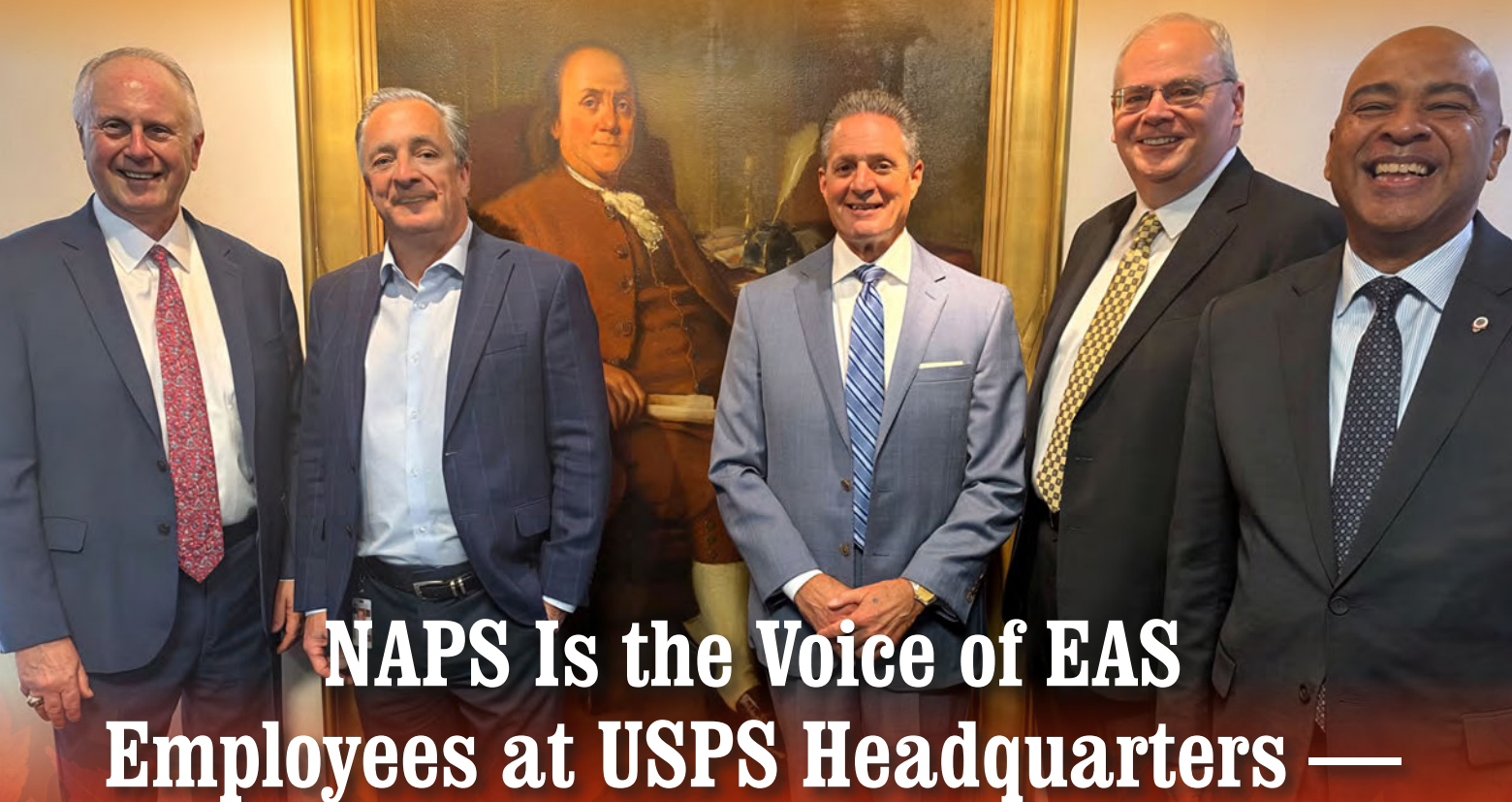


NOVEMBER 2026

The Postal. Supervisor

Continuing NAPS' Legacy of Service and Advocacy



**NAPS Is the Voice of EAS
Employees at USPS Headquarters —
Every Member Matters**

| PAGE 3

| PAGE 4

**Know Your
Elected Officials**

The Postal Supervisor

Delivering for Our Members Who Deliver for America

NOVEMBER 2026, Volume 117, Number 10

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November is a month of gratitude and thanks. NAPS President Chuck Mulidore, Executive Vice President Jimmy Warden and Secretary/Treasurer Richard Green want to honor all our military veterans with respect and gratitude. Thank you for your time, bravery and sacrifice for our country.

Warm wishes to everyone, as well, for Thanksgiving. May your day be filled with thankfulness and good times with family and friends.

On the cover, from left: NAPS President Chuck Mulidore, Postmaster General David Steiner, Deputy Postmaster General Doug Tulino, NAPS Executive Vice President Jimmy Warden and Secretary/Treasurer Richard Green

Our Strength Is in the EAS Employees We Represent



On this month's cover of *The Postal Supervisor* magazine is a banner that proclaims NAPS is the largest management organization representing working EAS in the U.S. Postal Service. NAPS has 28,000 working postmasters, supervisors, managers and Headquarters employees, as well as over 500 other EAS job titles, who belong to an organization that traces its roots back to 1908.

That year, 50 supervisors gathered in Louisville, KY, and created the National Association of Supervisory Post Office Employees — the predecessor to NAPS. We didn't just appear in the last decade or so. That distinction deserves to be stated clearly, especially when members encounter competing claims about the size of postal management organizations.

You see, we do not inflate our numbers with craft employees we cannot represent. Here are the facts: Over 95% of NAPS members are working EAS employees; about 5% are retirees. Now, there is another organization that has, based on its own published numbers, over 8,000 craft employees and over 8,000 retirees as part of its membership. In that organization, about 61% of its members are working EAS employees.

Our strength comes from the supervisors, managers, postmasters and all other EAS job titles who choose NAPS to speak for and stand beside them. Our retired members remain an important part of our association. We don't put them in a separate category that has its own leadership and conventions. Our retired members are branch members and leaders — a true part of NAPS.

Their knowledge, mentorship and commitment help sustain our branches and strengthen our advocacy. Recognizing their contributions goes hand in hand by making accurate distinctions between working and retired members. You see, in NAPS, every member matters.

As your NAPS president, I believe our status carries a responsibility to listen closely and act decisively. The working EAS employees who join NAPS face demanding assignments, difficult staffing decisions, changing operational expectations and constant pressure to deliver service. This association understands those realities and brings their concerns forward with clarity and persistence.

Our priorities reflect the needs members bring to us: fair compensation, meaningful consultation, reasonable workloads, consistent treatment and respect for the responsibilities of postal leadership. A supervisor managing a challenging operation, a manager navigating organizational change, a postmaster serving a community or a Headquarters employee managing difficult and changing support roles all deserve an association that understands their concerns and responsibilities.

Each person who joins NAPS adds another perspective and another connection to the daily operation of the Postal Service. When members participate in branch meetings, share workplace concerns, help colleagues understand the value of belonging and mentor other working members in the complex duties of their jobs, they make our association better informed and more responsive.

Being the largest organization of working EAS employees should inspire continued membership effort. Branch leaders and members must keep reaching out to newly promoted supervisors, managers and postmasters, as well as to those EAS employees who are not yet members. Those potential members need a strong, respected and experienced organization to represent them not only at Postal Headquarters, but on Capitol Hill, as well.

So, I am asking each of you to explain to potential new members how participation in NAPS gives them a voice in the issues shaping their careers. Our goal is to build an association in which every member feels heard, respected and represented. Our size gives us reach, participation gives us direction and service earns the confidence that sustains both.

NAPS' greatest strength is the people who place their trust in us. Together, we must honor that trust, grow our membership the right way and carry the voice of working EAS employees forward with confidence and purpose.

That is what we have done for over 118 years. And through those efforts, our future is brighter than ever!

naps.cm@naps.org

Know Your Elected Officials

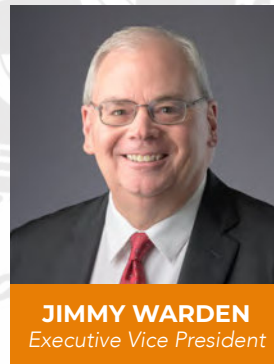
Election Day is just around the corner. The sum of in-person and mail-in votes will be of great importance as they will determine our country's direction over the next two years and beyond. NAPS Director of Legislative & Political Affairs Bob Levi and I have traveled to Capitol Hill daily promoting the legislative agenda of NAPS with key elected officials who will help advance our legislative agenda to benefit our members, as well as ensure the financial stability of the Postal Service moving forward.

The stability and sustainability of the agency is a major concern to all Americans, regardless of their political party affiliation. Not long ago, the Postal Service kept our great country open during COVID-19. And that is something of which every postal employee should be proud! Some of our co-workers lost their lives during this period serving the American public; we never should forget them.

EAS-level postal employees need to know their con-



NAPS Executive Vice President Jimmy Warden with PMG David Steiner at a recent Keep US Posted meeting. The organization is an advocacy coalition of consumers, nonprofits and small businesses that rely on the Postal Service.



gressional candidates. Support those who have supported the NAPS agenda in the past and pledge to do so in the future. Contact your representative and senators to educate them on NAPS' issues.

If you are curious about your elected officials' positions on NAPS issues, Bob now has added to the NAPS website, with the assistance of VoterVoice, a listing of all members of Congress and their positions, evidenced by bill sponsorships, on our specific issues. On the NAPS website, enter the "Member Portal" and click on "Legislative Action Center." Once opened, on the left-hand side is the list of the five bills and two resolutions currently important to NAPS:

- H.Res. 70/S.Res. 147 — Oppose postal privatization
- H.R. 491/S. 624 — Equal COLA Act
- H.R. 7600 — Postal Supervisors, Managers and Postmasters Fairness Act
- H.R. 1559 — Postal Employee Appeal Rights Amendment Act
- H.R. 2095 — Postal Police Reform Act
- H.R. 7265 — Vote By Mail Tracking Act

You also can go to page 20 of this issue to view the Legislative Report Card. Everyone should familiarize themselves with these resolutions and bills. In 2027, we need to have these bills introduced. At next year's Legislative Training Seminar, we will advocate for their passage — this is why the 2027 LTS will be important. We must ensure our issues are addressed, supported and advanced.

On the right-hand side of the NAPS Legislative Advocacy Center webpage, you will see links. One important link is the "View Your Election Center." Enter your ZIP code, then enter your address. Your elected officials, both federal and state, will appear. By clicking on their names, you will see their information, including where their offices are located — at both their respective districts and in Washington, DC.

There also is another important link on the same right

continued on page 6...

Unleashing Our Potential: NAPS Membership Drive



As leaders of NAPS, we hold the keys to the future of our organization. Our foundational mission always has been to share the incredible benefits of NAPS and build a stronger, more united collective voice for supervisors, managers and postmasters across the country.

Last month, NAPS Headquarters and the NAPS Executive Board announced a powerful new partnership with a targeted group of branches across the United States. Today, we are extremely excited to roll out our new membership growth program for all of you: the new Potential Member Initiative!

We are asking our local and state branches to join forces with NAPS Headquarters to ignite a massive recruitment wave across the nation. We are not just asking you to grow our membership rolls; we are actively investing in your branch, supporting your local leadership and celebrating the unique communities you build every day.

This initiative is a coordinated effort to expand our reach and ensure every eligible postal supervisor, manager and postmaster understands the immense value of NAPS. We also will work to strengthen our collective advocacy where it counts — at Postal Service Headquarters and on Capitol Hill. Here is how we will win together:

1. Host a local membership outing. We are challenging every state and local branch across the country to step up and sponsor a local membership outing. This is your opportunity to move beyond routine business meetings and design an engaging and welcoming environment where prospective members can experience what NAPS is truly about.

Use your nonmember list to personally invite potential members to a unique gathering tailored to your area.

Whether it is a relaxed backyard barbecue, an evening bowling event, a breakfast workshop or an informal gathering after a long shift, the goal remains the same: Let's show nonmembers firsthand the true value, culture and camaraderie of the NAPS family.

Advocacy is deeply personal. People join organizations when they feel connected to a community that understands their daily challenges, celebrates their victories and looks out for their professional well-being. By opening your doors and extending a warm, personal invitation, you break down the barriers of hesitation and invite your peers into a professional leadership network dedicated to their success.

