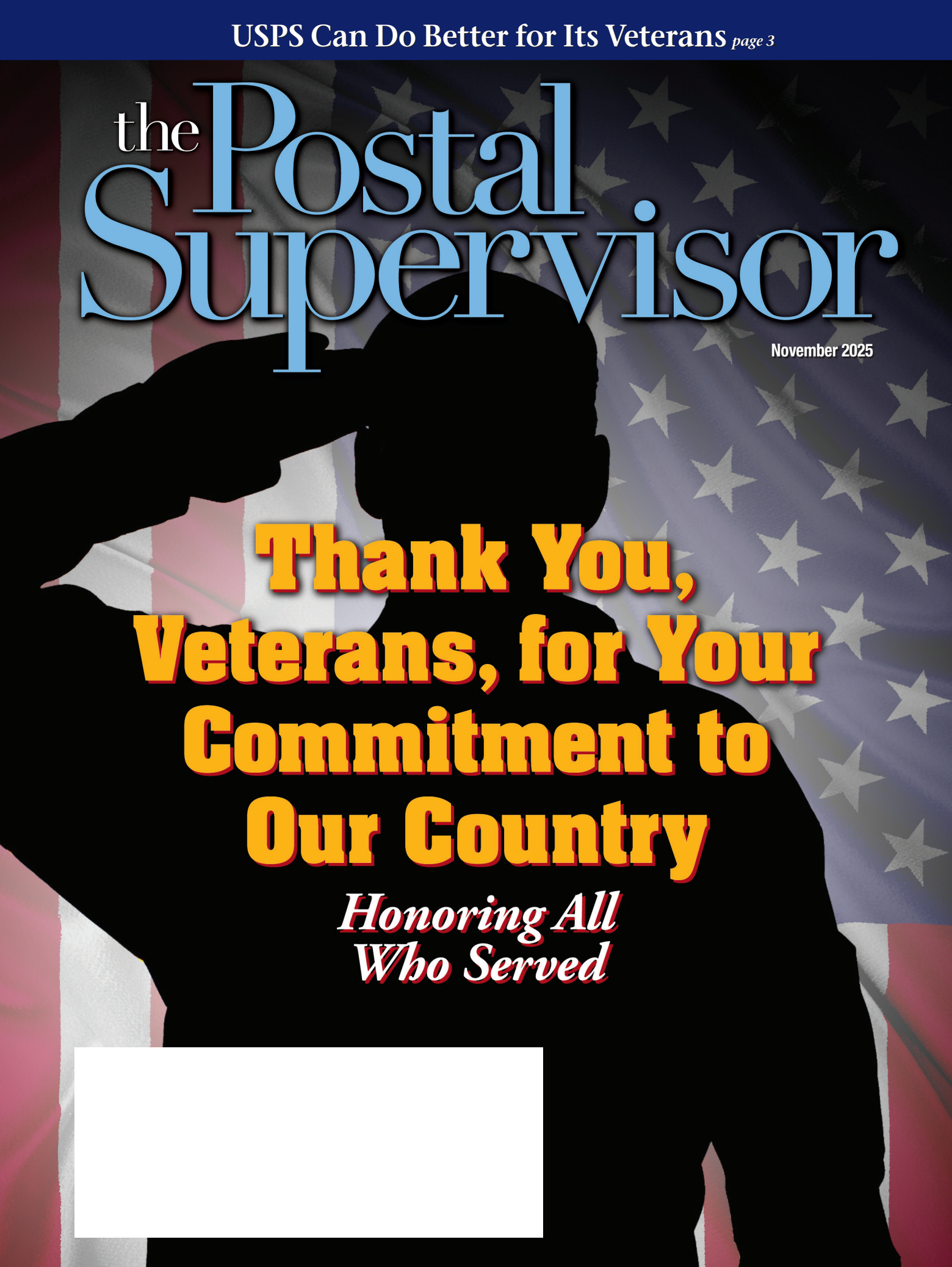


the Postal Supervisor

November 2025



**Thank You,
Veterans, for Your
Commitment to
Our Country**

*Honoring All
Who Served*



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

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USPS Can Do Better for Its Veterans

Hello, my NAPS brothers and sisters. It is hard to believe it is November, but, here we are. November is a special month for many reasons. I'm sure you are thinking it is because of Thanksgiving and I like to eat, which is true.

November also is significant in its recognition of our military. Nov. 10 is the birthday of our United States Marine Corps. I am a proud father and brother of two

Marines and honor those who served in this branch of our military for their unique adherence to a danger mentality in defense of America's Constitution. As an Air Force veteran, I appreciate all our branches who take the same oath, but the Marines always will stand out to me.

The other significant day is Nov. 11—Veterans Day. World War I, known at the time as “The Great War,” officially ended when the

Treaty of Versailles was signed on June 28, 1919, in the Palace of Versailles outside the town of Versailles, France. However, fighting ceased seven months earlier when an armistice, or temporary cessation of hostilities, between the Allied nations and Germany went into effect on the 11th hour of the 11th day of the 11th month. For that reason, Nov. 11, 1918, generally is regarded as the end of “the war to end all wars.”

Veterans Day continues to be observed on Nov. 11, regardless what day of the week it falls. The restoration of the observance of Veterans Day to Nov. 11 not only preserves the historical significance of the date, but also helps focus attention on the important purpose of Veterans Day: A celebration to honor America's veterans for their patriotism, love of country and willingness to serve and sacrifice for the common good.

So, this month I would like us to consider how the Postal Service honors veterans in application of their reduction-in-force (RIF) process verses a General Services Administration (GSA) employee. In a RIF situation in

the federal government, both USPS (EAS) and GSA (general schedule) employees who are veterans may receive veterans' preference, but how that preference affects RIF retention depends on several key factors. The systems and rules governing RIF are different between the USPS and most executive branch agencies like the GSA. Let's break down the key concepts:

1. Veterans' Preference—During a RIF under Veterans' Preference, certain preference-eligible veterans have an advantage in retention. This includes:

- Retention standing in their competitive area
- Preference in assignment if positions are abolished

2. Retention Standing Factors—In a typical RIF, an employee's retention standing is determined by:

- Tenure group (e.g., career vs. career-conditional)
- Veterans' preference status (0, 5 or 10 points)
- Service computation date (SCD) or RIF service date

- Performance ratings (last 3 years)

GSA Employee (General Schedule)—GSA is part of the competitive service, so OPM's RIF regulations (5 *CFR Part 351*) fully apply. In a RIF, GSA employees are placed into retention registers using the four standard factors noted above.

The process for Veterans' Preference for GSA employees is very strong and effective. Preference can move an employee above non-preference employees in the same tenure group. An employee could “bump” or “retreat” to other positions if eligible. Veterans can displace less-senior, non-veterans, depending on RIF rules.

This process is different for USPS EAS employees (Executive and Administrative Schedule) who are being impacted by a RIF. The USPS is not under OPM's jurisdiction in RIFs. The USPS operates under its own RIF procedures, which are described in the *Employee and Labor Relations Manual (ELM)*.

Key Points for USPS EAS employees:

- The USPS does consider veterans' preference, but it differs from the GSA system.

Continued on page 7



Ivan D. Butts
President

A Time of Thanks

Fall has arrived. And with the onset of fall comes peak season for postal employees. It is a time of joy in our hearts for the approach of Thanksgiving, but also a time of long hours, no days off, unrealistic expectations and, finally, exhaustion.

November has two postal holidays. By the time we recover from Veterans Day, we are heading into Thanksgiving, with volumes growing daily, particularly parcel

volumes. It is even more complicated by the fact we have been hearing for years a litany of bad news:

1. Mail volume for the Postal Service continues to decline long term; consequently, revenue is down.
2. There will be no legislative relief from Congress for the continued yearly losses the USPS reports.
3. The vehicle fleet is outdated; new vehicles are bogged down in production problems.

4. Too many employees are “disengaged.”

5. Service has steadily declined in the wake of the “Delivering for America” plan.

6. EAS employees are subjected to reductions in force (RIF), currently affecting plant EAS employees across the nation.

7. EAS employees continue to be treated with disrespect, morale is poor.

We know the Postal Service has problems, some of which were made for the agency, but many of which were made *by* the agency. However, the bottom line is we just need the truth if we are to become truly engaged as employees and keep the Postal Service the integral part of the American fabric of life it always has been.

So, we look to new Postmaster General David Steiner for guidance and vision; yet, little has been forthcoming. What are the plans to improve service performance? What is the plan to reduce the unsustainable financial losses the agency reports each year? What is the plan to engage our EAS employees in the operations of the Postal Service?

When will senior leadership finally address the working conditions and treatment of all EAS employees? Where is the leadership that will take the Postal Service back to the most respected federal agency? It now has fallen to number 3, with a 69% approval rating

per Pew Research Center data from August 2025. I’m reminded of the line in the Simon and Garfunkel tune “Mrs. Robinson” — “Where have you gone, Joe DiMaggio? Our nation turns its lonely eyes to you.”

Of course, we cannot talk about November without remembering our veterans. On Nov. 11, we honor the lives of so many veterans who have sacrificed so much for this great and wonderful country. Many of those veterans are buried on distant shores. And many are interred for eternity here in Arlington Cemetery in Virginia or in the tens of thousands of cemeteries across this country.

We honor their sacrifice and the sacrifice across the generations of their families. Where would this country be without our veterans? Let’s honor them at gravesites across America on Nov. 11.

Also, don’t forget to honor the brave young men and women serving today as we see them in grocery stores, on the train, at birthday parties and coffee shops or just walking down the street. We owe them a debt of thanks and gratitude.

And, finally, Thanksgiving arrives this year on Nov. 25. This is a time to give thanks and offer your gift of time, food or help in any way to those who are not as fortunate as we are.

Even in the midst of difficult days in our country and at the Postal Service, we are truly blessed to have a job that allows us to support our families, educate and clothe our children and offer us the opportunity for a secure retirement. Please never forget those who struggle with addiction, disease or poverty. We are blessed to work for the U.S. Postal Service. We must continue to do all we can to keep the organization strong and viable for the future.

My hope for you is to have a safe and blessed November and be healthy and strong for the challenges ahead. May God bless you and keep you in His heart at this time of year.

Thank you for caring, and thank you for all you do for NAPS, your families and America.

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Chuck Mulidore
Executive Vice President

A Season to Celebrate Our Blessings

Many refer to the month of November as the month of thanks, of being grateful. On Nov. 11 every year, we celebrate Veterans Day. If not for our brave veterans, I know I would not be living the life I do today or have the freedoms I have as an American.

On Veterans Day, we recognize our Armed Forces' veterans who risk their lives so we can live our lives in a country of freedom and choice. We would not have this privilege 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!" I want to extend a sincere thank-you to all the United States veterans.

On the first Tuesday of November, we have election day when we vote for who we want to represent us and govern our country and lo-

calities. That is an honor we have because of the rights and privileges fought for and secured by our veterans.

We are governed by law, but have the freedom to elect those who can change the law—a freedom many countries do not have. We should be thankful that, as Americans, we have a voice and a choice. Thank you and God Bless America!

And we surely cannot forget Thanksgiving Day when we celebrate this unique American holiday. It is a holiday where folks of all backgrounds come together with family and friends to give thanks to each other. We should be thankful for our families.

Life is extremely short; we do not know what may happen tomorrow. I am extremely thankful to my family for allowing me to serve NAPS and be away from home. Their unselfish support has been like winning the lottery.

Thanksgiving also is a day when we, as postal employees, sit with our families and realize this is the reason we do what we do every day. We do it for them! As I have said before, "We work for our families. We are employed by the U.S. Postal Service!"

On Thanksgiving, I always give thanks in prayer for being fortunate to be employed by the USPS because I

probably would not have what I have today and could not have provided for my family as I did if not for my job.

It has been said you never will become rich working for the Postal Service, but it will put a roof over your head and food on the table and, if managed correctly, provide a comfortable life. So, thank you to the U.S. Postal Service!

Many may not be aware, but, in the month of November, more money is donated to charities than in any other month. As postal employees, we have the Combined Federal Campaign (CFC). This is a fantastic and easy way to support a charity or charities of your choice.

One charity is the Postal Employees' Relief Fund (PERF) that specifically assists postal employees who have been affected by natural disasters. What better way to show thanks and appreciate that our glass is half full than by helping those less fortunate who need assistance.

Last, but never least, I would like to thank all of you. Thank you to all the branch officers and National Executive Board regional and area vice presidents who donate their valuable time by stepping up and assuming this great responsibility to help NAPS members.

As many may not be aware, many of these are voluntary positions. Our association would not be as successful as it has been if not for the dedication, commitment and perseverance of these officers.

One of my favorite quotes written by the great American poet Maya Angelou is: "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." Be grateful during this month of thanks; life is too short.

And remember, "Increasing membership demonstrates leadership." Stay safe and thank you for all you do!

