

the Postal Supervisor

August 2021

**Empowering
EAS Employees
Never Has Been
More Important**

page 3



I can't
do it



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Objective

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

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

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

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2021 National Auxiliary Luncheon Registration Form
Reservations must be received by Aug. 15

EAS Empowerment

The Postal Service has been consistent in sending regular, positive communication in the form of newsletters to “deliver the brand” to postal computers throughout the agency. I agree with consistent and positive communication to postal employees related to best practices, office and employee successes, ways to improve decision-making skills and overall personal and unit performance that result in a more successful individual and, ultimately, Postal Service.

In August 2019—yes, two-years ago—a USPS area newsletter referenced a new system of business processes called Operational Excellence. This was not a USPS-developed system, but a system of business processes the Postal Service implemented to promote employee empowerment, problem-solving and innovation at every level of the organization. Can such a system

work in the current USPS culture? Here’s the scoop!

As reported in the 2019 newsletter, the Postal Service offered USPS leadership training in Operational Excellence. The one-year program focused on creating a culture of support, developing people, promoting problem-solving and coaching at all levels of the USPS that ultimately would drive value for its customers. I was very interested in the article, especially regarding the following quotes and comments of postal leaders who attended the training.

“Operational excellence is realized when every employee can see the flow of value to the customer and fix that flow when it breaks down. It’s about empowering our employees to make the right decisions for their work cell to improve performance. Instead of our traditional top-down style of management, Operational Excellence moves from the front-line supervisors.”

The article discussed that the training emphasizes employees have a right to succeed in their jobs. As one training attendee commented, “I’ve believed for a long time that we achieve our best performance when people feel valued and empowered. If we treat our employees as we would like to be treated, give them a voice

through employee-led huddles and ongoing conversations and provide the tools and resources for the unit to be successful, then we create the base for employee empowerment.”

Another postal leader stated, “Operational Excellence is about giving an employee ownership, which also means allowing them to take calculated risks, and empowers that employee to bring their best self forward. Decisions are faster and problems are caught earlier because they are made at the line level where the problem is occurring. This type of thinking can help the Postal Service grow into the future. People perform best when they feel like they’re a vital part of a winning team. Operational Excellence is about giving employees the authority and voice to excel.”

If Operational Excellence is a new USPS paradigm and cultural change in the workplace, then I am all for this cultural-transforming system. Empowering EAS employees to make decisions, learn from their mistakes, be respectfully held accountable, coached and mentored to a higher level of performance and recognized and celebrated for their personal and their units’ successes is the true benefit of employee empowerment. In today’s Postal Service, postal leadership should not be skeptical or even fearful of empowering EAS employees to make decisions for what a supervisor, manager, postmaster or other managerial personnel believe is best for their respective operations and units.

The USPS advocates employee engagement and, now, employee empowerment. This was apparent in the last paragraph on page 21 of “The U.S. Postal Service Five-Year Strategic Plan FY2020-FY2024.” It reads: “Creating great customer experiences requires that we equip, connect, engage and empower our employees to best serve our customers.”

At times, when a new postmaster general is appointed, previous Postal Service initiatives may, unfortunately, go by the wayside. When Postmaster General Louis DeJoy was hired in June 2020, I hoped the Operational Excellence system would continue. The need for such a system with the intent of developing EAS supervisory and managerial skills and empowering EAS employees to use their skills, postal knowledge and experi-

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Brian J. Wagner
President

The ‘Six Triple Eight’

I recently read an article about a group of soldiers who served with no fame or notoriety. Rather, they were unflinching and unwavering by the times in which they lived and the surroundings that faced them. These soldiers had a motto that drove them to the excellence that has defined the efforts of postal supervisors and other managerial personnel in NAPS for nearly 113 years: “No mail, low morale.”



Ivan D. Butts
Executive Vice President

These soldiers are why you hear me speak of the USPS binding Americans worldwide because that is what we do—day in and day out. These soldiers served as an extension of that USPS dedication to America in the European theater during World War II.

Inside warehouses in Birmingham, England, letters and packages piled up nearly to the ceiling during the war, with thousands more flooding in every day. A shortage of qualified postal officers, the challenge of delivering mail to service members constantly on the move and the sheer volume of some 7 million Americans serving in the European theater resulted in a colossal logjam.

These soldiers were tasked with doing what no one before them could do: raising soldiers’ morale by delivering a lifeline in the form of reading a word from a

friend or family member to help distract them from the pains of war. This lifeline was in the piles and piles of mail—a tall order, indeed.

These soldiers worked around the clock, nonstop, in eight-hour shifts. The belief was, at best, maybe these soldiers could get it done in six months. However, in the spirit of postal employee dedication—yes, the same dedication that saw us deliver 65.2 million ballots in the 2020 general election—these soldiers got the task done in three months.

Not only did they move the mail and packages, they also developed a method to track individual service members to distinguish those with the same name (including some 7,500 Robert Smiths, according to records). The soldiers were processing 65,000 pieces of mail per shift. After completing their task in England, the unit moved to France, with the same impact within two months. In all, over eight months, these soldiers processed more than 17 million pieces of mail.

They did their job with dignity and respect, dedication and commitment in the face of, at best, challenging odds. They didn’t ask for pity. They had volunteered to join the Army and serve their country. They didn’t get a parade. They didn’t get an award. There was no, “Thank you for your service.” But they did not despair.

So, who are these soldiers? Before I identify them, let me say that reading this article made me consider how important it has been for me over the past seven

years to honor our female service members by their inclusion in our yearly wreath-laying ceremony at Arlington National Cemetery. It has been my humble honor to recognize *all* our NAPS

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Major Charity Adams inspects her soldiers in the 6888th Central Postal Directory Battalion in Birmingham, England, in 1945. (Photo from the Army Historical Foundation; “The SixTripleEight: No Mail, Low Morale,” by Edna W. Cummings and James William Theres; nationalww2museum.org)

Leadership Matters

The 2012 book, “Collaborate: The Art of We” by American businessman Dan Sanker, discusses the all-important power of “we” as a collaborative guide for success in the workplace. This book is billed as a guide for using certain techniques both in the workplace and marketplace to find success through the power of collaboration.

This is a method the current resident officers have used—working together—with NAPS Headquarters for the past five years. We may not always agree on a solution, but the number-one concern we always have is how our actions and decisions as NAPS leaders impact our members. That is, and must always be, our main concern.



Chuck Mulidore
Secretary/Treasurer

So, as NAPS resident officers, we collaborate, discuss and decide on a path forward. We then engage our Executive Board members and

move forward as a team. That is how we measure success. And we have enjoyed much success for NAPS members through many challenging times, always advocating for and collaborating on behalf of our members.

It is a strategy we use with the Postal Service, as well. When we can work with the Postal Service on issues, then we effectively collaborate with them. A perfect example is our proposal to the USPS in April 2020, as the pandemic was gaining strength, that exempt EAS employees be compensated for additional hours worked due to COVID. The USPS agreed with our proposal and implemented that policy in May 2020.

There also are times when collaboration with the Postal Service is not possible. In those situations, we oppose them collaboratively as a NAPS organization. Such is the case with our continuing lawsuit against the Postal Service over the FY16-19 pay package implemented on EAS employees over our objections.

Thus, we work with them when we can and oppose them when we must. But always, in either case, we do so collaboratively. There is no room for those who seek credit individually over the team. That violates our most important tenet that, as an

organization, we work together to always do what is best for our members and all EAS employees.

Now, as we move forward into the post-COVID future, we know we must do things differently. We encourage the Postal Service to work collaboratively with us to bring about that change. We also know that returning to “normal” may take quite some time; indeed, we may never return to the pre-pandemic days of what constituted normal.

There may very well be a “new normal” in which we must adapt and challenge ourselves in ways never before imagined so we can continue to thrive in the face of a variety of threats. Momentous events tend to reshape the world and our lives along with them. Certainly, the coronavirus pandemic is such an event.

We now must begin to plan for how our world will look and how we will fit into that world going forward. Critical thinking will be required to redesign our workplace and our social interactions in those workplaces. A collective vision for a new workplace that may require barriers between us, more remote work, less physical interaction, possibly staggered times of work and maybe even reimagining what our work will be!

The U.S. Postal Service has been in the throes of constant change for many years, trying to reinvent itself in the age of social media, the internet and declining mail volumes. We must ask ourselves: Is the Postal Service up to this task, this epic undertaking that may well define whether an essential American institution can survive after the pandemic?

We know that change is difficult. What will take us from “the way we have always done things” to “the way we must do things now?” The answer is collaborative leadership. Who will provide that collaborative leadership? Only in using the “Art of We” will the necessary creative solutions be discovered.

It is EAS employees who always have provided leadership in times of need in the Postal Service. Therefore, NAPS leaders must work together to support all EAS employees in setting the table for the inevitable change that will come.

