

the Postal Supervisor

December 2018



The Joys of the Holiday Season

**Brought to You by the USPS'
Dedicated, Hard-Working
EAS Employees**



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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.

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No Fact-Finding Finale Yet

Let me first take a moment to wish you and yours a happy holiday season and all the best for a safe, healthy and prosperous New Year. What is amazing is that, while we are in the 2018 holiday season with 2019 right around the corner, we remain engaged in discussions with the Postal Service over the pending FY16-19 EAS pay decision, with only one year remaining in the period covered by the pay package.



Brian J. Wagner
President

We hope to reach a resolution on completion of the fact-finding process NAPS initiated in June after our National Executive Board determined the initial USPS pay decision was unacceptable. Looking ahead, what do we expect to happen and how do the pay-consultation and fact-finding processes work? Here's the scoop!

As I wrote in my November 2017 column, the law governing the pay-consultation and fact-finding processes is found in *Title 39* of the United States Code. The law, which is based on a "meet-and-confer" model, requires the Postal Service and NAPS to strive to resolve differences that may arise over USPS proposals to change EAS pay and benefits.

After consulting with NAPS over potential changes, the Postal Service is required to inform NAPS of its final pay decision and to do so speedily. The law expects the pay-consultation process to be accomplished in 90 days unless voluntarily extended by the Postal Service and NAPS.

When pay talks were not completed in December 2017 and the USPS requested an extension of the time for further consultation, NAPS agreed in a spirit of cooperation and good faith. We expected the extension to be short-lived. Unfortunately, it was not. NAPS received the Postal Service's FY16-19 EAS pay decision on June 28, 2018.

After reviewing the USPS pay decision, the NAPS Executive Board on July 6 unanimously decided to petition the Federal Mediation and Conciliation Service (FMCS) to initiate fact-finding under *Title 39* to more

extensively review the pay decision. While NAPS welcomed some parts of the pay decision—increases in promotional pay, changes in the minimum and maximum pay ranges and upgrades of EAS-12 administrative assistants—we questioned the Pay-for-Performance (PFP) section of the pay decision because it did not adequately compensate EAS employees for their hard work and contributions to the success of the Postal Service.

In good conscience, NAPS could not accept a USPS pay decision where approximately 19,000 EAS employees would not receive a pay increase in FY18 and possibly even more in FY19, especially after FY17, when approximately 5,600 EAS employees did not receive a PFP payout. When the USPS issued a modified July 20 pay decision, NAPS also deemed this proposal inadequate, as well as contrary to law, prompting NAPS to continue to pursue fact-finding.

Under the *Title 39* fact-finding process, a three-member panel of supervisory and managerial pay experts reviews the Postal Service pay decision and provides non-binding recommendations to the Postal Service on appropriate changes to the underlying package. The FMCS has assisted NAPS and USPS in assembling a three-member panel, comprising chairwoman Susan E. Halperin, Robert S. Hite and Joshua M. Javits.

NAPS and the USPS will present their cases to the panel at a hearing scheduled for Dec. 10-11 at NAPS Headquarters. Under the law, following the hearing and the panel's report on its findings and recommendations, the Postal Service is required to consider the panel's recommendations and reach a final pay decision, explaining its justification for its final decision.

So, when can NAPS expect to receive a final fact-finding EAS pay decision? First, we must wait for the fact-finding panel to submit its recommendations to the Postal Service, which could take up to 30 days after we complete our presentations.

Then, the Postal Service has 15 days, after giving full and fair consideration to NAPS' and the panel's recommendations, to present their final pay decision to NAPS. In addition, the parties may voluntarily agree

Continued on page 6

'Tis the Season

Greetings, NAPS brothers and sisters. This is the issue of *The Postal Supervisor* in which I like to take some time thanking you for your continued hard work and dedication to fulfilling the mission of the USPS. I also want to wish you and your family the very best of the holiday season—the times we can truly hold on to and cherish into the New Year.

Unfortunately, for some of us, the holidays also bring extreme challenges in dealing with prior losses in our lives. Know that you are not alone and there are resources available to help you through these times. Whether you use the USPS EAP or your FEHBP provider, help is available to get you through the tough times. My family and I appreciate my NAPS family and pray for your safekeeping this holiday season.



Ivan D. Butts
Executive Vice President

This issue of *The Postal Supervisor* also comes as we prepare to sit down with the USPS and the fact-finding panel to present our case concerning the Postal Service's continuous failure to provide any financial growth for the EAS employees who run the day-to-day operations. This has been an educational process for me as your executive vice president that will continue to help me grow in my service to the members of our association.

For me, this pay-talks process started optimistically, with Postal Service leadership proclaiming they understood the feelings of exclusion that EAS employees have felt from years with little to no financial increases and that it was going to be addressed. This soon turned into a campaign for your NAPS leaders to accept a "robbing Peter to pay Paul" pay package that, in the end, took more wealth from EAS employees. The feeling of dismay over how USPS leadership revealed its "no pay talks" strategy now has given way to full preparation to tell the story straight to the fact-finding panel in early December.

During our fact-finding preparation phase, I have questioned how this leadership could adopt "we failed to perform" as the reason EAS employees have received no financial growth. This has happened while all other employee groups receive economic growth, whether it's scheduled pay raises, COLAs, billions in grievance settlements or PCES EL-380 lump-sum payments and other secret bonuses.

In talking about pay at our national convention, the PMG stated, "NPA is a balanced scorecard approach and while I can appreciate the frustration—obviously, we all would prefer if we were in a year where we had consistent increases in our base salary—it's a pay-for-performance process. So, we have work to do to improve service reliability, safety and operating efficiency." I find these smooth words much easier to speak when you are receiving financial growth for the very non-performance you claim is holding EAS employees back from monetary gain.