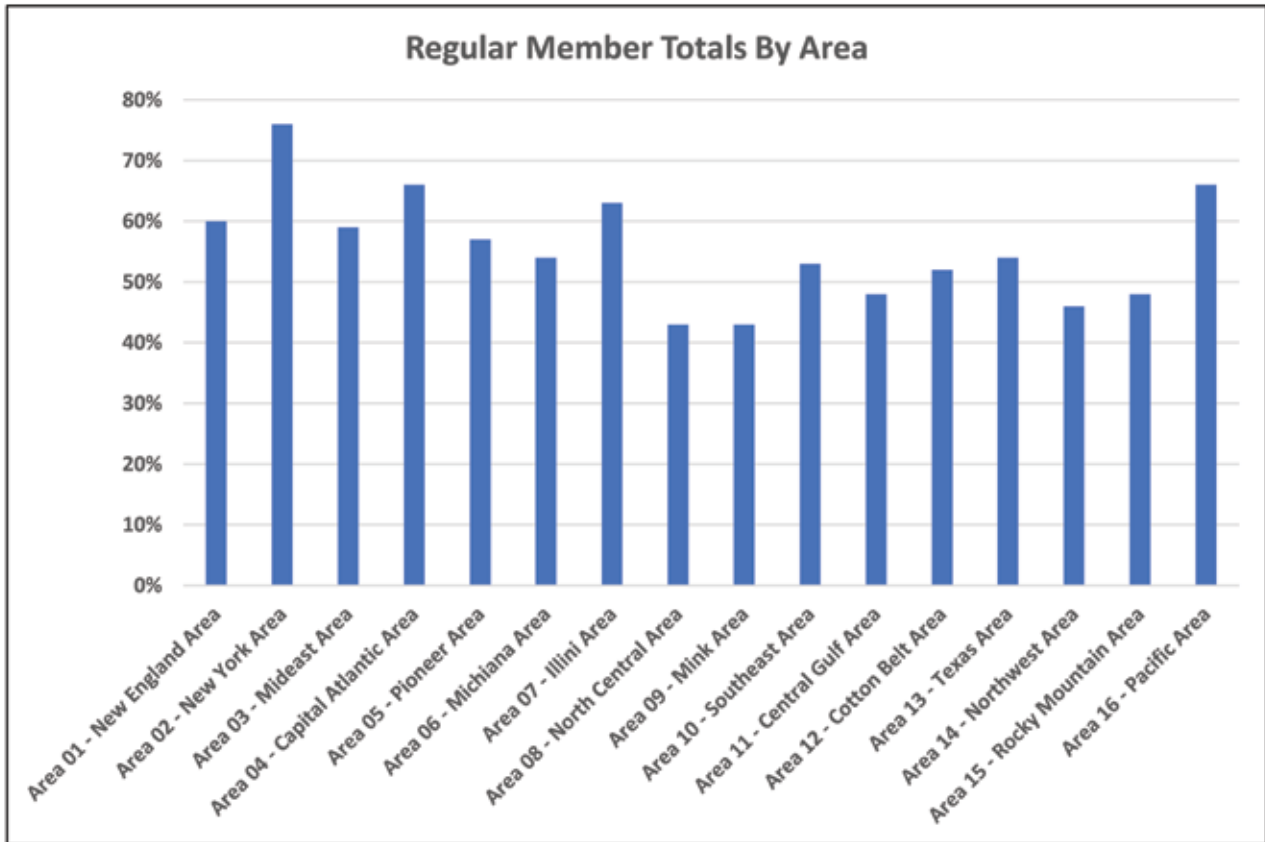
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Jimmy Warden
Secretary/Treasurer

National Association of Postal Supervisors Membership Report

August 2025



Regular Member Totals By Area	
Area 01 - New England Area	60%
Area 02 - New York Area	76%
Area 03 - Mideast Area	59%
Area 04 - Capitol Atlantic Area	66%
Area 05 - Pioneer Area	57%
Area 06 - Michiana Area	54%
Area 07 - Illini Area	63%
Area 08 - North Central Area	43%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	48%
Area 12 - Cotton Belt Area	52%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	48%
Area 16 - Pacific Area	66%
Total Regular Member %	57%
Total Regular Members	27,576
NonMember Totals	
Total NonMembers	20,369
Total NonMember %	43%



Thanks to your
efforts
Membership
keeps rising!

Oct. 1 Executive Board Meeting

Pay Discussions Extended

Submitted by Jimmy Warden
Secretary/Treasurer

The Oct. 1 Executive Board meeting via Zoom was called to order at 4 p.m. by Executive Board Chair Chuck Lum. He informed members the meeting was called by President Ivan D. Butts to provide an update on the current pay talks.

Secretary/Treasurer Jimmy Warden conducted the roll call; everyone was present except Rocky Mountain Area Vice President Myrna Pashinski who was excused.

Butts told the board NAPS Headquarters received a pay decision from USPS Headquarters on Sept. 30. On Oct. 1, Butts requested a meeting with Deputy PMG Doug Tulino. They met; Tulino agreed to revisit some of NAPS' pay issues.

The Postal Service requested to extend pay talks until Oct. 10, to which NAPS agreed. The Executive Board then went into executive session.

The meeting adjourned at 4:37 p.m.

USPS Can Do Better for Its Veterans

Continued from page 3

- RIF procedures focus more on position qualifications, seniority and performance, with less-rigid retention registers.

Preference-eligible veterans in the USPS may receive some advantage, especially in placement or reassignment. However, the process for determining these placements or reassignments does not always provide advantages.

The biggest reason for this is how the USPS determines what placement or reassignment is made for the veteran. Also, the USPS does not use the exact same point system or ranking as the GSA. Veterans' preference helps, but its impact may be less formalized or less significant than in a GSA RIF.

So, who fares better? In the GSA system (law), the process is OPM-regulated (formal) and strongly weighted in RIF retention. Bumping and retreat rights are clearly defined by RIF rules; veterans' advantage is more

clearly defined and impactful.

While the USPS system (*ELM*) is an internal policy, RIF retention is considered, but not strictly formulaic. Bumping is limited and subject to USPS discretion, while EAS employees have no retreat rights and the advantage to veterans potentially is less influential.

At the end of this analysis, a GSA employee with veterans' preference likely has a clearer and stronger advantage in a RIF than a USPS EAS employee with similar pay and veteran status simply. The GSA follows stricter federal RIF rules where veterans' preference is codified and heavily weighted.

I believe that if the USPS worked to do better in the treatment of our veterans in a RIF, it would provide more positive opportunities down the road in a RIF for non-veterans' preference EAS employees being impacted.

In solidarity ...

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Peak Season Hiring, RIF Process for EAS Employees on Extended Workers' Compensation, EAS Staffing Matrix for S&DCs Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the Aug. 28 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulita Wimbush, Labor Relations Policies and Programs.

Agenda Item #1

NAPS Headquarters recently was notified of a change to the evaluation forms for EAS probationary employees. Does this form apply only to external hires into EAS positions? What is the next-higher-level review process, if any, to determine if an EAS probationary employee is recommended to be terminated?

If there is no next-higher-level review process, NAPS would like to engage with the USPS to develop a process so probationary EAS employees are given every opportunity to succeed.

In most circumstances, this form applies to external hires. However, it also could apply to a transfer from another agency or reinstatement requiring completion of a new probationary period.

For Headquarters employees, if a manager is looking to terminate an EAS employee on probation, HR reviews with the manager to determine whether the probationary form was properly completed and the intent to terminate is appropriate.

Agenda Item #2

NAPS asked what hiring plans the USPS has for fall mailing and peak seasons and whether the plans would

have any impact on current SWCs or plant staffing ratios.

Hiring for peak season is being evaluated.

Agenda Item #3

NAPS has been made aware not all districts have sent out a listing of leadership titles, emails and phone numbers. Also, many Headquarters functions have not submitted this to the field. NAPS asked USPS Headquarters to require this contact information be sent out or readily available to all EAS employees, as necessary.

Field Human Resources and Field Labor Relations contacts can be accessed through MyHR/About Human Resources/My Local Human Resources. Other contacts are readily available on Blue and Outlook.

Agenda Item #4

NAPS asked if USPS Headquarters has any short- or long-term plans to provide a voluntary early retirement (VER) for EAS employees.

The Postal Service first must make a request to OPM for approval to offer a VER. The agency has not requested a VER for non-bargaining employees.

Agenda Item #5

NAPS asked what the process is during the current plant realignment, reclassification and reduction-in-force process for EAS employees on extended workers' compensation. These employees have concerns regarding being selected for a position that meets current work restrictions and that, potentially, selecting officials would

not select a person due to their current restrictions.

What process has the USPS developed to ensure an EAS employee with Office of Worker's Compensation Programs-approved work restrictions and/or is receiving workers' compensation benefits can successfully obtain a position during this period of plant realignment, reclassification and RIF?

During a RIF, Organization Design makes sure all employees, including those performing a limited-duty assignment or on extended leave for workers' compensation purposes, are in receipt of all RIF communication and supporting documents.

When Organization Design is made aware of employees on extended leave, including for workers' compensation purposes, they work with field HR to ensure the employee is informed of the RIF and their RIF status or of any reclassification of their Form 50 position. Organization Design also ensures employees who are on extended leave due to a compensable injury are able to apply to available vacancies and/or request noncompetitive lateral/downgrade reassignments if they are affected by a RIF.

Employees on a leave of absence due to a compensable on-the-job injury are not denied RIF-assignment rights because they are physically disqualified for the RIF assignment if that physical disqualification is the result of the compensable injury. Selection of employees, including individuals seeking accommodations, are made consistent with postal policy.

Agenda Item #6

NAPS noted that the Process Control Assistant (PCA) job is not changing,

but the job and title are being removed from Network Distribution Centers (NDCs) that have primary sorters that still need PCAs to run the machines. The only NDCs that still have primary sorters are Seattle and Pittsburgh; all other NDCs have only secondary sorters. The RIF for the PCA position should not have included Seattle and Pittsburgh until their primary sorters are removed.

NAPS pointed out these positions have other duties and responsibilities assigned that still need to be performed. There has been no designation as to who will be assuming these additional duties or how they would increase the levels of the gaining EAS positions.

Our July 5, 2023, correspondence to NAPS proposed modifications to the ranking model for mail processing facilities and to non-bargaining staffing criteria. A briefing was requested by NAPS in September 2023 and held on Sept. 19, 2023. NAPS followed with recommendations to that proposal.

A notice of decision was sent to NAPS on Oct. 17, 2023. Further, a notice was sent to NAPS on March 27, 2024, stating that employees in certain jobs that were proposed, then decided to be eliminated—including the PCA position—would be placed in a nonauthorized status (NAU). Employees in this position would not be immediately impacted and would be repositioned into authorized vacancies as they became available.

If an employee has not been repositioned when the facility transitions to a Regional Processing and Distribution Center (RPDC) or Local Processing Center (LPC) and the staffing criteria is applied, the employee may be affected by a RIF at that time.

Additionally, some of the specialized support work (i.e., sort programs) that used to be performed by PCAs was transferred to the Processing Support Specialist (PSS) position. PCAs should be placed in available jobs as they become available, but still could be detailed (while the knowledge transfer is occurring) until placed. The new

staffing criteria resulted in additional PSS positions across the network.

Agenda Item #7

NAPS brought back to the table this issue from the May 2025 consultative:

“NAPS asked that the USPS review and change the policy that prevents an observer from sitting in and assisting NAPS representatives during an ELM 650 mediation. This hampers the ability to assist NAPS members in the preparation and administration of the mediation.”

“Employees are entitled to a representative in administrative proceedings. The representatives are not entitled to their own representative or assistant.”

During discussion of this issue in May, NAPS explained this was intended to provide training for observers to develop their ability to represent EAS employees in these types of proceedings—not to act as an assistant to the representative. The USPS responded this would be taken back to the stakeholder for further response. As of this meeting, no response has been provided to NAPS.

The Postal Service is not opposed to allowing an “observer,” but there must be parameters and guidelines prior to approval. The Postal Service will engage NAPS once those guidelines are developed.

Agenda Item #8

NAPS asked how many next-generation delivery vehicles (NGDVs) currently are coming off the assembly line each month, as well as for a breakdown by type (battery-powered versus gas-powered). Also, how many Ford E-Transits remain in holding lots awaiting deployment?

The current number of NGDVs coming off the line is fluctuating as Oshkosh is ramping up its production to meet contracted quantity. The past three months have averaged 293 NGDVs produced a month; August's total is expected to exceed that number.

Battery-electric NGDVs currently make up around 20% of the monthly

quantities. The Postal Service currently has 6,500 E-Transits in holding lots.

Agenda Item #9

NAPS noted that Sorting and Delivery Centers (S&DCs) have been online in various parts of the country for quite some time. NAPS asked for these facilities' EAS staffing matrix—specifically, what is the plan to provide managers in these facilities? NAPS previously has suggested a joint workgroup to develop these staffing models with the USPS in accordance with Title 39, Section 1004(b).

There have been no changes to the EAS staffing matrices. The staffing matrix for the S&DCs is the same as all other facilities—following the PO-150, WSC and SWC policies. As the S&DCs have been established, the Post Office installation EAS staffing has been reevaluated based on the consolidated carrier workload. Under the existing MCS model, if the S&DC is located in the main office, it will not meet the criteria to earn an MCS.

The current Station Manager Workload Credit (WSC) model states a station must meet the requirements below to be eligible for a manager, Customer Service, position.

In a station:

- *Must have deliveries.*
- *Units without retail are graded one level below that of a unit with retail.*

In the main office:

- *If there are three or more EAS-19-or-greater offices outside of the main office and the main office has a carrier operation.*

Currently, the MCS staffing on-rolls is not impacted by a RIF at the time the S&DC was established. The jobs are marked as non-authorized and employees are repositioned from the spoke station to the S&DC to provide support.

In regard to establishing a work group, if NAPS has any proposals, send them as soon as possible for review and consideration.