EAS employees must provide the vision and the roadmap for the workplace of the post-pandemic Postal Service. We at NAPS Head-

Continued on page 13

The Postal Supervisor 2021 Production Schedule

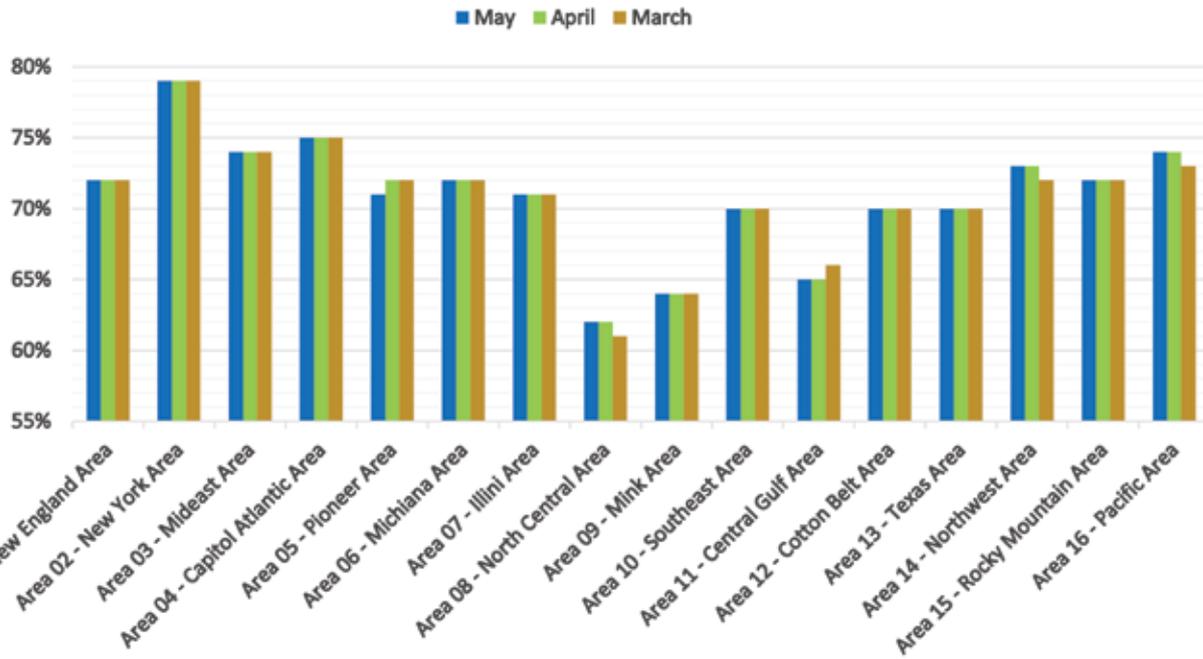
| Issue | Copy Deadline* | Mails |
|--------------|---------------------------|--------------|
| SEPT/OCT | SEPT 14 | OCT 12 |
| NOV | OCT 5 | OCT 28 |
| DEC | OCT 28 | NOV 23 |
| JAN 22 | NOV 30 | DEC 23 |
| FEB | JAN 4 | FEB 1 |

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

National Association of Postal Supervisors Membership Report

May 2021

3 Month Member Percentage by Area



| Regular Member Totals By Area | May 2021 | April 2021 | March 2021 |
|---------------------------------|-----------------|-------------------|-------------------|
| Area | | | |
| Area 01 - New England Area | 72% | 72% | 72% |
| Area 02 - New York Area | 79% | 79% | 79% |
| Area 03 - Midwest Area | 74% | 74% | 74% |
| Area 04 - Capitol Atlantic Area | 75% | 75% | 75% |
| Area 05 - Pioneer Area | 71% | 72% | 72% |
| Area 06 - Michiana Area | 72% | 72% | 72% |
| Area 07 - Illini Area | 71% | 71% | 71% |
| Area 08 - North Central Area | 62% | 62% | 61% |
| Area 09 - Mink Area | 64% | 64% | 64% |
| Area 10 - Southeast Area | 70% | 70% | 70% |
| Area 11 - Central Gulf Area | 65% | 65% | 66% |
| Area 12 - Cotton Belt Area | 70% | 70% | 70% |
| Area 13 - Texas Area | 70% | 70% | 70% |
| Area 14 - Northwest Area | 73% | 73% | 72% |
| Area 15 - Rocky Mountain Area | 72% | 72% | 72% |
| Area 16 - Pacific Area | 74% | 74% | 73% |
| Total Regular Member % | 72% | 72% | 72% |
| Total Regular Members | 25,447 | 25,580 | 25,643 |
| NonMember Totals | May 2021 | April 2021 | March 2021 |
| Total NonMembers | 9,698 | 9,734 | 9,853 |
| Total NonMember % | 28% | 28% | 28% |

ELECT

CHUCK MULIDORE

NAPS EXECUTIVE
VICE PRESIDENT

A STRONG
EXPERIENCED LEADER
READY TO SERVE
AS YOUR NAPS
EXECUTIVE VICE
PRESIDENT
ON DAY ONE

EXPERIENCED LEADERSHIP

NAPS CAREER

- NAPS National Secretary Treasurer
- NAPS Eastern Region Vice President
- NAPS Ohio State President
- NAPS Branch 133 VP & President

POSTAL CAREER

- Manager Operations Program Support (MOPS)
- Manager Post Office Operations (POOM)
- Postmaster
- Station Manager
- Supervisor



NOW MORE THAN EVER...
EXPERIENCE MATTERS!

A proven track record of accomplishments
as your NAPS Secretary Treasurer



A vision for the future as your NAPS
Executive Vice President

NAPS TOUGH

Chuck has been fighting for NAPS members as a proven leader on the NAPS Executive Board from Area VP and Regional VP to his current position at NAPS HQ as your National Secretary Treasurer. Chuck is fighting hard to make positive changes for NAPS members and all EAS.

EAS Empowerment

Continued from page 3

ence to make the right decisions never has been more important than it is in today's Postal Service.

With all that has occurred in the USPS over the past 17 months—a pandemic, the 2020 general election, USPS organizational redesign, district restructurings, VERs, USPS RIFs and congressional hearings about the Postal Service—it was easy to lose sight of what happened to Operational Excellence. However, just when you think something of value has been forgotten or lost, the treasure is found when you least expect it.

I was pleased to learn during a Zoom meeting with the other resident officers that USPS leadership from Retail and Delivery is using the Operational Excellence system as a

part of delivery and retail initiatives related to the USPS's recently released 10-year plan. I said I was pleased the system did not go by the wayside and still was being used as a tool to help make the USPS successful.

Operational Excellence should be synonymous with EAS engagement and empowerment. When EAS employees are truly engaged and empowered, they feel valued, respected, trusted and part of the postal leadership team. EAS employees are a power team that will continue to bind the nation together during challenging and cheerful times.

Visit <https://tallyfy.com/guides/operational-excellence> to learn more about Operational Excellence's 10 core principles listed below:

- Principle #1—Respect every individual

- Principle #2—Lead with humility
- Principle #3—Seek perfection
- Principle #4—Embrace scientific thinking
- Principle #5—Focus on the process
- Principle #6—Assure quality at the source
- Principle #7—Flow and pull value
- Principle #8—Think systematically
- Principle #9—Create constancy of purpose
- Principle #10—Create value for the customer

Now I feel empowered to share with cheer my August ice-cream-flavor-of-the-month recommendation: brown butter bourbon pecan.

naps.bw@naps.org



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

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

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

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

The 'Six Triple Eight'

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members who have served our country in various military branches.

I am incredibly grateful for the opportunity to honor Sue Goodall, Branch 406; Kelly McCartney, Branch 919; Patricia Jackson-Kelley, Branch 39; Virginia Price-Booker, Branch 131; Mary Mitchell, Branch 61; Karen Douglas, Branch 183; Tomica Duplessis, Branch 73; and Regina Holland-McCloud, Branch 909.

The 6888th Central Postal Directory Battalion commanded by Major Charity Adams was the first and only African-American Women's Army Corps (WAC) battalion deployed overseas in 1945. The "Six Triple Eight" needed only three months to clear a backlog that one general estimated would take six. It then went to Rouen, France, where the women again got the mail moving in half the time given.

In solidarity ...

naps.ib@naps.org

FOR EXECUTIVE VICE PRESIDENT

KEN BUNCH

Fellow NAPS members, five years ago we ran a campaign on a platform that we as an organization needed to be more aggressive in our interactions with the Postal Service. Since 2010, the Postal Service has taken numerous initiatives to reduce EAS pay, including a 3-year pay freeze followed by a 1 percent increase. Since that time, they have manipulated the so-called NPA indicators to make it virtually impossible for our members to make substantial economic gains. As a result, EAS salaries have been on a consistent decline relative to inflation, and the craft employees we supervise and manage.

Unfortunately, our current executive leadership team has done little to nothing to curb our member's economic decline. We cannot afford to continue this course.

I believe leadership is about three things, **CHARACTER, COMPETENCE & COMMITMENT.**

CHARACTER –

My leadership philosophy is founded on three core principles...

- Honesty and loyalty to members of my team.
- Relative to information sharing with our team, I withhold no information relative to our mission.
- As your leader, if I'm knee deep in BS, you're in it with me. We ride or die together.

COMPETENCE –

- Degree in Business.
- Argued labor relations issues for both craft and EAS for over 30 years.
- Manager in Human Resources since 2006.
- NAPS branch officer 18 of 23 years as EAS.
- Chairman of NAPS National Convention Constitution & Bylaws Committee

COMMITMENT –

- First convention resolution – EAS managers should be compensated at least 5% more than the highest paid EAS they manage. (Convention Concurred)
- Successfully argued that EAS support personnel levels should be raised just as EAS in operations. (then president Palladino agreed and implemented)
- Drafted resolution to make MSPB available to all EAS. (currently a part of NAPS legislative agenda)



GRAPEVINE, TX

AUG 30

2021



YOUR VOTE TO CHANGE THE CONVERSATION

Additional Pay for FLSA-Exempt Field Managers Extended

Per NAPS' request, USPS Headquarters has again extended the May 20, 2020, memorandum that temporarily modified pay provisions for specific Field FLSA-exempt managers. The latest expiration date is Aug. 13, 2021.

The Field EAS manager positions listed in the May 20 memorandum are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a

nonscheduled day due to an increase in absences related to COVID-19 and the additional hours spent directly supervising bargaining-unit employees.

120-Day Rule Extended

The USPS has again extended the 120-day rule in *Handbook EL-312*, Section 743.15, "120-Calendar Limit on Higher-Level Temporary Assignments." The latest extension is Aug. 9, 2021.

In order to support the continuation of operations as part of the response to COVID-19 and the RIF avoidance activities directed by the restructuring, a temporary modification to the provision has been established to provide an exception to individuals currently in a higher-level temporary assignment (detail) that have not yet met the 120-calendar day limit.

USPS Seeks to Modify Service Standards

According to a June 17 memo from David E. Mills, director of Labor Relations Policies and Programs, the Postal Service has initiated the processing of requesting an advisory opinion from the Postal Regulatory Commission to evaluate a proposal

In Memoriam

NAPS extends its sympathies to Executive President Ivan D. Butts and his family on the death of his brother, Keith A. Butts, on June 2. Condolences may be sent to Ivan at 7803 Marwood Dr., Clinton, MD 20735-1476.

to modify service standards for First-Class Package Service in order to use the most efficient transportation.