So, maybe the real takeaway here is that we need to advance our level of leadership—strive to a degree where you can get PCES EL-380 lump-sum payments and other secret bonuses. Because what is clear is this financial growth is not based on providing reliable service, safety and operational efficiency.

In 1974, Stevie Wonder released a song with the following lyrics that come to mind as I consider how USPS leadership is addressing the concerns of EAS employees:

*We are amazed but not amused
By all the things you say that you'll do
Though much concerned but not involved
With decisions that are made by you*

*But we are sick and tired of hearing your song
Telling how you are gonna change right from wrong
'Cause if you really want to hear our views
"You haven't done nothing!"*

In solidarity ...

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The Postal Supervisor 2019 Production Schedule

Issue	Copy Deadline*	Mails
FEB	JAN 2	JAN 24
MAR	JAN 25	FEB 22
APR	FEB 19	MAR 14
MAY	MAR 18	APR 16
JUNE	APR 19	MAY 14
JULY	MAY 13	JUNE 6
AUG	JUNE 18	JULY 11
SEPT	AUG 5	AUG 27
OCT	SEPT 5	SEPT 26
NOV	SEPT 26	OCT 22
DEC	OCT 23	NOV 19
JAN 20	NOV 25	DEC 19
FEB	JAN 2	JAN 28

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

NAPS Is Fighting for You

I want to wish you a wonderful Christmas season, a joyous and happy New Year and many blessings to you and your family. Fall mailing season has passed into peak; these are two of the most stressful times to be a supervisor, manager, postmaster or really any level of EAS employee in the Postal Service. You perform heroic, oftentimes thankless, work for long hours away from your family during the holiday



Chuck Mulidore
Secretary/Treasurer

season. Your sacrifices do not go unnoticed. NAPS appreciates you and all you do for the Postal Service and your family.

That brings me to my next topic—the fact that nothing says thank you like a raise in pay. It is, indeed, nice for senior leaders to thank you for your work and sacrifices, but it sure makes all the long hours and stress a whole lot easier to take when that same senior leadership ensures you get a raise

that matches your commitment to the job. Sadly, this has not been the case in recent years. Unfortunately, it continues for 2018, as well.

In this issue, NAPS President Wagner lists the process for fact-finding, which NAPS was forced into by the Postal Service as it continues to undervalue your contributions to the mission of the USPS. We could not stand by and allow this to continue without a fight. The motivational speaker Alexander den Heijer wrote, “The reason most people

give up is not that the fight is too tough; it is that they haven’t found something worth fighting for.” NAPS has something worth fighting for—you, our members! And this fight, while tough, is one we are well-prepared to undertake.

Unfortunately, our sister management organization chose to accept this terrible pay agreement and, in so doing, chose not to fight. I do not attempt in this space to understand why, yet I can tell you this: NAPS never will accept, for any reason, a pay agreement that

dooms thousands of EAS employees to no raises in pay or further cuts their PFP payout potential in 2019. How much more does the USPS think we can give?

We demand fair treatment and fair compensation. We will not lay down or roll over for anyone, nor will we ever sell you short. Your work and sacrifices are too important. Postal Service EAS employees are the only employees not guaranteed raises. Craft employees get pay raises, step increases and cost-of-living adjustments. Senior executives get pay increases and yearly bonuses. EAS employees get a pay-for-performance system that provides neither pay nor performance.

It disincentivizes work, out-of-the-box thinking and breakthrough capabilities. It does not reward hard work. Rather, it devalues your contributions to the Postal Service and has long outlived its usefulness as a compensation system. Thus, the battle lies ahead. Terry Mark, another motivational speaker, wrote, “The strong always face the battle and fight until they conquer, while the weak keep trying to escape every battle until they are defeated.”

NAPS is strong, unafraid and willing to fight for all EAS employees in the Postal Service. Remember this when you seek to sign new members: NAPS is fighting for you, NAPS is strong and financially capable of fighting this battle until, ultimately, we prevail. That is our mission and our commitment to you. We will not stop until EAS employees have a fair and just compensation system.

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Thrift Savings Plan					
Fund	G	F	C	S	I
October 2018	0.26%	(0.78%)	(6.84%)	(10.06%)	(7.94%)
12-month	2.79%	(1.90%)	7.32%	3.07%	(6.48%)
<small>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.</small>					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
October 2018	(1.40%)	(2.24%)	(4.60%)	(5.54%)	(6.35%)
12-month	2.58%	2.79%	2.51%	2.37%	2.29%
<small>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.</small>					
Visit the TSP website at www.tsp.gov					

The Behavior Needs to Change

By **Tony Dallojacono**

Mideast Area Vice President

First, let me wish all our members happy holidays. I would like to discuss a few issues regarding EAS employees that continue to be our biggest problems.

There is the issue of sexual harassment. We all know what it is, but it continues in our workplace. Will we ever learn from other people's mistakes? Most of the time, the only winner in these cases is not the EAS employee who is charged, but the employee who initiated the sexual harassment charge. We need to get this out to our members.

Then we have the issue of changing employees' clock rings because we are afraid of having a carrier out past 1800 or 1900. Why would we do this? Are we that afraid of what our bosses would say if they really knew the truth? We have managers and postmasters telling EAS employees to make sure they have no one out past 1800 or else. Or else what? They will fire you?

You can be removed for chang-

ing a clock ring without using a 1017A, but you won't be fired for not changing it. The intimidation must stop.

