless, there are a number of notable exceptions, including Blue Cross Standard.

So, as with any open season, it will be important to be a prudent health-plan shopper. There will be two *NAPS Chat* episodes posted over a four-week period to examine the new postal program and open season. The first was posted in mid-October, with the USPS' PSHB expert Karla Kirby.

You may access *NAPS Chat* episode 215 through the *NAPS Chat* menu for 2024. OPM's Open Season coordinator Jay Fritz will join me for the second *NAPS Chat*, which will be posted the second week of November.

naps.rl@naps.org

Don't Miss Your Chance to Contribute to the 2024 – 2025 Combined Federal Campaign!

September 1, 2024 – January 15, 2025

For more information:

- Contact your keyworker
- Visit givecfc.org
- Email cfcuspshq@usps.gov
- Call the donor portal helpline at 1-800-797-0098
- Scan the code at right.



Donate today at GiveCFC.org.



Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



2024 SPAC Contributors



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

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
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, Donalda	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
Dallojacono, Anthony	NJ	Branch 568
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
Laster, Edward	OH	Branch 46

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

Card number _____

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

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

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

National Aggregate:

\$204,585.83

National Per Capita:

\$7.67

Region Aggregate:

1. Western	\$49,048.16
2. Eastern	\$47,619.84
3. Southern	\$45,176.22
4. Northeast	\$34,240.17
5. Central	\$28,501.44

Region per Capita:

1. Western	\$9.23
2. Southern	\$8.13
3. Eastern	\$7.70
4. Northeast	\$6.85
5. Central	\$6.48

Area Aggregate:

1. Pacific	\$33,395.46
2. Capitol-Atlantic	\$32,558.10
3. Southeast	\$24,191.72
4. New England	\$16,055.00
5. New York	\$12,965.17
6. Mideast	\$11,649.74
7. Texas	\$11,086.50
8. North Central	\$ 9,727.54
9. Pioneer	\$ 8,632.00
10. Northwest	\$ 7,878.70
11. Illini	\$ 7,848.00
12. Rocky Mountain	\$ 7,774.00
13. Michiana	\$ 7,715.00
14. Central Gulf	\$ 5,063.00
15. Cotton Belt	\$ 4,958.00
16. MINK	\$ 3,210.90

Area Per Capita:

1. Pacific	\$11.85
2. Southeast	\$11.49
3. North Central	\$10.87
4. New England	\$ 9.99
5. Capitol-Atlantic	\$ 9.75
6. Northwest	\$ 7.58
7. Central Gulf	\$ 6.76
8. Illini	\$ 6.48
9. Michiana	\$ 6.41
10. Texas	\$ 6.36
11. Pioneer	\$ 6.29
12. New York	\$ 5.63
13. Rocky Mountain	\$ 5.45
14. Cotton Belt	\$ 5.16
15. Mideast	\$ 4.49
16. MINK	\$ 2.95

State Aggregate:

1. California	\$31,895.46
2. Florida	\$22,452.72
3. New York	\$11,820.17
4. Maryland	\$11,696.50
5. Texas	\$11,086.50

State Per Capita:

1. Maine	\$40.38
2. North Dakota	\$25.63
3. South Dakota	\$23.01
4. Maryland	\$18.63
5. Idaho	\$17.95

Drive for 5

Members by Region:

1. Southern	43
2. Eastern	42
3. Western	38
4. Central	35
5. Northeast	27

Aggregate by Region:

1. Western	\$15,352.70
2. Eastern	\$14,547.00
3. Southern	\$11,650.22
4. Northeast	\$ 8,735.40
5. Central	\$ 7,599.00

Mulidore, Chuck	OH	Branch 133
Lahmann, Joseph	OR	Branch 276
Butts, Ivan	PA	Branch 355
Gill, Kathy	PA	Branch 50
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Farmer, Joanne	VA	Branch 526
Jackson, Alice	VA	Branch 526
Thomas, Carlos	VA	Branch 98