The agency contends modifying the service standards will allow for additional transport time for long-distance package deliveries and increased network efficiencies. The new standards also would allow additional package volume to be transported by surface transportation, which is more reliable and affordable compared to air transportation.

The USPS noted 64% of First-Class Package Service volume would be unaffected by the proposed changes; 4% would be upgraded from a three-day to two-day service standard. The remaining 32% would increase by one or two days.

Resident Officer Candidates Announced

At the 2010 NAPS National Convention, Resolution #57 was passed:

"WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members' dues, and

"WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are allowed to place election advertisements in *The Postal Supervisor*, and

"WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

"RESOLVED, That, for the good of the membership, NAPS puts in print in *The Postal Supervisor* the currently announced candidates for the three national officers in three issues before the convention."

These NAPS members have announced their candidacies for the three resident officer positions, listed in alphabetical order for each office:

President—Ivan D. Butts
Executive Vice President

- Ken Bunch
- Chuck Mulidore

Secretary/Treasurer

- Toni Coleman-Scruggs
- Cindy McCracken
- James Warden



Secretary/Treasurer Chuck Mulidore met with Rep. Mike Bost (R-IL), co-sponsor of NAPS-sponsored H.R. 1623, the "Postal Supervisors and Managers Fairness Act of 2021."

ELECT

Jimmy Warden

For NAPS National Secretary/Treasurer
At The National Convention In Grapevine, TX

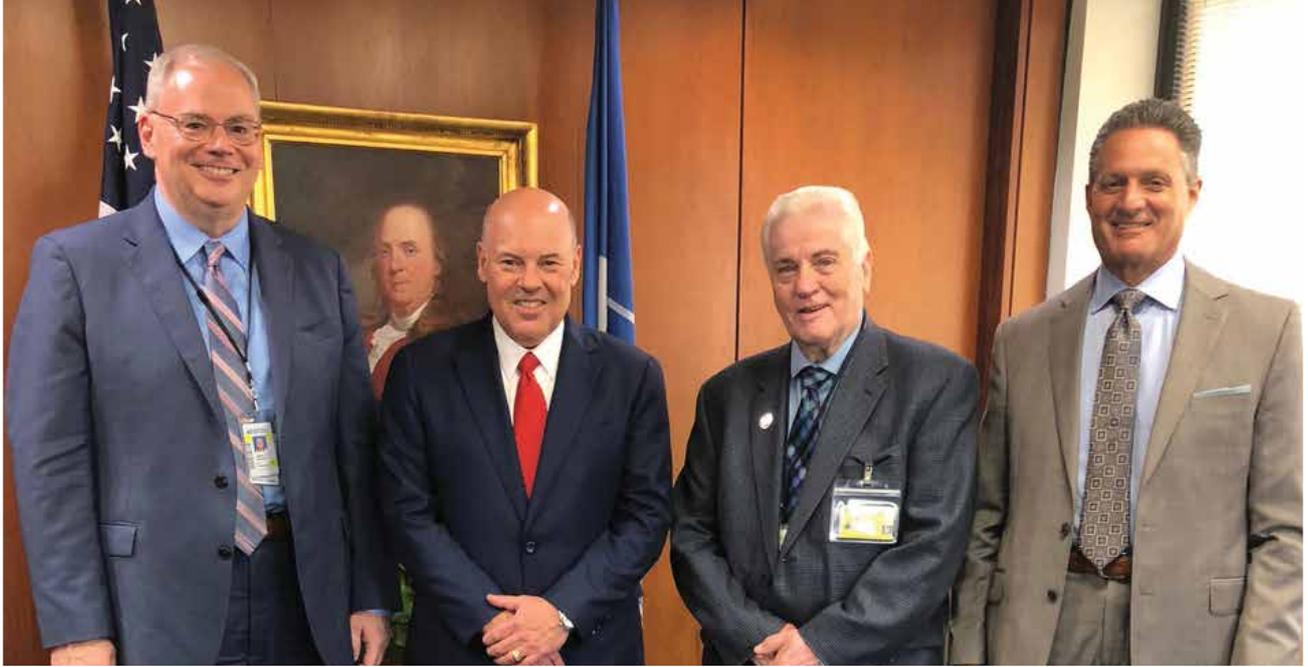


- Ten-year member of the National Executive Board as the New York Area Vice President
- Past President of New York Branch 100 – The largest branch in the country
- Strong advocate for the membership
- 2011 he negotiated early retirement for six Districts in the NY Area including off-shore Districts
- Member of the NAPS Legislative Committee
- Fought to have Postal employees receive the COVID-19 vaccine in the State of New York
- Chairperson of the NAPS Supervisor Workload Credit (SWC) Committee
- The New York Area is Number 1 in membership
- Continuous member of the SPAC President's Ultimate Club
- Co-Chairperson of the NAPS Pay for Performance Advisory Committee
- Meets with elected officials and attends congressional fundraisers
- Facilitated the New Supervisor Program, Communications Training and Engagement Program
- Great understanding and commitment to Fiduciary responsibilities

For 32 years, Jimmy Warden has served NAPS through his dedication and hard work. Having attended Manhattan College; Jimmy started his postal career as Casual Clerk at the Plant, in 1978. In 1989, he became a Supervisor of Mails and Delivery and became a NAPS Member the same year. Working his way up to Manager of Customer Service level 24 by 2009 - Jimmy retired in 2016, after a 36 year postal career. Jimmy's father was a retired postal carrier. His wife, a retired Manager of Customer Service Operations, and his brother currently works as an MVO driver in NYC.

***Serving NAPS
Since 1989***

Jimmy Warden – A Proven Leader



Northeast Region Vice President Tommy Roma (second from right) and New York Area Vice President Jimmy Warden (left) met with Postmaster General Louis DeJoy (second from left) and Deputy Postmaster General Doug Tulino on June 29.



Ann Strickland (left), Kelly Worthman (second from left) and Patti Lynn attended a kick-off event for Rep. Ted Deutch (D-FL).



Northeast Region Vice President Tommy Roma made his annual June 14 birthday visit to former President Vince Palladino's grave.



Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi had a Zoom meeting with Rep. Elaine Luria (D-VA), bottom left, to discuss veteran preference eligibility during a RIF.

As a follow-up to this year's virtual Legislative Training Seminar, Glenn and Edna Gray, vice president and trustee, respectively, of the Margarete A. Grant Branch 127, Oakland, CA, held Zoom meetings with their representatives' legislative aides:



Alex Monlina, aide to Rep. Barbara Lee (D-CA)



Aide to Rep. Eric Swalwell (D-CA)



Carl Roberts, aide to Rep. Mark De Saulnier (D-CA)



Nick Omstein, aide to Rep. Mike Thompson (D-CA)

Thrift Savings Plan

| Fund | G | F | C | S | I |
|------------------|--------------|----------------|---------------|---------------|----------------|
| June 2021 | 0.12% | 0.74% | 2.33% | 3.46% | (1.44%) |
| 12-month | 1.02% | (0.18%) | 40.77% | 61.70% | 32.58% |
| Fund | L Income | L 2025 | L 2030 | L 2035 | L 2040 |
| June 2021 | 0.39% | 0.64% | 0.79% | 0.86% | 0.92% |
| 12-month | 8.86% | 0.00% | 23.52% | 0.00% | 28.43% |
| Fund | L 2045 | L 2050 | L 2055 | L 2060 | L 2065 |
| June 2021 | 0.98% | 1.03% | 1.17% | 1.17% | 1.17% |
| 12-month | 0.00% | 32.85% | 0.00% | 0.00% | 0.00% |

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

Visit the TSP website at www.tsp.gov

Leadership Matters

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quarters pledge to work as collaborative leaders for our team—the proud EAS employees who provide essential leadership in times of crisis.

Eleanor Roosevelt said, “You gain strength, courage and confidence by every experience in which you really stop to look fear in the face. You are able to say to yourself, ‘I have lived through this horror. I can take the next thing that comes along.’ You must do the thing you think you cannot do.”

As we face down the greatest horror we have seen in our lifetimes, our collaborative leadership will matter. As we rebuild our work lives, our collaborative leadership will matter. Collectively, we all must step up together and do the thing we not only must do, but will do.

Leadership matters.

leadership@naps.org

NAPS Executive Board Directory

Resident Officers

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



Brian J. Wagner
Executive
President
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Ivan D. Butts
Executive Vice
President
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Chuck Mulidore
Secretary/Treasurer
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Regional Vice Presidents

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



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



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



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



Tim Ford
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National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2021

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



Applications must be received no later than Dec. 31, 2021. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

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

Scholarship winners will be announced in January 2022. In addition, the scholarship winners will be listed in the March 2022 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 2022. Scholarships may be used to pay expenses in the student’s current or following semester.

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



July 1, 2021

MANAGERS AND SUPERVISORS

SUBJECT: Timekeeping, Leave Policy, and Documentation Requirements

This memorandum reiterates the obligations of Managers and Supervisors to adhere to current policies regarding leave management and leave documentation. Practices must align with policy as outlined in the Employee and Labor Relations Manual (ELM) and Handbook F-21 *Time and Attendance*. Management must monitor leave usage, inform employees of leave regulations, conduct regular attendance reviews, and control unscheduled absences.

There is a requirement that upon approving a request for leave, an appropriate entry will be made into the Enterprise Resource Management System (eRMS). The eRMS application is designed to provide accurate attendance records, prevent overuse of leave, and assist the Manager and/or Supervisor in managing attendance. If a unit must also enter leave into the Time and Attendance Collection System (TACS) or the Rural Management Support System (RMSS), in addition to eRMS entries, timekeepers must complete entries timely and appropriately to prevent errors and unnecessary pay adjustments.

All employees requesting leave must submit a PS Form 3971, Request for or Notification of Absence. Submission can be done manually or may be electronically generated via the eRMS application. Managers and Supervisors must notate their approval or disapproval of the requested leave by signing the PS Form 3971, providing a copy to the employee, and retaining documentation as appropriate. Authorizations for sick leave must also be noted on page 2 of the PS Form 3971.