Finally, we have financial obligations, such as stamp stock accountability. When you are a stamp stock custodian and are given the stamp stock, do not take anybody's word that it is right and just sign the forms. You are liable for the stock. *Your* name is on that form now; you are accountable.



If stamp stock accountability turns up short, you must pay—not the person who told you it was good. If you went to a bank to cash a check or withdraw money from an ATM, do you walk away and not count it? I count it because it is my money, just as stamp stock is your responsibility until you turn it over to the next person.

We are in very difficult times with the Postal Service. We deal with more now than we ever have before. We have customers who know exactly where their packages are. We have gotten so advanced, customers now can see the mail they will get that day and know within two hours

when a parcel will be delivered. Yes, our jobs have gotten so transparent and more difficult every year, but we must continue to hang in there and do the right thing.

We will not agree with everything we are told to do. But if it is ethical and possible, we must do it. There are many times when we cannot finish all the work we have to do in an eight-hour day, but don't assume you are entitled to T-time. Talk to your boss earlier in the day, tell them you will not be able to finish and ask if they will approve your extra time. That doesn't mean waiting until the last two hours of the day in which to cram all your work; that is not right or ethical.

I know NAPS members are thinking they have heard this all before; they have. But if you've heard it before, why hasn't the behavior changed? Does anyone have the answer to that? I sure would like to know why because we continue to have these issues—more and more every day.

Remember to be safe this holiday season. Your safety affects everyone around you—both at work and at home.

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No Fact-Finding Finale Yet

Continued from page 3

to an extension of these time deadlines, as warranted. Therefore, a final USPS EAS pay decision for FY16-19, at the earliest, likely will not be received until early 2019.

Unfortunately, the law governing fact-finding does not guarantee a

level playing field; the USPS is not obligated to accept any of the fact-finding panel's recommendations. Again, as long as the USPS has met the statutory requirement of providing fair and full consideration to the panel's recommendations, the USPS has met its statutory obligation. The Postal Service's EAS pay decision, fol-

lowing completion of fact-finding, represents the ultimate fact-finding finale.

And, finally, December is the finale of my 2018 ice-cream-flavor-of-the-month recommendations: gingerbread cookie dough!

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At the fall Executive Board meeting, the resident officers acknowledged board members' September 2018 pin achievements. From left: Executive Vice President Ivan D. Butts, Michiana Area Vice President Kevin Trayer (President's Ultimate), Pacific Area Vice President Chuck Lum (Secretary/Treasurer's Roundtable), Capitol-Atlantic Area Vice President Troy Griffin (Secretary/Treasurer's Roundtable), Northwest Area Vice President Cindy McCracken (President's Ultimate), President Brian Wagner, Cotton Belt Area Vice President Shri Green (VP Elite) and Secretary/Treasurer Chuck Mulidore.



Southern Arizona Branch 376 Vice President Ute Eisinger (left) and former Rocky Mountain Area Vice President John Aceves attended a reception for Ann Kirkpatrick, Democratic candidate for Arizona's 2nd District.

Heart of Illinois Branch 255 legislative representative Michael Winters attended a fundraiser on behalf of NAPS for Rep. Darin LaHood (R-IL) on Oct. 10. LaHood expressed his support for postal reform.



Secretary/Treasurer Chuck Mulidore and former Capitol-Atlantic Area Vice President John Geter conducted advocacy training for the Capitol-Atlantic Area in Charlotte, NC.



New Mexico legislative advocate Frank Gallegos attended a fundraiser for Xochitl Torres Small, Democratic candidate for New Mexico's 2nd District.



From left: New Jersey State President Jon Kofsky, New Jersey State Vice President Sal Grasso and Rep. Bill Pascrell Jr. (D-NJ) at a fundraiser for Pascrell.



From left: Democratic National Committee Chair Tom Perez, New Mexico Democratic party workers and NAPS legislative advocates Frank Gallegos and Joel Wadsworth and unknown party worker.



New Jersey State Vice President Sal Grasso, Sen. Bob Menendez (D-NJ) and New Jersey State President Jon Kofsky at Pascrell's fundraiser.



Rep. Stephanie Murphy (D-FL) met with NAPS members at the Sept. 29 Southeast Area Training seminar in Orlando. From left, Florida State President Roe Herzog, Southern Region Vice President Tim Ford, Secretary/Treasurer Chuck Mulidore, Murphy, President Brian Wagner, Southeast Area Vice President Bob Quinlan, Florida State Legislative Director Ann Strickland and Central Florida Branch 406 President Bobby Bock.



Akron, OH, Branch 63 President Debra Jones with Rep. Tim Ryan (D-OH)

Los Angeles P&DC Names Safety Room in Honor of Branch 39 Member

Commoleta Whitworth was a dedicated EAS supervisor and safety specialist for the Los Angeles P&DC, as well as a member of Los Angeles Branch 39. She died March 22, 2017, while giving a stand-up talk during Tour 1 to her employees. In honor of her memory, the Los Angeles P&DC training room was named after her.

Los Angeles District Manager Ken Snaveley (right) and A/Plant Manager/NAPS member Daniel Hirai from Hawaii hold the ribbon for Commoleta's sister and daughter to cut in front of the training room.



From left: Branch 39 President Marilyn Jones made a presentation during Tour 2 with Branch 39 Vice President Sam Booth Jr., Legislative Chair Yolanda Grayson, Dave Smith, Secretary Trinise Johnson and Trustee Shirley Lee.