NAPS Executive Board Directory

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Saipan, Rota)
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lump013@hawaii.rr.com

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____

Office: _____
Branch: _____

Work Phone: () _____
Home Phone: () _____

Date of Notice of Proposed Action
or Notice of Debt Determination: _____

Date of Letter of Decision or
Notice of Involuntary Offset: _____

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

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

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

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

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

Signature of Member

Signature of Branch President

Date

Date

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

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

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

Updated SDA Chart Issued

Following is the updated Supervisor Differential Adjustment Chart effective September 2025:

Occupation Codes Eligible for the Supervisor Differential Adjustment (SDA) Effective September 6, 2025 (PP 20-2025)

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

Occupation Code	Title	Grade	SDA Minimum
2355-0010	SUPV MAINTENANCE OPERATIONS	17	\$92,222
2355-0066	SUPV MAINTENANCE OPS (RELIEF)	17	\$92,222
2355-0022	SUPV MAINTENANCE SUPPORT	17	\$92,222
2355-0021	MGR MAINTENANCE SUPPORT	19	\$92,222
0356-6003	SUPV CPTR MAINT LABL PRNTG	19	\$92,222
1601-0006	SUPV MDC MAINTENANCE	19	\$92,222

Position Group: Field Maintenance (5% over PS-9, Step P)

Occupation Code	Title	Grade	SDA Minimum
2355-0065	SUPV FIELD MAINTENANCE OPS	17	\$86,456

Position Group: HQ Maintenance (5% over PS-4, Step O)

Occupation Code	Title	Grade	SDA Minimum
1640-0008	SUPV MAINTENANCE (HQ)	17	\$78,610

Position Group: Vehicle Services / Logistics (5% over PS-8, Step P)

Occupation Code	Title	Grade	SDA Minimum
2330-0040	SUPV LOGISTICS OPERATIONS	17	\$85,058
5823-0007	SUPV VEHICLE MAINTENANCE	17	\$85,058
2150-0002	SUPV LOGISTICS OPS (RELIEF)	17	\$85,058
2150-0005	NETWORK SPECIALIST/SUPERVISOR	17	\$85,058
2150-7043	MGR VEHICLE MAINTENANCE FACILITY	18	\$85,058
2330-0039	MGR TRANSPORTATION/NETWORKS	18	\$85,058
2380-0008	MGR VEHICLE MAINT FACILITY (SDA)	19	\$85,058

Position Group: Mailing Services (5% over PS-7, Step O)

Occupation Code	Title	Grade	SDA Minimum
2345-0043	SUPV BUSINESS MAIL ENTRY	17	\$82,497
1530-0022	SUPV STATISTICAL PRGMS (DIST)	17	\$82,497
2375-0013	SUPV CUSTOMER PRODUCT DISTRIBUTION	17	\$82,497
2375-0016	SUPV CUSTOMER SERVICE (SFS)	17	\$82,497
2345-0128	SUPV MAIL & SHIPPING SOLUTIONS CNTR	19	\$82,497

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

Occupation Code	Title	Grade	SDA Minimum
2305-7035	MGR CUSTOMER SERVICES	17	\$85,939
2310-0022	SUPV CUSTOMER SERVICES	17	\$85,939
2310-0068	SUPV CUSTOMER SVCS (RELIEF)	17	\$85,939
2301-6118	POSTMASTER	18	\$85,939
2301-6218	POSTMASTER 18 (B)	18	\$85,939
2305-7038	MGR CUSTOMER SERVICES	18	\$85,939

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

Occupation Code	Title	Grade	SDA Minimum
2335-0022	SUPV POSTAL POLICE	17	\$87,801
2335-0023	TOUR SUPV POSTAL POLICE	18	\$87,801

Position Group: All Other Eligible (5% over PS-6, Step O)

Occupation Code	Title	Grade	SDA Minimum
0530-0001	SUPV ACCT PAPER	16	\$81,075
2301-0002	MGR US HOUSE OF REPRESENTATIVE PO	16	\$81,075
2005-0001	SUPV MATERIAL INQUIRIES	17	\$81,075
2345-0045	SUPV MAIL RECOVERY CENTER	17	\$81,075
0341-6031	SUPV CUSTOMER SERVICE SUPPORT	17	\$81,075
0356-0002	SUPV REMOTE ENCODING OPERATIONS	17	\$81,075
2315-0066	SUPV DISTRIBUTION OPERATIONS	17	\$81,075
2340-0027	SUPV CPTR MAIL FORWARDING OPNS	17	\$81,075
6907-0004	SUPV WAREHOUSING AND DIST OPR	17	\$81,075
1601-0010	SUPV PRINT OPERATIONS	17	\$81,075
2355-0031	SUPV MAINTENANCE OPERATNS SUPPORT (SFS)	17	\$81,075
2375-0015	SUPV ORDER PROCESSING (SFS)	17	\$81,075
2375-0017	SUPV CANCELLATION SERVICES (SFS)	17	\$81,075
0356-0003	SUPV ORDER ENTRY (SFS)	17	\$81,075
2375-0031	SUPV STAMP INVENTORY (SFS)	17	\$81,075
2315-0103	SUPV DISTRIBUTION OPS (RELIEF)	17	\$81,075
0610-0001	OCCUP HEALTH NURSE ADMINISTRATOR	18	\$81,075
2305-6039	ASST SUPV WHITE HOUSE MAIL SECTION	18	\$81,075
2340-0028	MGR CPTR MAIL FORWARDING OPERATIONS	18	\$81,075
2345-0107	SUPV CUSTOMER CARE CENTER	19	\$81,075
2315-0087	MGR DISTRIBUTION OPERATIONS	19	\$81,075
2370-0621	SUPV CUSTOMER RETENTION	19	\$81,075



NAPS President Ivan D. Butts met with Nicole Standly, FESA representative and vendor sponsor, at the Western Region Training Seminar in August.



NAPS New York Area Vice President Tom Hughes (center) and Sal Pace (Buffalo) Branch 27 President Dennis Gawron (right) attended a fundraiser for Rep. Nick Langworthy (R) at Highmark Stadium where the Buffalo Bills played the Baltimore Ravens in the season's opening game; Buffalo won 41-40.

Congressional Postal Service Caucus Announced

Several members of Congress attended the announcement of the bipartisan Congressional Postal Service Caucus intended to keep the U.S. Postal Service a strong, viable public service into the future. The caucus will focus on improving on-time delivery rates, protecting employees and stopping harmful facility consolidations that reduce access in rural and underserved areas.

NAPS is proud to support the caucus' efforts. Attending the event were Caucus members Reps. Nikki Budzinski (D-IL), Jack Bergman (R-MI), Stephen Lynch (D-MA), Chris Pappas (D-NH) and James Walkinshaw (D-VA). Rep. Andrew Garbarino (R-NY) was unable to attend



Congressional Postal Service Caucus members, from left: Reps. Stephen Lynch, Chris Pappas, Jack Bergman, Nikki Budzinski and James Walkinshaw.



Caucus Co-Chair Rep. Jack Bergman and NAPS Executive Vice President Chuck Mulidore



NAPS Executive Vice President Chuck Mulidore and Rep. Chris Pappas



NAPS Executive Vice President Chuck Mulidore and Caucus Co-Chair Rep. Nikki Budzinski

Attending Baltimore Branch 42's annual Crabfest on Sept. 13 were, from left: Capitol-Atlantic Area Vice President Troy Griffin, Baltimore Postmaster Alvaro Reasover, Mary McDougald (widow of Jim McDougald, the first African-American postmaster of Baltimore City) and NAPS President Ivan D. Butts.



NAPS President Ivan D. Butts and Baltimore Postmaster Alvaro Reasover recognized Louise H. Edwards, grandmother of Baltimore Branch 42 member Cheryl Pulley, on being 105 years young.

Rep. Jason Crow (D-CO) held his annual CrowFest Sept. 27 in Littleton, CO. From left: Denver Branch 65 members Jason Tat, Dustin Lang, Rocky Mountain Area Vice President Myrna Pashinski and Richard Price.



From left: Denver Branch 65 member Jason Tat, Sen. Michael Bennett (D-CO), Rocky Mountain Area Vice President Myrna Pashinski and Branch 65 member Dustin Lang.



From left: Sen. Elissa Slotkin (D-MI), NAPS Rocky Mountain Area Vice President Myrna Pashinski and Denver Branch 65 members Dustin Lang, Jason Tat and Richard Price.



Colorado NAPS members with Rep. Jason Crow. From left: Jason Tat, Crow, Myrna Pashinski, Richard Price and Dustin Lang.



Attendees at Miami Branch 146's meeting included NAPS Secretary/Treasurer Jimmy Warden (back row, second from right), Southeast Area Vice President Bobby Bock (middle row, second from right) and Branch 146 President Michael LeCounte (back row, middle).

NAPS Secretary/Treasurer Jimmy Warden swore in newly appointed Branch 146 Vice President of Associate Offices Clinton Williams.



Resolution

In Loving Memory of

Dorothy "Dotty" A. (Kellock) Wileman

Whereas, God has brought to a close the life of Dorothy "Dotty" A. (Kellock) Wileman, the Resident Officers and members of the National Association of Postal Supervisors, with headquarters in Alexandria, VA, feel that it is befitting to express our sympathy to the family during this time of bereavement. We commend you to Him who knoweth best and will always do right. You have our sincere prayers.

Whereas, Dotty served her country as an employee and Manager in the United States Postal Service (USPS) in the Baltimore District. Leading employees in serving not only the people of her beloved Baltimore community, but those across the country and our service men and woman abroad. In doing so Dotty, worked in the spirit of God's desire and word found in Proverbs 11:14
"Where there is no guidance, a people falls, but in an abundance of counselors there is safety."

Whereas, upon her retirement from the USPS, Dotty continued serving the membership of the National Association of Postal Supervisors (NAPS) as the NAPS Eastern Region Vice President, utilizing all the experiences given to her by God to help the membership of NAPS across the Eastern Region and country. Dotty was instrumental in the creation of the Eastern Region Cabinet meeting. The yearly event is foundational for the networking of EAS in the USPS. Dotty's service to NAPS was recognized in renaming of the Maryland State branch to the Dorothy "Dotty" Wileman State Branch in honor of her service to NAPS members.

Whereas, utilizing the key ingredients for service, which is a heart full of grace and a soul generated by love, Dotty served. She will be remembered in accordance with the words that Jesus spoke in Mark 10:43, "whoever wishes to become great among you must be your servant."

Now therefore, be it resolved, that we wish all who are now in mourning to take comfort from the words of our Lord and Savior found in John 14:1-3,
"Let not your hearts be troubled. Believe in God; believe also in me. In my Father's house are many rooms. If it were not so, would I have told you that I go to prepare a place for you? And if I go and prepare a place for you, I will come again and will take you to myself, that where I am you may be also."

Therefore, be it further resolved, that we bow to a greater Will than our own and rest in the knowledge that one day we will be united with Dotty again, in joy and in the fullness of God's mercy. A copy of this Resolution will be kept at NAPS Headquarters in the NAPS Book of Resolutions.

Humbly submitted this 12th day of September, 2025.

Ivan D. Butts
National President

Chuck Mulidore
Executive Vice President

Jimmy Warden
Secretary/Treasurer

NAPS Secretary/Treasurer Jimmy Warden (right) and Southeast Area Vice President Bobby Bock (fourth from right) attended Fort Lauderdale Branch 296's meeting. Aida Vera (third from right) is Branch 296 president.



NAPS Secretary/Treasurer Jimmy Warden (left) and Southeast Area Vice President Bobby Bock (right) attended Central Florida Branch 406's membership meeting. Ernie Gonzalez (red shirt) is Branch 406 president.



From left: Orlando Branch 321 President Peter Piteira, Central Florida Branch 406 President Ernie Gonzalez, Southeast Area Vice President Bobby Bock and NAPS Secretary/Treasurer Jimmy Warden.

Los Angeles Branch 39 conducted an in-person and Zoom meeting Sept. 27.



Treasurer Alvetia E. Smith conducted the quarterly audit with branch trustees. From left: Trustees Youvet Profit, Carol Randle and Velma McClinton, Shirley Lee, Smith and her daughter, Chanel Dodson, Branch 39 IT chair and National Auxiliary Western Region vice president.

Heart of Illinois Branch 255 held a meeting on Sept. 14 in Bloomington. Discussions included increasing membership, legislative issues, delegates to the 2026 LTS, getting more members involved in branch meetings and sending more officers to NAPS training. From left: Vice President Stephanie Peters, Secretary Kent Matteson, Vice President Shannon Creath, President Dave DeNosky, associate member Linda Wilson, Vice President Priscilla Bryant and Past NAPS President Brian J. Wager. Associate member Ray Elliott attended via Zoom.



New York City Branch 100 held its membership meeting; 98 members attended. As it was the beginning of the new Postal Service fiscal year, Branch 100 invited the other branches in New York District 1 from the Bronx, Brooklyn and Staten Island to also attend. Main speakers were Don Flak, USPS Executive director of Performance and Field Operations Support, and Suzette McNair, New York District 1 Employee Development specialist. Flak provided insight on what drives some NPA goals and what is needed to improve NPA payouts for 2026. McNair talked about properly completing one's eCareer when applying for a promotion. She also informed attendees that she holds a seminar on the second and fourth Saturdays of every month at the James A. Farley Post Office where employees can get assistance with their eCareers



From left: Northeast Region Vice President Dee Perez, New York Area Vice President Tom Hughes, Branch 100 President Lijia Dyer, Executive Vice President Ken Stanley, USPS Executive Director of Performance and Field Operations Support Dan Flak and NAPS Secretary/Treasurer Jimmy Warden.



From left: New York Area Vice President Tom Hughes, Branch 100 Vice President of Stations Dave Conover, President Lijia Dyer, Executive Vice President Ken Stanley, New York District 1 Employee Development Specialist Suzette McNair, NAPS Secretary/Treasurer Jimmy Warden and Northeast Region Vice President Dee Perez.

The New York State Convention was held Sept. 14 in Tarrytown.



From left: Handleman-Palladino State Branch 935 Executive Vice President Frank Vazquez, Northeast Region Vice President Dee Perez, Branch 935 Secretary/Treasurer Phyllis Morrissey, NAPS Executive Vice President Chuck Mulidore, Branch 935 President Mark Velez and New York Area Vice President Tom Hughes.



NAPS Executive Vice President Chuck Mulidore swore in Branch 935 officers: Secretary/Treasurer Phyllis Morrissey, Executive Vice President Frank Vazquez and President Mark Velez.