A properly completed PS Form 3971 will include dated signatures of the employee, the person recording the absence, and the Manager and/or Supervisor approving the leave. Copies of PS Form 3971 should be retained for a period of 3 years. Access to employee leave and/or timekeeping records is limited to individuals whose official duties require such access. Per Handbook F-21 §142.35, *"PS Form(s) 3971 for unscheduled absence and tardy situations must be kept in a secure location to prevent their loss, destruction, or unauthorized use. They should be maintained in a pending file during the employee's absence. When the employee returns to work he or she is required to complete the PS Form 3971 and to give it to his or her supervisor for action. The supervisor is to give the completed PS Form 3971 to the timekeeper."* Further safeguarding, retention, and disposal policies of PS Form 3971's can be found in Handbook AS 353 *Guide to Privacy, the Freedom of Information Act, and Records Management* §100.400.

Managers and Supervisors are encouraged to review attendance and leave related policies found in the ELM and relevant handbooks and manuals. Additionally, online training courses and/or study guides related to attendance management, eRMS, TACS, and RMSS can be found in the HERO application and on the Rural Delivery website. All training is available for immediate access.

Thank you for your continued efforts to adhere to proper leave and attendance management practices.


Simon M. Storey

Do You Want to Support SPAC and Win Amazing Prizes?

Register for a

Midsummer Night's

SPAC RAFFLE



The SPAC raffle is open to all NAPS members, but, in order to win, you must enter—online only! Registration opens July 19 at 5 p.m., EDT, and closes Aug. 23 at 5 p.m. There will not be an in-person SPAC raffle at the 67th NAPS National Convention this August. So, this is your opportunity to help support NAPS' important legislative efforts and win some great prizes.

Winners will be announced on Aug. 30 at naps.org. For more information on how to participate, visit <https://naps.org/Legislative-Center-SPAC>.

QUESTIONS?

Email naps.ap@naps.org
or call us at (703) 836-9660



Open to All Members

**CONTRIBUTE TO THIS WORTHY CAUSE! REMEMBER:
PROMOTING PRO-NAPS LEGISLATION IS NOT A SPECTATOR'S SPORT!**

Bob Levi

Director of Legislative & Political Affairs



Rock ‘n’ roll musician Eddie Cochran proclaimed in his 1958 hit song, “... there ain’t no cure for the summertime blues.” It’s hot, sticky and humid in Washington,

than a year since Postal Service Headquarters implemented highly disruptive operational changes that impaired postal employees’ ability to perform their sacred duty to serve America. Earlier this year, the agency indicated it would seek to reset customer expectations for mail timeliness.

NAPS Continues Its Advocacy for Members

DC; the summertime blues have enveloped our nation’s capital in a warm sweat.

Indeed, when the dog days of summer descended on Capitol Hill, members of Congress retreated to their local home districts. However, they left much unfinished business, some of which concerns us.

Our representatives and senators departed Washington without sending a postal relief or repair bill to President Biden for his signature. In fact, as the August issue of the *Postal Supervisor* went to press, the House Oversight and Reform Committee-approved postal bills—H.R. 3076 and H.R. 3077—remained before the House Ways and Means and Energy and Commerce committees.

S. 1720, the Senate companion to H.R. 3076, is pending in the Senate Homeland Security and Governmental Affairs Committee, awaiting House action. When the House and Senate reconvene after Labor Day, NAPS members must insist that Congress get meaningful and constructive postal legislation to the White House for President Biden to sign.

Besides legislative activity, there also has been considerable bustle on the regulatory front. It’s been more

Simply stated, the Postal Service notified the five-member Postal Regulatory Commission (PRC) that it intended to change the standard for “on-time delivery.” The Postal Service suggested it is incapable of ever meeting its 96% legacy target for the two- or three-to-five-day delivery window for either First-Class Mail or First-Class parcels.

Before 2020, the Postal Service reported that slightly over 92% of First-Class Mail met the performance goal. We all know the agency was challenged in 2020, failing to reach the 90% mark for the year. Huge swaths of the country fell much lower during the second half of 2020.

The agency attributes the decline primarily to COVID-related employee availability, air transport complications and a year-end parcel surge. Postal leaders are dismissive of the impact ill-advised and ill-timed operational changes had on performance. In part, the Postal Service strategy to address operational underperformance was to recalibrate the standard and extend the delivery window for a significant portion of mail volume.

In late March, the Postal Service filed with the PRC for a formal “advisory opinion” on its revised delivery standard for First-Class Mail. In mid-

June, the agency requested another opinion for a revised standard, this time for First-Class parcels. In both instances, the Postal Service asserted that postal customers favor “reliability” over “speed.”

That is, customers would prefer knowing that 95% of their mail would be delivered within four or five days, instead of anticipating 92% being received within three days. In part, the slowdown would be attained by pivoting more mail from air to ground transport. Such proposals would slow down about 40% of First-Class Mail and 33% of First-Class parcels.

Under law, whenever the Postal Service intends to implement changes that impact service on a nationwide basis, it first must request an advisory opinion from the PRC. It is important to note that PRC recommendations are not binding on the Postal Service. Rather, the agency may implement the changes as proposed, comply with the PRC’s opinion or modify the proposal to align more with the PRC’s recommendations.

In any case, the Postal Service may implement the changes no sooner than 90 days after filing the proposal with the PRC. Between the filing and implementation dates, the PRC solicits comments from the public, appoints a PRC staff attorney to represent the mailing public in the proceeding and enables stakeholders to pose questions “on the record” to postal executives related to the proposal.

Consistent with PRC rules, NAPS formally informed the PRC, through an official filing, that we are participating in both proceedings. We also noted NAPS represents the interests of postal supervisors, managers and

Continued on page 22

‘I Will Defend the Postal Service’

In late June, NAPS Director of Legislative & Political Affairs Bob Levi referred to the 21 state attorneys general (AGs) who filed objections before the Postal Regulatory Commission (PRC) regarding the Postal Service’s latest proposed delivery standards. Implementing the revised standards would institutionalize slower mail delivery.

The AGs argued the new standards would violate the public’s trust in the agency and defy its legal obligations. The revised standards, they said, also would impair the ability of cities and states to promptly deliver vital benefits and services to their citizens.

For his July 2 edition of NAPS Chat, Levi talked to Pennsylvania Attorney General Josh Shapiro.



Levi acknowledged he knew Shapiro when he worked on Capitol Hill for former Sens. Carl Levin (D-MI) and Robert Torricelli (D-NJ), as well as former Reps. Peter Deutsch (D-FL) and Joe Hoeffel (D-PA). Levi welcomed Shapiro to the chat. “Let’s dive in!” he proclaimed.

“As Pennsylvania attorney general, you have emerged as one of, if not the leading, state-elected advocates on behalf of protecting the integrity of prompt and effective mail delivery. Less than a year ago, you sued Postmaster General Louis DeJoy in federal court over his implementation of the 2020 summertime operations changes; you won. What inspired you and the people of Pennsylvania to take the lead in this crusade?”

Shapiro responded that Pennsylvanians rely on the mail to deliver their prescriptions and necessities. They also rely on the Postal Service to successfully deliver mail in elections to make sure their voices are heard in the country’s democracy.

“So, when we saw the cuts and service changes proposed by DeJoy last year,” he explained, “we not only knew they were reckless, but against the very purpose of the Postal Service. But, importantly, we also knew they were illegal. So we jumped to action, organized a coalition of attorneys general and, as you pointed out, we won to protect the Postal Service.”

Levi pointed out that, earlier in the week, Shapiro conducted a press conference in Erie, PA, where he was joined by representatives from the Pennsylvania Council on Aging and the National Postal Mail Handlers Union. At the event, Shapiro underscored the Postal Service as being a vital part of the nation’s essential in-

frastructure. “You also stated the Postal Service is under attack from within,” Levi said. “Would you expand on that perspective?”

“It was good to be in Erie,” Shapiro replied, “which is a critically important hub in our Postal Service system. And it’s a hub where employees are frustrated by leadership in Washington, DC, taking steps that would slow down the mail—making it harder to get checks on time, prescriptions on time. So, for me, as we get ready to take legal action again to protect the Postal Service—and I’m confident we’ll be victorious again—it was important to hear from people on the front line to better understand from their perspective the actual impact these decisions are having.”

Shapiro said his job as the chief law enforcement officer and chief legal officer in the Commonwealth of Pennsylvania is to oftentimes go to court to protect people. It’s always helpful to have an honest assessment from the people on the ground as to what’s happening. The people in Erie are very concerned and very troubled, he stressed.

“Erie is a terrific town that’s surrounded by a lot of rural communities,” he said. “Those rural communities depend on the mail more so than some of our densely populated urban and suburban communities. It’s really a lifeline for people in that region. I wanted to hear from them directly in order to protect the Postal Service.”

Levi referred to formal presidential adviser James Carville’s 1992 characterization of rural/urban/suburban Pennsylvania as “Philadelphia and Pittsburgh with Alabama in between.” Currently, Levi said, under the revised standard for sending a letter from the Benjamin Franklin Museum in Philadelphia to, for example, Shapiro’s daughter at the University of Pittsburgh, it would take three days—one additional day. “Earlier

this week in Erie,” he told Shapiro, “you stressed how the Postal Service must bind the nation and your state together. How should we accomplish that feat for the country and Pennsylvania?”

Shapiro offered that Pennsylvania is bound together by so much. “It’s an offensive way to describe our state,” he asserted. “We are a commonwealth that has large swaths of rural, urban and suburban populations.

“The need to have a strong, robust Postal Service is important in all three of those areas. And the impact the changes the USPS is proposing would have on Pennsylvania, especially in our rural communities, would affect the entire country. I think we are a microcosm for that.”

Shapiro pointed out USPS workers delivered mail to 46 million rural addresses in 2020. For a lot of people in these areas, the USPS is their only option to get the necessities they need.

“So,” he continued, “while I don’t like slicing and dicing Pennsylvania the way some of the political pundits would, it is very clear that rural communities need the USPS to be strong. I’m working hard to protect it.”

In late June, Levi said, Shapiro again took the lead by filing objections with the PRC on behalf of 21 states relating to the Postal Service’s new delivery standards. The filing was in response to the agency’s request to the PRC for an advisory opinion on the new standards.