September Contributors

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

Jones, Marilyn	CA	Branch 39
Dallojacono, Anthony	NJ	Branch 568
Laster, Edward	OH	Branch 46
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122

VP Elite (\$750)

Valuet, John	ID	Branch 915
McCartney, Kelly	KS	Branch 919
Elyea, Chad	MI	Branch 142
Forde, Nicholas	NY	Branch 202
Laster, Jacshica	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Bednar, Margaret	SC	Branch 631
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61

Secretary's Roundtable (\$500)

Lech, Stephen	IL	Branch 255
Moreno, Luz	IL	Branch 489
Burke, Yolanda	MD	Branch 42
Hill, Mildred	MS	Branch 199
Timothy, Pat	PA	Branch 941
Brooks, Lamaricus	TN	Branch 41
Garrett, Donald	VA	Branch 98
Mott III, George	VA	Branch 132
Simmons, Brandi	WI	Branch 213

Chairman's Club (\$250)

Carson, John	AL	Branch 901
Mannings, Judy	AL	Branch 45
Torres, Sherrie	CA	Branch 244
Roll, Gary	CO	Branch 65
Beckhum, Regina	DC	Branch 135
Harmon, Susan	ME	Branch 96
Kent, Eric	MN	Branch 104
Holley, Deborah	VA	Branch 526

Continued on page 35

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

By internet:

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

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

By telephone:

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



The NAPS Mail Moment

Brian J. Wagner

Past NAPS President

I wrote a column in the June 2024 issue about branches doing an associate member audit of their membership. The intent was to ensure branches were collecting and protecting branch dues from their associate members so the members remain in good standing. Or to remove those associate members from the NAPS rolls if they elected not to stay with NAPS or notify NAPS of members who were deceased.

Are you ready for another branch audit? I'm not talking about the financial kind—an important audit that should be done every year and when a branch changes treasurers. I'm taking about a branch audit that provides a member with the USPS "mail moment." Here's the scoop!

Each month, branches receive their Dues Check-Off (DCO) and Non-Member reports from NAPS Headquarters. Along with those reports is a branch NAPS Mail List, showing the addresses on file at NAPS of respective members.

Keep in mind that members should contact NAPS Headquarters any time they have an address change. Updates are not automatic when a member completes a USPS change-of-address. NAPS Headquarters needs to be contacted directly regarding any address changes!

Many times, a member will inform their local branch secretary or secretary/treasurer of their new address, but not NAPS Headquarters.

That respective branch officer may update the branch's local computer file of member addresses, but forget to let NAPS Headquarters know of the change.

This is when a branch secretary or secretary/treasurer should cross-reference the monthly NAPS Mail List with the branch's locally maintained member address list. If there is a difference between the two lists, the branch officer should verify with the member which address is correct.

Once verified, if required, the branch should update the member's address in their local list and, if necessary, contact NAPS Headquarters to update the member's address. Whatever the case, branch secretaries or secretary/treasurers should ensure the branch and NAPS Headquarters have members' correct mailing addresses.

For the record, the NAPS Mail List also may contain email addresses of the NAPS members. Not all members have an email on file with NAPS Headquarters. But if your local branch has a valid member's email on file, please check with the member to see if they want NAPS Headquarters to have their email, as well.

When NAPS Headquarters and branches have correct member mailing addresses on file, it ensures a magical NAPS "mail moment." Basically, when NAPS at the national and local levels have members' correct mailing addresses, it ensures NAPS members will receive important information from NAPS Headquarters

or their local branch.

For example, if NAPS Headquarters ever implemented Article XV, Referendum Vote and Amendments, Section 1, of the NAPS Constitution and Bylaws, it would require all members to receive a ballot by mail to vote for proposed propositions or amendments.

Some local branches elect officers via mail-in ballots. By having members' correct mailing addresses on file, they can be assured of the opportunity to vote on branch officers and business. Plus, members won't miss important mailed notices about branch meetings, annual social events, branch scholarship deadlines, newsletters or other information deemed necessary to share with members.