Branch 935 President Mark Velez presented Long Island Branch 202 President Tom Barone with the inaugural New York State Challenge Coin. Over the years, each branch will have a collectible coin produced in honor of their affiliation to New York.

Scenes from the convention:







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National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2025

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



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

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

Applications must be received no later than Dec. 31, 2025. Online applications only will be accepted using the NAPS website. Go to www.naps.org and log into the “Member Portal” (upper right on the home page) to apply for the **Louis M. Atkins Presidential Student Scholarships**.

Scholarship winners will be announced in January 2026. In addition, the scholarship winners will be listed in the March 2026 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2026. Scholarships may be used to pay expenses in the student’s current or following semester.

Online applications only: Log into the “Member Portal” at www.naps.org

No Relief SCS, 12 Hours a Day, Is a Concern

Dee Perez

Northeast Region Vice President

Summer is over with the official kickoff of Labor Day. It has been a long, hot summer for all EAS employees who have been willing to put in the extra necessary hours to cover their offices. However, when it's six days a week, open to close, and on an Amazon Sunday, working alone for 12 to 15 hours, it's a major problem that local USPS leaders fail to address.

RADAR programs alert leadership to everything that takes place under the sun. Why are they not worried about EAS employees working excessive hours in a day or week? They turn a blind eye to this.

I'm not talking about the occasional T-time, which can last for a week or two, every now and then, for 10 hours when the office is short-staffed. I'm talking about the no 204(b) rule and not having relief supervisors Customer Service (SCS) in associate offices (AOs). According to the *USPS-APWU Joint Contract Interpretation Manual, Article 1*:

"The usage of 204-B assignments in the USPS is governed by specific guidelines and restrictions. These assignments are typically limited to no more than 90 days in duration, except in certain situations such as supervisory absences or vacancies of 14 days or more. The 204-B assignments are subject to the same restrictions regarding the supervisor's absence or vacancy as within the Clerk Craft. Additionally, employees from other bargaining unit crafts may be utilized

as 204-Bs to supervise Clerk Craft employees, but this usage is also limited to no more than 90 days."

Having relief SCS in AOs has been discussed for over a year; rarely has anything been implemented other than in mail plants. These mail plant managers believe they can abuse relief supervisors and place them on any tour they want. The understanding of the USPS and NAPS was to use them as relief on days off and to cover vacations—that's it! If a tour still is uncovered, they should be paying T-time to cover the tour.

Regarding Customer Service, there is no reason today why a relief position cannot be established in most offices. I understand some offices are not geographically aligned, so it makes it difficult to find five days of work for a relief SCS.

However, if there are three offices in a normal proximity range, why not create a Level-17 relief SCS to cover these nonscheduled days? The other two days, they can assist the three offices with administrative duties, street observations, walking routes, and/or covering a vacation slot or place them on an inspection detail for two days.

We all know there is work available. Postal Service Headquarters needs to have the will to create these positions and implement them now. Working 12 to 15

hours a day, open to close, no longer is acceptable. Local district managers have gotten away with this in FY25, but it cannot be allowed to recur in FY26.

Too many EAS employees are stressed and have complained about this; they simply are exhausted. They have families, yet all they do is go home to eat and sleep, with very little interaction with family concerns. This abuse, in the long term, is not healthy.

Relief supervisors in Customer Service positions would provide coverage during prime time while avoiding the lack of coverage on Amazon Sundays. Help is needed as soon as possible because SCS and postmasters are burning out!

MM—membership matters!
neravp@aol.com



We All Can Help Build Membership



July High-Five Club Members

Larry Shropshire, Branch 245, TN

Brian Wagner,†††† Branch 255, IL

Marcel Webb, Branch 8, IN

Butch Wrazidlo, Branch 4, MN

†††† Denotes sponsor who signed 40+ new members within 90 days.

Discovery, Development and Deployment

Richard Green

Eastern Region Vice President

In my previous column, I shared with you the three Ds of raising the next generation of NAPS leaders. I want to stress how important it is to raise the next generation of NAPS leaders so the organization is prepared and ready for the future.

Raising the next generation of leaders is a noble concept, but that is not the end of the process. I have always been an admirer of how great organizations build their bench. We are a great organization that has the ability to not only build our bench, but also shepherd in the next generation of great leaders to leave NAPS well-positioned for the future. As the present leaders of NAPS, we must begin discovering, developing and deploying our bench players to become our future starters (leaders) of the team!

Organizations discover their next generation of leaders by using a combination of methods that assess potential, performance and leadership qualities. This includes evaluating candidates based on traits like adaptability, emotional intelligence, com-

munication skills and a growth mindset. The next step involves development that includes preparation of the future leader.

Lastly is the deployment phase where leaders are sent out to do the work they are called to perform. Suc-



cession planning also is a key strategy, ensuring a pipeline of ready leaders for key roles. I would like to discuss strategies and tools I believe will help us build our future and become stronger in the process.

Discovering the Next Generation of Leaders

Use branch meetings and training to determine a future leader's engagement and commitment to the organization. Are they asking insightful questions? Are they drawing in other people to your branch? Do other members look up to them? Are they making deposits into other members of the branch? Are they consistent in bringing out the best in people around them?

When they communicate, are they speaking with passion and authority on issues? Are people engaged? If "yes," we are well on our way to discovering our next generation of leaders. That doesn't mean they are fully developed, but show the capacity to grow into leaders to carry us forward.

Developing the Next Generation of Leaders

Observe how future leaders interact in various situations. Are they willing to consult with others in positions of authority to fight for our members? Are they willing to take initiative to help members solve

problems? Are they willing to do advocacy work for members dealing with corrective action?

Are they willing to coach and mentor others to grow other members? Are they willing to be challenged to grow in their leadership capacity to make the branch better? Are they open to constructive feedback to grow their leadership abilities? Do they show a hunger to be the best they can be in their leadership role? If we can answer "yes" to these questions, we are well on our way to developing a future leader.

Deploying the Next Generation to Lead

Here comes the hard part for us as today's leaders of the organization. Our succession plan is working and is well underway. We have created a pipeline of future leaders to carry the organization into the future. We have done the work. We have discovered the next generation of leaders.

We've coached, mentored and prepared them to lead. We developed and observed them doing the work of NAPS; they are ready and willing to lead. We have fostered a leadership culture and built and raised the next generation of leaders.

All the work is done! It is time to deploy the next generation and allow them to lead as we have prepared them to do. Our role changes from serving as leaders to being coaches and mentors. We become the confidant to whom our future leaders come for wisdom, advice and good counsel.

In this way, we will hand over the reins to the next generation that is flourishing and ready for the bright future ahead. I am excited about what this future can be. How about you?

Leading into the future!

rgreen151929@aol.com

NAPS is saddened to report the death of Dorothy "Dotty" Wileman, former NAPS Eastern Region vice president, on Sept. 10. Despite her retirement, Dotty was a perennial attendant at the NAPS LTS and national conventions. The Maryland State Branch was renamed in her honor.



Let Us Honor Our Veterans

Bobby Bock

Southeast Area Vice President

It is that time of year when we pause to celebrate Veterans Day. I still remember the day I enlisted in the U.S. Army. I went in as a boy and came out a man. The military instilled in me core values—loyalty, duty, respect, selfless service, honor, integrity and personal courage.

To this day, I continue to live by those values. Loyalty and integrity, in particular, guide my daily life.

I often think about “the dash”—the line that represents the time between the year you were born and the year you die. How we choose to live that dash is what truly matters. For me, it always has been about living with integrity.



Today, there are approximately 1.3 million active-duty troops serving our nation. In addition, we honor 16 million veterans, including nearly 5 million disabled veterans. Some of their injuries are visible, but many are not. I know this firsthand.

After a serious motor vehicle accident, I spent six months in a military hospital. I came close to losing my leg and, to this day, I walk with a three-inch difference in length on my right side, requiring special shoes provided by the Veterans Administration. Ultimately, I retired from the Army due to my disabilities.

Veterans Day was signed into law by President Dwight D. Eisenhower in 1954. As a disabled veteran, I was especially grateful to begin a second career with the Postal Service—a

workplace long recognized as one of the most military-friendly employers in the nation. Today, nearly 69,000 veterans are part of the Postal Service workforce, including about 29,000 who are disabled.

The Postal Service not only values the service of veterans, but also provides dedicated support through its Veterans Program team. I want to take a moment to thank Martin Miera, Military Program Specialist, for his support and contributions to this column.

So, as many of us enjoy time off on Veterans Day, let us all remember the true meaning of this federal holiday. It is a time to honor the sacrifices and service of those who have worn the uniform.

Until next time, Robert Bock, U.S. Army retired.

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What Is Your Plan for 2026?

Myrna Pashinski

Rocky Mountain Area Vice President

Are the metrics driving you crazy? You constantly are being told you are part of a team, but you don't feel like you are. Are you told you are a stakeholder in the company you work for, but don't have any decision-making ability?

The company always is deploying new innovations or renaming, reclassifying something in the name of positive change. This, while you still have endless emails, text messages and scanner messages with which to deal while being pestered to



use your personal vehicle and still work off the clock. Who has time to have a plan?

Have you started your plan for 2026? Here are three things to consider.

1. Work conscientiously toward creating a good working relationship with the management team in your unit. Your NPA depends on it! You don't have to be friends with them, but you do have to work with them.

Conflict resolution begins with your management team and cascades to the working relationship with your subordinate employees. Here's where being confident

enough in yourself comes in to let your management team know what you can and cannot get done in a day and how tasks can be better spread among the team. It will reinforce how you delegate tasks and hold your employees to their duties and responsibilities, as well.

2. Adhere to your unit's fiduciary responsibilities because your unit performance and NPA rely on them. This includes your unit performance percentages, individual and unit goals, personal availability and employee availability. Everything that rolls up into every dashboard and in the ever-growing, important Power BI dashboard boils down to how you manage getting your employees to work every day.

How they safely perform the duties and responsibilities of their jobs and accurately complete their clock rings every day get you to the top-most level of your unit's performance while meeting your safety and fiduciary goals.

I've mentioned only two things so far; the third is by far the most important. The last is an opinion statement about planning.

3. You must create a working environment with your management team and employees that fosters *mutual respect and dignity* at work for everyone. Without displaying this for *every* person in the building, we all feel like the first paragraph of this column—not really a part of the unit. It's as if we are in a unit working just

to get a paycheck.

Finally, you must be confident in yourself to plan your year and be willing to adjust it throughout the year. Remember what's important right now and start the plan. Avoiding the obvious isn't going to get your goals completed or upward mobility opportunities you want if you don't start planning each year. You simply will get exactly what you planned for—nothing at all.

Again, the year will slip by and you will continue to be frustrated. At mid- and end of year, you will get that frustrating feeling of, "What do I put down for my accomplishments?"

Set your goals and document as you go along when you complete a goal. Adjust your goals when you are

asked to add something to your plate; you know you will be asked to do that. Change is inevitable.

Grow to expect change rather than letting it give you stress. I'm not saying you won't have any stress at work if you set a great plan, but if you plan and accept the fact you have to adjust along the way, the stress may not be so harsh.

Remember, also, that self-care is important. When stress becomes overwhelming, the Employee Assistance Program should be a part of your plan. The EAP has great, quick plans for stress reduction. Trust me on that!

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OIG Releases Workplace Violence Prevention Audit

Dan Mooney

North Central Area Vice President

I recently read the Sept. 15 Postal Service OIG audit of the agency's Workplace Violence Prevention Program (WVPP). I thought it important to let NAPS members know the findings. The OIG found the overall program effective; however, people were not reporting and using the system as intended, thereby clouding the status of the workplace environment.



The OIG's objective of the audit was to assess the effectiveness of the WVPP from fiscal year 2022 through 2024. The OIG conducted virtual interviews in three districts, made site visits to 24 judgmentally selected facilities and interviewed District Threat Assessment Teams, facility managers and employees to under-

stand the prevention program. In addition, the OIG interviewed personnel from the Workplace Environment Improvement Department to understand the policies and compliance requirements surrounding the program.

Overall, the audit determined the WVPP to be sufficient in providing content and resources to the workforce. However, opportunities exist for the Postal Service to improve reporting and communication on workplace violence incidents.

Specifically, the audit found instances of workplace violence not always reported or documented properly in the Threat Assessment Case Tracking System. Also, district Threat Assessment Teams did not always provide facility managers with supporting documentation and timely

communication after incidents occurred.

The Postal Service established its Workplace Violence Prevention Program as a way of providing the foundation for a violence-free workplace. During FY22 through FY24, there were 2,646 reported workplace violence incidents nationwide.

Threats accounted for 1,256 (47%) of the incidents. Threats are words or actions intended to intimidate another person or interfere with the performance of their official duties.

Physical assaults were the next-highest reported incidents at 678 (26%), followed by hostile work environment, then suicidal comments. Bullying and sexual assaults rounded out the top-six incidents.

The Workplace Environment Tracking System database provides a nationwide, centralized repository for workplace environment proces-

ses. The system has several modules for documenting processes, including the Threat Assessment Case Tracking System, to enter and track incident-specific information for threats.

Facility managers are responsible for timely reporting incidents directly to the district Threat Assessment Team (TAT). The Labor Relations manager is the team lead and will determine if the team should convene to assess the incident and determine next steps to mitigate potential violence.

Other core members of the TAT team include the HR manager, district manager, Safety manager, Senior Plant manager (or designee) and a postal inspector. The core members for each district TAT team meet at least once every three months to review team responsibilities, address unsolved action items and discuss updates on open incidents.

The Postal Service uses the Threat Assessment Case Tracking System to document, process and analyze trends for workplace violence incidents. However, the OIG found in-

stances where District Threat Assessment Teams did not always assess or report potential threats in the system they gleaned from Postal Inspection Service Assault Threat Specialty reports. Furthermore, facility managers inconsistently reported threats to the district teams.