“I know you understand the PRC’s opinion is advisory,” Levi affirmed. “The Postal Service can implement the changes regardless of what the PRC decides. The Postal Service, in the past week and a half, also proposed changes to the standards for parcels. If these changes are implemented, notwithstanding the objections of the 21 states and whatever the PRC opines, what’s your next move?”

Shapiro said Postal Service leader-

ship can’t make changes willy-nilly. It has to submit changes to the PRC for its review and approval. “Experts sit on the commission,” he stressed. “One of the reasons we won our lawsuit last year around election time when ballots were being threatened not to be delivered on time was that the USPS made those changes without going to the PRC.”

For the most recent proposed changes, the Postal Service did go to the PRC. “If the PRC concludes that, as we have—myself and the other AGs who joined me—that the Postal Service should not go forward with its proposed service cuts, then I would hope USPS leadership would take that seriously and rethink its plan. After all, PRC commissioners are the experts who are able to track it and understand how the mail flows and where it flows.”

If the evidence goes against the proposed changes, which the PRC then opposes, but the Postal Service goes forward anyway, Shapiro said he would evaluate all the legal options at the time. “I have many legal options,” he contended. “And my fellow AGs have legal options, as well. We will not hesitate to take further legal action to defend the Postal Service to ensure mail delivery is done on time.

“Some people would say the difference between two days and four days is no big deal. But if you’re a veteran and waiting to get your prescription drugs, that’s a problem! And 80% of our veterans who get their drugs through the VA get those drugs delivered through the USPS.

“If you’re a small business owner, like the one I talked to in Erie a couple days ago, and you rely on the Postal Service to get checks you need to run your small business and pay your employees, a couple days is a big deal when cash flow is tight, particularly coming out of the pandemic

“So, it’s a big deal. We’re hoping

the PRC agrees with us and does not recommend the changes go forward. If the PRC does not recommend the changes, but the agency continues on, then we'll act accordingly."

Levi referred to Shapiro's federal court victory in the Commonwealth of Pennsylvania v. Louis DeJoy. The reason for the win was that the Postal Service did not seek an advisory opinion before implementing service changes. The court also referenced the section in law that requires the agency to prioritize prompt and economical delivery.

"A USPS-requested amendment to this section currently appears in pending postal legislation, H.R. 3067, and adds to current criteria—'prompt and economical'—'reliable and consistent,' thereby diminishing the weight of 'speedy' as a criteria for delivering the mail. How would you view this proposed change?"

Shapiro said the proposed change was concerning, possibly illegal, which is why the attorneys general continue to fight this battle, as well as continuing to push the PRC. "That's why I hope the experts there will recognize that speed does matter—accuracy matters," he stressed. "And the experts at the PRC are going to rely on facts and data—not ideology—and will protect the Postal Service."

The Postal Service seems to be doubling down on its belief that customers are more concerned about reliable mail service, Levi asserted. For example, knowing you'll get your mail in five days is more important than the speed of service. "Do you think that's a correct evaluation of Pennsylvania residents' needs?" he asked.

"No, I don't," Shapiro proclaimed. "I think accuracy, reliability and speed all matter. I don't think the changes being put in place are the changes we need to fix the Postal Service. I was in Erie talking to some workers on the front lines. They're talking to me

about the ridiculous systems not being fixed where I try and mail a letter to a neighbor in Erie and that letter has to travel to Pittsburgh—sometimes Philly—just to make its way back to Erie to be delivered.

"That's not the fault of the mail handler or the letter carrier; that's the fault of the bureaucrats in Washington who don't have a system in place that works effectively. So, before you say to the consumers, 'Hey, we're going to make your mail take longer,' how about fixing things internally and making sure you don't have these insane systems that ultimately don't make any sense?"

Levi referred to Shapiro's experience as a congressional staffer. "The Postal Service is a federal function—a constitutional federal function—not state," he contended. "Did your congressional staff work on postal issues impact your views on the contemporary Postal Service?"

"I don't know my experience impacted it directly," Shapiro said, "other than maybe as a Pennsylvanian and follower of Ben Franklin. It shaped my belief that the Postal Service is not some random business, but, rather, a public service envisioned by Franklin as a way to tie us all together.

"I view the Postal Service as essential as our roads and bridges, broadband and telephone. And it's under attack. So, I suppose some of the experience I had at the federal level is helpful and important, but, probably, my experience as a Pennsylvanian and follower of Ben Franklin is more informative of that."

Levi added that, as a state legislator, Shapiro took part in a seminar commemorating Franklin's 305th birthday. "What lessons about the Postal Service should we learn from Dr. Franklin? How do you think he would respond to its current state?"

"Your guess is as good as mine as

to what Franklin would think about things today," Shapiro replied. "But my sense is he would be disappointed. He viewed the agency as a public trust, a public service. He viewed it as critical to linking the people of Pennsylvania with the people of this country."

Shapiro said he thought Franklin would find it troubling that the agency is suffering because USPS leadership is viewing the agency through the prism of a business as opposed to a public service. "At the same time," Shapiro offered, "I think Franklin would find it inspiring that, all these years later, the postal system still links us in many important ways.

"I cited this before—the VA delivering prescription drugs through the USPS to our heroes who served in the military, not some private contractor. Things like that are important and part of Franklin's legacy. But I'd like to think if Franklin were here today, he'd figure out a way to fix it while still preserving the public service it is."

Levi asked how Pennsylvania uses the Postal Service to provide services to its citizens.

Shapiro said the commonwealth relies on the Postal Service to deliver checks and important documents. "Yesterday, I got my driver's license renewed," he said. "The form was delivered by the good old USPS. Our commonwealth's government relies on it quite extensively."

Levi talked about Pennsylvania's pivotal role in the 2020 presidential election. Additionally, a number of congressional seats were in play in Pennsylvania. "How do you think the Postal Service performed in the 2020 general election?"

"Despite efforts by USPS leadership to mess it up," Shapiro asserted, "I thought postal workers did an incredible job getting ballots delivered on time. The postal workers I talked to in Erie took great pride in getting



Sign Up Now for a Texas Tour!

At the 67th NAPS National Convention in Grapevine, TX, the following tours are available for delegates to enjoy on the convention's free day—Wednesday, Sept. 1. The tours are first-come, first-served; they require a minimum of 50 persons.

To register and pay, go to <https://ttd.hello-dmc.com/tx/SPAC/index.asp>. **The deadline for registering and paying is Sept. 1.** If you have any questions, contact Michael Schultz at mschultz@hello-dmc.com.

This information is provided as a courtesy to NAPS convention attendees. Hello! Destination Management is providing the tours. NAPS has no responsibility with the operation and/or outcome of the tours. Any cancellations, etc., must be between the tour registrant and Hello! Destination Management.

those ballots delivered to county election offices on time. And they were an important reason why, despite the nonsense and dangerous rhetoric you're hearing from the previous administration, we know factually this was a safe, secure and legitimate election. And, in large measure, we have our postal workers to thank for that."

Levi asked whether, as attorney general, Shapiro was coordinating his efforts with Pennsylvania's congressional delegation. "Ultimately, they are going to have to vote on legislation impacting the Postal Service if it were to change," he added.

Shapiro said he's spoken to several members of Congress. Rep. Susan Wild has been particularly engaged on the issue. Sen. Bob Casey and he have spoken about it. Casey also was in Erie last week where they talked. "Congress has a lot of work to do to fix it," he stressed. "Obviously, using my authority under the 10th Amendment and my authority on behalf of the people of Pennsylvania, I was able to go to court in order stop the Postal Service from doing some of the reckless things it was doing. But, ultimately, the reforms—the legislative fix—will have to come from Congress."

Legislative Update

Continued from page 18

postmasters and that we strongly believe in a viable, sustainable, accessible and universal postal system. As NAPS members well appreciate, our interest in the two PRC cases stems from our concern about the effect of slower mail and parcel service.

We relayed to policymakers via conversations our apprehension about customer reactions to the imminent rate increase combined with the service reduction. There is a potential for a measurable loss in mail volume. Also, certain regions of the country would suffer greater service

reductions than others. For example, there would be a significant discriminatory impact on states west of the Rocky Mountains, as well as most of Florida.

Levi asked Shapiro if he thinks he has a role to play in being a stakeholder and advocate for the residents of Pennsylvania. "I have multiple roles to play" Shapiro affirmed. "One is to make sure the Postal Service follows the law; that's why we sued and won. Also, to be a voice on behalf of the Postal Service, on behalf of the legacy of Ben Franklin, on behalf of the good people of Pennsylvania, on behalf of those veterans who rely on the mail so much and on behalf of small business owners. That's the work we need to do; we're going to continue to do it. I'm proud to play that role."

Going forward in 2021, Levi asked Shapiro how he thinks the attorneys general around the country are going to position themselves should the Postal Service continue its effort to effect or change mail service.

"I only can speak for myself," Shapiro professed. "I have an eye on what's happening in the Postal Service. If leadership takes action that is illegal, as it is attempting to do again, we will go to court and defend the Postal Service. I've had a lot of company from my fellow AGs in that effort; I expect it to continue."

It is important to realize that the impact of these changes could very well color the views of Congress relating to pending postal legislation and public support for the agency. NAPS will persist in its forthright advocacy for our members' interests, whether the forum be Congress, the White House, U.S. courts or the Postal Regulatory Commission.