Branch 39 President Marilyn Jones, with Branch 39 Vice President Sam Booth Jr., A/Plant Manager Daniel Hirai and Senior MDO/NAPS member Eric Lopez, presented the plaque during Tour 1.



Bob Levi

Director of Legislative & Political Affairs



I want to take this opportunity to express my appreciation to the NAPS resident officers, Executive Board and Headquarters staff for the welcome extended me as the newest member of the NAPS family. I also

tol Hill, I was the legislative assistant for six years to late NALC President Vincent Sombrotto. I spent the past 20 years as director of Government Relations for NAPUS and UPMA.

So, I absolutely am not new to the issues that impact NAPS members. I look forward to working on your behalf with a strong legislative team, led by Ivan and in tandem with Bruce.

Not more than three

days into my tenure as your new director of Legislative & Political Affairs, I had the distinct honor of addressing the NAPS Executive Board and participating in a meeting with the board's legislative committee. On both occasions, we collaborated over the critical legislative and political cross-currents that can jeopardize the viability of an accessible and affordable U.S. Postal Service.

We also spoke about how congressional and executive branch activities could threaten the sustainability of the benefits earned by EAS employees. The results of the midterm elections will have a consequential bearing on the legislative plans for a post-election lame duck session of Congress, as well as the agenda for next year.

The ongoing lame-duck session is not without potentially devastating landmines that could accelerate and intensify the perils. The spiraling federal deficit, caused by last year's tax bill, has left "entitlement" programs, such as the Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS), extremely vulnerable to attack by the very same legislators

who exploded the deficit in 2017.

We also need to be vigilant about postal legislation. News of the impending postage rate increase could prompt members of Congress to consider postal legislation—but not necessarily a bill NAPS could support. Remember that Congress enacted the 2006 "Postal Accountability and Enhancement Act" during a lame-duck session. NAPS also is monitoring the status of nominees to the Postal Board of Governors and Postal Regulatory Commission (PRC).

President Trump has nominated Michael Kubayanda to the PRC and Ron Bloom and Roman Martinez to the Board of Governors. Kubayanda's confirmation could break a purported tie in the PRC over establishing a new rate regime; the confirmation of two more governors would yield a quorum on the Board of Governors (a quorum is six).

The absence of a quorum has hindered postal governance and certain postal matters are reserved for a decision by the board, assuming a quorum. NAPS will be working to secure the nomination and confirmation of a fully functional Postal Board of Governors and Postal Regulatory Commission.

Two lingering postal issues relating to the carriage of international mail will affect postal operations. First, President Trump recently signed into law legislation to help prevent and treat opioid abuse. One of the provisions in the bill would require the Postal Service to secure from international shippers an advance electronic manifest of inbound international parcels. The Postal Service would be financially penalized if 70 percent of all inbound parcels were not manifested by the end of this year and 100 percent by 2020.

Notwithstanding the penalty, the

Legislative Challenges Require Vigilance

would like to thank Legislative and Legal Counsel Bruce Moyer for helping guide me through the transition.

My relationship with NAPS is almost lifelong. My dad, who is a retired postal clerk, began his postal career in 1960; his first supervisor was Rubin Handelman, who, of course, went on to become NAPS president. When I began my legislative career on Capitol Hill about 36 years ago, Ruby's NAPS office was one of my first stops and I always felt welcome.

Over the years, I maintained professional—and sometimes personal—relationships with past NAPS presidents from Donald Ledbetter through Louis Atkins and President Brian Wagner. In addition, my professional and personal association with Bruce extends back to 1985. And I have collaborated with Executive Vice President Ivan D. Butts on the postal employees' coalition.

As many NAPS legislative activists know, I began my 11-year congressional career on the staff of former Rep. Gary Ackerman (D-NY) and migrated to the House Post Office and Civil Service Committee after two years. Upon leaving Capi-

Congressional Budget Office projected this provision would cost the Postal Service \$3 million per year. It is not clear how the Postal Service will handle inbound parcels that may slip through the cracks.

The second issue relates to the State Department's announcement that the United States intends to withdraw from the 144-year-old Universal Postal Union (UPU), a United Nations entity that coordinates postal policies among member nations. If the country withdraws from the UPU, it would lose access to global processing and coding systems that make international mail possible and have to negotiate bilateral postal agreements with every individual country.

The reason the Trump Administration plans to withdraw is the result of the deep discounts on international postage extended to such countries as China. The State Department believes the international discounts cost the Postal Service about \$300 million per year.

So, as you can see, NAPS cannot afford to rest even after the gavel falls at the end of the year with adjournment of the 115th session of Congress.

naps.rl@naps.org

On the Move?

Have you moved or are planning a move? *Let NAPS know, too!*

Keeping your mailing address current at NAPS Headquarters helps us keep *The Postal Supervisor* coming to you without interruption and avoid unnecessary "Address Service Requested" charges.

Please let us know your new address and its effective date as soon as you know it. Address changes may be mailed to NAPS at 1727 King St., Suite 400, Alexandria, VA 22314-2753, or faxed to (703) 836-9665.

The 2019 LTS will focus on advancing a NAPS agenda designed to strengthen EAS employee rights and the Postal Service, enhance our presence on Capitol Hill and cultivate loyal legislative champions. As LTS delegates, whether first-timers or veteran advocates, we will prepare to promote our issues to elected policymakers with intensive orientation on the status of postal issues that impact NAPS and the USPS.

We also will sharpen our skills essential to conducting successful meetings with members of Congress and their staffs. These LTS activities will culminate in us heading to Capitol Hill to educate Congress about the dynamic role the Postal Service continues to play in our nation's economy and legislative proposals that will improve the Postal Service. We also will caution legislators about proposals that would harm the agency and erode our earned benefits.