The Postal Inspection Service uses Assault Threat Specialty reports as a fact-finding document whenever it receives a report of an alleged threat or assault against Postal Service employees. The OIG compared alleged threats or assaults from Assault Threat Specialty Reports to the Threat Assessment Case Tracking System in the districts visited and found 525 of 661 (79%) alleged threats or assaults were not entered into the system.

Facility managers, the OIG found, were inconsistently reporting workplace violence incidents to their district Threat Assessment Team. Some facility managers stated they do not report alleged threats to the district team unless the incident includes physical altercations. When workplace violence incidents are not

properly reported or documented, it hinders the agency's ability to properly monitor workplace violence.

The Postal Service's district Threat Assessment Teams did not always provide supporting documentation or timely communication to facility managers after workplace violence incidents occurred or were reported. The district team should have timely communication with facility managers regarding the outcome memos to keep management informed on plans to alter the conditions or minimize the future risk of violence. The outcome memos provide assurance to facility managers that the initial incident inquiry and risk rating were conducted by the Threat Assessment Team.

Bottom line, make sure you properly report all incidents of workplace violence so they can be documented, investigated and processed completely. This includes getting an outcome memo with the results of incidents.

Stay on the high road; the view and the people are much better.

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Western Region Holds Successful Training Seminar

Marilyn Walton

Western Region Vice President

The 2025 Western Region Training Seminar was called to order by Stephnia Campbell, host San Diego Bridget Evans Branch 159 president, who introduced the honor guard, singing of the national anthem, Pledge of Allegiance and invocation. Campbell next introduced Tanya Toedt-Fitzharris, San Diego postmaster, and Gabe Magdalene, California 6 District manager, who welcomed delegates and read special

remarks from Ed Ruiz, WestPac Retail and Delivery Operations vice president, who was unable to attend.

Special NAPS guests were NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden. Representing the National Auxiliary were President Laurie Butts and Western Region Vice President Chanel Dotson.

Training began with "Sharable

Stuff You Need to Know," presented by former NAPS Secretary/Treasurer John Aceves. Butts presented infor-

mation about NPA and plant reclassifications, including information on RIF avoidance and impacts that will hit the WestPac Area in early February 2026. Past President Brian Wagner presented a seminar on EAS-17 grievances

and how the process works.

The goal was to provide three full days of training. On Friday morning,





John Aceves, former NAPS secretary/treasurer and presenter at the Western Region Training Seminar.



NAPS President Ivan D. Butts discussed the RIF impacts.



California State Legislative Consultant and SPAC chair Felicia Pennington helped raise over \$11,000 for SPAC.



Executive Vice President Chuck Mulidore provided a legislative update.



NAPS 2025 SEE Awards recipients were, from left: Pacific Area Vice President Chuck Lum, Oregon State President Aric Skjelstad, Salt Lake City Branch 139 President Teresa Barrett, Spokane Branch 60 President Stan Johnson, Western Region Vice President Marilyn Walton, San Jose Branch 94 President Regina Black, Northwest Area Vice President John Valuet, Rocky Mountain Area Vice President Myrna Pashinski and California State Legislative Consultant and SPAC Chair Felicia Pennington.



Winners of "The Price Is Right!" were, from left: Melissa Homsany, Branch 39; Teresa Barrett, Branch 139; Adam Carpenter, Branch 373; Danilo Chavez, Branch 77; Donnetta Smith, Branch 127; Patrick Johnson, Branch 266; Chuck Mulidore, NAPS executive vice president; and Sherry Patterson, Las Vegas Branch 463 vice president.

there were two USPS presentations: "Proactive Customer Service, No Problem!" and "USPS Labor Relations Policies and Procedures," presented by Jaya Guterrez, WestPac Labor Relations specialist. Other classes included NAPS' "Appeals Writing 101," "Nepotism and Impartiality" and "Postal Bingo."

California State President Marilyn Jones presented the 2025 NAPS-SEE Awards, an award established by Jones. This special recognition was presented to the Western Region officers for their contributions, volunteerism and devotion to NAPS.

Warden offered "NAPS Needs Your Help!"—great training on local state officers' responsibilities in managing branch funds and resources available from NAPS Headquarters. Additional NAPS training included "FOIA Fundamentals 101" and "Don't Pay What You Don't Owe?"

A meditation skit led by Margarete A. Grant Branch 127 President Charles Patterson and his team demonstrated how an actual NAPS/USPS mediation is conducted. Time was spent explaining the mediation process, including how the mediator directs the decorum of the meeting with the NAPS representative, member and manager insisting on the action.

Mulidore provided attendees with an update on current legislation and NAPS' legislative focus in 2026. There also were presentations on



NAPS Secretary/Treasurer Jimmy Warden provided training on branch officers' financial responsibilities.



NAPS veterans served as the Honor Guard. From left: Marques Ceaser, Marines, San Diego Bridget Evans Branch 159; John Kern, Navy, Colorado Springs Branch 141; Victor Garcia, Marines, Sacramento Branch 77; and Daryl Francisco, Marines, Branch 159.



Branch 77 Sergeant-at-Arms Karyn Rahming with Eastern Region Vice President Richard Green (left) and Executive Vice President Chuck Mulidore.



Auxiliary members, from left: Chanel Dodson, National Auxiliary Western Region vice president; Alison Valuet, Idaho State; Barbra Kelly, California State Secretary, Branch 77; Jerry Eckert, National Auxiliary Pacific Area vice president, Branch 373; Yunina Graham, California State Auxiliary President; and Ed Simpao, California State Auxiliary treasurer, Branch 88.

"How to Stay Out of Trouble," what is and is not an involuntary reassignment, as well as USPS investigative interviews and OIG investigations.

All NAPS presentations and the USPS Customer Service information will be available to share. Northwest Area Vice President John Valuet is collecting presentations to store on complimentary USB drives. Delegates were asked to provide their contact information to ensure they receive at least one USB drive to share with their members.

I want to extend my sincere thanks to Host San Diego Bridget Evans Branch 159 for its support. Also, a very special thanks to my counterpart, Chanel Dodson, and her Auxiliary team who conducted the daily 50-50 SPAC raffles, and Felicia Pennington, California State Legislative consultant, who coordinated the entire collection of SPAC fundraisers for a total of \$11,600.



Los Angeles Branch 39 members, from left: Mjai Pinkston, first-timer; Felicia Pennington, Legislative chair; Christyana Heath, first-timer; Chanel Dodson, National Auxiliary Western Region vice president; Marilyn Jones, president; and Jodi Rouse and Kathy Meade, first-timers

Special thanks to our volunteers who served on the Registration Committee and worked tirelessly to ensure everyone got registered. There were 34 branches, representing 10 of the 13 Western Region states.

And, finally, thanks to our sponsor—the NAPS Western Region team:

Pacific Area Vice President Chuck Lum, Rocky Mountain Area Vice President Myrna Pashinski and Northwest Area Vice President John Valuet. Team work makes the dream works!

marilynwalton@comcast.net

We Need Better Treatment of RIF-Impacted Veterans

In his column this month, NAPS President Ivan D. Butts discusses the differences between the USPS and GSA treatment of veterans in a RIF, positing the USPS could do better. Jordanna Garland interviewed NAPS member Randall Daugherty, a RIF-impacted veteran, to discuss his experience.

Garland: How long were you in the military? What branch did you serve in and what positions did you hold?

Daugherty: I've been in the military for approximately 40 years. I joined the Army in 1983 and got out in January 2023. I started as an E-1 and made it all the way up to E-8 as a first sergeant.

I was active duty for seven years, five months and 21 days. I was deployed to Korea, as well as Iraq and Saudi Arabia. I was at Fort Campbell, Kentucky, for a little over four and a half years, which was my last active-duty station.

I next went into the reserves in the 14th Quartermaster Company, Greensburg, PA—home of the famous 14th Quartermaster Detachment. In Operation Desert Storm, the detachment suffered the greatest number of casualties of any allied unit. Thirteen soldiers were killed and 43 wounded from an Iraqi scud missile attack on Feb. 25, 1991; 81% of the unit's soldiers were killed or wounded.

After 20-plus years in the unit, I had a knee replacement and no longer could perform my duties or lead by example, so I decided to leave the military. I decided next to take the Postal Service test, not really having any ambition of working in a post office.

I was hired and decided to leave

school and go to work for the Postal Service.

Garland: How were you notified of the RIF?

Daugherty: I was notified by an email. The agency emailed my RIF notice seven times, telling me I was a RIF employee and would be placed in a Tour 1, Level-17 supervisor, Distribution Operations, position.

I am currently a Tour 2 manager in a Level-20 position and have been a manager on Tour 2 since 2006. I previously was RIFed in a Level-19 position, then went to Maintenance as a manager in a Level-19 position. I came back into mail processing as a Level-20, right back into the same position when I was a Level-19, Tour 2 manager, where I have remained.

When I received the recent RIF email, I emailed the RIF system and was told to send all emails and questions to a specific email address, which I did. On my seventh request, I received a reply and was told my military service was reviewed by a committee, but the Level-17 position was the best position they could offer.

I responded there was a Level-20 position available in which I could bump out the current person because it was my current pay grade. I was



told I could not do that because I was not qualified and did not have the knowledge to learn the position.

I responded, "Who are you to judge regarding what I can and cannot learn?" I reaffirmed my military and Postal Service career—started in 1993 as a PTE, was a 204(b) and manager by 2008. All I was asking

for was to be given the opportunity to try and get a job in round one and, if unsuccessful, try in round two.

I was told, "You only have the option in round one. You cannot choose in round two because you no longer are a RIF employee; you were assigned a position in round one."

I pointed out that I had not asked to be assigned to a position and this was different from the previous RIF; the rules change each time. Following the ELM and emails I sent, I should have the opportunity to get a job in round one and round two. I should not be placed in the Level-17 supervisory position because there are other positions I could bump, including the available Level-20.

I stressed the unfairness of the process at being placed in the Level-17 position when I am qualified for the Level-20 position. I felt my military career had not been taken into



consideration. I am at the highest level of the RIF—a 10-point veteran and 40% disabled.

Long story short, the Level-20 was not available in round one. I emailed HRSSC numerous times, as well as many others. I talked to my plant manager who tried to help me; back and forth we went. The position was awarded to someone else.

I feel veterans are not being treated correctly and not being given any benefits. We are being put at the back of the pack and not being given the opportunity to apply for positions in round two. Instead of taking into consideration being a 10-point veteran and 30% disability, we are just placed into a position; this is not how it is supposed to work.

Garland: You touched on this a little bit, but how has the RIF impacted you—your position, salary and location?

Daugherty: The RIF has impacted me personally. I go to work every day and wonder, “Do I have a job, do I not have a job?” The anxiety, stress and aggravation on myself and my family are tremendous. My wife has many medical issues. She doesn’t need this extra stress and anxiety and should not have to deal with it.

It affects me daily. I haven’t missed a day of work since 1993 that wasn’t scheduled and never have called off sick. I have called off twice on emergency leave.

At the end of this year, I’ll have 40 years in the Postal Service with my military service. I go to work early and stay late. We’re paid for eight hours on the clock. As a manager, there are things that need to be done that you must do; it’s part of your position. I put forth 150% effort, whether I’m at work or not.

Garland: What actions do you think the Postal Service should take to help RIF-impacted veterans?

Daugherty: RIF-impacted veterans should be given the opportunity to try and get a position in round one, as well as round two. Wherever the Postal Service feels we should be slotted in, tell us. But if we can find a position better suited, then we should be able to try and attain that position. No one should be able to tell me or another employee, “You only are qualified to do this.”

How do they know what I’m qualified to do? They used the information on my eCareer, but never talked to me or my manager. They never talked to anyone in my facility regarding what I do, my strong suits, weaknesses, etc.

I was told a committee made the determination, but I could not get the names or phone numbers of the committee members. The least they should be doing is calling my manager and getting their assessment of my abilities and the jobs I am capable of performing. This is not fair treatment.

Military veterans are not being treated fairly because they are not being given opportunities to apply for jobs in round two. The Postal Service is automatically downgrading them and slotting them into positions, as I was—from a Level-20 to a Level-17.

Despite being told I have saved-grade for two years, that’s not the position in which I have been. I have not updated my eCareer since 2015; there was no need. No one spoke to me, but a decision was automatically made.

Garland: Are similar issues happening to other postal veterans?

Daugherty: I know of another similar situation where a veteran was slotted into a job. It comes down to knowing a little bit about everything in my facility—whatever the tour, position, etc. If pointed in a different position, give me the opportunity to be successful. But, instead of being given the opportunity, the decision is being made for me; that’s across the board.

Garland: What would you like other RIF-impacted veterans to know?

Daugherty: I want other veterans to call their legislators. Also, push back against the Postal Service when these decisions are made. Put in for as many jobs as you can. It’s frustrating because we are not being given opportunities in round two.

Garland: As a veterans-preference employee, were you placed in a position?

Daugherty: Yes, I was placed in a Level-17, Tour 1, supervisor, Operations Distribution position. I was asked to read, sign and return my RIF letter. I never signed the letter because if you sign it, you are accepting it. I’m not accepting that position. I know of two jobs in my facility that will open in round two. But, because I was slotted into a position without my permission, I am ineligible to apply in round two because I no longer am considered a “RIF-impacted” employee.

Garland: You said there were higher-level positions for which you were minimally qualified?

Daugherty: Correct. There is a brand-new Level-20 position for in-plant support that would make two Level-20 positions. I could have filled



that without bumping anyone, but I never got the opportunity. I was told I was not qualified, despite my many years' experience.

Garland: Did you try and use the *ELM* provision to request a lateral or downgrade?