It's always best to do a monthly review or audit of the branch's address list against NAPS Headquarters' Mail List. Also, check the monthly DCO membership report to see if an asterisk (*) is next to the member's name. This indicates NAPS Headquarters has a bad address on file. As a result, your member is not receiving their *Postal Supervisor* magazine. Members never should miss receiving this excellent magazine.

The Postal Supervisor has great articles, like mine (LOL), legislative and SPAC updates, membership recruitment strategies, excellent pictures of NAPS activities, ads from vendors and much more. Part of a member's dues includes receiving *The Postal Supervisor*. It is important that a branch makes every effort to ensure their members receive the NAPS benefits available to them as a dues-paying members.



Today's takeaway: Don't let a member miss that NAPS "mail moment" by having a "bad" address on file on your branch list or in NAPS Headquarters' membership file. When it comes time to receive important and relevant NAPS information in the mail, you always should cross-reference the monthly NAPS Mail List against the branch's local address list. Please ensure the names and addresses on both lists match.

A member may have retired or received a new EAS position that changed their branch affiliation. You will want to avoid sending mail to a person who no longer is an active or

associate member of your branch, even though you have great information to share.

Speaking of something great, as we celebrate November with the Veterans Day and Thanksgiving holidays, I want to thank our military veterans, including our heavenly veterans, for the service and sacrifices they made to protect our great country.

During an ice-cream audit of my freezer, I am thankful the audit resulted in a magical ice-cream-flavor-of-the-month recommendation: caramel butter pecan praline. Be safe and eat more ice cream!

brian4naps@aol.com

NAPS Store Offers Online Orders

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

Enhancing Branch Communication

Robert Wakefield

Middle Tennessee Branch 32 President

If I had a nickel for every time I've heard a member ask, "When's the next meeting?" or "How often do we meet?" or "I wish I'd known earlier," I'd have \$22.30. Nickels don't accumulate that fast, but you get the point.

At Middle Tennessee Branch 32, we strive to communicate in every imaginable way. We've got an award-winning website,

32.org, a newsletter called *Crickets* we send via email and regular emails to most of our members.

For two years, we sent out two blogs every week: *Saturday CuppaJoe* and *Sunday CoffeeCake*. We even have a text message service to notify members of upcoming meetings. Communication is vital.

To keep our organization vibrant, we must reach our members in various ways.



We now are introducing our latest communication tool—a podcast. The *Saturday CuppaJoe* podcast is for

all EAS employees, whether you're part of our branch or not. It's just another way to get our message out to the members.

I invite you all to subscribe to the *Saturday CuppaJoe* podcast wherever you get your podcasts. I

hope you'll make it interactive by emailing me at saturdaycuppajoe@gmail.com.

2024 SPAC Contributors

Continued from page 32

Supporter (\$100)

Waddell, Corey	KS	Branch 52
Wickline, Christian	KS	Branch 52
Hampton, Annette	LA	Branch 73
LaStrapes, Ebony	LA	Branch 209
Bradley, Anthony	MI	Branch 142
Hardin, Donald	MI	Branch 130
Nelson, Matthew	MN	Branch 104
Belger, Michael	NC	Branch 183
Henkel, Tammy	NJ	Branch 287

Andersen, Karen	NV	Branch 463
Kolecki, Michele	PA	Branch 941
Quinton, William	SC	Branch 228
Blanck Lovelace, Deborah	SD	Branch 946
Shoemaker, Kathy	TN	Branch 165
High, Gwendolyn	TX	Branch 86
Reedy, James	VA	Branch 526
White Jr., William	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Haslett, James	WA	Branch 31



National Auxiliary Conducts Its Business at the 69th NAPS National Convention

Submitted by **Bonita R. Atkins, National Auxiliary Secretary/Treasurer**

Session 1

Monday, Aug. 12

Pages escorted National Executive Board members to their seats. Laurie Butts, National Auxiliary president, welcomed attendees and called the meeting to order at 1:35 p.m. She introduced the national officers in attendance. The Collect was read by Hazel Green, Eastern Region vice president. The Pledge of Allegiance was led by Elly Soukey, Central Region vice president; the national anthem was sung

by Linda Thomas, president, San Francisco Branch 88.