2. NAPS Headquarters will fund your success. We are putting our money where our mission is. NAPS Headquarters understands that organizing high-quality local events requires resources, effort and financial planning. To eliminate financial barriers and empower your local leadership team, we have designed a direct incentive program to reward your outreach efforts: For every branch that signs up at least five new members during their local outing, NAPS Headquarters will provide financial assistance up to \$500 to help cover the costs of your event. Success pays for itself!

This funding is designed to provide immediate relief to your local budget, allowing you to reinvest in future branch activities, educational materials or local member advocacy. By setting a highly achievable target of five new members, we want to prove that proactive recruitment is not just beneficial for our national voice, but also directly rewarding for your local branch autonomy. When you step out to grow the organization, NAPS Headquarters stands right beside you to foot the bill for your success.

continued...



The Postal Supervisor
**2026/2027
PRODUCTION
SCHEDULE**

<u>Issue</u>	<u>Deadline*</u>	<u>Mail Date</u>
Dec	11/2	12/2
Jan '27	12/1	12/28
Feb	1/4	2/2
March	1/29	3/2

** Copy must be received by this date. See page 2 for submission information.*

3. Ongoing NAPS Executive Board support. You never will walk alone in this initiative. True organizational growth requires consistent collaboration, open communication and sustained momentum. To ensure that every branch leader feels completely equipped to execute this membership drive, NAPS Headquarters will host monthly strategy calls featuring your regional and area vice presidents and neighboring local branches.

This dedicated platform is your space to request resources, brainstorm innovative solutions, share best practices and get the direct assistance you need to thrive. If you need help refining your nonmember list, crafting tailored invitations, understanding specific member benefits like the Disciplinary Defense Fund or planning the logistics of your outing, these monthly touchpoints ensure expert guidance always is just a conversation away. We are breaking down silos and building a tight-knit supportive network where local successes can be quickly replicated nationwide.

4. The power of our collective voice. Growth is not merely about achieving numerical milestones; it is about reinforcing the structural shield that protects postal supervisors nationwide. When nonmembers join our ranks, they gain immediate access to vital protections, including expert representation at USPS consultative meetings, national pay consultations and the security of the NAPS Disciplinary Defense Fund.

They also receive educational resources such as *The Postal Supervisor* magazine and access to organizational scholarships for their children and grandchildren.

Every new member who signs a *Form 1187* makes our collective voice louder, our legislative network more influential and our local branches more resilient.

The autonomy of our local branches is one of our greatest strengths, allowing leaders to manage local dues and tailor meetings to the unique needs of their workforce. However, that autonomy is supercharged when backed by the full financial and strategic weight of NAPS Headquarters through this initiative.

5. Seizing the moment. The energy we bring to this initiative the next few months will set the definitive tone for the future of NAPS. We have a golden window of opportunity to transform our organization from the ground up. By taking ownership of this initiative, you are helping identify and mentor the next generation of postal leaders, ensuring the legacy of mutual support and professional excellence continues for decades to come.

Let us provide a vibrant platform where we lift each other up, smash our collective growth goals and solidify our foundations. Look at your nonmember lists today, coordinate with your executive board and start planning an outing that reflects the pride and dedication of your branch.

Thank you for your unmatched leadership, your tireless dedication to supervisors, managers and postmasters across the country and your commitment to a stronger NAPS. Let's get to work!

naps.rg@naps.org

Know Your Elected Officials

continued from page 4...

side — the scorecard link. By entering your ZIP code, then address, it will allow you to see what bills and resolutions your elected officials already have supported and not supported. Of course, in 2027, this information will be updated for the 120th Congress to reflect new bills and bills that need to be introduced. This information will be an essential tool when you attend meetings with members of Congress or their staffs.

You can thank them for their support or urge them to join in our efforts. This tool will help you recognize who has supported our legislative priorities and, therefore, spend additional time educating them on the bills and resolutions they have yet to support. Doing your homework and being prepared with information before a meeting shows you have passion for that specific issue and gives it greater importance.

With every new Congress, all bills, resolutions and presidential nominations (i.e., to the USPS Board of Gover-

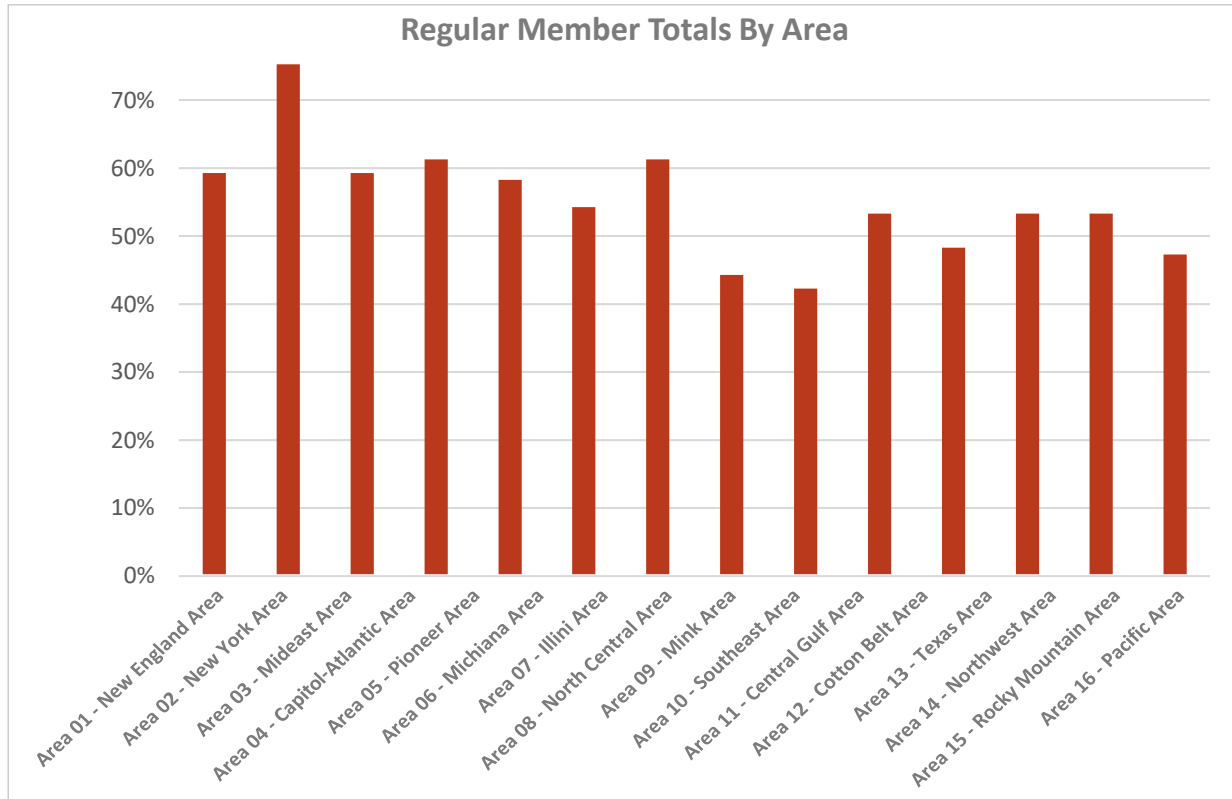
nors) that were pending need to be reintroduced. This is why the bill numbers change with the commencement of each new Congress. Prior to our 2027 LTS in March, Bob and I will be informing NAPS members of the new bills and resolutions, as well as providing the links and posting them on the NAPS website for you to quickly contact your representative, requesting their support.

Remember — review the Legislative Action Center and see if your representative has supported the NAPS agenda. When I go to the polls on Nov. 3 this year, I don't vote Democrat or Republican — I vote Postal! And remember, SPAC opens doors.

Stay safe.

naps.jw@naps.org

SEPTEMBER 2026 MEMBERSHIP REPORT



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	75%
Area 03 - Mideast Area	59%
Area 04 - Capitol Atlantic Area	61%
Area 05 - Pioneer Area	58%
Area 06 - Michiana Area	54%
Area 07 - Illini Area	61%
Area 08 - North Central Area	44%
Area 09 - Mink Area	42%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	48%
Area 12 - Cotton Belt Area	53%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	47%
Area 15 - Rocky Mountain Area	48%
Area 16 - Pacific Area	65%
Total Regular Member %	56%
Total Regular Members	26,961
Total Associate Members	1,430
Total Members	28,391
NonMember Totals	
Total NonMembers	20,448
Total NonMember %	4%



Thanks to your efforts, membership keeps rising!

NAPS Executive Board Directory

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Western Region

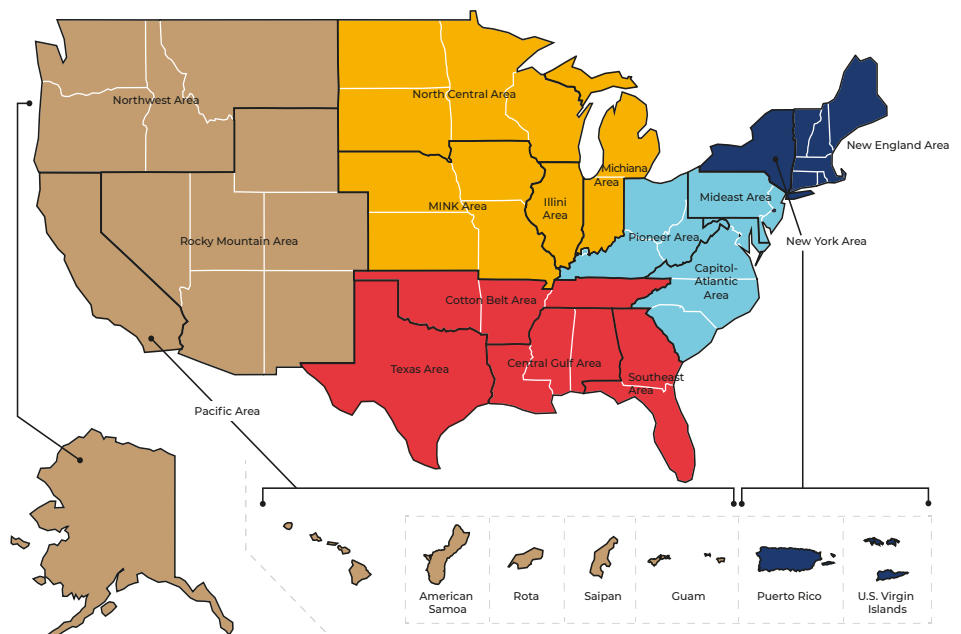
Areas 14, 15 and 16



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REGIONAL MAP

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



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**NAPS is
working
for you!**



Resolution

In Loving Memory of

Lynn Lacey

Whereas, God has brought to a close the life of Lynn Lacey, 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, Lynn Lacey served her country as an employee of the United States Postal Service, retiring as an Executive Administrative Schedule employee. In serving, Lynn understood her purpose in relation to the word spoken by our Savior found in Mark 10:45,

"For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many."

Whereas, Lynn Lacey served the National Association of Postal Supervisors as the NAPS Illini Area Vice President 2004-2008. In doing so Lynn Lacey, 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 serving NAPS, Lynn continued a lifetime of dedicated service to God in her ministry work in addition to her continued support of NAPS. Lynn utilizing all the experiences given to her by God to help at those whom she served. Lynn was instrumental in providing strength and encouragement to NAPS President Ivan Butts in support of the work being done for the Supervisor, Managers and Postmasters of the USPS.

Whereas, utilizing the key ingredients for service, which is a heart full of grace and a soul generated by love, Lynn 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 Lynn Lacey 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 3rd day of October 2026.

Chuck Muldore

Chuck Muldore
National President

Jimmy D. Warden

Jimmy Warden
Executive Vice President

Robert Green
Robert Green
Secretary/Treasurer



At its Oct. 14 awards ceremony, the American Foreign Service Association presented the Federal-Postal Coalition the organization's "Champions Award" in recognition of the coalition's advocacy on behalf of federal workers generally and the Foreign Service and diplomatic corps specifically. NAPS Executive Vice President Jimmy Warden and Director of Legislative & Political Affairs Bob Levi, with other representatives from the Federal-Postal Coalition, were present to accept the award. Levi serves as co-chair of the coalition's political committee. From left: Dan Horowitz, American Federation of Government Employees; Levi; Coalition Legislative Chair Katie Maddocks, National Postal Mail Handlers Union; John Hatton, National Active and Retired Federal Employees; and Warden.

NAPS Executive Vice President Jimmy Warden has been busy visiting Capitol Hill and discussing NAPS' legislative issues and concerns with lawmakers.