Daugherty: I went ahead and talked to the RIF Committee via email; nobody wants to talk to you over the phone. I asked about being lateraled into the Level-20 job, but was told I was not qualified. There was nothing more I could do. I was not going to downgrade to a Level-17.

Garland: What was the USPS' response to the request?

Daugherty: At first, it took seven rounds of sending the same email to get a response. Employees are told, "We are here for you. All you have to do is send an email. We will answer any of your questions. But on the telecon, we only will answer generalized questions."

I was able to get on three telecons. I asked general questions, but got no answers. I went ahead and sent a long email—no response. Every day, I sent the email with additional responses on my end. After I sent the seventh email, I received a response that read, "We're reviewing it."

How are they reviewing it? I could not get any information. I was told I was not qualified for the Level-20 and was placed in the Level-17 position, of which they knew nothing about. It is the most-junior Level-17 in the facility.

Despite my asking about attaining other positions, I was told I was not qualified. I would have driven to Postal Headquarters and stood in front of a panel of five people to ask

me questions, face to face.

Garland: Do you feel the USPS is honoring your and other veterans' service to our nation during RIFs?

Daugherty: I feel veterans are being badly mistreated. We are considered RIF employees in round one, but not RIF employees in round two. What changed? We have military preference, but were placed in a position so we no longer are a RIF-impacted employee.

How am I not a RIF-impacted employee? I lost my position! Just because someone decided to place me in a position I did not want does not mean I no longer am a RIF-impacted employee. I still lost my position and am a RIF-impacted employee. I should have the opportunity—as well as every other veteran—to get a job in round two.

Garland: What do you think should be done to make the USPS process better for all employees?

Daugherty: All RIF employees should be given the opportunity for a position one and position two. When both go, all employees who are RIF-impacted should be given the opportunity. In round one, the agency is letting anyone get a job because it will open up other jobs for round two.

But military veterans don't have that opportunity. Everyone RIF-impacted should be able to get the opportunity for round two, as well. And if you are a veteran and don't keep a job from round one or two, then tell me, "These are the available jobs," and let *me* pick one.

There should be a standing order based off your years of service for the pecking order of who's picking first.

Garland: Is there anything else you would like to say?

Daugherty: I feel the Postal Service is badly mistreating people. Leadership at Postal Headquarters say "We want to have a team. We want everyone to work together. We want you to advance. When you have new employees, we want you to do from A to Z."

They want you to do a lot with new employees to try and keep them and have a concept of teamwork—everybody work together, good atmosphere, good working conditions. But this is how you treat people?

You treat people badly, yet you want teamwork? You want cooperation? I have almost 40 years in the Postal Service and this is how you treat your employees?

You want me to promote teamwork and say how great it is here, how good we have it. We are supposed to push the message of how good the Postal Service is and how it looks out for you.

Instead, you are a number; that's all we are. I am highly disappointed in the Postal Service. The anxiety and stress the agency is causing me and my family is so wrong.

Garland: Thank you so much for speaking with me today. I really appreciate it.

Daugherty: I am happy to do it. I'm proud of my military uniform and what I did in the military. I love the military; I love my position. But I'm disappointed in the Postal Service.



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



NAPS NATIONAL AUXILIARY

Hazel Cochran Scholarship

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

Hazel Cochran
FOUNDER

HOW TO APPLY?

Email Laurie Butts for an application
Laurie.butts5615@gmail.com

APPLICANT CRITERIA

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

DEADLINE

Completed applications must be emailed by May 31, 2026

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

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY

Bob Levi

Director of Legislative & Political Affairs



The Postal Service recently reported its bottom line for FY25 that ended on Sept. 30; it's not pretty. NAPS is not the only one taking note of the year-end, projected \$7 billion

sal service obligation.

Yes, the Postal Service must maintain a vast network of retail postal outlets that reach out to rural communities. Yes, the Postal Service is required to deliver letters and parcels at least six days a week. And yes, Postal Service-imposed postage must be affordable.

A dedicated career workforce of

noted that NAPS Michiana Area Vice President Kevin Trayer and Michigan Legislative Chair David Hommerson laid the foundation for Bergman's leadership in the caucus.

They have worked with the representative and his staff for an extended time, familiarizing them with the challenges confronting the Postal Service and how service issues could be remedied. Budzinski is familiar with postal issues as a result of her previous representation of a labor union on the Federal-Postal Coalition, of which NAPS is a long-term member, and being a former, high-ranking staff member on the White House Office of Management and Budget.

Shortly after the caucus rollout, the USPS Office of Inspector General (IG) published a Sept. 22 audit report on postal retail accessibility and followed up with a Sept. 26 "white paper" on the evolution of the USPS post office network. Taken together, the IG raised concerns about retail access consistency and the future of post offices as America knows them.

These reports should resonate with all frontline postal supervisors and managers, but specifically with postmasters and station managers. One of the points made in the white paper was the Postal Service retail network generally covers its costs. Retail units generated \$9.3 billion in revenue, yet cost \$6.3 billion to operate.

However, the paper continued that, individually, more than half of the retail units failed to cover their costs. The paper also suggested that the USPS has not adapted its retail network to reflect population shifts.

Moreover, the IG illustrated how foreign postal authorities maximize the use of their postal retail units by providing a more comprehensive menu of governmental goods and services. This type of analysis could be

The Postal Service's Continued Trials and Tribulations

loss. (The Board of Governors' decision to defer a January 2026 postage rate adjustment will reduce expected second quarter FY26 revenue, further impacting the bottom line.)

There are several ravenous, private-sector interests who view these distressing numbers as an opportunity to feast on the 250-year-old national treasure. After all, the Postal Service still generates approximately \$80 billion in revenue and touches virtually every American citizen and business daily.

Kevin Kosar, my good friend and senior fellow at the American Enterprise Institute, in a recent article published by the institute, underscored this sobering postal narrative should an action plan not be implemented immediately. Kosar has vast experience in postal matters, including serving as the Congressional Research Service's resident postal expert for a decade.

NAPS members may be familiar with him as he has been a periodic guest on *NAPS Chat* and spoke at the 2024 NAPS Legislative Training Seminar. While I may disagree with him on several postal-related matters, I concur with him regarding the big picture—that is, plunging mail volume is having a devastating impact on the Postal Service's capability to fulfill its univer-

sal service obligation. Nevertheless, how can the Postal Service sustain its duty to "bind the nation together" with its current financial trajectory?

The NAPS resident officers and I, as well as the entire NAPS legislative infrastructure and our congressional allies, are striving to answer this decisive question. Consistent with this effort, NAPS is working with the newly established, bipartisan Congressional Postal Service Caucus to accomplish the Herculean feat. (This complements our efforts with the established congressional committees that have jurisdiction over the Postal Service.)

In late September, Executive Vice President Chuck Mulidore and I were privileged to be invited to and participate in the formal rollout of the Congressional Postal Service Caucus. The historic event took place under a sunny sky on the U.S. Capitol grounds (*see page 13*).

Caucus co-chairs Reps. Nikki Budzinski (D-IL) and Jack Bergman (R-MI) convened the event and outlined the group's mission and how it intends to influence congressional, postal and White House decisions over the future of the Postal Service. It should be

useful in expanding the array of postal products marketed and sold in postal retail units.

Along with the concern about sustaining universal service, the Oct. 1 partial federal government shutdown commanded congressional attention. Although the partial closure did not impact postal operations, it may impact several benefit programs postal employees and retirees use.

For example, the government closure likely will slow the speed with which postal retirement applications are processed, impair the operation of the Postal Service Health Benefits open season and curtail the Office of Personnel Management's staffing of retirement and postal health insurance helplines.

On a final note, in early October, Postal Regulatory Commission (PRC) Chairman Michael Kubayanda announced his departure. He made clear his leaving was voluntary and he was considering the move for some time.

The PRC gavel returns to Vice Chairman Robert Taub on an interim basis until either of three actions take place—President Trump designates Taub as chairman; designates another commissioner as chairman; or nominates and the Senate confirms a new commissioner whom Trump designates as chairman. Unlike other regulatory panels, the PRC historically has operated by consensus rather than along partisan lines.

As we move into December, NAPS will be calibrating its 2026 legislative efforts to meet the ongoing trials confronting the USPS, as well as doubling down on our efforts to protect EAS-level postal employees from another wave of potential attempts to gut earned retirement benefits and cut pay.

We succeeded last year with NAPS members' strong advocacy—which we will need again.

naps.rl@naps.org

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

Statement of Financial Position (Balance Sheet)—Aug. 31, 2025

Assets:

Cash and Investments	\$ 7,445,109.54
Dues Withholding Receivable	653,257.09
Prepaid Expenses and Other Assets	217,466.67
Total Current Assets	8,315,833.30
Building and Equipment, Net of Accumulated Depreciation	2,023,660.05
Total Assets	\$ 10,339,493.35

Liabilities and Fund Balances:

Accounts Payable	\$ 100,045.52
Accrued Expenses	217,122.31
Dues to be Remitted to Branches	697,196.87
Total Liabilities	1,014,364.70
Unrestricted and Designated Net Assets	9,325,128.65
Total Liabilities and Net Assets	\$ 10,339,493.35

Statement of Activities (Revenues and Expenses)

(For the period June 1, 2025 through Aug. 31, 2025)

Revenues:

Dues and Assessments	\$ 2,611,604.59
Less: Dues Remitted to Branches	1,292,385.59
Net Dues and Assessment Revenue	1,319,219.00
<i>The Postal Supervisor</i> Advertising	4,750.00
Royalties	2,040.81
Other Revenues	2,057.04
Total Revenues	1,328,066.85

Expenses:

National Headquarters	483,138.71
Executive Board	134,617.09
Training and Education	21,690.86
Legislative Expenses	7,512.06
Legal/Fact Finding/Pay Consultation	178,700.95
Disciplinary Defense	135,308.69
Membership	19,160.00
<i>The Postal Supervisor</i>	164,404.43
Total Expenses	1,144,532.79
Net Revenues in Excess of Expenses From Operations	183,534.06
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (131,563.88)
Less Depreciation & Amortization	(30,540.00)
NAPS Property, Inc. (Net Loss)	(162,103.88)
Investments Net Income	432,026.22
Total Revenues in Excess of Expenses	\$ 453,456.40

Substantially all disclosures required by GAAP are omitted.

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

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

No assurance is provided on these financial statements.

Protecting Vote-by-Mail From Alien Interference

Bob Levi

Director of Legislative & Political Affairs

With the 2026 midterm elections just a year away, the White House is not leaving anything to chance. As you may know, the U.S. Postal Service delivered 99 million valid, Earth-originating ballots in the 2024 presidential election. According to well-placed administration sources, there is sizeable fear that extraterrestrial aliens will attempt to cast mail-in absentee ballots in next year's election.

For this reason, the administration is mustering military and law enforcement resources to secure Earth's atmosphere and expanding U.S. Customs and Border Protection to a new orbital perimeter. Congress also is taking note of the threat.

In late August, President Trump announced plans to relocate the U.S. Space Force, a separate service branch organized under the Department of the Air Force, from Colorado Springs to Redstone Arsenal in Huntsville, AL.

Space Force's mission is to protect American interests in space; deter aggression in, from and to space; and conduct space operations. In a large part, the president was quoted as saying Colorado's well-established vote-by-mail process was "a big factor" for the move.

Additionally, Trump proclaimed he plans to sign an Executive Order outlawing voting by mail for the 2026 election. (It is unlikely that such an order would be legal, as the U.S. Constitution provides that voting rules are set by each state.)

The White House is terrified of the potential use of interstellar mailed ballots to influence Earth-bound elections. Consequently, the president will relocate his first line of defense against space-alien election interference to Alabama, a state where voting by mail is most restrictive. Obviously, Space Force's presence in Colorado and the state's acceptance of mail ballots taint the ability of Space Force to protect Mother Earth from space-alien election interference should the force remain in the Rocky Mountain state.

It appears USPS Board of Governors Chair Amber McReynolds was not consulted regarding the space alien vote-by-mail election threat as she formerly ran the voting program in Colorado and, therefore, is compromised. In



addition, McReynolds was the founding chief executive officer of the National Vote at Home Institute and former Director of Elections for Denver.

Department of War sources suggest Space Force will repurpose weather satellites, formerly used to monitor "climate change," to provide surveillance of our solar system searching for mail containers originating beyond Earth's exosphere with the mailing label "Tag 191x" affixed. The tag is colored silver and is container-specific and indicates "Domestic, International and Interplanetary Ballots."

Congress also is exercising its oversight responsibility to investigate the potential for space alien election interference. In early September, the House Oversight and Accountability Task Force on the Declassification of Federal Secrets conducted a hearing entitled "Restoring Public Trust Through Unidentified Anomalous Phenomena Transparency and Whistleblower Protection." The task force is chaired by Rep. Anna Paulina Luna (R-FL).

Yes, "luna" means "moon" in Latin, Spanish and Italian. In part, the hearing covered the alleged concealment of past unexplained potential alien visits to our soil and the repercussions to those who sought to report those visits.

The elevated attention to the possibility of past extraterrestrial engagement with Earthlings, as well as the potential for space-alien tinkering with our election infrastructure, is commanding attention among a select number of members of Congress. There even is discussion about redirecting limited congressional postal appropriations designated for military voting and mail for the blind to finance efforts to dissuade extraterrestrial election interference.

Note to readers: Elections are a year away and there is no evidence that space aliens have or will attempt to influence U.S. elections through mail ballots. However, such bizarre conspiracy theories may animate those who desire to undermine a safe, accessible and accurate means of participating in our democracy.

As such, our nation's 250-year-old postal system must continue its historic and secure mission of delivering democracy for America.

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave?