Cathy Towns, Midwest Area vice president, and Jane Finley, Southeast Area vice president, gave the invocation and an inspirational Memorial Service, titled “An Angel of a Friend,” for our deceased Auxiliary members. Tributes were made to Joan Davis, North Suburban, IL, Branch 489; Sharon Mathews, Indiana State Branch 917; Helen Reganti, Illinois State Branch 916; Dolores Rodriguez, San Antonio Branch 103; Marie Scialla, New Jersey State

2022-2024 Auxiliary Executive Board



Seated: Melva Seals, Ruth Cushenberry, Cathy Towns, Beverly Austin, Laurie Butts, Felecia Hill, Shearly Shawn, Hazel Green and Patricia Jackson Kelley.

Standing: Mary Caruso, Jane Finley, Linda Rendleman, Bonita Atkins, Willie Carter, Elly Soukey, Sherry Mattfield, Heather Hommerson and Jerry Eckert.

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Resolutions



Heather Hommerson, Yunina Graham and Linda Rendleman

Branch 933; and Janice (Jan) Yockey, Sacramento Branch 77, as well as special remembrances of other family and friends. There was a moment of silence, then a reading from John 15:12 and a closing prayer. Thomas sang a moving rendition of “Wind Beneath My Wings.”

Secretary/Treasurer Bonita Atkins conducted the roll call of officers. In attendance were President Laurie Butts, Executive Vice President Beverly Austin, Eastern Region Vice President Hazel Green, Central Region Vice President Elly Soukey, Southern Region Vice President Felicia Hill, Western Region Vice President Patricia Jackson-Kelley, Michiana Area Vice President Heather Hommerson, Mideast Area Vice President Cathy Towns, Capitol-Atlantic Area Vice President Shearly Shawn, Illini Area Vice President Linda Rendleman, MINK Area Vice President Mary Caruso,

Bylaws



Hazel Green, Felecia Hill, Sue Elliott, Beverly Austin and Patricia Jackson-Kelley

Southeast Area Vice President Jane Finley, Cotton Belt Area Vice President Ruth Cushenberry, Texas Area Vice President Melva Seals, Central Gulf Area Vice President Willie Carter, North Central Area Vice President Sherry Matfield and Pacific Area Vice President Jerry Eckert. The Northeast Region and New York area positions are vacant.

The chair called on Registration Committee Chair Evelyn Spears for her preliminary committee report: 20 states were represented

Properties



Randolph Washington, Diamantina Ramiraz, Jodi Hibma and Willie Carter



with 40 votes, which qualified as a quorum. Represented were 22 local branches, seven national officers, 11 area vice presidents, five members-at-large and four past national presidents, with 67 delegates registered and 63 delegates in attendance.

Willie Carter, Rules Committee chair, read the rules of the convention and reported no additional rules needed to be added. There was

discussion regarding a discrepancy in the printing of the rules. Several different copies of the rules were printed and distributed. The issue was General Rules, Rule #5.

It was moved that Rule 5 should read: "Cell phones will be turned off or placed in silent or mute mode. If a phone rings during general session, a \$5 penalty will be enforced by sergeants-at-arms and donated to the Auxil-

iary treasury. No 'texting' during sessions." The rules were adopted and the Rules Committee was discharged.

The chair called on Atkins to present the proposed agenda. Atkins moved to dispense from reading the minutes as everyone had a copy. She asked for adoption of the agenda as printed.

Audit



Sonya Bonenberger, Heather Hommerson, Hazel Green, Sherry Mattfield and Bereta Carson

Budget



Barbara Kelly, Patricia Jackson-Kelley, Bonita Atkins and Bertha Navarro

Rules



Jane Finley, Willie Carter and Ruth Cushenberry

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Sergeants-at-Arms

The motion was seconded by Felicia Hill and adopted.