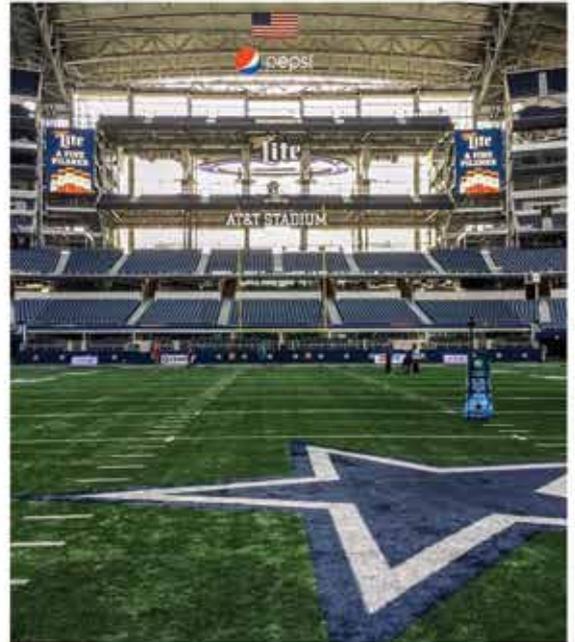
naps.rl@naps.org

AT&T Stadium VIP Tour

\$73 per person

Wednesday, September 1, 2021

AT&T Stadium is more than the home of the Dallas Cowboys, it's a world of facts and figures about the world's largest domed structure, an art museum, a classroom. The things you can do inside AT&T Stadium are endless, and with AT&T Stadium Tours, you can experience them all. The most knowledgeable and experienced tour guides meet you in the Pro Shop to lead your VIP Guided Tour. Guest see major highlights from the Stadium including a private suite, media press box, Cotton Bowl office, locker room, and the field to name a few.

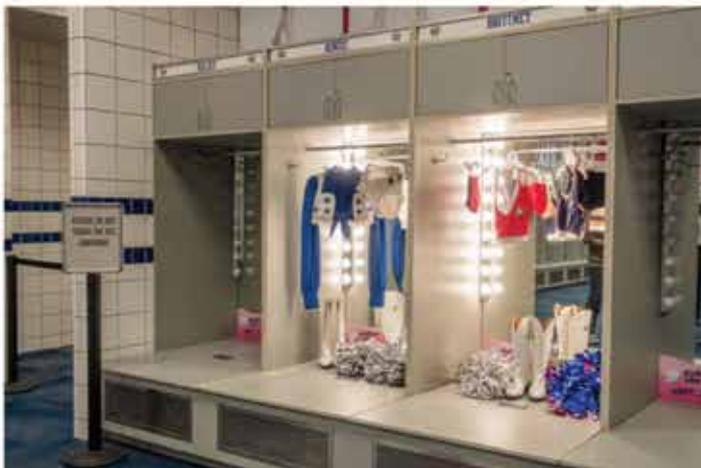


Itinerary Overview

11:30 AM – 12:00 PM Transfer to AT&T Stadium

12:00 PM – 1:30 PM VIP Tour of AT&T Stadium

1:30 PM – 2:00 PM Return Transfer to Hotel



Grapevine Wine Tour

Wednesday, September 1, 2021

\$212 per person

Did you know that Texas is the 5th largest wine producing state in the USA?

Grapevine is a fantastic wine loving destination that offers a unique wine experience. Guests will sample vintages from two or three award winning establishments, each with its own unique history and charm. During the drive to the wineries and between stops, a professional tour guide will describe the history of Grapevine and specifics of the local wineries and the booming Texas winemaking business.

Guests will also see Historic Grapevine Township, with its rich array of art galleries, shops and restaurants.

Itinerary Overview

| | |
|---------------------|------------------------------|
| 11:00 AM – 11:30 AM | Transfer to First Winery |
| 11:30 AM – 12:00 PM | First Wine Tasting |
| 12:00 PM – 12:15 PM | Transfer to Second Winery |
| 12:15 PM – 12:45 PM | Second Wine Tasting |
| 12:45 PM – 1:00 PM | Transfer to Third Winery |
| 1:00 PM – 1:30 PM | Third Wine Tasting |
| 1:30 PM – 2:00 PM | Return Transfer to the Hotel |



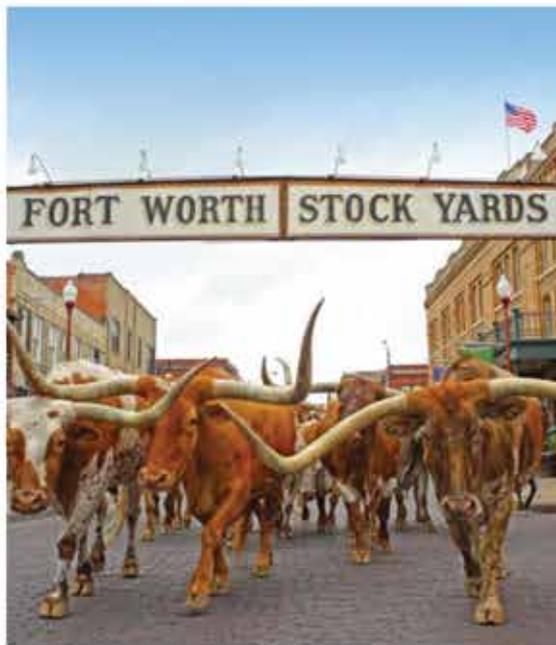
Fort Worth Stockyards Tour

Wednesday, September 1, 2021

\$56 per person

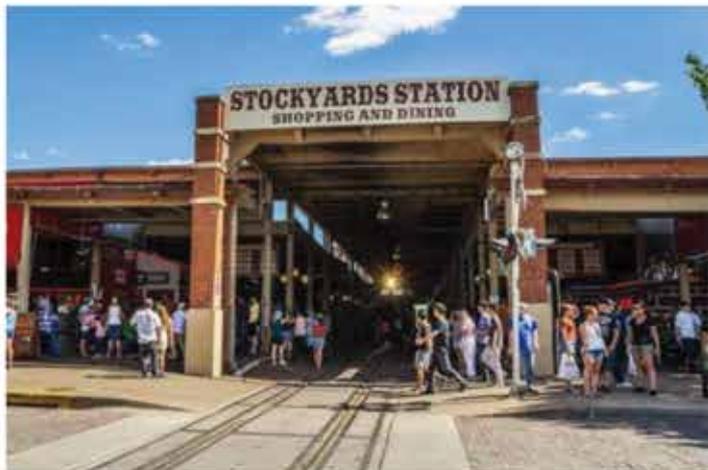
Fort Worth is where the West begins, and nothing embodies Western heritage better than the Fort Worth Stockyards National Historic District. From the original brick walkways to the wooden corrals, every inch of the Stockyards tells the true history of Texas' famous livestock industry. Your certified tour guide will be there to lead the way and answer any questions.

On the way to the Stockyards, your tour guide will drive you past some of downtown Fort Worth's attractions and point out landmarks along the way. After driving portion of the tour, your tour guide will walk you through the Stockyards and provide fun facts about the area's history. After that, guests will roam the area on their own and can partake in designated activities or shop on-own. While there you can choose your adventure and can head on over to experience the Cowtown Cattlepen Maze or snag a selfie photo on a real Texas Longhorn to show your friends and family.



Itinerary Overview

| | |
|---------------------|-----------------------------------|
| 10:00 AM – 10:30 AM | Transfer to Fort Worth Stockyards |
| 10:30 AM – 11:00 AM | Catch the Cattle Drive |
| 10:30 AM – 1:00 PM | Activities, and Shopping on Own |
| 1:00 PM – 1:30 PM | Return Transfer to Hotel |



Outlet Shopping Shuttle

Wednesday, September 1, 2021

\$27 per person

Join us at Grapevine Mills. A wonderful climate controlled indoor mall featuring 180 stores of shopping, entertainment, and restaurants.

Among the 180 stores at Grapevine Mills features Neiman Marcus Last Call, Saks Fifth Avenue OFF 5TH, H&M, Forever 21, NIKE FactoryStore, Coach Factory, Ann Taylor Factory Store, Under Armour, Disney Outlet, J Crew and much more!



Itinerary Overview

| | |
|---------------------|--------------------------|
| 10:00 AM – 10:30 AM | Transfer to Outlet Mall |
| 10:30 AM – 3:00 PM | Shopping at leisure |
| 3:00 PM – 3:30 PM | Return transfer to hotel |



Presidential Tour

Wednesday, September 1, 2021

\$83 per person

Today we'll spend the day going back in time.

First we travel to The Sixth Floor Museum at Dealey Plaza. This exhibit chronicles the assassination and legacy of President John F. Kennedy; interprets the Dealey Plaza National Historic Landmark District and the John F. Kennedy Memorial Plaza; and presents contemporary culture within the context of presidential history.

Next we head to The George W. Bush Presidential Library and Museum. Serving as a resource for the study of the life and career of George W. Bush, while also promoting a better understanding of the Presidency, American history, and important issues of public policy. The Library and Museum accomplishes its mission by preserving and providing access to artifacts, and producing innovative museum exhibits including a replica of the oval office for a fantastic photo opportunity.



Itinerary Overview

| | |
|---------------------|---|
| 10:30 AM – 11:00 AM | Transfer to the Sixth Floor Museum |
| 11:00 AM – 1:30 PM | Audio-guided Tour of the Sixth Floor Museum and Visit to JFK Memorial |
| 1:30 PM – 2:00 PM | Transfer to the George W. Bush Library |
| 2:00 PM – 3:30 PM | Self-guided Tour of George W. Bush Library |
| 3:30 PM – 4:00 PM | Return Transfer to the Hotel |



Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



2021 SPAC Contributors



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

| | | |
|-----------------------|----|------------|
| Salmon, James | AZ | Branch 246 |
| Boisvert, Michael | CA | Branch 159 |
| McHugh, James | FL | Branch 386 |
| Mullins, Kym | FL | Branch 81 |
| Sebastian, Gerald | FL | Branch 386 |
| Wagner, Brian | IL | Branch 255 |
| Randall, C. Michele | MD | Branch 531 |
| Shawn, Steve | MD | Branch 403 |
| Wileman, Dotty | MD | Branch 923 |
| Dallojacono, Anthony | NJ | Branch 568 |
| Roma, Thomas | NY | Branch 68 |
| Warden, James | NY | Branch 100 |
| Mulidore, Chuck | OH | Branch 133 |
| Butts, Ivan | PA | Branch 355 |
| Kernahan-Beals, Carol | PA | Branch 387 |
| Krogh, Charlie | WA | Branch 31 |

McCracken, Cindy WA Branch 61

June Contributors

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

| | | |
|---------------------|----|------------|
| Salmon, James | AZ | Branch 246 |
| Randall, C. Michele | MD | Branch 531 |
| Shawn, Steve | MD | Branch 403 |