Rep. Andrew Garbarino (R-NY), chair of the House Committee on Homeland Security



Rep. Richard Garcia (D-CA), ranking member of the House Committee on Oversight and Government Reform



Rep. George Latimer (D-NY)



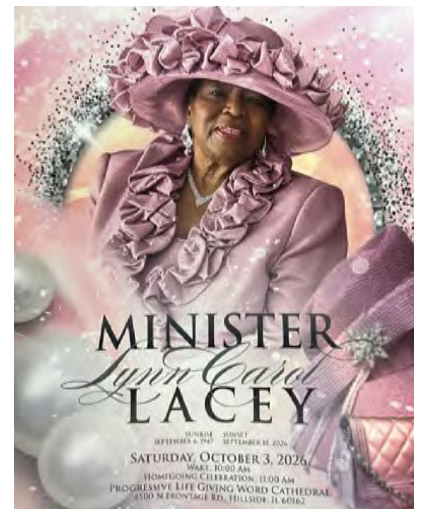
Rep. James Comer, chair of the House Committee on Oversight and Government Reform



Rep. Jamie Raskin (D-MD), ranking member of the House Judiciary Committee

NAPS of NOTE

Area highlights from
around the country



NAPS is saddened to report the death of former Illini Area Vice President Lynn Lacey on Sept. 18 (see page 10). Her homegoing celebration was Oct. 3 at the Progressive Life Giving World Cathedral in Hillside, IL.



Rep. Chris Smith (R-NJ), senior member on the House Committee on Foreign Affairs



Rep. Hakeem Jeffries (D-NY), House minority leader



Sen. Maggie Hassan (D-NH)

CAPITOL-ATLANTIC AREA



Charlotte, NC, Branch 183 President Michael Belger (left) resigned his position on Sept. 22 after 13 years. New President David Joseph presented him with a certificate of appreciation and gift cards at the branch meeting.



Former Sen. Sherrod Brown (D-OH), who is running for that seat in November's mid-term elections.

NEW YORK AREA



On Sept. 27, New York Area Vice President Tom Hughes (right) and Sal Pace Branch 27 member Dennis Gawron (left) attended a SPAC event in Buffalo, NY, for Rep. Nick Langworthy (R).



From left: Rep. Tom Coles (R-OK), chair of the House Appropriations Committee, NAPS New York Area Vice President Tom Hughes, National Air Traffic Controllers Association Legislative Representative Steven Flowers and Sal Pace Branch 27 member Dennis Gawron.



NAPS Northeast Region Vice President Dee Perez (left) and Oyster Bay Supervisor, Customer Service, Guan Chen-Syosset (right) congratulated Oyster Bay Supervisor, Customer Service, Oommen John on his retirement after 26 years of service.

OPEN SEASON IS
NOVEMBER 9TH–DECEMBER 14TH

**YOU ALWAYS
DELIVER.
GET A PLAN
THAT WILL TOO.**

Greg, 42 | USPS Letter Carrier

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SOUTHEAST AREA



Atlanta Branch 82 members Trevilyn Jackson and Roxanne Butler represented NAPS at the Career Conference in Duluth, GA.



Fort Lauderdale, FL, Branch 296 held its membership meeting. From left: Sergeant-at-Arms James Toney, Florida NAPS District 2 Vice President Jay Van Horn, President Aida Vera, Southeast Area Vice President Bobby Bock, Branch 296 Secretary/Treasurer Patti Lynn, Pompano Vice President Cheryl Ann Franco and Fort Lauderdale West Vice President Rosena Bivins. Not pictured: Fort Lauderdale East Vice President Virginia Rhodes.

ROCKY MOUNTAIN AREA



Rocky Mountain Area Vice President John Aceves (left), with former Rocky Mountain Area Vice President Myrna Pashinski (right), swore in Denver NDC Branch 561 officers President Tao Chen, Vice President Regina Jones, Secretary Sara Sedyame, Treasurer Michael Vigil and Past President Virgil Bailey Jr.

PACIFIC AREA



Sachin Uttam was recently installed as Postmaster of Modesto, CA, Level-24. From left: NAPS Central Valley Branch 197 President Debbie Baker, Fresno Branch 274 President Henry de la Torre, MPOO (Group F) Latanya Degraffenreid, Uttam, Sacramento Executive Postmaster Neil Gonzales and Branch 197 Secretary/Treasurer Marsha Danzy.



Training 101

Bobby Bock - Southeast Area Vice President

The Southeast Area is preparing to bring NAPS members together for an exciting training opportunity in partnership with the Postal Service. This training will take place Jan. 22-23, 2027, in Orlando, FL, right in the heart of the tourist district.

We have secured accommodations at the Embassy Suites with a special room rate of \$169 per night plus tax, along with a reasonable registration fee. Our goal is to make this training accessible while providing meaningful professional development for our members.

NAPS Is Kicking Training Up a Notch

NAPS leadership is rolling out its new training academy; we are taking training to the next level! By bringing this training directly to the field, we are giving members an opportunity to hear firsthand from the leadership of two great organizations: NAPS and the Postal Service.

Our training program will include defense representation, legislative initiatives and membership development. These are critical areas for the continued success of our organization.

Developing the Next Generation of Representatives

We need more trained representatives in the field. Branch officers cannot keep up with every issue and every activity affecting our members. Developing local representatives is essential to providing timely, effective representation.

Personally, I would much rather sit beside a member during a fact-finding interview than participate through Zoom. There is tremendous value in being physically present, observing the interaction and providing support. Of course, logistics sometime require us to conduct fact-findings through Zoom meetings or by telephone.

Our members working in the field possess valuable local knowledge. They understand their facilities, their employees and the challenges facing their operations. That firsthand experience can make a significant difference in helping members navigate difficult situations and avoid unnecessary problems.

Protecting Our Turf and Growing Our Membership

Another important part of our training initiative is protecting our turf and strengthening our membership. We need to be proactive in communicating the value of NAPS. We do not need artificial intelligence to tell our story for us. Our members, our accomplishments

and our commitment to postal management speak for themselves.

NAPS — The Premier Management Association Recognized by the USPS

We must continue demonstrating our organization's value through quality representation, professional development, legislative advocacy and meaningful engagement with our members. Training also provides an excellent opportunity to network with fellow NAPS members from across the country. Building those relationships strengthens our organization and allows us to share ideas, experiences and solutions.

Preparing for the Future

There are tremendous changes taking place throughout the Postal Service, including fleet maintenance, delivery operations, technology and management responsibilities. Our members must remain informed, prepared and engaged. Training gives us the tools to meet these challenges and continue serving our members effectively.

Join Us in Florida!

So, I encourage our members to come to Florida this winter. Enjoy some sunshine, connect with fellow postal professionals and invest two days in your professional development. We look forward to welcoming you to Orlando!

For additional information, visit:

- www.naps.org
- www.flnaps.org

A Special November Reminder

As we approach the Thanksgiving holiday this month, let us also remember the men and women who have served our great nation. Please take a moment to thank a veteran for their service.

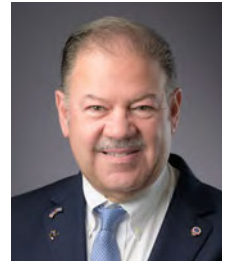
I proudly served in the U.S. Army. Following a serious automobile accident, I was medically retired from the military because of my service-connected disability. My military service remains an important part of who I am. I always will appreciate the sacrifices made by those who wear our nation's uniforms.

I look forward to seeing you in Orlando!

bocknapsseavp@aol.com

Leadership Language Must Be Measured and Respectful

Dee Perez - Northeast Region Vice President



This topic has been on my mind for a while, but it's not about Postal Service Headquarters leadership and how they address their own executives, regional vice presidents or district managers. What concerns me is the messaging from positions of authority below district managers down the chain of command to postmasters, managers and their supervisors.

Former New York District 2 Manager Tom Rosati, a decorated Vietnam War veteran, often said during his meetings, "Postmasters, managers and supervisors are where the rubber meets the road." Think about those words.

They meant **you** are responsible for implementing and meeting the service goals; you make it happen. Granted, your employees do the lifting, but that's their role. Your role is to make sure they do it correctly every day to meet the measured service goals. You are as important as the craft employees doing the lifting.

Therefore, for employees to understand the service goals and needs, it's all about correct and respectful communication. Whether through a service talk or a written huddle board message, communication must be done respectfully and be carefully written and worded — from district leadership down to you and your employees.

Words matter. And word choice strongly affects how the recipient interprets your message and how it makes them feel.

I have been alerted to questionable word usage in messages from local district leadership from many areas — primarily from their support staff sending out messaging to the field. These staff members need to be very careful with their words. Most of them are not in leadership roles; their responsibility is to remind field leaders to adhere to tasks — nothing more.

Let's examine their words, the intent behind them and how to use less aggressive or offensive language to deliver the same message more respectfully.

1. Instead of using **now**, which means, "Drop everything and do it immediately," use **promptly**. It describes timely and quick action and is less aggressive.
2. Instead of using **must**, which means, "Do it this way by this time," use **be required**. That word choice clearly states an obligation or necessity and is less aggressive.
3. Instead of using **take action**, which brings attention to an employee's failure and what is being done to correct this failure, use **activity**. This applies to general

acts or movements and is less aggressive, while focusing on what has to be done to correct the failure.

4. Instead of using **corrective**, which really means issuing punishment or discipline, a better word choice is **remedial**. It can be used when referring to actions or programs that correct deficiencies. The word is not aggressive and suggests the person can be rehabilitated.

5. Instead of using **compliance**, which really is a reminder to adhere to a task, use **adherence**. This word is helpful when stressing faithful observance of rules or guidelines. It is less aggressive and indicates more of a need.

6. Instead of using **accountability**, which really means, "You are solely accountable," use **responsibility**. That word refers to a general duty or obligation to act correctly or reliably and is less aggressive.

Changing usage of these six words in our work environment will not turn our USPS culture around by itself. But, instead, leaders need to begin to try and look at their subordinates as human beings with feelings who have family obligations — especially the much-younger EAS employees today. And with that new understanding, they need to realize their aggressive word usage isn't welcome anymore.

Also, outright intimidation on Zoom meetings is not going to produce the loyal, dedicated EAS workforce they need. All it does is contribute to a hostile, unhappy, unproductive EAS environment that must change for the Postal Service to succeed in its daily mission.

Always, in respect! Branches in the Northeast Region: The goal is sign three nonmembers per month. MM = membership matters!

neravpdee@aol.com

We All Can Help Build Membership

June High-Five Club Members

Brian Wagner,**
Branch 255, IL

*Denotes sponsor who signed 5+ members within 90 days.





LEGISLATIVE ROUNDUP

December – Setting the Postal Table for 2027

By the time you receive this issue in the mail, the midterm elections will be over. So, in December, victors will be celebrating and looking ahead to 2027. Members of Congress who lost their reelection or decided to retire will plot the next chapter in their lives. However, the last weeks of 2026 still could be important for the Postal Service and its EAS-level employees and retirees.

The post-election lame-duck session will be a period when lawmakers seek to complete their unfinished legislative business before the new 120th Congress convenes on Jan. 3, 2027. This effort includes important legislation and pending presidential nominations.

For the Postal Service and NAPS, the stakes could be high or not at all. Operational, financial and governance issues are pending. Congress could consider bills impacting postal operations, management, benefits and the structure of the agency. However, broad and comprehensive fixes are not expected. There's not enough time and political change is potentially in the air.

The most immediate concern is Postal Service finances. PMG David Steiner continues to warn that the agency could run short of cash in the not-too-distant future without additional congressional action. In testimony, he has raised the possibility of service reductions, which has spooked members of both political parties.

Steiner's primary pitch is to increase the Postal Service's statutory borrowing authority, which has been capped at \$15 billion for decades, and address other structural financial issues. In a lame-duck session, Congress could consider a modest increase to the agency's borrowing authority, but, based on conversations NAPS has had with multiple key legislators, the politics of such a debt increase may be problematic in the post-election session.

Moreover, if such an increase got traction, there is

fear the White House could seek harmful conditions as the price of the debt increase; that is, while the GOP is assured of its lame-duck House and Senate majorities. It is important to recall that the first Trump administration proposed conditions on the USPS when it sought increased borrowing authority as part of COVID-19 relief.

Nevertheless, in December, lawmakers have limited time and competing priorities, including passing a fiscal year 2027 government funding bill through Sept. 30, 2027. The current temporary funding bill will lapse Dec. 11. Of course, Congress could pass another short-term funding bill and hope President Trump signs it.

Should Democrats secure a majority in one or both houses of Congress, they would have a strong incentive to defer action on many postal priorities until early 2027 when a broader legislative package could be considered. As I have written in previous columns, NAPS believes such a package should include modification of the existing public service appropriation that would fund key aspects of the USPS' universal service obligation, diversify retirement trust fund investments, fairly recalculate the agency's CSRS liability for pre-1971 postal employees and provide additional borrowing authority. These provisions could greatly improve the Postal Service's financial stability and accountability.