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you,
- Your serious mental or physical health condition that makes you unable to work,
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness **may take up to 26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave **intermittently in separate blocks of time, or on a reduced schedule** by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

You are an **eligible employee** if **all** of the following apply:

- You work for a covered employer,
- You have worked for your employer at least 12 months,
- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements.

You work for a **covered employer** if **one** of the following applies:

- You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,
- You work for an elementary or public or private secondary school, or
- You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?

Generally, to request FMLA leave you **must**:

- Follow your employer's normal policies for requesting leave,
- Give notice at least 30 days before your need for FMLA leave, or
- If advance notice is not possible, give notice as soon as possible.

You **do not have to share a medical diagnosis** but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You **must also inform your employer if FMLA leave was previously taken** or approved for the same reason when requesting additional leave.

Your **employer may request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

What does my employer need to do?

If you are eligible for FMLA leave, your **employer must**:

- Allow you to take job-protected time off work for a qualifying reason,
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer must confirm whether you are eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, your **employer must notify you in writing**:

- About your FMLA rights and responsibilities, and
- How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. **Scan the QR code to learn about our WHD complaint process.**



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

SCAN ME



Are You the Leader You Thought You Would Be?

Beverly Torain

In keeping with the theme of leadership currently being written about by my fellow Postmaster Committee members, I thought I would follow suit. The current uptick in persons interested in and applying for leadership positions is ever increasing.

In most instances before deciding to pursue this career path, applicants first have served as 204(b)s. That's where leadership begins in the Postal Service. As a city carrier (PTF), I remember being approached by my

manager to consider going into the 204(b) program. I had no idea on what I was about to embark, but I thought I would give it a try.

Fast forward 30 years. I stayed in management for the remainder of my postal career. Someone saw something in me that made them think I would make a good leader. As I reflect on my postal career, leadership must have been something for which I was made.

Out of a 30-year Postal Service career, 28 years were spent in management. But my leadership journey did not start there. Every job

I had before joining the Postal Service resulted in me being a part of someone's leadership team.

As the first-born and first grandchild on both sides of my family, I've had to lead in some form or fashion. So, naturally, when asked to consider leadership in the Postal Service, I rose to the challenge. But was I the leader I thought I would be?

Leadership is hard. It requires understanding the assignment and living up to the challenge. Leadership starts at home; you first must have a willing spirit. A good leader must be able to serve.

Serving includes not being afraid

Continued on page 41



YOUR GIFT

THEIR FUTURE

Don't Miss the Opportunity to Contribute to the 2025 Combined Federal Campaign!
October 1, 2025 – December 31, 2025

Make a pledge in one of these ways:

- Download the CFC Giving mobile app
- Get a paper pledge form from a keyworker
- Text "DONATE" to 978-487-5678
- Scan the code to the right



For additional information:

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



Donate today at GiveCFC.org.



2025 SPAC Pins

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



President's Ultimate

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



VP Elite

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



Drive for 5

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



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level

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

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

- 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): _____.



2025 SPAC Contributors



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

Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Bradley, Roxanne	CA	Branch 77
Campbell, Stephnia	CA	Branch 159
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Moss, Donald	DC	Branch 135
Hoerner, Thomas	FL	Branch 420
Van Horn, Gail	FL	Branch 154
Coleman-Scruggs, Toni	IL	Branch 493
Foley, Paul	MA	Branch 120
Devaney, David	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531

Shawn, Steve	MD	Branch 403
Amergian, Raymond	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Tessmer, Stephen	MI	Branch 508
Olson, Chad	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
Barone, Thomas	NY	Branch 202
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Shoemaker, Justin	TN	Branch 165

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 report monies collected Jan. 1 to Sept. 30, 2025

National Aggregate:

\$180,924.41

National Per Capita:

\$6.79

Region Aggregate:

1. Western	\$44,190.20
2. Southern.....	\$39,197.34
3. Eastern	\$38,339.48
4. Northeast	\$34,471.18
5. Central.....	\$24,726.21

Region Per Capita:

1. Western	\$8.32
2. Southern.....	\$7.05
3. Northeast.....	\$6.90
4. Eastern	\$6.20
5. Central.....	\$5.62

Area Aggregate:

1. Pacific.....	\$31,628.00
2. Capitol-Atlantic	\$26,207.00
3. New York	\$16,753.56
4. New England	\$14,472.62
5. Texas	\$13,064.50
6. Southeast	\$12,556.34
7. Central Gulf.....	\$ 8,264.50
8. Pioneer	\$ 8,149.00
9. North Central	\$ 7,809.56
10. Michiana.....	\$ 7,350.00
11. Mideast	\$ 7,228.48
12. Northwest.....	\$ 6,716.20
13. Illini	\$ 6,557.50
14. Rocky Mountain. \$	5,846.00
15. Cotton Belt.....	\$ 5,589.00
16. MINK	\$ 3,009.15

Area Per Capita:

1. Pacific.....	\$11.22
2. Central Gulf.....	\$11.03
3. New England	\$ 9.01
4. North Central	\$ 8.73
5. Capitol-Atlantic.....	\$ 7.85
6. Texas	\$ 7.50
7. New York	\$ 7.28
8. Northwest.....	\$ 6.46
9. Michiana.....	\$ 6.11
10. Southeast	\$ 5.97
11. Pioneer	\$ 5.94
12. Cotton Belt.....	\$ 5.82
13. Illini	\$ 5.41
14. Rocky Mountain.....	\$ 4.10
15. Mideast	\$ 2.78
16. Rocky Mountain.....	\$ 2.76

State Aggregate:

1. California	\$29,763.00
2. New York	\$15,943.56
3. Texas	\$13,064.50
4. Maryland	\$12,015.00
5. Florida	\$11,161.34

State Per Capita:

1. Maine	\$34.65
2. North Dakota	\$23.63
3. Idaho	\$21.34
4. Maryland	\$19.13
5. Alabama	\$17.28

Drive for 5

Members by Region:

1. Eastern	41
2. Southern.....	39
3. Central.....	35
4. Western	35
5. Northeast.....	28

Aggregate by Region:

1. Eastern	\$14,218.00
2. Western	\$12,779.70
3. Southern.....	\$11,585.72
4. Northeast.....	\$ 8,197.40
5. Central.....	\$ 8,044.00

Christopher, Arthur	TX	Branch 122
Jackson, Alice	VA	Branch 526

September Contributors

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

Benjamin, Evelyn	CA	Branch 266
Kerns, John	CO	Branch 141
Moss, Donald	DC	Branch 135
Amergian, Raymond	ME	Branch 96
Tessmer, Stephen	MI	Branch 508
Dallojacono, Anthony	NJ	Branch 568
Mulidore, Chuck	OH	Branch 133
Shoemaker, Justin	TN	Branch 165

VP Elite (\$750)

Jones, Marilyn	CA	Branch 39
Meana, Frances	CA	Branch 159
Pashinski, Myrna	CO	Branch 65
McCartney, Kelly	KS	Branch 919
Forde, Nicholas	NY	Branch 202
Lahmann, Joseph	OR	Branch 276
Gruetzmacher, Bjoern	WA	Branch 061

Secretary's Roundtable (\$500)

Studdard, Dwight	AL	Branch 45
Bradley, Dorothea	CA	Branch 127
Fuston, Barbara	CA	Branch 77
Murillo, Mariel	CA	Branch 466
Nguyen, Nicole	CA	Branch 373
Lum, Laurie	HI	Branch 214
Lech, Stephen	IL	Branch 493
Rafuse, Renee	MA	Branch 102
Amash, Joseph	NY	Branch 83
Velez, Mark	NY	Branch 164
Timothy, Pat	PA	Branch 941
Brooks, Lamarcus	TN	Branch 41
Bradford, Robert	TX	Branch 203
Kukulka, Vivian	TX	Branch 124
Mitchell, Annie	TX	Branch 124
Barrett, Teresa	UT	Branch 139

Chairman's Club (\$250)

Black, Regina	CA	Branch 94
Cruz, Cheryl	CA	Branch 497
Dominguez, Sylvia	CA	Branch 373
Francisco, Daryel	CA	Branch 159
Garcia, Victor	CA	Branch 77
Johnson, Patrick	CA	Branch 266
Odell, Heather	CA	Branch 159
Profit, Youvet	CA	Branch 39

Rahming, Karyn	CA	Branch 77
Thomas, Linda	CA	Branch 88
Torres, Sherrie	CA	Branch 244
Hickerson, Lucy	CO	Branch 141
Roll, Gary	CO	Branch 65
Beckhum, Regina	DC	Branch 135
Alos, Kanani	HI	Branch 214
Dittmann, David	IL	Branch 17
Wagner, Brian	IL	Branch 255
Harmon, Susan	ME	Branch 96
Robinson, Theresa	NC	Branch 299
Allen, Peggy	OH	Branch 46
Skjelstad, Aric	OR	Branch 66
Yut, Lynn	OR	Branch 66
Butler, Phillip	VA	Branch 98
Aragon, Ramon	WA	Branch 61
Ware, Michael	WA	Branch 61

Supporter (\$100)

Nash, Leon	AL	Branch 45
Barba, Gilbert	CA	Branch 373
Bulacan, Michael	CA	Branch 466
Ceaser, Marques	CA	Branch 159
Gholston, Rachel	CA	Branch 127
Maginnis, Gary	CA	Branch 466
Oregel, Esther	CA	Branch 373
Raulston, Henry	CA	Branch 127
Salazar, Mauricio	CA	Branch 94
Stifle, Rick	CA	Branch 373
Flores, Maureen	CO	Branch 65
Garland, Angela	DE	Branch 909

Rhodes, Virginia	FL	Branch 296
Crowe, Brian	IL	Branch 14
May, Charles	IL	Branch 14
Webb, Trina	IN	Branch 8
Waddell, Corey	KS	Branch 52
Wickline, Christian	KS	Branch 52
Hampton, Annette	LA	Branch 73
Jackson, Edward	MD	Branch 531
Mayo, Jennifer	MD	Branch 531
Simpson, Erich	ME	Branch 96
Burcar, Robert	MI	Branch 508
Nelson, Matthew	MN	Branch 104
Leingang, Michael	ND	Branch 937
Breese, Stephen	NJ	Branch 568
Henkel, Tammy	NJ	Branch 287
Andersen, Karen	NV	Branch 463
Clayton, Jackie	NV	Branch 463
Sjolie, Evelyn	NV	Branch 463
Kolecki, Michele	PA	Branch 941
Moore, Delisa	SC	Branch 228
Blanck, Deborah	SD	Branch 946
Brewington, Angela	TN	Branch 32
Mitchell, Denise	TN	Branch 41
Moore, Phyllis	TN	Branch 41
Van Hulten, Nathaniel	UT	Branch 139
Reedy, James	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Emmett, Denise	WA	Branch 31
Haslett, James	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Canada, Pamela	WI	Branch 72

The NAPS Postmaster

Continued from page 36

to listen and ask questions when you are unsure. A good leader wants to continue to grow. No one knows everything; there always is room for improvement. You can learn something new every day.

A good leader listens. Just because you are in a position of leadership doesn't mean only your thoughts and ideas matter. A good leader shares with their team—always wanting the best not just for themselves, but for everyone on their team. They impart wisdom and knowledge and are not afraid to do so.

A good leader is genuinely happy for their teammates as they excel—not envious. A good leader admits shortcomings and vulnerabilities and always is willing to ask questions and seek answers when they lack the skills and knowledge about a specific situation.

A good leader understands the role of “leadership.” They are not just a leader, but a servant, as well. Leaders never should promote an authoritarian environment. Rather, they should provide a democratic workplace where there is mutual respect—not the attitude of “Because I am the boss.”

My favorite quote of the week

speaks to this very thing: “If service is beneath you, leadership is beyond you.” A leader understands that statement.

And, finally, a good leader has integrity. If you don't have integrity, can't be trusted and aren't truthful and passionate about your position, are you really a good leader or just chasing titles and money?

So, I ask again, “Are you the leader you thought you would be?”

pmbv071302@frontier.net

Beverly Torain, retired postmaster of Apex, NC, is president of Joseph Butler Winters Jr., Raleigh, Branch 177.

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.



Building a NAPS Bench

John Aceves

Former NAPS Secretary/Treasurer

NAPS plays a pivotal role in representing its postal supervisors, managers and postmasters in their times of need. NAPS is committed to fostering a culture of leadership, professional development and effective advocacy. As the Postal Service continues to change, the need to build a “bench” for NAPS leaders and advocates becomes ever more essential for the continued effectiveness and success of NAPS and our members.

Leadership succession refers to the process by which an organization prepares to maintain stability and continuity by identifying and developing future leaders. For NAPS, this involves making sure future officers and advocates are prepared to protect the rights and interests of EAS employees, supervisors, managers and postmasters.

A well-developed bench prevents leadership gaps and maintains organizational momentum. Experienced NAPS leaders can mentor and coach

new officers, preserving the wisdom and best practices acquired over decades. A bench of skilled advocates enhances NAPS’ ability to influence policy, negotiate on behalf of members and respond to legislative or regulatory challenges.



Pairing experienced officers with rising leaders creates opportunities for knowledge transfer and professional growth with mentorship networks by establishing a great relationship between current and aspiring leaders. An effective bench values strength. Advocacy training and engagement that build knowledge and confidence will expand these individuals’ talent and ability at times of need.

Building a bench is more than simply recruiting new members. It is about identifying potential leaders and advocates who reflect the talent and vision of NAPS members. This includes emerging members who demonstrate initiative, commitment and leadership potential in their postal units and local branches.

Individuals who are enthusiastic about representing NAPS’ interests at

local, state and national levels and capable of engaging with policymakers, other stakeholders and those who can anticipate trends and assess risk can help NAPS adapt to future challenges and representation. Encouraging continual learning is key to preparing future NAPS leaders with workshops and training seminars, covering topics such as *ELM* 650, labor relations, conflict resolution, effective communication, negotiation skills and other avenues of representation essentials to help one build a toolkit of knowledge.