VP Elite (\$750)

| | | |
|----------------|----|------------|
| Moreno, Luz | IL | Branch 489 |
| Trayer, Kevin | MI | Branch 142 |
| Johnson, Craig | MO | Branch 36 |

Secretary's Roundtable (\$500)

| | | |
|-----------------|----|------------|
| Walton, Marilyn | CA | Branch 77 |
| Kerns, John | CO | Branch 141 |

SPAC Contribution Form

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

\$1,000—President's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

Card number _____

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

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to June 30, 2021)

National Aggregate:

\$101,936.63

National Per Capita:

\$3.74

Region Aggregate:

| | | | |
|-------------------|-------------|-------------------|--------|
| 1. Eastern | \$24,028.00 | 1. Central..... | \$4.44 |
| 2. Western | \$23,128.50 | 2. Eastern | \$4.04 |
| 3. Central..... | \$20,709.02 | 3. Western | \$3.98 |
| 4. Southern..... | \$19,655.50 | 4. Southern..... | \$3.33 |
| 5. Northeast..... | \$14,415.61 | 5. Northeast..... | \$2.90 |

Region Per Capita:

Area Aggregate:

| | | | |
|--------------------------|-------------|---------------------------|--------|
| 1. Capitol-Atlantic | \$12,567.65 | 1. Northwest..... | \$6.60 |
| 2. Southeast | \$11,162.50 | 2. North Central | \$6.41 |
| 3. Pacific..... | \$10,020.00 | 3. Michiana..... | \$5.79 |
| 4. Mideast | \$ 9,685.00 | 4. Southeast | \$4.89 |
| 5. Northwest..... | \$ 7,511.00 | 5. Illini | \$4.29 |
| 6. Michiana..... | \$ 6,762.02 | 6. Capitol-Atlantic | \$4.25 |
| 7. New York | \$ 6,339.11 | 7. Mideast | \$4.07 |
| 8. North Central | \$ 6,015.00 | 8. Rocky Mountain..... | \$3.67 |
| 9. Illini | \$ 5,789.00 | 9. Pioneer | \$3.30 |
| 10. Rocky Mountain. \$ | 5,597.50 | 10. Pacific | \$3.18 |
| 11. New England | \$ 4,960.50 | 11. New England | \$3.02 |
| 12. Pioneer | \$ 4,891.35 | 12. New York | \$2.60 |
| 13. Texas | \$ 4,355.00 | 13. Texas | \$2.38 |
| 14. Cotton Belt..... | \$ 2,241.00 | 14. Central Gulf | \$2.36 |
| 15. MINK | \$ 2,143.00 | 15. Cotton Belt..... | \$2.28 |
| 16. Central Gulf | \$ 1,897.00 | 16. MINK | \$1.77 |

Area Per Capita:

State Aggregate:

| | | | |
|---------------------|-------------|-----------------------|---------|
| 1. Florida | \$10,315.50 | 1. North Dakota | \$20.52 |
| 2. California | \$ 8,310.00 | 2. Maine | \$14.57 |
| 3. New York | \$ 6,134.11 | 3. Hawaii | \$11.03 |
| 4. Michigan..... | \$ 6,030.02 | 4. South Dakota..... | \$10.56 |
| 5. Illinois..... | \$ 5,789.00 | 5. Idaho | \$ 9.13 |

State Per Capita:

Drive for 5

Members by Region:

| | | | |
|-------------------|----|-------------------|------------|
| 1. Central..... | 48 | 1. Western | \$8,391.00 |
| 2. Southern..... | 48 | 2. Eastern | \$8,353.00 |
| 3. Eastern | 44 | 3. Southern..... | \$8,052.50 |
| 4. Western | 40 | 4. Central..... | \$7,639.00 |
| 5. Northeast..... | 33 | 5. Northeast..... | \$6,355.11 |

Aggregate by Region:

| | | |
|----------------------|----|------------|
| Bock Jr., Robert | FL | Branch 406 |
| Gilbert, Belinda | FL | Branch 425 |
| Lynn, Patti | FL | Branch 296 |
| Lum, Chuck | HI | Branch 214 |
| Krzycki Jr., Kenneth | MI | Branch 508 |
| Kofsky, Jonathan | NJ | Branch 568 |
| Forde, Nicholas | NY | Branch 202 |
| Green, Shri | TN | Branch 41 |
| Foster, Debra | TX | Branch 9 |

Chairman's Club (\$250)

| | | |
|----------------------|----|------------|
| Pierce, Annette | IL | Branch 25 |
| Krempa, Keith | IN | Branch 169 |
| Norton, Paul | IN | Branch 8 |
| Hafford, Darrell | ME | Branch 96 |
| Burcar, Robert | MI | Branch 508 |
| Byrum, Jimmy | MI | Branch 508 |
| Hommerson Jr., David | MI | Branch 130 |
| Orloski, Rose | MI | Branch 508 |
| Schneider, Irene | MI | Branch 508 |
| Douglas, Karen | NC | Branch 183 |
| Robinson, Theresa | NC | Branch 299 |
| Phillips, Austin | NJ | Branch 224 |
| Timothy, Pat | NJ | Branch 548 |
| Walton, Irma | NJ | Branch 75 |
| Burke, Terriann | NY | Branch 11 |
| Englerth, Scott | NY | Branch 11 |
| Hughes, Thomas | NY | Branch 100 |
| Jessmer, Spencer | NY | Branch 11 |
| Mayes, Sean | OH | Branch 29 |
| Paige, Lillie | OH | Branch 46 |
| Paige, William | OH | Branch 46 |
| Simpson, Pamela | OR | Branch 66 |
| Benford, Debra | PA | Branch 50 |
| Clark Jr., Bobby | TX | Branch 124 |
| Davis, Pamela | TX | Branch 122 |
| Parent, Eric | UT | Branch 139 |
| Garrett, Donald | VA | Branch 98 |
| McComas, Christina | WV | Branch 212 |

Supporter (\$100)

| | | |
|--------------------|----|------------|
| Brathwaite, Rafael | AL | Branch 45 |
| Johnson, Deborah | CA | Branch 88 |
| Hickerson, Lucy | CO | Branch 141 |
| Rosario, Tamara | ME | Branch 96 |
| Bodary, Joseph | MI | Branch 268 |
| Cogar, Laurie | MI | Branch 268 |
| Elyea, Chad | MI | Branch 142 |
| Glenn, Sandra | MI | Branch 140 |
| Hughes, Carmen | MI | Branch 925 |

Continued on page 35

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

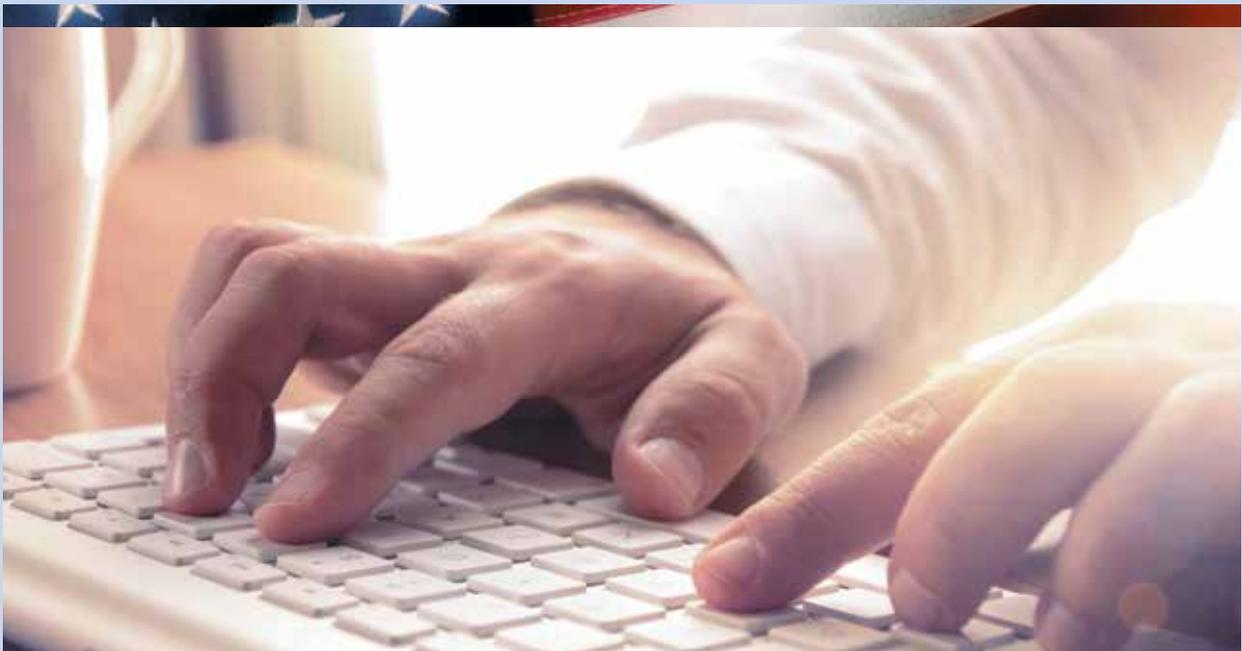
By internet:

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

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

By telephone:

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



PERF Offers a Helping Hand



From tornadoes to floods and winter storms, many parts of the nation are experiencing extreme weather. The Postal Service is reminding employees they can turn to the Postal Employees Relief Fund (PERF). The fund helps postal employees and retirees whose homes were significantly damaged by natural disasters or house fires.

PERF is not an emergency relief or immediate needs replacement agency, such as the Federal Emergency Management

Agency (FEMA) or the Red Cross or insurance companies that are paid to replace property. Rather, PERF (part of the Combined Federal Campaign) provides relief grants to help qualifying individuals get re-established after a loss, based on an application process.

You may make a contribution via personal check (a receipt for your tax-deductible donation will be mailed to you). Send your check to: PERF, PO Box 41220, Fredericksburg, VA 22404-1220.

Just When You Thought You Heard Everything

By **Dionis D. Perez**

As the late, great New York Yankees coach Yogi Berra once said, “Holy cow!” This expression of astonishment also can be attributed to what USPS Headquarters leadership is contemplating these days.