Also, the Postal Service's Inspector General and the Government Accountability Office recently published a series of reports critical of postal performance in the implementation of the "Delivering for America" plan. So, it is possible there could be enhanced congressional oversight during the waning days of the 119th Congress, although I would not expect any congressional hearings until late winter or early spring next year.

Also, I would anticipate a closer look at the pressure the White House placed on the USPS to expeditiously implement restrictions on vote by mail for the 2026 election. This is notwithstanding the constitutional, legal and operational issues with the problematic executive order that would have implemented those vote-by-mail restrictions.

continued...



BOB LEVI

Director of Legislative
& Political Affairs

In late September, Trump nominated Jeff Zisk, a Texas entrepreneur and GOP fundraiser, to the one vacancy on the Postal Regulatory Commission. As of early October, the Senate Homeland Security and Governmental Affairs Committee had yet to schedule his confirmation hearing, which could occur mid- to late November.

Furthermore, Board of Governors nominees Anthony Lomangino and Robert Steffens have not had their hearings; Sen. Mike Rounds (R-SD) continues to have a “hold” on nominees Jeffrey Brodsky and William Gallo. It is possible Committee Chair Rand Paul (R-KY) could have a rush hearing on the nominees who have not had their confirmation hearings, schedule a committee meeting to approve the nominees and attempt to bring those nominations up for a Senate confirmation vote during the lame-duck session. If the nominees are not confirmed by a majority vote of the Senate by the end

of the year, they would have to be renominated in 2027 or new nominations would have to be submitted.

I will be able to provide a clearer picture of 2027 in the December issue of *The Postal Supervisor*. You can be sure the elections may very well change the political dynamics, but the underlying postal challenges will remain. Mail volume will not suddenly return to historic levels, retiree health obligations will continue to require attention and the Postal Service still will be expected to provide universal service throughout the country.

For supervisors, managers and postmasters, December should be viewed less as an endpoint than as a transition point. Congress may leave the most consequential postal questions for the new Congress. Regardless, NAPS will be a trailblazing force in 2027.

naps.rl@naps.org

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2026

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, 2026. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

Scholarship winners will be announced in January 2027. In addition, the scholarship winners will be listed in the March 2027 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 2027. Scholarships may be used to pay expenses in the student’s current or following semester.



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

Winter — a Time to Reset

As the days grow shorter and winter settles in, it can be tempting to think of the season only in terms of cold weather, challenging conditions and added demands. But winter also can offer something valuable: an opportunity to pause, take stock and begin again with renewed purpose.

For postmasters, the work rarely slows down. Customers still depend on reliable service, employees still need support and each day brings its own priorities. A seasonal reset doesn't mean stepping away from those responsibilities. Rather, it means looking at familiar routines with fresh eyes and finding practical ways to make the months ahead stronger.

A reset can begin with a few thoughtful questions. What has gone well at your post office? Which team practices are helping people work together? Where are small problems recurring? Looking back can help postmasters recognize progress, thank employees for their contributions and identify one or two areas where a change could make a meaningful difference.

The goal isn't to fix everything at once. A clear, manageable priority often is more useful than a long list of resolutions.

Winter also is a good time to strengthen the everyday connections that support a workplace. A brief check-in, a word of appreciation or a chance for employees to share an idea can help everyone feel heard and included.

Postmasters set much of the tone for a team. Ap-

proaching conversations with patience and curiosity can build trust and sometimes reveal a simple improvement that might otherwise go unnoticed.

Seasonal weather can bring added challenges to daily operations. Reviewing routines, communicating clearly and staying attentive to employee and customer needs can help the office respond thoughtfully when conditions change. Just as important is making space for people to speak up about concerns and ask for support.

Preparation isn't only about plans and procedures. It's also about creating a workplace where people feel ready to meet the day together.

For postmasters, this season can be more than something to get through. It can be a chance to reset, support the people who make the Postal Service run and carry renewed energy into the months ahead.

If you have any questions or concerns, contact the Postmaster Committee at napspostmasters70@gmail.com

marshadanzy@yahoo.com

Marsha Danzy, the retired postmaster of Victor, CA, is Central Valley Branch 197 secretary/treasurer.



THRIFT SAVINGS PLAN

September 2026

Fund	G	F	C	S	I	
September 2026	0.40%	(2.59%)	(0.35%)	(3.86%)	(2.30%)	
12-month	4.51%	(1.77%)	15.72%	11.82%	23.06%	
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 2026	(0.28%)	(0.78%)	(1.02%)	(1.15%)	(1.25%)	(1.34%)
12-month	7.88%	11.61%	12.92%	13.65%	14.29%	14.96%
Fund	L 2055	L 2060	L 2065	L 2070	L 2075	
September 2026	(1.48%)	(1.48%)	(1.48%)	(1.49%)	(1.49%)	
12-month	17.70%	17.70%	17.70%	17.69%	17.69%	
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.						

Legislative Report Card

You — our NAPS members — are among our most effective tools in promoting legislation beneficial to NAPS and the Postal Service. Having personal contact with your representative is so important and makes a difference. Following is a list of legislation NAPS supports and a report card indicating who are sponsors and co-sponsors. If your representative is not a co-sponsor, please contact them and explain the important role the Postal Service plays in the economy. Let them know the agency provides service to the American public in every community. Ask for their support by co-sponsoring this important legislation.

HOUSE LEGISLATION

H.Res. 70 — Expresses support for the Postal Service as an independent establishment of the government and opposition to postal privatization.

H.R. 491 — The Equal COLA Act would create parity between the COLA with respect to the FERS annuity and a CSRS annuity.

H.R. 7600 — The Postal Supervisors, Managers and Postmasters Fairness Act would provide for the timely start of pay talks with the Postal Service and establish a fair and credible process for conducting pay consultations.

H.R. 1559 — The Postal Employee Appeal Rights Amendment Act would confer MSPB rights to about 5,000 nonmanagerial postal employees.

H.R. 2095 — The Postal Police Reform Act would reverse a 2020 directive that limits the jurisdiction of U.S. postal police to postal facilities.

H.R. 7265 — The Vote by Mail Tracking Act would increase transparency of mail-in ballots, boost confidence in elections and help citizens confirm their votes were counted with scannable barcodes and an official election logo on mailed ballots.

• sponsor • co-sponsor

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7265
Alabama						
Robert Aderholt (R-4th)						
Shomari Figures (D-2nd)						
Barry Moore (R-1st)						
Gary Palmer (R-6th)						
Mike Rogers (R-3rd)						
Terri Sewell (D-7th)						
Dale Strong (R-5th)						
Alaska						
Nick Begich (R-at large)						
Arizona						
Yassamin Ansari (D-3rd)	•	•				•
Andy Biggs (R-5th)						
Juan Ciscomani (R-6th)						•
Eli Crane (R-2nd)						
Paul Gosar (R-9th)						
Adelita Grijalva (D-7th)*						
Abe Hamadeh (R-8th)						
David Schweikert (R-1st)						
Greg Stanton (D-4th)	•					
<i>*Sworn in Nov. 12, 2025; elected to succeed her father, the late Rep. Raúl Grijalva</i>						
Arkansas						
Rick Crawford (R-1st)						

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7265
California						
French Hill (R-2nd)						
Bruce Westerman (R-4th)						
Steve Womack (R-3rd)						
Pete Aguilar (D-33rd)						
Nanette Barragán (D-44th)	•	•				
Ami Bera (D-6th)	•					
Julia Brownley (D-26th)	•	•			•	
Ken Calvert (R-41st)						
Salud Carbajal (D-24th)	•	•			•	
Judy Chu (D-28th)	•	•				
Gil Cisneros (D-31st)	•				•	
Lou Correa (D-46th)	•					
Jim Costa (D-21st)	•					
Mark DeSaulnier (D-10th)		•				
Vince Fong (R-20th)						
Laura Friedman (D-30th)	•					
James Gallagher (R-1st)						
John Garamendi (D-8th)		•				
Robert Garcia (D-42nd)		•				•
Jimmy Gomez (D-34th)	•					
Adam Gray (D-13th)						
Josh Harder (D-9th)	•	•			•	
Jared Huffman (D-2nd)	•					
Darrell Issa (R-48th)						

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
Sara Jacobs (D-51st)	•					
Sydney Kamlager-Dove (D-37th)						
Ro Khanna (D-17th)						
Kevin Kiley (I-3rd)						
Young Kim (R-40th)						
Mike Levin (D-49th)	•	•				
Sam Liccardo (D-16th)						
Ted Lieu (D-36th)	•	•				
Zoe Lofgren (D-18th)						
Doris Matsui (D-7th)						
Tom McClintock (R-5th)						
Dave Min (D-47th)	•					•
Kevin Mullin (D-15th)	•	•				•
Jay Obernolte (R-23rd)						
Jimmy Panetta (D-19th)	•	•			•	
Nancy Pelosi (D-11th)						
Scott Peters (D-50th)	•					
Luz Rivas (D-29th)						
Raul Ruiz (D-25th)	•				•	
Linda Sanchez (D-38th)	•					
Brad Sherman (D-32nd)	•					
Lateefah Simon (D-12th)	•					•
Mark Takano (D-39th)	•	•				
Mike Thompson (D-4th)	•					
Norma Torres (D-35th)	•					
Derek Tran (D-45th)					•	
David Valadao (R-22nd)						
Juan Vargas (D-52nd)	•					
Aisha Wahab (D-14th)*						
Maxine Waters (D-43rd)	•					
George Whitesides (D-27th)	•					

*Sworn in Sept. 2, 2026; elected to replace Rep. Eric Swalwell.

Colorado

Lauren Boebert (R-4th)						
Jeff Crank (R-5th)						
Jason Crow (D-6th)	•					
Diana DeGette (D-1st)	•					
Gabe Evans (R-8th)						
Jeff Hurd (R-3rd)						
Joe Neguse (D-2nd)	•	•			•	
Brittany Pettersen (D-7th)		•				

Connecticut

Joe Courtney (D-2nd)	•					
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Rosa DeLauro (D-3rd)	•					
Jahana Hayes (D-5th)	•					
Jim Himes (D-4th)						
John Larson (D-1st)	•					

Delaware

Sarah McBride (D-at large)	•	•	•		•	
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Florida

Aaron Bean (R-4th)						
Gus Bilirakis (R-12th)						
Vern Buchanan (R-16th)						
Kat Cammack (R-3rd)						
Kathy Castor (D-14th)	•					
Sheila Cherfilus-McCormick (D-20th)*	•	•				
Mario Diaz-Balart (R-26th)						
Byron Donalds (R-19th)						
Neal Dunn (R-2nd)						
Randy Fine (R-6th)						
Lois Frankel (D-22nd)	•					
Scott Franklin (R-18th)						
Maxwell Frost (D-10th)	•	•				•
Carlos Gimenez (R-28th)						
Mike Haridopolos (R-8th)						
Laurel Lee (R-15th)						
Anna Luna (R-13th)						
Brian Mast (R-21st)						
Cory Mills (R-7th)						
Jared Moskowitz (D-23rd)	•	•		•	•	
Jimmy Patronis (R-1st)						
John Rutherford (R-5th)						
Maria Salazar (R-27th)						
Darren Soto (D-9th)	•					
Greg Steube (R-17th)						
Debbie Wasserman Schultz (D-25th)	•	•			•	
Daniel Webster (R-11th)						
Frederica Wilson (D-24th)	•	•				

*Resigned April 20, 2026; seat currently is vacant.

Georgia

Rick Allen (R-12th)						
Sanford Bishop (D-2nd)	•		•			•
Everton Blair (D-13th)*						
Earl Carter (R-1st)						
Andrew Clyde (R-9th)						

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
Mike Collins (R-10th)						
Clay Fuller (R-14th)						
Brian Jack (R-3rd)						
Hank Johnson (D-4th)	•					•
Barry Loudermilk (R-11th)						
Lucy McBath (D-6th)	•	•				
Rich McCormick (R-7th)						
Austin Scott (R-8th)						
Nikema Williams (D-5th)	•					

*Sworn in Sept. 4, 2026; elected to replace the late Rep. David Scott.