This is a reference for the order of events; all times are tentative.

Sunday, March 10

9 a.m. – 6 p.m.
Registration

9 a.m. – noon
Secretary/Treasurers
Training

10:30 a.m.
Wreath-laying ceremony
at Arlington National
Cemetery

1 – 2 p.m.
First-Timers' Orienta-
tion

2:30 – 3:30 p.m.
Non-Denominational
Worship Service

4 – 5:30 p.m.
Town Hall with the Res-
ident Officers

6:30 – 8:30 p.m.
State Legislative Chairs
Dinner

Monday, March 11

6:30 a.m.
Continental Breakfast

6:30 – 7:50 a.m.
Registration continues

8 a.m. – 5:30 p.m.
SPAC Café

7:45 a.m.
Opening Session and
Legislative Training

noon
Luncheon

1:30 p.m.
Legislative Training
continues

4:45 p.m.
State Caucus Meetings

4:45 – 5:15 p.m.
SPAC Photos

6:30 – 8:30 p.m.
SPAC Reception

Tuesday, March 12

6:30 – 8:30 a.m.
Continental Breakfast

morning/afternoon
Delegate meetings on
Capitol Hill

2 – 5 p.m.
Capitol Hill Debriefings
with NAPS Legislative
Team

Wednesday, March 13

8 a.m. – 4 p.m.
Debriefings with NAPS
legislative team contin-
ue

2019 Legislative Training Seminar Registration Information

Hotel room block expires on Feb. 14, 2019 • LTS registration closes on March 1, 2019

Register for LTS online only at www.naps.org

LTS Registration Fee—\$225

The 2019 LTS online registration fee is \$225 if registration is submitted on or before Feb. 15. After Feb. 15, the fee is \$300. **No LTS registrations or payments will be accepted after Feb. 22.**

No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters. If you registered for LTS and do not receive your confirmation by March 1, contact NAPS Headquarters immediately.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 1. All approved refunds will be paid after LTS and before April 1.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 1. No substitutions will be honored after March 1. On-site LTS substitutions will not be allowed.



Marriott Crystal Gateway
1700 Jefferson Davis Hwy
Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2018 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230 or toll-free at 877-212-5752. Reference the group's name: **National Association of Postal Supervisors**. To reserve a room online, go to www.naps.org.

The LTS single/double room rate is \$270, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 14, 2019. Reservations made after that date may be at a higher room rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by major credit card at the time of the reservation.

Cancellations must be received at least 24 hours before arrival or the deposit will be applied to

your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.

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 "77225555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 7722555512345678).

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



2018 SPAC Contributors



Top 2018 SPAC Contributor

Konish, Ann	NY	Branch 11
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President's Ultimate SPAC (\$1,000+)

Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Goodman, James	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Murray, Donald	FL	Branch 93
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Maxwell, Sherry	IL	Branch 255
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Harmon, Rosemary	KY	Branch 920
Foley, Paul	MA	Branch 120
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Williams, Darryl	PA	Branch 554
Aaron, Donna	TN	Branch 97
Bradford, Robert	TX	Branch 203
Cooper, Karen	TX	Branch 124
Green Jr., Richard	VA	Branch 98
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61

Weilep, Laurie	WI	Branch 956
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October Contributors

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

Goodman, James	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Murray, Donald	FL	Branch 93
Johnson, Craig	MO	Branch 36
Cooper, Karen	TX	Branch 124
Reedy, James	WA	Branch 61
Weilep, Laurie	WI	Branch 956

VP Elite (\$750)

Cherry, Hayes	CA	Branch 466
Dittmann, David	IL	Branch 489
Moreno, Luz	IL	Branch 489
Amergian, Raymond	ME	Branch 96
Mooney, Dan	MN	Branch 16
Yut, Rachele	OR	Branch 66
Johnson, Stanley	WA	Branch 60

Secretary/Treasurer's Roundtable (\$500)

Simpson, Pamela	AZ	Branch 246
Kerns, John	CO	Branch 141
Garland, Angela	DE	Branch 909
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Adams, Jeanine	PA	Branch 20
Brooks, Lamaricus	TN	Branch 41
Taylor, Georgia	WA	Branch 31

Chairman's Club (\$250)

Studdard, Dwight	AL	Branch 45
Butts, Kevin	CA	Branch 466
Collen, Helen	CT	Branch 3
Wooley, Josephine	GA	Branch 82
Wesley, Nancy	IL	Branch 493
Ciccione, Alexander	MA	Branch 43
Gramblin, Reginald	MD	Branch 531
Jones, Marcia	MD	Branch 42
Baker, Neil	MN	Branch 104
Burger, Lucille	MN	Branch 104
Moore, Olin	MN	Branch 16

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Oct. 31, 2018

National Aggregate:

\$239,270.43

National Per Capita:

\$9.23

Region Aggregate:

1. Southern	\$65,396.33
2. Western	\$49,044.84
3. Eastern	\$43,165.53
4. Central	\$42,414.00
4. Northeast	\$39,249.73

Region Per Capita:

1. Southern.....	\$11.38
2. Central.....	\$9.64
3. Western	\$9.06
4. Eastern	\$8.05
5. Northeast.....	\$7.84

Area Aggregate:

1. Southeast	\$41,011.49
2. Pacific	\$25,455.64
3. Capitol-Atlantic.....	\$21,007.81
4. New York	\$18,786.73
5. Mideast	\$17,342.75
6. New England	\$16,120.00
7. Michiana	\$13,761.00
8. Texas	\$13,269.49
9. Rocky Mountain.....	\$12,159.40
10. Illini	\$11,754.00
11. Northwest.....	\$11,429.80
12. North Central	\$9,318.00
13. Pioneer	\$9,157.97
14. MINK	\$7,581.00
15. Central Gulf	\$5,730.35
16. Cotton Belt	\$5,385.00

Area Per Capita:

1. Southeast	\$17.71
2. Michiana	\$12.98
3. Northwest.....	\$11.08
4. North Central	\$10.53
5. New England	\$9.49
6. Illini	\$9.20
7. Pacific	\$8.87
8. Capitol-Atlantic.....	\$8.08
9. Rocky Mountain.....	\$8.05
10. Mideast	\$7.73
11. New York	\$7.70
12. Texas	\$7.53
13. Central Gulf	\$7.44
14. Pioneer	\$6.63
15. MINK	\$6.44
16. Cotton Belt.....	\$6.00

State Aggregate:

1. Florida	\$38,164.49
2. California.....	\$23,410.64
3. New York	\$18,241.73
4. Texas	\$13,269.49
5. Michigan	\$12,165.00

State Per Capita:

1. Florida	\$22.40
2. Maine	\$19.88
3. Michigan	\$16.76
4. North Dakota	\$16.16
5. Washington.....	\$16.12

Drive for 5

Members by Region:

1. Central.....	62
2. Western	47
3. Southern.....	39
4. Eastern.....	47
5. Northeast.....	30

Aggregate by Region:

1. Western	\$22,223.00
2. Central	\$21,488.50
3. Southern	\$19,871.00
4. Eastern.....	\$17,652.52
5. Northeast	\$11,689.00

Shumate, Melisande	MO	Branch 131
Barrett, George	NJ	Branch 74
Benford, Debra	PA	Branch 50
Blakely, Kathy	TN	Branch 41
Holley, Deborah	VA	Branch 526

Supporter (\$100)

Edwards, Michael	CA	Branch 373
Moore Tucker, Carolyn	CA	Branch 301
Summerfield, John	CO	Branch 65
Siering Jr., Donald	CT	Branch 47
Anguiano, Efren	IL	Branch 34
Mondie, Debra	IL	Branch 493
Nolan, Terrance	IL	Branch 220
Derby, Karen	IN	Branch 169
Waddell, Corey	KS	Branch 52
Smiley, David	KY	Branch 390
Chambliss, Brenda	LA	Branch 170
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Sadler, Amanda	ME	Branch 96
Bradley, Anthony	MI	Branch 142
McCarthy, Bernard	MI	Branch 23
Nelson, Matthew	MN	Branch 104
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Marley, Carol	MO	Branch 131
Blanck Lovelace, Deborah	ND	Branch 937
Holland, Dana	ND	Branch 937
Lichtsinn, Cynthia	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Henkel, Tammy	NJ	Branch 287
Walker, Veronica	NJ	Branch 237
Andersen, Karen	NV	Branch 463
Yuen, John	NY	Branch 100
Sudberry, Norris	OH	Branch 46
Zamudio, Juan	OH	Branch 29
Robinson, Andrea	PA	Branch 35
Saccoccio, Michaela	RI	Branch 105
Weber, Camron	SD	Branch 946
Davis, Willie	TX	Branch 559
Hammock, Alessandra	TX	Branch 86
Howard, Marsha	TX	Branch 9
Miller, Ovetta	TX	Branch 9
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Haslett, James	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Canada, Pamela	WI	Branch 72
Spewer, Victoria	WI	Branch 72

National Association of Postal Supervisors

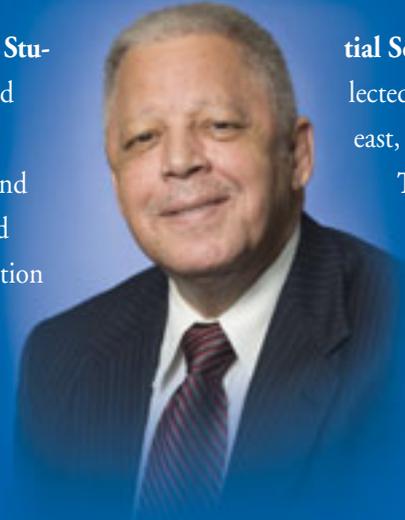
Louis M. Atkins Presidential Student Scholarships

2018 Official Application Form

The **Louis M. Atkins Presidential Student Scholarships** will be awarded to honor former President Atkins' longtime dedication to NAPS members and their families. The scholarships are funded by Dillard Financial Solutions in conjunction with NAPS Headquarters.

Applicants for the scholarships must be the children or grandchildren of a living NAPS member—active or associate—at the time of the 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 \$500 **Louis M. Atkins Presiden-**



tial Scholarships. The winners will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

This application must be received no later than Dec. 21, 2018, at the address provided below.

For 2018, the scholarship winners will be announced and listed in the January 2019 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Scholarship** will receive a check, payable to the college or university listed in the application, in January 2019. Scholarships may be used to pay expenses in the student's current or following semester.

Deadline: Dec. 21, 2018

Student's name (please PRINT legibly)

Major course of study

Name of accredited two- or four-year college or university attended or will be attending

City and state of the college or university

NAPS member's name

NAPS member's branch number

Student's relationship to NAPS member (son, granddaughter, etc.)

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
Dec. 21, 2018**

Please mail completed application to **NAPS Scholarships, Attn: Chuck Mulidore, Secretary/Treasurer, 1727 King St., Suite 400, Alexandria, VA 22314-2753.** Thank you.