Butts reminded delegates that the Auxiliary voted years ago not to have a professional parliamentarian, but, instead, have former National Auxiliary presidents serve in that capacity. This year, because Sue Elliott will be retiring after this convention, the board decided that any Auxiliary member interested in the position would be considered. Stephen Orloski, Michigan State Branch 925, was introduced with Sonya Bonenberger and Sue Elliott as this year's presiding parliamentarians. Butts also introduced Connee Walters, Pittsburgh Branch 20, as assistant secretary to Atkins.

Atkins asked that delegates stand when their names were called to be assigned as chairs and members of the various convention committees.

The chair called Shearly Shawn, Ways and Means Committee chair, to give her preliminary report. She advised that the 50/25/25 "Split the Pot" will be drawn on Monday, Tuesday, Thursday and Friday during the convention. To date, the gift card amount has reached \$710 with more expected. The drawing will be held Friday afternoon. Tickets for both drawings are being sold at six tickets for \$20.

The First-Timers Committee report was presented by Mary Caruso and Jane Finley. At the previous 2022 National Convention, a resolution was adopted that the Auxiliary would hold its own first-timers' orientation. This was



Kevin Kukulka, Jim Conley, Sheila Mason and Randolph Washington

Minutes



Nan Coppolella, Mary Caruso, Connee Walters and Linda Rendleman

the first year the Auxiliary had an independent First-Timers meeting.

At previous conventions, Auxiliary first-timers met with NAPS first-timers at a joint session. Caruso and Finley stated the first-timers asked many questions and seem to be very interested and want to learn. The 14 first-timers introduced themselves and were given a round of applause.

Beverly Austin gave the first reading of the proposed changes to the National Auxiliary Bylaws. Butts announced that the amendment



to Article X, Section 1b, would be discussed Tuesday morning. Announcements were made and door prizes given. The meeting was recessed at 3:07 p.m.

Session 2

Tuesday, Aug. 13

Butts called the meeting to order at 9 a.m. The opening invocation was given by Jane Finley. Butts introduced the past National Auxiliary presidents in attendance: Sue Elliott, 1994-1996; Mary Caruso, 2000-2002; Sonya Bonenberger, 2006-2008; and Patricia Jackson-Kelley, 2016-2021.

Atkins read a letter from Rosa Norton, past National Auxiliary President, sending regrets for not being able to attend this convention.

Caruso, Minutes Committee chair, reported the minutes from Monday, Aug. 12. The minutes were read and found to be correct.

Evelyn Spears, Registration Committee chair, reported 20 states and 22 locals were represented. Also represented were seven national officers, 11

area vice presidents, five members-at-large, four past national presidents and 63 registered delegates in attendance.

The Bylaws Committee, chaired by Austin, had a second reading of the proposed amendments. There was discussion of an amendment to raise the allowance for the secretary/treasurer from \$150 to \$200 per month, with the change to take effect at the end of this convention. Voting on this amendment will be during the Tuesday afternoon session.

Butts called for a 10-minute recess at 9:20 to return to the session at 9:30 a.m.

Butts introduced Debbie Baker, Central Valley, CA, Branch 197, who informed delegates that for the first time in a long time, greetings to NAPS would be presented Thursday, Aug. 15, at 8:15 a.m. in the Premier Ballroom. All participating members should wear all white, if possible. There will be five team leaders; each participant will line up behind a leader. She gave a brief description of what is to be expected of all participants and the music to be played.

Butts introduced motivational speaker Cynthia Shefton, Union County, NJ, Branch 237. Shefton, a psychologist, spoke about life-changing events, stress and

Pages



Hazel Harris, Rosita Quintero, Elly Soukey, Pat Crowe and Monica Fuqua

Chaplains



Jane Finley and Cathy Towns

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strategies. Her presentation generated interaction among the delegates and was very inspiring.