Hawaii

Ed Case (D-1st)	•				•	
Jill Tokuda (D-2nd)	•					

Idaho

Russ Fulcher (R-1st)						
Mike Simpson (R-2nd)						

Illinois

Mike Bost (R-12th)			•		•	
Nikki Budzinski (D-13th)	•	•				•
Sean Casten (D-6th)	•	•				
Danny Davis (D-7th)	•	•				
Bill Foster (D-11th)	•					
Jesús García (D-4th)	•					
Jonathan Jackson (D-1st)	•					
Robin Kelly (D-2nd)	•	•		•	•	
Raja Krishnamoorthi (D-8th)	•				•	
Darin LaHood (R-16th)						
Mary Miller (R-15th)						
Mike Quigley (D-5th)	•					
Delia Ramirez (D-3rd)	•					
Jan Schakowsky (D-9th)	•	•				
Brad Schneider (D-10th)	•					
Eric Sorensen (D-17th)	•				•	
Lauren Underwood (D-14th)	•	•				

Indiana

Jim Baird (R-4th)						
André Carson (D-7th)	•					
Erin Houchin (R-9th)						
Mark Messmer (R-8th)						
Frank Mrvan (D-1st)	•	•	•	•	•	
Jefferson Shreve (R-6th)						

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
Victoria Spartz (R-5th)						
Marlin Stutzman (R-3rd)						
Rudy Yakym (R-2nd)						

Iowa

Randy Feenstra (R-4th)						
Ashley Hinson (R-2nd)						
Mariannette Miller-Meeks (R-1st)						
Zach Nunn (R-3rd)						

Kansas

Sharice Davids (D-3rd)	•					
Ron Estes (R-4th)						
Tracey Mann (R-1st)						
Derek Schmidt (R-2nd)						

Kentucky

Andy Barr (R-6th)						
James Comer (R-1st)						
Brett Guthrie (R-2nd)						
Thomas Massie (R-4th)						
Morgan McGarvey (D-3rd)	•					
Harold Rogers (R-5th)						

Louisiana

Troy Carter (D-2nd)	•					
Cleo Fields (D-6th)						
Clay Higgins (R-3rd)						
Mike Johnson (R-4th)						
Julia Letlow (R-5th)						
Steve Scalise (R-1st)						

Maine

Jared Golden (D-2nd)	•			•	•	
Chellie Pingree (D-1st)	•	•	•	•		•

Maryland

Sarah Elfreth (D-3rd)	•					
Andy Harris (R-1st)						
Steny Hoyer (D-5th)	•					
Glenn Ivey (D-4th)		•				
April McClain Delaney (D-6th)	•	•		•	•	•
Kweisi Mfume (D-7th)	•	•			•	•
John Olszewski (D-2nd)	•	•				
Jamie Raskin (D-8th)		•				

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
Massachusetts						
Jake Auchincloss (D-4th)						
Katherine Clark (D-5th)						
William Keating (D-9th)	•	•				
Stephen Lynch (D-8th)	•	•		•		•
Jim McGovern (D-2nd)	•	•				
Seth Moulton (D-6th)	•					
Richard Neal (D-1st)	•					
Ayanna Pressley (D-7th)	•					
Lori Trahan (D-3rd)	•	•				

Michigan						
Tom Barrett (R-7th)						
Jack Bergman (R-1st)	•				•	
Debbie Dingell (D-6th)	•					
Bill Huizenga (R-4th)						
John James (R-10th)						
Lisa McClain (R-9th)						
Kristen McDonald Rivet (D-8th)	•					
John Moolenaar (R-2nd)						
Hillary Scholten (D-3rd)						
Haley Stevens (D-11th)	•	•				
Shri Thanedar (D-13th)	•	•	•	•	•	•
Rashida Tlaib (D-12th)	•	•				•
Tim Walberg (R-5th)						

Minnesota						
Angie Craig (D-2nd)	•	•			•	•
Tom Emmer (R-6th)						
Brad Finstad (R-1st)						
Michelle Fischbach (R-7th)						
Betty McCollum (D-4th)	•					
Kelly Morrison (D-3rd)						
Ilhan Omar (D-5th)	•	•	•	•		
Pete Stauber (R-8th)						

Mississippi						
Mike Ezell (R-4th)						
Michael Guest (R-3rd)						
Trent Kelly (R-1st)						
Bennie Thompson (D-2nd)	•					

Missouri						
Mark Alford (R-4th)						
Wesley Bell (D-1st)	•					

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
Eric Burlison (R-7th)						
Emanuel Cleaver (D-5th)	•	•			•	•
Sam Graves (R-6th)	•					
Bob Onder (R-3rd)						
Jason Smith (R-8th)						
Ann Wagner (R-2nd)						

Montana						
Troy Downing (R-2nd)						
Ryan Zinke (R-1st)						

Nebraska						
Don Bacon (R-2nd)	•				•	•
Mike Flood (R-1st)						
Adrian Smith (R-3rd)						

Nevada						
Mark Amodei (R-2nd)						
Steven Horsford (D-4th)	•					
Susie Lee (D-3rd)					•	
Dina Titus (D-1st)	•	•				

New Hampshire						
Maggie Goodlander (D-2nd)	•		•			
Chris Pappas (D-1st)	•				•	

New Jersey						
Herb Conaway (D-3rd)	•	•				
Josh Gottheimer (D-5th)	•				•	
Thomas Kean (R-7th)	•					
LaMonica McIver (D-10th)	•					
Analilia Mejia (D-11th)						
Rob Menendez (D-8th)	•					
Donald Norcross (D-1st)	•	•				
Frank Pallone (D-6th)	•	•				
Nellie Pou (D-9th)						
Christopher Smith (R-4th)	•				•	
Jeff Van Drew (R-2nd)	•					
Bonnie Watson Coleman (D-12th)	•					

New Mexico						
Teresa Leger Fernandez (D-3rd)		•				
Melanie Stansbury (D-1st)	•	•		•		
Gabe Vasquez (D-2nd)						

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
New York						
Yvette Clarke (D-9th)	•				•	•
Adriano Espaillat (D-13th)						
Andrew Garbarino (R-2nd)	•		•	•	•	
Laura Gillen (D-4th)	•				•	
Dan Goldman (D-10th)						
Hakeem Jeffries (D-8th)						
Tim Kennedy (D-26th)						
Nick LaLota (R-1st)	•				•	
Nick Langworthy (R-23rd)						
George Latimer (D-16th)	•					•
Mike Lawler (R-17th)	•	•		•	•	
Nicole Malliotakis (R-11th)					•	
John Mannion (D-22nd)	•					
Gregory Meeks (D-5th)	•					
Grace Meng (D-6th)	•					
Joseph Morelle (D-25th)	•					
Jerrold Nadler (D-12th)	•					
Alexandria Ocasio-Cortez (D-14th)	•	•				
Josh Riley (D-19th)	•					
Pat Ryan (D-18th)						
Elise Stefanik (R-21st)						
Tom Suozzi (D-3rd)	•	•	•	•	•	
Claudia Tenney (R-24th)						
Paul Tonko (D-20th)	•	•				•
Ritchie Torres (D-15th)	•					
Nydia Velázquez (D-7th)	•					

North Carolina						
Alma Adams (D-12th)	•	•				
Don Davis (D-1st)						
Chuck Edwards (R-11th)						
Valerie Foushee (D-4th)	•	•				
Virginia Foxx (R-5th)						
Pat Harrigan (R-10th)						
Mark Harris (R-8th)						
Richard Hudson (R-9th)						
Brad Knott (R-13th)						
Addison McDowell (R-6th)						
Tim Moore (R-14th)						
Greg Murphy (R-3rd)						
Deborah Ross (D-2nd)	•	•				
David Rouzer (R-7th)						

North Dakota						
Julie Fedorchak (R-at large)						
Ohio						
Troy Balderson (R-12th)						
Joyce Beatty (D-3rd)	•					
Shontel Brown (D-11th)	•					
Mike Carey (R-15th)						
Warren Davidson (R-8th)						
Jim Jordan (R-4th)						
David Joyce (R-14th)						
Marcy Kaptur (D-9th)	•					
Greg Landsman (D-1st)	•	•			•	
Bob Latta (R-5th)						
Max Miller (R-7th)						
Michael Rulli (R-6th)						
Emilia Sykes (D-13th)		•				•
David Taylor (R-2nd)						
Michael Turner (R-10th)						

Oklahoma						
Stephanie Bice (R-5th)						
Josh Brecheen (R-2nd)						
Tom Cole (R-4th)						
Kevin Hern (R-1st)						
Frank Lucas (R-3rd)						

Oregon						
Cliff Bentz (R-2nd)						
Suzanne Bonamici (D-1st)	•					
Janelle Bynum (D-5th)	•	•				
Maxine Dexter (D-3rd)	•					
Val Hoyle (D-4th)	•	•		•		
Andrea Salinas (D-6th)	•	•				

Pennsylvania						
Brendan Boyle (D-2nd)	•	•				
Rob Bresnahan (R-8th)						
Madeleine Dean (D-4th)	•	•				
Chris Deluzio (D-17th)	•	•			•	•
Dwight Evans (D-3rd)	•	•	•	•	•	•
Brian Fitzpatrick (R-1st)	•	•			•	•
Chrissy Houlahan (D-6th)	•				•	
John Joyce (R-13th)						

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
Mike Kelly (R-16th)						
Summer Lee (D-12th)	•					•
Ryan Mackenzie (R-7th)						
Dan Meuser (R-9th)						
Scott Perry (R-10th)						
Guy Reschenthaler (R-14th)						
Mary Gay Scanlon (D-5th)	•	•	•	•	•	•
Lloyd Smucker (R-11th)						
Glenn Thompson (R-15th)						
Puerto Rico						
Pablo José Hernández Rivera (D-at large)						
Rhode Island						
Gabe Amo (D-1st)	•					
Seth Magaziner (D-2nd)	•	•	•	•		•
South Carolina						
Sheri Biggs (R-3rd)						
James Clyburn (D-6th)						
Russell Fry (R-7th)						
Nancy Mace (R-1st)						
Ralph Norman (R-5th)						
William Timmons (R-4th)						
Joe Wilson (R-2nd)						
South Dakota						
Dusty Johnson (R-at large)						
Tennessee						
Tim Burchett (R-2nd)						
Steve Cohen (D-9th)	•	•		•	•	
Scott DesJarlais (R-4th)						
Chuck Fleischmann (R-3rd)						
Diana Harshbarger (R-1st)						
David Kustoff (R-8th)						
Andy Ogles (R-5th)						
John Rose (R-6th)						
Matt Van Epps (R-7th)						
Texas						
Jodey Arrington (R-19th)						
Brian Babin (R-36th)						
John Carter (R-31st)						

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
Greg Casar (D-35th)	•	•				
Joaquin Castro (D-20th)	•					
Michael Cloud (R-27th)						
Daniel Crenshaw (R-2nd)						
Jasmine Crockett (D-30th)				•		
Henry Cuellar (D-28th)	•					
Monica De La Cruz (R-15th)						
Lloyd Doggett (D-37th)	•					
Jake Ellzey (R-6th)						
Veronica Escobar (D-16th)						
Pat Fallon (R-4th)						
Lizzie Fletcher (D-7th)	•	•				
Sylvia Garcia (D-29th)						
Brandon Gill (R-26th)						
Craig Goldman (R-12th)						
Vicente Gonzalez (D-34th)	•					
Lance Gooden (R-5th)						
Al Green (D-9th)	•					
Wesley Hunt (R-38th)						
Ronny Jackson (R-13th)						
Julie Johnson (D-32nd)	•					
Morgan Luttrell (R-8th)						
Michael McCaul (R-10th)						
Christian Menefee (D-18th)						
Nathaniel Moran (R-1st)						
Troy Nehls (R-22nd)						
August Pfluger (R-11th)						
Chip Roy (R-21st)						
Keith Self (R-3rd)						
Pete Sessions (R-17th)						•
Beth Van Duyne (R-24th)						
Marc Veasey (D-33rd)	•					
Randy Weber (R-14th)						
Roger Williams (R-25th)						
Utah						
Mike Kennedy (R-3rd)						
Celeste Maloy (R-2nd)						
Blake Moore (R-1st)						
Burgess Owens (R-4th)						
Vermont						
Becca Balint (D-at large)	•	•				

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
Virginia						
Donald Beyer (D-8th)	•					
Ben Cline (R-6th)						
Morgan Griffith (R-9th)						
Jen Kiggans (R-2nd)						
Jennifer McClellan (D-4th)		•				
John McGuire (R-5th)						
Robert Scott (D-3rd)						•
Suhas Subramanyam (D-10th)	•	•				•
Eugene Vindman (D-7th)	•	•	•	•	•	•
James Walkinshaw (D-11th)			•			
Rob Wittman (R-1st)						

Washington						
Michael Baumgartner (R-5th)						
Suzan DelBene (D-1st)	•	•		•	•	
Pramila Jayapal (D-7th)	•	•				
Rick Larsen (D-2nd)	•					
Dan Newhouse (R-4th)						
Marie Gluesenkamp Perez (D-3rd)						
Emily Randall (D-6th)	•	•				

	H.Res. 70	H.R. 491	H.R. 7600	H.R. 1559	H.R. 2095	H.R. 7285
West Virginia						
Kim Schrier (D-8th)	•					
Adam Smith (D-9th)	•					
Marilyn Strickland (D-10th)	•					

West Virginia						
Carol Miller (R-1st)						
Riley Moore (R-2nd)						

Wisconsin						
Scott Fitzgerald (R-5th)						
Glenn Grothman (R-6th)						
Gwen Moore (D-4th)	•					
Mark Pocan (D-2nd)	•					
Bryan Steil (R-1st)						
Tom Tiffany (R-7th)						
Derrick Van Orden (R-3rd)		•			•	
Tony Wied (R-8th)						

Wyoming						
Harriet Hageman (R-at large)						

SENATE LEGISLATION

S.Res. 147—Expresses support for the Postal Service as an independent establishment of the government and opposition to postal privatization.