NAPS Executive Board Meets Before 2018 National Convention

Submitted by Chuck Mulidore
Secretary/Treasurer

The 2018 National Convention Executive Board meeting was called to order at 9 a.m. on Saturday, Aug. 4, by Chairman of the Board Tim Ford. Cotton Belt Area Vice President Shri Green gave the invocation. Midwest Area Vice President Hans Aglidian led the Pledge of Allegiance. Michiana Area Vice President Kevin Trayer and Rocky Mountain Area Vice President Myrna Pashinski were named sergeants-at-arms.

Secretary/Treasurer Chuck Mulidore conducted the roll call of officers; all board members were present.

President Brian Wagner welcomed board members to the beautiful Mohegan Sun and acknowledged the difficult travel conditions many members were experiencing. He said he looked forward to an outstanding convention at an amazing venue for NAPS members to enjoy and conduct business.

Executive Vice President Ivan D. Butts welcomed board members for the week with much business to address. He said he looked forward to addressing members' concerns on a host of issues.

Mulidore also welcomed board members. He said, after many months of planning, the convention was finally here and he was looking forward to the upcoming week's events.

Ford welcomed the board and

asked for a moment of silence for NAPS members who have been victims of fires, floods and all other natural disasters. He noted he has attended all but one NAPS consultative meeting via telecon with the resident officers and Postal Service representatives.

Mulidore presented the financial report. As of July 1, 2018, NAPS investments totaled \$14,165,808.84. On June 1, 2018, NAPS investments totaled \$14,157,521.51—a 2019 fiscal year-to-date increase of \$8,287.33 or .058 percent.

For FY18, investment income increased from \$12,985,608.34 on June 1, 2017, to \$14,157,521.51 on May 31, 2018, an increase of \$1,171,913.17 or 9.02 percent.

Total NAPS assets at the end of its Quarter 4 (May 31, 2018) were \$18,697,899.97. Quarter 4 "Expenses in Excess of Revenues" was \$(485,499.30). This was reflected in the Secretary/Treasurer's financial report to be published in the September/October 2018 issue of *The Postal Supervisor*.

As of July 1, 2018, the NAPS General Fund balance, consisting of our PNC checking and PNC money market accounts, was \$0 and \$0, respectively, as both accounts were finally closed and the money deposited into the PNC NAPS investment account. The Signature FCU checking account balance on July 1, 2018, was \$16,465.62 and the money market account was \$71,620.96, for a total of \$88,086.58.

NAPS filed with the U.S. Patent and Trademark Office on Feb. 20, 2017, to trademark two NAPS logos: the most recognized red/white circle logo, as well as the modern-looking logo used at LTS. This is an effort by NAPS to have control over who or what entities use the logos for various purposes. We are continuing to wait for the commissioner of Patents and Trademarks to issue the Notice of Allowance for the traditional NAPS logo; the more modern looking one has been approved.

NAPS Headquarters will issue instructions later this fall with a tentative implementation date of Jan. 1, 2019. Part of this process was to update NAPS Property Inc. (NPI) registration in the state of Delaware, which had lapsed and soon will be transferred to Virginia, and to register NAPS as an entity in the state of Virginia, which now has occurred.

As of July 1, 2018, the NAPS building was 90 percent leased. The former Ladas and Parry space on the lobby level now is occupied by LRB under a long-term lease. The third-floor office, formerly occupied by Marstel-Day, has been vacant since Jan. 1, 2018. On March 31, 2018, AACF vacated the second floor.

NAPS did not receive regular owner distributions through FY18. We are continuing that process into FY19 due to projected maintenance, tenant improvements, commissions and potential lost revenue through unrenewed leases. NPI currently has \$447,000 set aside through June 30,

2018, to cover these costs, with an additional \$200,000 required through the end of Quarter 2 of FY19, if necessary.

As of July 1, 2018, NAPS Headquarters social media results are as follows:

- *NAPSHQ2U* was discontinued in January 2018.

- NAPS Facebook has 1,997 “friends.”

- NAPS has 495 Twitter followers.

- The NAPS webpage had 18,487 users from January 2018 through June 2018; approximately 3.6 percent of this traffic was linked to social media, mostly Facebook. The NAPS webpage attracts approximately 3,000 to 4,000 users per month.

As of the June 2018 DCO (reflecting DCO membership through pay periods 11, 12 and 13) NAPS had 27,021 members (25,696 active and 1,325 associates, 95 percent and 5 percent, respectively). Total membership from 2017 pay periods 11, 12, and 13 was 27,107 (25,793 active and 1,314 associate); an overall total SPLY decrease of 86 members or .32 percent.

As of the July 2018 DCO, the total number of active EAS non-members was 10,579. This number is based on USPS payroll files of non-member EAS employees who are coded non-postmasters. Based on current membership totals, there are approximately 28.13 percent non-members. NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check.

Local and state branches continue to receive their NAPS Non-Member and Change Summary reports, along with their DCO and Mail reports, on a monthly basis.



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

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

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

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

NAPS' Disciplinary Defense Fund provider Al Lum of Labor Relations Admin Group (LRAG) gave the board an update on cases and caseload. LRAG has engaged 63 new cases since coming on board in January 2018. To date, 53 cases have been resolved; some of those were cases carried over from Scialla Associates, the previous DDF administrator. The leading cause of DDF cases is falsification of scans and sexual misconduct. New advocates have been hired and this will continue to be an ongoing process.