Door prizes were given and the meeting was recessed for lunch. The meeting resumed at 1:33 p.m. The afternoon blessing was given by Cathy Towns. Butts called Sonya Bonenberger for the Audit Committee report. Bonenberger advised that Caruso's Tax Service performed the financial audit and her committee audited the treasurer's books. It was recommended to conserve spending and keep the Auxiliary's balance as high as possible. Bonenberger moved to adopt the report; the motion was unanimously accepted. The Audit Committee was discharged.

Austin read and had a vote on Bylaws Article X, Section 1b. Adoption of the amendment to raise the allowance for the secretary/treasurer from \$150 to \$200 per month was unanimously passed and accepted. The Bylaws Committee was discharged.

Butts called Patricia Jackson-Kelley for the Budget Report. She advised that the committee met on Sunday, Aug.11; she read the proposed budget. There was an amendment made to the budget to include the newly adopted allowance for the secretary/treasurer to be effective at the end of this convention. The motion to adopt with the amendment was approved. The Budget

Executive Board



Executive Vice President Beverly Austin, President Laurie Butts and Secretary/Treasurer Bonita Atkins

Committee was discharged.

Butts opened the floor for nomination of officers. The floor was opened for president. Shearly Shawn and Patricia Crowe nominated Laurie Butts; no other nominations were made.

The floor was opened for executive vice president. Felecia Hill nominated Beverly Austin; no other nominations were made.

The floor was opened for secretary/treasurer. Patricia Jackson-Kelley nominated Bonita Atkins; no other nominations were made.

Tellers



Sonya Bonenberger, Jes'Chelle Marshall, Jim Conley, Shearly Shawn and Willie Carter



The floor was opened for Northeast Region vice president; no nominations were made.

The floor was opened for Eastern Region vice president. Josephine Geter nominated Hazel Green; no other nominations were made.

The floor was opened for Central Region vice president. Sherry Mattfield nominated Elly Soukey; no other nominations were made.

The floor was opened for Southern Region vice president. Beverly Austin nominated Felicia Hill; no other nominations were made.

The floor was opened for Western Region vice president. Jerry Eckert nominated Patricia Jackson-Kelley; Barbara Kelly nominated Chanel Dodson. No other nominations were made.

Butts indicated that voting would be conducted for Western Region vice president on Thursday morning. She called for a recess at 2:23 p.m. to resume at 2:40 p.m.

The meeting resumed at 2:40 p.m. Butts introduced Teresa Dillard of Dillard Financial Solutions, Inc. She played a version of “The Price is Right” with delegates participating. It was a lively and entertaining session.

Announcements and door prizes were made. The meeting was in recess at 3:15 p.m. until Thursday morning at 8 a.m. for the greetings to NAPS delegates.

Session 3

Thursday, Aug. 15

Butts reconvened the meeting at 10:51 a.m. She acknowledged a debt of gratitude for a great and enthusiastic greetings performance by everyone who participated. NAPS members seemed very appreciative.

The invocation was given by Finley. Minutes Committee Chair Caruso gave her final report and advised that the minutes from Tues-

Parliamentarians



Sonya Bonenberger, Steve Orloski and Sue Elliott

Timekeepers



Carolyn Mack, Chanel Dodson and Valerie Long

Luncheon



Rose Navarro, Earnestine Warren, Jerry Eckert, Beverly Austin, Willie Carter, Bonita Atkins, Melva Seals and Diamentine Ramirez

day, Aug. 13, appeared to be correct. Her committee was discharged.

Spears, Registration Committee chair, gave her final report. Represented were 20 states, 22 local branches, seven executive board members, 11 area vice presidents, five members-at-large and four past national presidents; total delegates in attendance was 63. Spears and her committee were discharged.

The election of officers was next on the agenda. Butts named all nominees; those who ran unopposed were reelected to their positions. She noted an election was necessary for the office of Western Region vice president. Only Western Region delegates were eligible to vote.

Atkins reviewed the voting criteria; eligible delegates voted. The Tellers Committee and parliamentarians were sequestered. Butts called for a recess to allow time for counting ballots.