As if things are not already crazy enough regarding emergency federal employee leave (EFEL), we are left pivoting more routes than ever seen, except last year. Most, if not all, LMOUs that benefit craft employees have been extended. What about the annual carry-over for EAS employees? And isn't it enough already with telecons? Headquarters personnel appear to be conducting their telecons as if they're auditioning for a job.

Just when you thought:

- B/T variances—What a waste of time checking *PS 1723s* to verify all carriers are listed correctly for a begin tour. A carrier arriving late skews the data. When the carrier requests a *3189* for a tour change, it cancels out the current *1723*, which means you have to redo it.

- 9:30-10:30 a.m. scheduled carriers on their nonscheduled day—Rumor has it this might be coming our way. That someone in Headquarters even would contemplate this absurdity, then entertains a conversation about actually doing it, only proves to me the desperation and lack of postal knowledge regarding the National Agreement.

- F-4 audits—We can't win any



abolishment of clerk assignments or reversion of an assignment. We lose these battles, then we pay back thousands of lost wages to the APWU. The actual, two-day audit observations form a verdict on an administrative office's operation over six days. This is a fair and honest assessment of a week of work?

- SWCs—The punishment of pulling supervisors from their offices continues. The USPS can't hire CCAs or PSEs to staff their

AOs to complement, so, now, a USPS Headquarters leader's remedy is to move a supervisor to save money.

- Inspection details—Normally not an issue, but when you're asked to go to another part of the state many hours away, the USPS will either fly you there or provide you with a government car to drive yourself, then pay for room and board and per-diem for a two-week period to be a route examiner. Now I've heard everything. Why not cut a deal with local Uber or Lyft drivers for the day?

Now you've heard everything.
elcubano59@aol.com

Dionis D. Perez is Long Island, NY, Branch 202 vice president and the postmaster of Syosset.

Stay Safe as You Travel

By **Joseph O'Donnell**

Finally, we are having our 67th NAPS National Convention, postponed from 2020 due to COVID-19. A lot has changed since our previous national convention in 2018.

In this column, I will discuss some things to help ensure you have a safe and delightful trip to Grapevine, TX, and that you enjoy your stay there.



Most of us will be flying to Dallas. Because of the pandemic, some procedures are in place to which we may not be accustomed. Remember to bring your ID. Your driver's license or passport is acceptable. The requirement for being REAL ID-compliant has been extended to May 2023.

Federal law requires each person to wear a mask at all times while in the airport and using public transit, during boarding and deplaning and for the duration of the flight. Those who have received COVID-19 vaccinations still are required to wear masks.

Passengers are allowed to lower their masks while eating or drinking on board the plane. Meal service on planes may be limited to snacks; check your airline to be sure. If your flight is longer than two hours, I suggest you get a meal before you board.

According to the Gaylord Texan, there currently is no shuttle service from the airport to our hotel. It is, however, expected to restart before our arrival. Uber and Lyft are available. In late Au-

Continued on page 35

Notes

from the National Auxiliary

2021 Travel Rules

By **Elly Soukey**
Central Region Vice President

Are you traveling to this year's national convention in Dallas? If you have not flown in a while, there could be some new regulations and restrictions. Pack smart! Check for prohibited items at www.TSA.gov under the heading, "What Can I Bring?"

The TSA is allowing one, liquid hand-sanitizer container up to 12 ounces per passenger in carry-on bags until further notice. The containers have to be screened separately, so allow extra



time to go through the checkpoint-screening experience.

All other liquids, gels and aerosols brought to a checkpoint continue to be allowed at a limit of 3.4 ounces or 100 milliliters carried in a one-quart-sized baggie. As always, any final decision rests with TSA officers on whether an item is allowed through the checkpoint.

Consider ways to help you avoid physical contact at the checkpoint. Before entering the TSA checkpoint line, take a few minutes to prepare. Place jewelry, keys and other pocketed items in your carry-on bag.

The Auxiliary will be hosting several fundraisers at the 67th NAPS Convention in August. Please stop by the tables early and often and support the Auxiliary. Please give generously!

This helps eliminate forgetting an item at security. Have your valid ID card readily available and follow the rules for liquids listed previously.

Passengers age 75 and older can receive some form of expedited screening through risk-based, intelligence-driven security. You do not need to remove your shoes or jacket; remember to empty your pockets, though.

If you set off the alarm during security screening, you may be held for further screening or undergo a pat-down. You can request to be seated during this portion of the screening.

Time is running out! Forms must be received by Aug. 15.



Auxiliary Luncheon Registration Form

Noon, Friday, Sept. 3, Grapevine Ballroom

Name (Please PRINT) _____

Auxiliary #/Branch # _____

Street Address/PO Box _____

City _____

State _____

ZIP _____

Check one:

Auxiliary Member Auxiliary State President

NAPS Member Visitor

I'd like to purchase _____ advance-order tickets at \$45 each.

The total is \$ _____

Advance ticket orders MUST be received on or before Aug. 15, 2021.

Group name: _____

Last Name/Auxiliary Name/Branch Name

Pick up by: _____

The above-named person *must* pick up the tickets at the Auxiliary registration table.

There will be no ticket sales at the convention. Advance tickets will be available for pickup Sunday, Aug. 29, through Tuesday, Aug 31.

Advance Sales:

Please mail this form, with a check or money order payable to National Auxiliary to NAPS, to **Bonita Atkins, National Auxiliary Secretary, PO Box 80181, Baton Rouge, LA 70898.**

Thank you.

Tell a TSA agent if you travel with medical devices and/or implants; these require special screening.

The CDC has ordered all passengers (except children under age 2) entering airports and embarking on airplanes traveling within the United States to wear a mask at all times. The mask should completely cover your nose and mouth. Cloth masks should be made with two or more layers of a tightly woven, breathable fabric.

Masks should be secured to the head with ties, ear loops or elastic bands that go behind the head. If gaiters are worn, they should have two layers of fabric or be folded to make two layers. It is best to verify with your airline the most up-to-date requirements.

The Department of Homeland Security once again has extended the

deadline to be REAL ID-compliant. Homeland Security is expected to publish an official announcement soon, but, as of now, the new enforcement date is May 3, 2023. At that time, all air travelers over 18 will need to be REAL ID-compliant.

Documents that will qualify are a state-issued, enhanced driver's license or state ID card. Any of these documents are acceptable by the TSA for airport checkpoints for domestic air travel. For now, just your regular driver's license or a state- or government-issued ID should suffice. When you need a new license, consider applying for the REAL ID in order to be compliant.

For those of you attending the NAPS national convention, I look forward to seeing you at the Gaylord Texan. Safe travels!

elly@charter.net

The NAPS Postmaster

Continued from page 33

advance at jfk.org.
There also is the SEA LIFE Grapevine Aquarium at entrance 5 of the Grapevine Mills Mall, 3900 Grapevine Mills Parkway. Call 469-444-3050; tickets can be purchased in advance online at www.visitsealife.com/grapevine. There is no public transportation to either of these sites from the Gaylord Texan. You will need to use a car, cab, Uber or Lyft.

advance at jfk.org.

Stay safe and enjoy your time with friends. Enjoy the opportunity to meet other NAPS members.

dnnll_jsph@yahoo.com

Joseph O'Donnell is Pittsburgh Branch 20 legislative chair.

One of the best sights to see while in the Grapevine area is The Sixth Floor Museum at Dealey Plaza, site of President John F. Kennedy's assassination, at 411 Elm St., Dallas. The museum's phone number is 214-747-6660; tickets can be purchased in

National Auxiliary Executive Board

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Executive Vice President

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Jane Finley

Southeast Area

(404) 403-3969; mjfarms100@aol.com

Willie Carter

Central Gulf Area

(205) 919-5645; wccwolf65@yahoo.com

Felecia Hill

Texas Area

(281) 880-9856; fah91@sbcglobal.net

Region vacant: Northeast

Areas vacant: New England, New York, Pioneer, Michiana, North Central, Cotton Belt, Northwest, Pacific, Rocky Mountain.

2021 SPAC Contributors

Continued from page 30

| | | |
|------------------|----|------------|
| Spurlin, William | MI | Branch 268 |
| Charles, Rodney | NC | Branch 157 |
| Cruz, Victor | NC | Branch 151 |
| Bennett, Kelley | OH | Branch 33 |

| | | |
|------------------------|----|------------|
| Kimbrough, Marcia | OH | Branch 46 |
| Sudberry, Norris | OH | Branch 46 |
| Smith, Diane | PA | Branch 20 |
| Moore, Delisa | SC | Branch 228 |
| High, Gwendolyn | TX | Branch 86 |
| Sederholm Marti, Susan | WI | Branch 72 |

EVERYONE IN
YOUR POST OFFICE
IS ELIGIBLE TO
APPLY!



Choose your **Adventure.**

Whether you plan on taking a vacation or staying local for a *staycation*, our “Choose your Adventure” loan could help you have a fun-filled summer!

Use this loan to plan your next excursion, or build your own oasis right in your backyard—the options are limitless!

Our “Choose your Adventure” Loan features:

| | | |
|--|--|--------------------------------------|
| Rates from 6.50% - 8.75% APR* | Loan amounts up to \$50,000 | Terms from 24 - 84 months |
|--|--|--------------------------------------|

*APR = Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants qualify for the lowest rate. Rate quoted assumes excellent borrower credit history. Rates are set by the Board of Directors and may change without notice. Estimated payment is \$44.67 per \$1,000 financed and is based on the lowest rate and a term of 24 months. Payments will vary based on the rate and term you qualify for.

Are you ready to get started?

Visit SignatureFCU.org/Adventure to apply online or contact our Financial Services Department at (800) 336.0284 ext. 697 to get started today.

Not a member of SFCU?

Open your account today at <https://bit.ly/SignatureFCU-apply-now>



Signature Federal Credit Union
(800) 336.0284
financialservices@signaturefcu.org
SignatureFCU.org

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Federally Insured
by NCUA

Membership eligibility required.
NMLS 401612

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.....
Everywhere You Are