• sponsor • co-sponsor

	S.Res. 147	S. 624
Alabama		
Katie Britt (R)		
Tommy Tuberville (R)		

Alaska		
Lisa Murkowski (R)	•	
Dan Sullivan (R)	•	

Arizona		
Ruben Gallego (D)		
Mark Kelly (D)		

Arkansas		
John Boozman (R)		
Tom Cotton (R)		

	S.Res. 147	S. 624
California		
Alex Padilla (D)		•
Adam Schiff (D)		•

Colorado		
Michael Bennet (D)		
John Hickenlooper (D)		

Connecticut		
Richard Blumenthal (D)		•
Christopher Murphy (D)		

Delaware		
Lisa Blunt Rochester (D)		•
Chris Coons (D)		•

	S.Res. 147	S. 624
Florida		
Ashley Moody (R)		
Rick Scott (R)		

Georgia		
Jon Ossoff (D)		
Raphael Warnock (D)		

Hawaii		
Mazie Hirono (D)		
Brian Schatz (D)		•

Idaho		
Michael Crapo (R)		
Jim Risch (R)		

	S.Res. 147	S. 624
Illinois		
Tammy Duckworth (D)		
Richard Durbin (D)		

Indiana		
Jim Banks (R)		
Todd Young (R)		

Iowa		
Joni Ernst (R)		
Charles Grassley (R)		

Kansas		
Roger Marshall (R)		
Jerry Moran (R)		

Kentucky		
Mitch McConnell (R)		
Rand Paul (R)		

Louisiana		
Bill Cassidy (R)		
John Kennedy (R)		

Maine		
Susan Collins (R)	•	
Angus King (I)		•

Maryland		
Angela Alsobrooks (D)		•
Chris Van Hollen (D)		•

Massachusetts		
Edward Markey (D)		•
Elizabeth Warren (D)		•

Michigan		
Gary Peters (D)	•	
Elissa Slotkin (D)		

Minnesota		
Amy Klobuchar (D)		
Tina Smith (D)		

Mississippi		
Cindy Hyde-Smith (R)		
Roger Wicker (R)		

	S.Res. 147	S. 624
Missouri		
Josh Hawley (R)		
Eric Schmitt (R)		

Montana		
Steve Daines (R)		
Tim Sheehy (R)		

Nebraska		
Deb Fischer (R)		
Pete Ricketts (R)		

Nevada		
Catherine Cortez Masto (D)		
Jacky Rosen (D)		

New Hampshire		
Maggie Hassan (D)	•	
Jeanne Shaheen (D)		•

New Jersey		
Cory Booker (D)		
Andy Kim (D)		•

New Mexico		
Martin Heinrich (D)		
Ben Lujan (D)		•

New York		
Kirsten Gillibrand (D)		•
Charles Schumer (D)		

North Carolina		
Ted Budd (R)		
Thom Tillis (R)	•	

North Dakota		
Kevin Cramer (R)		
John Hoeven (R)		

Ohio		
Jon Husted (R)		
Bernie Moreno (R)		

Oklahoma		
Alan Armstrong (R)		
James Lankford (R)		

	S.Res. 147	S. 624
Oregon		
Jeff Merkley (D)		•
Ron Wyden (D)		

Pennsylvania		
John Fetterman (D)		•
Dave McCormick (R)		

Rhode Island		
Jack Reed (D)	•	
Sheldon Whitehouse (D)		

South Carolina		
Darline Graham (R)		
Tim Scott (R)		

South Dakota		
Mike Rounds (R)		
John Thune (R)		

Tennessee		
Marsha Blackburn (R)		
Bill Hagerty (R)		

Texas		
John Cornyn (R)		
Ted Cruz (R)		

Utah		
John Curtis (R)		
Mike Lee (R)		

Vermont		
Bernie Sanders (I)		•
Peter Welch (D)		

Virginia		
Tim Kaine (D)		•
Mark Warner (D)	•	

Washington		
Maria Cantwell (D)		
Patty Murray (D)		•

West Virginia

Shelley Capito (R)

Jim Justice (R)

Wisconsin

Tammy Baldwin (D)

Ron Johnson (R)

Wyoming

John Barrasso (R)

Cynthia Lummis (R)

S. Res. 147
S. 624

NAPS Training Calendar

Eastern Region Cabinet Meeting Jan. 14-17, 2027

Conducted by: Eastern Region VP Troy Griffin

Location: Lord Baltimore Hotel, 20 W. Baltimore St., Baltimore, MD 21201. The closest airport is BWI.

Hotel Rate: \$179 plus tax, free parking

Registration Fee: \$199.99; includes lunch on Friday and Saturday, dinner on Saturday evening.

Registration Deadline: Dec. 10, 2026. Make checks payable to NAPS, NAPS Eastern Region, Troy Griffin or Eastern Region and mail to Troy Griffin, PO Box 42, Savage, MD 20763.

Training: Conducted by NAPS Headquarters and USPS Headquarters.

Southeast Area Training Seminar Jan. 22-23, 2027

Conducted by: Southeast Area VP Bobby Bock

Location: Embassy Suites by Hilton, ICON Park, 8250 Jamaican Ct., Orlando, FL 32819. Deadline is Dec. 31 or until the room block is filled. Visit flnaps.org or call 407-345-8250; use group code NAPS.

Hotel Rate: \$169 plus tax; includes cooked-to-order breakfast and evening happy hour.

Registration Fee: \$130; includes seminar breaks and lunch.

Registration Deadline: Jan. 15; after that date, registration fee is \$150. Make checks payable to Robert Bock and mail to: NAPS, PO Box 470301, Lake Monroe, FL 32747. No refunds after Jan. 15.

Training (subject to change): USPS Chief Retail Delivery Officer Elvin Mercado, Executive Manager of Fleet Operations Tracy Powers, NAPS Executive VP Jimmy Warden, Secretary/Treasurer Richard Green and DDF Provider Tony Dallojacono.

STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

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B3. Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales and other paid distribution outside USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B4. Paid distribution by other classes of mail through the USPS—average number copies each issue during preceding 12 months: **232**; number copies of single issue published nearest to filing date: **246**. C. Total paid distribution—average number copies each issue during preceding 12 months: **27,078**; number copies of single issue published nearest to filing date: **26,777**. D. Free or nominal rate distribution. D1. Free or nominal rate outside-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D2. 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Percent paid (both print & electronic copies)—average number copies each issue during preceding 12 months: **100%**; number copies of single issue nearest to filing date: **100%**. I certify that 50% of all distributed copies (electronic and print) are paid above a nominal price. I certify that all information furnished on this form is true and complete. Karen B. Young, editor.

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\$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



Secretary's Roundtable
\$500 level



Chairman's Club
\$250 level



Supporter
\$100 level



Drive for 5
Contribute to SPAC by payroll deduction or direct payment

Earn Your Pins TODAY!

In 2026, SPAC contributors will be sent the pin recognizing their total 2026 contribution at the end of the year; all pins will indicate "2026."

The 2026 "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.

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Sept. 30, 2026

National Aggregate:

\$208,969.55

National Per Capita:

\$7.41

Region Aggregate:

1. Southern.....	\$52,394.12
2. Western.....	\$47,583.20
3. Eastern.....	\$47,386.50
4. Central.....	\$33,969.00
5. Northeast.....	\$27,636.73

Region Per Capita:

1. Western.....	\$8.45
2. Southern.....	\$8.44
3. Eastern.....	\$7.85
4. Central.....	\$7.06
5. Northeast.....	\$5.22

Area Aggregate:

1. Pacific.....	\$31,625.50
2. Capitol-Atlantic....	\$30,994.00
3. Southeast.....	\$27,614.12
4. Texas.....	\$14,266.50
5. New England.....	\$12,261.84
6. New York.....	\$11,012.40
7. Mideast.....	\$10,851.99
8. North Central.....	\$10,207.00
9. Pioneer.....	\$ 9,903.00
10. Michiana.....	\$ 9,643.00
11. Illini.....	\$ 9,619.05
12. Northwest.....	\$ 8,177.20
13. Rocky Mountain.	\$ 7,780.50
14. Cotton Belt.....	\$ 5,587.00
15. Central Gulf.....	\$ 5,089.50
16. MINK.....	\$ 4,499.95

Area Per Capita:

1. Southeast.....	\$11.42
2. Pacific.....	\$11.17
3. North Central.....	\$10.78
4. Capitol-Atlantic.....	\$10.70
5. Texas.....	\$ 7.62
6. New England.....	\$ 7.27
7. Michiana.....	\$ 7.20
8. Northwest.....	\$ 7.01
9. Illini.....	\$ 6.91
10. Pioneer.....	\$ 6.47
11. Central Gulf.....	\$ 5.95
12. Cotton Belt.....	\$ 5.28
13. Rocky Mountain.....	\$ 4.84
14. New York.....	\$ 4.31
15. Mideast.....	\$ 4.19
16. MINK.....	\$ 3.98

State Aggregate:

1. California.....	\$30,095.50
2. Florida.....	\$25,802.12
3. Texas.....	\$14,266.50
4. Maryland.....	\$13,537.00
5. New York.....	\$10,382.40

State Per Capita:

1. Maine.....	\$35.02
2. Maryland.....	\$21.32
3. North Dakota.....	\$17.92
4. Idaho.....	\$15.87
5. Utah.....	\$15.25

Drive for 5

Members by Region:

1. Eastern.....	40
2. Southern.....	38
3. Western.....	34
4. Northeast.....	28
5. Central.....	28

Aggregate by Region:

1. Eastern.....	\$14,385.00
2. Western.....	\$13,106.20
3. Southern.....	\$10,966.62
4. Northeast.....	\$ 8,187.40
5. Central.....	\$ 7,139.05

Preparing for Retirement:

MORE THAN A FINANCIAL PLAN



Submitted by the USPS Employee Assistance Program

For employees approaching retirement, there are plenty of practical questions to answer: When will I retire? What paperwork needs to be completed? What will my benefits look like? But there is another important side of retirement readiness that may receive far less attention: What will life actually look and feel like after work?

Retirement can be an exciting and rewarding milestone, but even positive changes can require adjustment. After years or decades in the workforce, employees may find that their jobs have provided much more than a paycheck. Work can be a source of routine, identity, purpose, accomplishment and daily social connection. Retirement can change all those things at once.

Preparing psychologically and socially for retirement can be an important complement to financial preparation. The transition may involve adjusting to the loss of a career identity, changes in workplace relationships and social networks, increased time with a spouse or partner and finding new ways to remain engaged and active.

For supervisors, understanding this broader picture creates an opportunity to support employees as they prepare for one of life's biggest transitions.

Retirement Can Bring Mixed Emotions

An employee who has looked forward to retirement for years still may experience unexpected emotions as the date approaches. Excitement and anticipation can exist alongside uncertainty, stress or even a sense of loss. Someone may be ready to leave the demands of work while realizing they will miss their co-workers, the satisfaction they get from their responsibilities or simply knowing where they need to be each morning.

That doesn't mean something is wrong. It means retirement is a transition.

Adjusting to retirement is a process, not a single event. Thinking about emotional and social resources before retirement can help employees prepare for the transition ahead.

Supervisors do not need to counsel employees through this transition. Simply recognizing there may be more happening beneath the surface can help supervisors respond with empathy and point employees toward available support when appropriate.

Preparing for Life After the Last Day

One of the most useful questions an employee can ask may be surprisingly simple:

What do I want an ordinary day in retirement to look

like? For years, work may have provided a built-in structure. Retirement offers more freedom, but suddenly having complete control over one's schedule also can take some getting used to.