The Tellers Committee and parliamentarians returned; Bonenberger gave the results. Out of 83 eligible votes, 78 votes were cast, with five no votes. Chanel Dodson was declared Western Region vice president. Bonenberger made a motion to destroy the ballots; Austin seconded the motion. The motion passed.

The Tellers Committee was discharged with many thanks to Bonenberger and her committee. This was the first election to be held in many, many years.

Butts asked all first-timers to approach the mic to give their impressions and experiences from this convention. Seven of the 14 first-timers expressed their views.

Resolutions Committee Chair Linda Rendleman gave her report. The committee recommended giving a standing ovation to Connee Walters for her service as assistant secretary. A standing ovation also was given to Butts for



Ways & Means



Pat Crowe, Toby Loera, Diedra Cox, Jes'chelle Marshall, Hazel Green, Shearly Shawn, Willie Carter, Darla Fonda and Evelyn Spears

representing the Auxiliary with a professional and positive image. A standing ovation also was given to parliamentarians Sonya Bonenberger, Sue Elliott and in-training parliamentarian Steve Orloski for their shared knowledge and experience with this convention. The Resolutions Committee was discharged.

Ways & Means Committee Chair Shearly Shawn gave her report. She stated

the committee raised \$8,030 for the Auxiliary. The value of the gift cards was at \$1,130. The committee was to be discharged after the final drawing Friday afternoon.

Announcements were made and door prizes given. The meeting was in recess for lunch

Past Presidents



Mary Caruso, Sonya Bonenberger, Sue Elliott and Patricia Jackson-Kelley

Assistant Secretary



Constance Walters

at 12:03 p.m., to resume by 1:30 p.m.

The meeting reconvened at 1:43 p.m. The invocation was given by Cathy Towns. Some members were late taking their seats because of an issue with the elevators.

Timekeeper Committee Chair Carolyn Mack reported the committee kept time during debates, as requested, for the convention. Her committee was discharged.

Properties Committee Chair Randolph Washington reported the committee prepared the meeting room and breakdown and would help with setup for the Auxiliary luncheon. His committee was to be discharged at the end of the Auxiliary luncheon on Friday.

Washington, also chair of the Sergeants-at-Arms Committee, reported that all duties were performed as needed, especially doing the voting and election for Western Region Vice President. His committee was discharged.

Elly Soukey gave the final pages report. She thanked everyone for helping with door prizes as assigned and distributing materials and escorting the Executive Board. The committee would be discharged at the end of the auxiliary luncheon.

Austin, Luncheon Committee chair, said the committee would meet 8:30 a.m. on Aug. 16 to help decorate the Celebrity Ballroom. She advised the luncheon was at full capacity, with 277 in attendance. She thanked her committee that would be discharged at the end of the luncheon.

Butts gave a final thank-you to the parliamentarians for their hard work and guidance. She also thanked chaplains Jane Finley and

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Region vacant: Northeast

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



Registration



Evelyn Spears, Hazel Green, Bonita Atkins, Shearly Shawn and Bereta Carson

Cathy Towns, as well as Assistant Secretary Connee Walters.

Under new business, Bonenberger suggested the board invest in a small portable flag for Auxiliary meetings. It was noted there was no U.S. flag in the meeting room. Butts had

shared that, prior to assembly of the meeting, there was a flag, but, apparently it was removed before the start of the Auxiliary meeting.

Butts announced that all committee and board photos would be taken in front of the

National Auxiliary Delegates



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First-Timers

Celebrity Ballroom at 10 a.m. Friday. A reminder was given that National Auxiliary dues are to be paid between Jan. 1 and June 30 of any given year.

Final door prizes were given. The meeting recessed at 2:21 p.m. until 10 a.m. Friday for photos, then the Auxiliary luncheon.



Jane Finley and Mary Caruso

First-Timer Delegates



Monica Fuqua, Maryann Goodwill, Amy Eleya, Vicky Braddick, Kathy Lark, Darla Fonda, Jodi Hibma, Deon Smith, Diamond Ramirez, Judy Conway and Lynette Viers





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