With local branches investing in talent and embracing innovation, they will ensure its leadership remains strong, representative and effective for generations to come. Building a bench is not a one-time project but a continuous process. Through development, mentorship and advocacy training, NAPS can empower its members to lead with vision, integrity and determination to represent NAPS members.

Wishing everyone a Happy Thanksgiving!

Hasta luego.

napstheace@msn.com

A Thankful Time!

Brian J. Wagner

Past NAPS President

Full disclosure—When I first sat down to write this column for *The Postal Supervisor*, it was not the subject I had in mind. My initial title was, “With Title Comes Responsibility.”

It would focus on the responsibilities of EAS employees and NAPS officers. Then it hit me; this is the November issue—the month we celebrate thankfulness. So, Happy November! Here’s the scoop.

First, November is the month we celebrate Veterans Day and thank our military veterans—the men and

women of our military who so proudly serve and have served our great country. Whatever their military title or rank, these dedicated soldiers know their responsibility is to protect our freedoms of life, liberty and the pursuit of happiness.

Our American freedoms enshrined in our U.S. Constitution en-

compass so many freedoms that never should be taken for granted. I could go on and on listing all the freedoms we enjoy thanks to those who served and continue to serve in our armed forces. Thank a veteran whenever you can.

Therefore, I personally want to thank my good buddy, Dan Rendleman—former Illini Area vice president, Vietnam Army veteran and Branch 255 member—for his military service. He may be hard of hearing because of his artillery responsibilities during his tour in Vietnam, but he always hears the call to help from a NAPS member in need.

To all the military veterans in my family, you have my heartfelt thanks. A special shout out to my brother Dennis who served in Desert Storm. My late brother-in-law Rick Brereton and his brother Steve Brereton, a Purple Heart recipient, both served during the Vietnam War, as well.

And thanks to my late father Jerome, a dedicated soldier during the

Korean War. He earned the Korean Service Medal with four bronze stars.

For my family of veterans, they accepted their military titles and rank without question. They knew what their responsibilities were in serving our great country. With God looking over them, they survived their tours of duty and came home to raise families of their own. They never bragged—just



served with honor.

Unfortunately, not all came home during their military service. They gave the ultimate sacrifice protecting our freedoms. They truly deserve our thanks, admiration and gratitude for their military service.

I also want to thank all our NAPS veterans, including those now watching over us from heaven above. Your service makes us all proud. In all honesty, every day should be Veterans Day. Again, thank a veteran whenever you have the opportunity.

In November, we also celebrate Thanksgiving. It is a day to give

thanks for the many blessings God has given us. Whether you are celebrating Thanksgiving with family, friends, strangers or in solitude, know that someone or many “someones” are thankful you are in their life.

Everyone’s thankful blessings are different. Let’s remember to be thankful for the blessings we have and not dwell on those we don’t.

We can be thankful for our EAS postal careers that include a postal

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Thrift Savings Plan

Fund	G	F	C	S	I	
September 2025	0.35%	1.09%	3.65%	2.04%	3.16%	
12-month	4.44%	2.90%	17.55%	16.41%	15.48%	
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.						
Fund	L Income	L 2030	L 2035	L 2040	L 2045	L 2050
September 2025	1.18%	2.14%	2.32%	2.50%	2.64%	2.79%
12-month	7.85%	12.00%	12.71%	13.41%	14.01%	14.61%
Fund	L 2055	L 2060	L 2065	L 2070	L 2075	
September 2025	3.24%	3.25%	3.25%	2.25%	3.25%	
12-month	16.77%	16.76%	16.76%	16.77%		
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.						
Visit the TSP website at www.tsp.gov						

NAPS Training Calendar

North Central Training Seminar

Nov. 7-8, 2025

Conducted by: North Central Area VP Dan Mooney

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

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

Registration Fee: \$275 due to Dan Mooney by Oct. 17; additional \$100 if not staying at the InterContinental. Contact Dan Mooney for registration sheet at dan_9999@msn.com

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

Eastern Region Cabinet Meeting

Jan. 15-18, 2026

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: Westin Hotel and Resorts, 99 South 17th St. at Liberty Place, Philadelphia, PA 19103; 215-563-1600

Hotel Rate: \$266.49 (includes tax); \$45/night parking

Registration Fee: \$325 if postmarked by Nov. 21; \$375 after; \$425 if not registered at the Westin

Training: Conducted by NAPS resident officers and USPS Headquarters officials

TSP Millionaires Share Their Strategy: Why Dollar-Based Contributions Offer More Control

By Aaron Oya

As the year winds down, it's time to look ahead to your Thrift Savings Plan (TSP) strategy for 2026. If you've ever wondered how TSP millionaires manage their TSP elective contributions, here's a tip straight from the top: Many contribute by dollar amount, not percentage.

This approach gives them precise control over their contributions—especially important when they're aiming to hit the IRS maximums.

Important reminder: As of this writing in mid-September, the IRS had not yet officially released 2026 TSP contribution limits. The figures below are only projections and may change once the IRS publishes the final numbers later this year.

Age Group	2025 Limit	2026 Projected Limit
Under 50	\$23,500	\$24,500
Age 50+	\$31,000	\$32,500 (includes \$8,000 catch-up)
Age 60-63 (super catch-up)	\$34,750	\$35,750 (includes \$11,250 enhanced "super" catch-up)

Percentage Contributions: Pros and Pitfalls

Contributing by percentage has its advantages:

- Your contributions automatically scale with pay increases.
- It's easy to boost your savings annually by adjusting the percentage.

But there's a catch: If you contribute a high percentage and reach the IRS limit too early in the year, you may miss out on matching contributions for the remaining pay periods. This is especially risky for high earners.

Dollar Amount Contributions: Precision Pays Off

Dollar-based contributions allow you to:

- Plan exactly how much to contribute each pay period

- Ensure full matching throughout the year
- Adjust proactively for IRS limit increases

With 27 pay periods projected for 2026, you'll need to do a little math. For example, to hit the projected \$24,500 limit if you are under 50, you'll need to contribute about \$908 per pay period—a small increase from 2025's 26-pay-period schedule.

That projected number climbs higher for those eligible for catch-up and enhanced catch-up contributions:

- Age 50+: about \$1,204 per pay period
- Age 60-63: about \$1,325 per pay period

Mark Your Calendar: Postal Ease Contribution Window

To ensure your new contribution elections take effect in Pay Period 01-2026, log into PostalEASE during the designated election window.

- Starts: Wednesday, Dec. 10, 2025, at 3:30 p.m. central time
- Ends: Wednesday, Dec. 24, 2025, at 3 p.m. central time

Final Thoughts

Plan ahead, contribute with precision and invest in yourself. Whether you are chasing your first six-figure balance or already in the seven-figure club, smart contribution strategies can make a big difference.

aaronoya005@gmail.com



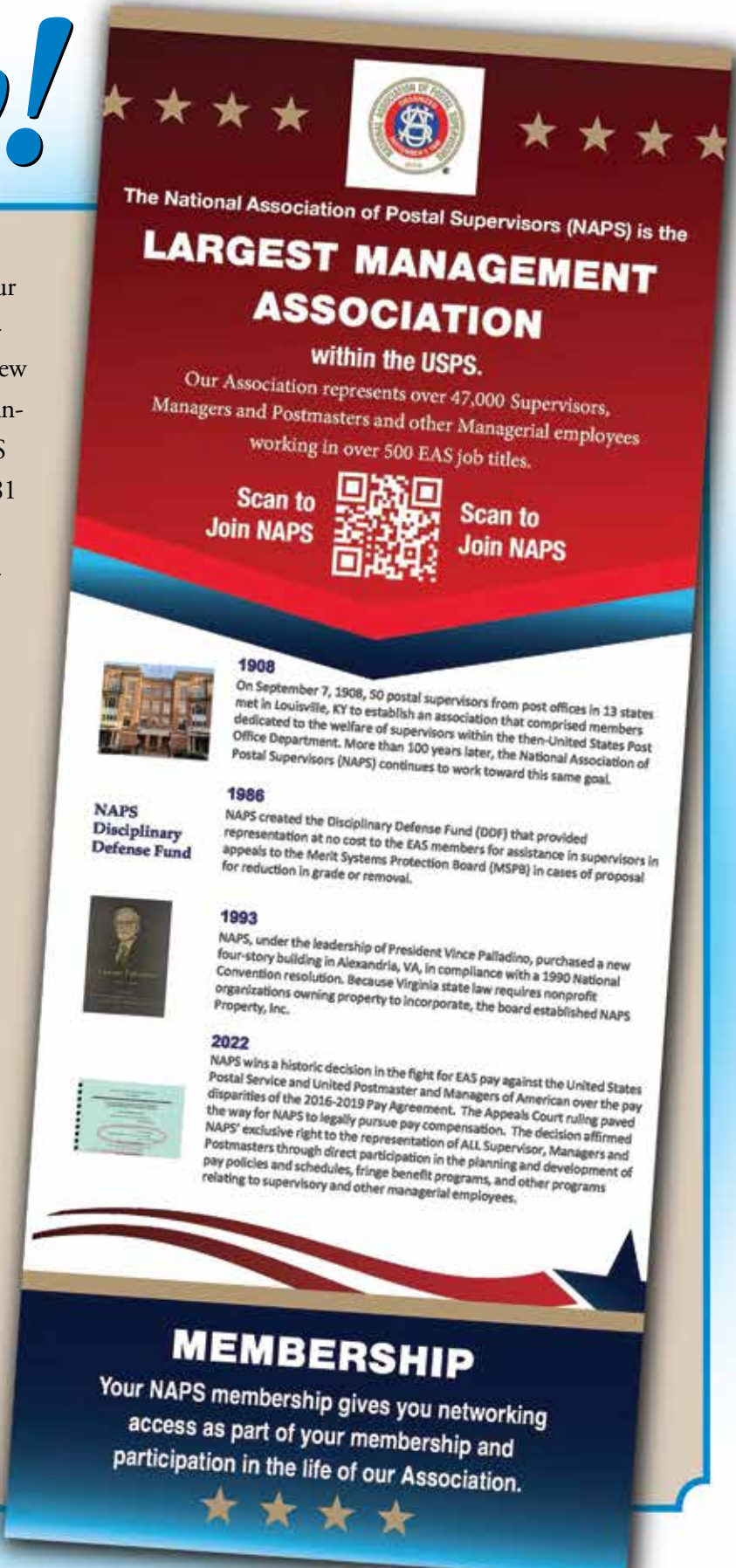
Aaron Oya, USPS Headquarters Labor Relations, is domiciled in Hawaii and a member of Honolulu Branch 214; 808-386-3050.

Order Your NAPS Banner Now!

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

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

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

The banner is a retractable display with a red top section and a blue bottom section. The top section features the NAPS logo, a row of stars, and the text: "The National Association of Postal Supervisors (NAPS) is the LARGEST MANAGEMENT ASSOCIATION within the USPS. Our Association represents over 47,000 Supervisors, Managers and Postmasters and other Managerial employees working in over 500 EAS job titles." Below this is a QR code with the text "Scan to Join NAPS" on either side. The bottom section is blue and features a row of stars and the text: "MEMBERSHIP Your NAPS membership gives you networking access as part of your membership and participation in the life of our Association." The middle section of the banner is white and contains a timeline of NAPS history from 1908 to 2022.

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

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

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

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

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

How We Work Together in New Jersey

Cathy Towns

Mideast Area Vice President

This has been a great year for NAPS and the Auxiliary! New Jersey state and Auxiliary officers frequently attended local branch meetings. Officers held training seminars and decided to do something different at this year's state convention.

The state president helped distribute the fundraiser to the local branches, which contributed to the fundraiser's success. As a result, it was decided to hold a combined fundraiser for SPAC. As always, the fundraisers were a success.

The New Jersey State Convention was held at the Tropicana Casino and Hotel in Atlantic City. NAPS President Ivan D. Butts, Eastern Region



Vice President Richard Green, Northeast Region Vice President Dee Perez and Mideast Area Vice President Tony Dallojacono, along with the Pennsylvania and Delaware residents, were in attendance.

The auxiliary would like to give thanks to National Auxiliary President Laurie Butts, Eastern Region Vice President Hazel Green and Capitol-Atlantic Area Vice President Shearly Shawn; they were very helpful. The state convention attendance was small, but we had a good

convention. After the banquet dinner and installation of officers, we enjoyed the sounds of a DJ; everyone participated in karaoke. This was the best banquet ever!

ctowns4@icloud.com

A Thankful Time!

Continued from page 44

pension to enjoy in retirement—a career and pension that provide for a better life for ourselves, family, children, grandchildren, great-grandchildren and those we call family.

I also am thankful for NAPS and its branch officers who are ready, willing and able to provide members with representation, a compassionate ear for listening or some positive coaching. Their mentoring and training help members get through difficult times or become the next NAPS leader.

We can be thankful to be blessed to help those less fortunate during the

holiday season or any time of the year. We should be thankful to have the resources of time and money to volunteer or give someone in need a “hand up,” not a handout, when called on.

Because of our military veterans, including the men and women currently serving in our armed forces, I am thankful to have the freedom to share my ice-cream-flavor-of-the-month recommendation: Turkey Hill Graham Slam.

Be safe; eat more ice cream. Thank a veteran. Happy Thanksgiving to all!

brian4naps@aol.com

National Auxiliary Executive Board

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President

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Beverly Austin

Executive Vice President

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Melva Seals

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Jerry Eckert

Pacific Area

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Region vacant: Northeast

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

Support the

Postal Employees' Relief Fund

PERF



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

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

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

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

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

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

DONATIONS CAN BE MADE:

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

All donations are tax-deductible.

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