Employees can begin thinking ahead about how they will spend their time and what will give their days structure and meaning. That might include:

- hobbies and personal interests
- physical activity and healthy routines
- time with family and friends
- learning something new
- travel or recreation
- volunteering or community involvement
- mentoring or giving back
- household or caregiving responsibilities
- simply having more time to rest and enjoy life

The goal is not to fill every hour on the calendar. It is to begin imagining a fulfilling life beyond the workday.

Identity and Purpose Matter

For a long-tenured employee, answering the question, "What do you do?" may have been easy for decades. Retirement can change that answer overnight.

An occupation can become deeply connected to a person's identity and sense of accomplishment. As employees prepare to leave the workplace, it can be helpful to consider the other roles, interests and values that define them.

Instead of focusing only on what they are retiring from, employees can begin thinking about what they are retiring to. Meaningful activities, including hobbies, volunteering and spending time with family and friends, can provide a sense of purpose and support well-being as people age.

Employees might ask themselves:

- What am I looking forward to having more time for?
- What gives me a sense of accomplishment outside of work?

- Are there interests I would like to rediscover?
- Is there something I've always wanted to learn?
- Are there ways I would like to contribute to my family or community?
- What parts of working will I miss and how might I replace what those experiences provided?

These conversations can start well before an employee's retirement date.

Staying Connected Is Important

Retirement also changes an often-overlooked part of life: daily interaction with other people. Employees may have spent years seeing co-workers, customers and others throughout the workday. When those regular interactions suddenly disappear, maintaining existing relationships and building new sources of connection can become increasingly important.

Strong social connections are associated with lower stress, better overall physical and emotional health, decreased loneliness and greater quality of life. Employees can prepare by thinking intentionally about how they will remain connected to friends, family members, former co-workers and their communities after retirement.

Retirement Affects Households

Retirement does not happen in isolation. A spouse, partner or other household members may experience the transition along with the employee. Daily routines can change; couples may spend significantly more time together. Household responsibilities may shift. One person may retire while another continues working. And family members may have very different ideas about what retirement should look like.

Talking about those expectations ahead of time can help families prepare together. Psychological research on retirement has specifically identified changes in relationships and time spent with a spouse or partner among the adjustments people may encounter.

This transition also is an important opportunity to remind employees that EAP resources may extend be-



yond the individual employee to eligible household members.

Healthy Retirement Preparation Can Begin Years in Advance

Retirement readiness is not only relevant to the employee with a retirement date approaching. Employees who have years left in their careers can begin building some of the resources they eventually will want in retirement: relationships outside the workplace, meaningful interests, community connections, healthy routines and a sense of purpose that extends beyond their occupation.

Regular physical activity, for example, can support physical function and independence as people age and can provide more immediate benefits such as improved sleep and reduced feelings of anxiety. The same principle applies emotionally and socially. Someone does not have to wait until retirement to develop a hobby, reconnect with a friend, volunteer, learn something new or discover what brings meaning to life outside of work.

In many ways, the life an employee hopes to enjoy in retirement can begin taking shape long before their final day on the job.

How Supervisors Can Help

Supervisors are not expected to be retirement counselors or experts. Their role can be much simpler. When appropriate, supervisors can:

- Acknowledge the transition. Recognize that retirement is a significant milestone that may come with a range of emotions.
- Listen without assumptions. Not every employee experiences retirement the same way. Some may be excited, some uncertain; many may feel both.
- Encourage employees to think beyond logistics. Conversations about retirement can include what the employee is looking forward to, not just dates and paperwork.
- Share EAP information. If an employee expresses

stress, uncertainty, relationship concerns or difficulty adjusting to change, remind them confidential EAP support is available.

- Remember the household. Major life transitions can affect partners and family members, too.
- Normalize using the EAP proactively. Employees do not need to be in crisis to benefit from support.

Perhaps most importantly, supervisors can help reinforce a broader understanding of the EAP. It is not only a resource for when something goes wrong. The EAP also can help employees navigate change, strengthen well-being and prepare for what is ahead.

Preparing for What's Next

Retirement represents an important ending, but it also represents a beginning. Financial and benefits planning always will be an important part of retirement readiness. The EAP can complement those resources by helping employees think about another side of the transition: their emotional well-being, relationships, routines, health, connection, identity and purpose.

Whether retirement is months away or years down the road, employees can begin asking a different question: I'm preparing to retire, but am I also preparing for the life I want afterward?

Encourage employees to explore EAP resources and confidential support as they prepare for retirement and life's next chapter.

The EAP Is Here for What's Next

Retirement and other major life transitions can bring new opportunities, as well as unexpected adjustments. Employees and their household members can contact the EAP for free, confidential* support as they prepare for and navigate life's next chapter.

Stay informed; support your employees. Scan the QR code to subscribe to EAP communications and receive resources to help employees prepare for retirement and what's next.



The EAP is available to provide guidance, resources, and support — helping leaders and employees navigate challenges with confidence.

**EAP counselors have master's degrees and are licensed professionals. Your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors. Information you share with the EAP may not be released to anyone without your prior written consent, except as required by law (e.g., when a person's emotional condition is a threat to themselves or others or there is suspected child or elder abuse) or the issuance of a court order upon a showing of good cause.*



What Are Instructions?

Mark Velez - New York State President/Flushing Branch 164 Executive Vice President

I would like to share some important guidance regarding the necessity of providing clear and direct instructions to the craft. An instruction is a direct order and is to be followed when given. I cannot tell you how many conversations I've had with EAS employees regarding the simple act of verbally giving instructions to the craft.

You need to understand your rights and your core function. As a supervisor, your core function is to ensure that work is performed safely, honestly and efficiently. Whether the task involves window operations, delivery operations, sorting mail, scanning packages, casing and delivering mail or loading trucks, you have the responsibility to direct how, where and when the job is completed in a safe and efficient manner.

You have the tools to support this process. By using the formal observation forms available online to document craft work practices, your instructions become binding. If an employee fails to follow these instructions, regardless, you must take corrective action to address the behavior.

Instructions are vital because they set expectations for the task, whether about time constraints, volume or workflow. While there may be discussions regarding allotted time or specific task details, a supervisor's instruction is final. Consistent and concise communication ensures that expectations are met.

If an employee fails to follow your direction, don't hesitate to act. If they don't follow your lead, schedule a pre-disciplinary interview and issue the action based on the specific failure. There is "power in the pen." If an employee asks what they did wrong, you can simply point to the corrective-action paperwork you issued.

Supervisors supervise; it's that simple! But it starts with you giving clear, concise instructions and consistently following up with every single employee to be an effective supervisor.

mveleznapsbr164@gmail.com



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 at:

1727 King Street, Ste.400
Alexandria, VA 22314-2753

HELP SPAC WORK FOR YOU!

Contribution Amount: \$ _____ **Branch #:** _____

Name: _____

Address: _____

City: _____

State: _____ **ZIP+4:** _____ **Date:** _____

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

Enclosed is my voluntary contribution to SPAC via:

- ☐ 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): _____

Exp. date: ____/____ **Signature (required):** _____

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

Describe gift: _____ **Value:** _____



MAKE IT EASY!
Simply scan here using your phone's camera!

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.



HOW TO BE A TSP Millionaire

Exploring Early Separation and the Rule of 55

BY AARON OYA

Over the past several months, we've focused squarely on the "March to a Million" — understanding how disciplined contributions, smart fund choices and long-term consistency can build a strong Thrift Savings Plan balance. This month, let's shift gears and look at a topic that sits outside the traditional retirement path, but, occasionally, is considered by those who have built substantial TSP savings: leaving the Postal Service before your minimum retirement age (MRA) and accessing your TSP at age 55.

For most of us born in 1970 or later, the MRA is 57. Under normal circumstances, withdrawing from your TSP before age 59½ triggers a 10% early withdrawal penalty. However, there is a little-known exception commonly referred to online as the Rule of 55. You won't find that phrase anywhere on the official TSP website, but the rule does exist — buried inside IRS tax guidance and referenced indirectly in TSP's Tax Rules Publication (tspbk26.pdf).

If you dig through the TSP menus ("Use Your Savings" → "Taking Money From Your Account"), you'll eventually find a link to the tax rules governing TSP payments. Inside tspb26, the explanation is brief, but important. Under the section on the Early Withdrawal Penalty Tax, it states:

"The additional 10% tax generally does not apply to ... payments made after you separate from service during or after the year you reach age 55."

This means if you leave your federal job — specifically the employer sponsoring the retirement plan from which you are withdrawing — during or after the calendar year you turn 55, you may take TSP withdrawals without the 10% penalty. The Rule of 55 applies only to the employer plan of the employer from which you just separated.

If you leave the Postal Service at 55, the exception

applies to your TSP. If you later move your balance to an IRA or another employer plan, the Rule of 55 no longer applies.

It's also important to remember that penalty-free does not mean tax-free — traditional TSP withdrawals still are subject to federal income tax. Your withdrawal strategy can significantly affect your long-term financial picture.

Here are just a few of the questions you'll need to answer before making such a decision:

- What happens to all my years of service if I leave before my MRA?
- Does a deferred retirement apply and what does it provide?
- Would I still qualify for the FERS special retirement supplement (SRS)?
- Do I have to keep my retirement funds in the TSP after separating?
- How would early withdrawals affect my long-term retirement income?

Leaving the Postal Service early — and building a withdrawal strategy around age 55 — is not for everyone. But for those who have spent years building a strong TSP balance, especially those on the March to a Million, this option can provide flexibility and financial breathing room.

Before making any decision, take time to explore how an age-55 separation compares to an immediate retirement or a deferred retirement. Running estimates on LiteBlue and reviewing the long-term impact on your annuity, SRS eligibility and TSP withdrawal needs can help you see the full picture.

And, as always, consider seeking guidance from qualified financial professionals or trusted retirement resources to ensure your strategy aligns with your long-term goals.



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Submitted by Secretary/Treasurer Bonita Atkins

Monday, Aug. 10

Jane Finley, Southeast Area vice president, gave an inspirational invocation. She asked for respect and love for everyone, regardless of their background.

An inspired Memorial Service was led by Finley for the two Auxiliary members who had died since the 2024 convention: Bereta "Ann" Carson, Birmingham Branch 45, and Othur "Sonny" Meadors, member-at-large, Florida State Branch 911. (Herman Manning, Birming-

Details of their lives and achievements were shared. Finley also included our servicemen and women who have given their lives for our country with a moment of silence as she read the poem, "Remember Me." Bradley sang a moving rendition of "God's Mercy."

Secretary/Treasurer Bonita Atkins conducted the roll call of officers. In attendance were President Laurie Butts, Executive Vice President Beverly Austin, Central Region Vice President Elly Soukey, Eastern Region Vice President Hazel Green, Southern Region Vice President Felicia Hill, Western Region Vice President Chanel Dodson, Capitol-Atlantic Area Vice President Shearly Shawn, Mideast Area Vice President Cathy Towns, MINK Area Vice President Mary Caruso, Southeast Area Vice President Jane Finley, Texas Area Vice President Melva Seals, North Central Area Vice President Sherry Mattfield, Pioneer Area Vice President Sheila Mason, Cotton Belt Area Vice President Ruth Cushenberry and Pacific Area Vice President Jerry Eckert. Michiana Area





2026-2028 National Auxiliary Executive Board

Pioneer Area Vice President Sheila Mason, Texas Area Vice President Melva Seals, Capitol-Atlantic Area Vice President Shearly Shawn, North Central Area Vice President Sherry Mattfield, Central Region Vice President Elly Soukey, MINK Area Vice President Mary Caruso, Executive Vice President Beverly Austin, President Laurie Butts, Southern Region Vice President Felecia Hill, Secretary/Treasurer Bonita Atkins, Cotton Belt Area Vice President Ruth Cushenberry, Mideast Area Vice President Cathy Towns, Pacific Area Vice President Jerry Eckert, Michiana Area Vice President Heather Hommerson, Eastern Region Vice President Hazel Green and Western Region Vice President Chanel Dodson. Not pictured: Southeast Area Vice President Jane Finley and Illini Area Vice President Linda Rendleman

Vice President Heather Hommerson and Illini Area Vice President Linda Rendleman were excused for illness. The Northeast Region and Northwest Area vice president positions are vacant.

The chair called on Registration Committee Chair Sherry Mattfield for her preliminary committee report: 20 states were represented, with 27 votes. Represented were 19 local branches, seven national officers, 10 area vice presidents, nine members-at-large and four past national presidents, with 73 delegates registered and 54 delegates in attendance. The preliminary report was moved for adoption and approved unanimously.

Butts read Article 14, Section 2, of the Bylaws and established a quorum was met. The 45th National Auxiliary Biennial Convention was called to order.

Mary Caruso, Rules Committee chair, read the rules of the convention and reported no changes needed to be made. There were no discussion or questions; the rules were adopted.

Atkins was called to present the proposed agenda. She moved to dispense from reading the minutes as everyone had a copy and there were no changes to be made. She asked for adoption of the agenda as printed. The motion was seconded by Sherry Mattfield and adopted.

Butts introduced the parliamentarians who would rule over the convention: Stephen Orloski, Sonya Bonenberger, Patricia Jackson-Kelley and Delores Bradley. Butts also introduced Alison Valuet, Idaho State Branch 915 Auxiliary, as assistant secretary to Atkins.

Atkins announced all the committee chairs and their members assigned to the various convention committees.

The chair called Hazel Green, Ways and Means Committee chair, to give her preliminary report. She requested all her members meet after the general session.



Luncheon

Sheila Mason, Melva Seals, Sheilda White, Beverly Austin (chair), Sherry Mattfield, Jerry Eckert, Bonita Atkins, Geralyn Buccar, Judith Conway, Serena Duca and Laura Krycki



Ways & Means

Aldrich Tucker, Shearly Shawn, Hazel Green (chair), Debra Olson, Pat Crowe, Elly Soukey, Nan Coppolella, Chanel Dodson, Jes'chelle Marshall and Diedra Cox

The First-Timers Committee report was presented by Caruso and Finley. They met Sunday, Aug. 9, with five of the 15 first-timers. Finley said the first-timers asked a lot of questions and had great interactions. She suggested the committee should meet either late Sunday afternoon or early Monday morning to get more participation.

The chair requested the 15 first-timers come to the mic and introduce themselves. They were advised they would be requested to give their insight of the convention on Thursday afternoon.

Beverly Austin was called for her Bylaws report. She read Article 17, that stipulates, in part, all amendments must be submitted in writing at least 30 days prior to the convention. She said no amendments were submitted for this convention. Butts dismissed the committee.

Butts asked for announcements; door prizes were given. The meeting recessed at 3:11 p.m.

Session 2

Tuesday, Aug. 11

Butts called the meeting to order at 9:02 a.m. Finley gave the invocation. Butts introduced the past National Auxiliary presidents in attendance: Mary Caruso, 2000-2002; Sonya Bonenberger, 2006-2008; Delores Bradley, 2008-2010; and Patricia Jackson-Kelley, 2016-2021.

Atkins read a letter from Past President Sue Elliott, thanking the officers for the invitation and sending regrets for not being able to attend the convention.

Caruso, Minutes Committee chair, reported the minutes from Monday, Aug. 10. They were read and found to be correct.

Mattfield, Registration Committee chair, reported 20

states and 19 locals were represented. Also represented were seven national officers, 11 area vice presidents, 12 members-at-large, four past presidents and 68 delegates in attendance.

Jaime Elizondo Jr. and the Texas State Branch 948 Executive Board made a presentation to Felecia Hill, the widow of Earnest Hill who died last year. Earnest spent years as legislative chair for the Texas State Branch. Felecia was presented with a plaque in his honor and a special coin created in his likeness. Felecia offered her thankful appreciation to everyone for their love and support and remembrance of her dearly beloved husband.

Jackson-Kelley approached the microphone and asked how delegates could get the minutes of the meeting. Atkins responded that all minutes would be printed in *The Postal Supervisor* magazine after the convention.

Butts introduced motivational speaker Marilyn Jones, Los Angeles Branch 39 and California State president. She had the group singing and dancing and moving with a different genre of music. The theme was "Get in the Groove and Move," and asked, "What Grooves You?"



Budget

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



Pages

Mark Jones, LaQuita Wilson, Sheilda White, Linette Viers, DeCarla Hilliard, Judith Conway, Elly Soukey (chair) and Sheila Mason

Members then were divided into five teams to solve puzzle pieces with words such as legacy, impact, history, reputation and contributions. Her message was to "work faithfully, build a reputation that earns trust, make contributions that inspire others, create an impact that changes lives and leave behind a legacy that history never will forget!"

Jones told members they will be remembered for how they made others feel, what they stood for and the difference they made. "That is your legacy!" she exclaimed. Everyone was inspired by her message. Butts presented Jones with a glass angel in appreciation of her time and talents.

Announcements were made and door prizes were given. The meeting recessed at 10:37 a.m. for lunch.

The meeting reconvened at 1:42 p.m. The invocation was given by Cathy Towns; she asked the body to pray for Auxiliary members Linda Rendleman and Elsie Vasquez who were in need of healing.

Butts called Sonya Bonenberger, chair of the Audit Committee, for her report. Bonenberger stated the committee found the books to be in good order. She recommended that Bylaws changes should be submitted at the next convention to include reimbursement for one luggage bag and the use of airline points and gift cards as reimbursement.

There was considerable discussion regarding points, gift cards, and more for airline reimbursement. After discussion, Bonenberger moved to adopt the report; the motion was unanimously accepted. The Audit Committee was discharged.



Past National Auxiliary Presidents

Patricia Jackson-Kelley, Sonya Bonenberger, Delores Bradley and Mary Caruso

Butts called Jackson-Kelley, chair of the Budget Committee, for the proposed 2026-2028 budget. She read the proposed budget in its entirety. The motion to adopt the budget was approved; the Budget Committee was discharged.

Butts recognized winners of the new National Auxiliary



First-Timers

Mark Jones, guest, Aldrich Tucker, Andrew Vela, David Diaz, Debra Olson, Sheilda White, guest, LaQuita Wilson, Beverly Rice, Shelia Little, Kristina Fulps, Nancy DeLucia, Serena Duca and Horace James



Assistant Secretary
Alison Valuet



Rules
Jane Finley, Adam Mobley, Mary Caruso (chair) and Ruth Cushenberry



Timekeeper
LaVerne Frantz

Hazel Cochran Scholarship sponsored by Dillard Financial Solutions Inc. The two winners were Carson M. Williams, granddaughter of Ann Carson, Birmingham Branch 45, and Jordan Mack, grandson of Carolyn Mack, Birmingham Branch 45. Each recipient will have \$500 paid directly to the college of their choice.

Teresa Dillard presented a plaque to each recipient that was accepted by John Carson (on behalf of his deceased wife Ann) for his granddaughter and Carolyn Mack for her grandson.

Dillard then organized a round of Family Feud, with two teams of five players. The contest was thoroughly enjoyed by everyone. Butts presented Dillard with a glass angel and thanked her for all she does.

The chair called for Hazel Green, Ways and Means Committee chair, to give her report. She advised that, to date, Split-the-Pot proceeds were \$4,410, with \$2,205 for each of the two winners. Gift card raffle proceeds to date were \$550, with more to come.

Butts opened the floor for nomination of officers. Jackson-Kelley read Article 13 of the Bylaws regarding nominations. The floor was opened for president. Laurie

Butts was nominated by Shearly Shawn; no other nominations were made.



Tellers
Shearly Shawn, Jes'chelle Marshall and Sonya Bonenberger (chair)

opened for secretary/treasurer. Bonita Atkins was nominated by Heather Hommerson; no other nominations were made.

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

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

The floor was opened for Central Region vice president. Elly Soukey was nominated by Mary Caruso; no other nominations were made.

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

The floor was opened for Western Region



Registration
Monica Fuqua, Shelby Studdard, Beverly Rice, Sherry Mattfield (chair) and Bonita Atkins

vice president. Barbara Kelly nominated Chanel Dodson; no other nominations were made. Butts announced that elections would be held Thursday.

Butts introduced Debbie Baker, Central Valley, CA, Branch 197 president, who explained the greetings to be held Thursday morning at the NAPS business session. All participants were asked to wear bright-colored shirts and any color pants. There would be five team leaders; each participant would line up behind a leader. The music would be "Oh Happy Day."

Announcements were made and door prizes given. The meeting recessed until Thursday morning at 8 a.m..

Session 3

Thursday, Aug. 13

Butts reconvened the meeting at 10:41 a.m. The invocation and reflection were presented by Finley.

Butts affirmed that the morning's greetings performance was excellent. She commented the NAPS delegates really enjoyed interacting with the Auxiliary and singing along.

Caruso gave her final minutes report and advised the minutes were found to be correct. Her committee was discharged.

Mattfield gave her final registration report. Represented were 20 states, 19 local branches, seven executive board members, 10 area vice presidents, 12 members-at-large and four past presidents; total delegates in attendance, 73. Mattfield and her committee were discharged.

Election of officers was next on the agenda. Butts named all the nominees. All ran unopposed and, therefore, were reelected.



Sergeant-at-Arms

Kevin Kukulka, Ed Simpao, Aldrich Tucker, Carolyn Mack, Aletha Braithwaite (chair), Rosa Navarro, Horace James and Deon Smith



Audit

David Diez, Sonya Bonenberger (chair), Hazel Green, Heather Hommerson, Alison Valuet and Sherry Mattfield



Properties

Randolph Washington, Sheila Little, Elly Soukey (chair), Debra Olson and Ed Simpao

Butts asked all the first-timers to approach the mic to give their impressions and experiences from this convention. Everyone expressed they had a great time and found the convention to be very informative.

Butts called on Green for her final Ways and Means Committee report. Green said the Auxiliary had done well on all the raffles. The last raffle would end Friday evening. Her committee would be discharged on Friday.

Announcements were made, including that Auxiliary committee and first-timer pictures would be taken at 11 a.m. in front of Golden Gate Ballroom A. Door prizes were given and the meeting recessed at 11:28 a.m.

The meeting reconvened at 1:35 p.m. and was called to order by Atkins. She explained Butts was at the NAPS business session where President Ivan D. Butts was receiving tributes. Also, Executive Vice President Beverly Austin was not able to attend the session as she was not feeling well. As next in line, Atkins served as the presiding officer.

The invocation was given by Towns. Atkins then called for Jerry Eckert to give the Luncheon Committee report. On behalf of Chair Beverly Austin, Eckert requested the committee meet after the day's session to finalize luncheon details and decorations.

Atkins called on Sergeant-of-Arms Aletha Braithwaite for her report. She announced she had three new members added to her committee and thanked everyone for their participation. Her committee was discharged.



First-Timers

Jane Finley and Mary Caruso



Bylaws

Shearly Shawn, Beverly Austin (chair), Patricia Jackson-Kelley, Felecia Hill, Elly Soukey and Chanel Dodson



Resolutions

Chanel Dodson (chair), Yunina Graham and Heather Hommerson

The co-chair called Soukey for her Pages Committee report. She thanked her committee, which would be discharged after the Auxiliary luncheon on Friday.

Atkins called on Valerie Long for the Timekeepers report. She advised there was no business needed for the timekeeper and her committee was discharged.

Atkins thanked parliamentarians Sonya Bonenberger, Steve Orloski, Delores Bradley and Patricia Jackson-Kelley. She also thanked chaplains Cathy Towns and Jane Finley for their inspirational words of comfort and recognized Alison Valuet for serving as assistant secretary.

Atkins called Chanel Dodson on the Resolution Committee for her report.

The committee recommended giving a standing ovation to Alison Valuet for volunteering her service as assistant secretary. A standing ovation also was given to the parliamentarians for their knowledge and experience with this convention.



Chaplains

Jane Finley and Cathy Towns

Atkins asked for any unfinished business and new business; none was presented.

Atkins called for announcements. Orloski requested that, because Butts was not present to hear her ovation, the resolution be reread when she returned. Atkins suggested that, as soon as Butts returned, everyone should stand and give her a standing ovation. Other announcements included that pictures for everyone would be at 11 a.m. in front of Golden Gate Ballroom and all state presidents and board members should be outside the ballroom to line up.

Butts reentered the meeting room; she received a standing ovation as she approached the dais. Hommerson presented Butts with a gift from the Executive Board to thank her for everything she has done for the Auxiliary. Towns also expressed her appreciation to Butts for all she has done for the Auxiliary. Butts responded with a heartfelt "thank you."

Final announcements and door prizes were given. As there was no further business, the meeting was recessed at 2:39 p.m. until Friday for photos, lineup and the Auxiliary Luncheon.



Parliamentarians

Patricia Jackson-Kelley, Sonya Bonenberger, Delores Bradley and Steve Orloski

A standing ovation was given to Roxanne Bradley for her beautiful songs at this convention and Marilyn Jones for her motivational presentation. A standing ovation also was given to all the first-timers, the Ways and Means Committee and Bonita Atkins. The committee recommended a "thank you" and standing ovation be given to Laurie Butts for her continued dedication to the Auxiliary.

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Region vacant: Northeast

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

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