NAPS Legislative Counsel Bruce Moyer and Executive Vice President

Ivan D. Butts provided a legislative and SPAC update. There has been quite a bit of activity, yet no solid legislative gains have been made in this Congress. One current issue is the presidential Task Force on the United States Postal System. Ivan, Bruce and NAPS Legislative rep Katie Maddocks met with representatives of the task force. After the task force was announced, privatization talk came from OMB and the Trump administration started talking about privatizing the Postal Service.

NAPS expects to raise significant money for SPAC during the national convention to continue to help fund

our legislative efforts.

Following are reports by members of the Executive Board Legislative Committee:

Ivan Butts, Executive Vice President—NAPS Headquarters has been busy following various postal legislation, as well as information regarding the presidential task force. We sent a letter opposing any suggestion of privatizing the Postal Service, as did other postal stakeholders.

We have been working diligently to prepare for a very successful national convention, with a focus on making this one of the largest SPAC fundraisers ever. NAPS has been accepting in-kind donations for Auxiliary action and continues to promote the “Drive for 5” continuous contributor campaign. The hope is to sign up many more active and retired members.

This has been a banner year for SPAC fundraising; we hope to meet and exceed those efforts at the national convention. I want to thank the Legislative Committee for its leadership in helping NAPS achieve its SPAC goals.

Louis Atkins, Immediate Past President—The past six months have been a legislative challenge for the Postal Service. The current administration has appointed a committee to make recommendations for the future of the USPS. The outlook is very scary and not promising for the American public. Before the committee report was provided, Trump called for privatization of the most beloved government agency—the USPS.

Fortunately, some members of Congress have seen a need to step forward. Rep. Stephen Lynch (D-MA) introduced H.R. 933, a bill to prevent

privatization of the USPS. It is a must for all NAPS members to contact their House members and ask them to co-sponsor the bill. Service to the American people is at risk; the middle class will take another hit to good jobs with benefits.

I have made calls to the Louisiana congressional delegation requesting their support for H.R. 933. The massive hit to their constituents and the need to provide mail service to all of America are of grave concern. It is necessary to communicate to all family members, friends and everyone that NAPS members meet the importance of H.R. 933 to prevent privatization.

I have made a concerted effort at all NAPS events I have attended (New York, the Dakotas, Florida, Capitol-Atlantic Area, New Orleans and Baton Rouge) to communicate this message. We need to take this seriously because our careers have been threatened. Don’t sit back and later say, “I wish I had made that call.” The time is now to determine our future. Act now and make that call. Bonita and I have done our parts!

Marilyn Walton, Western Region Vice President—Since the spring board meeting, I have focused on encouraging members to donate to SPAC through payroll deduction and withdrawal from OPM retirement accounts. Most of the Western Region’s state and local branches participated in robust SPAC challenges/fundraisers. The California State Convention set a goal of \$5,000 and exceeded that goal by \$200!

At the Alaska five-state convention/training, we conducted a great SPAC fundraiser. Seattle Branch 61 hosted its annual spring brunch and raffled off some very creative

gifts/prizes organized by its SPAC committee; it was a very successful event.

Of note was an effort by the Utah State Branch, with the encouragement of Melissa Gerber (state legislative chair), to raise over \$700 at its annual Steak Fry recently held at the Wasatch National Campground in the Utah mountains. The energy is high in the Western Region. Each state and local branch is rolling up their sleeves to help NAPS have a banner 2018 SPAC fundraising year.

I made a personal commitment to help support the NAPS Auxiliary. I often am asked by Auxiliary members, “What can we do to help NAPS?” After talking with some Auxiliary members, I compiled a list of tasks/activities the Auxiliary can choose to consider.

This year is going to be a crucial midterm election year. I have worked closely with local advocates to ensure people are getting updated information and are registered to vote. Midterm elections often are not of much interest to many. However, postal/federal workers should be very concerned about suggestions the Postal Service be privatized, which would impact our wages and benefits.

I continue to include information in my monthly NAPS blog that can help educate our members on the issues and why we need to continue to promote SPAC.

Jimmy Warden, New York Area Vice President—One of the main objectives I currently am working on is having every branch assign someone as branch legislative chair. I have received responses from two-thirds of my branches and am awaiting the remainder. I plan on holding training

NAPS Secretary/Treasurer's
Financial Report Chuck Mulidore

for legislative chairs sometime this fall.

My goal is to get every branch involved by working to raise attendance at LTS, increasing home visits to the offices of elected officials, increasing SPAC awareness and increasing communication of the importance of legislation through the New York Legislative Committee.

Hopefully, at every branch meeting, the legislative chair can present a report on legislation confronting us.

As for the upcoming midterm elections, we are watching a couple of key races of concern. In New York's 14th District, Alexandria Ocasio-Cortez defeated Joe Crowley in a major upset in the Democratic primary. Crowley was presumed to be the replacement for Pelosi as the House Minority Leader. Many Democrats are not happy with Ocasio-Cortez running. Sen. Joe Lieberman (I-CT) has stated on TV citizens still should vote for Joe Crowley as an incumbent. Crowley still is on the ballot under the Working Families line. If this occurs, the Democratic vote could be split and Republican candidate Anthony Pappas could have an outside shot at winning.

In the 11th Congressional District, Republican incumbent Dan Donovan won over previous Rep. Michael Grimm, who is trying to make a comeback after going to jail. This is a strong Republican district. The concern is, because Grimm lost, would he be on another ticket? This could split the Republican vote, giving the Democratic candidate Max Rose a shot at winning.

This election year will be interesting!

Jaime Elizondo Jr., Texas Area Vice President—Since LTS, Texas has

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

Statement of Financial Position (Balance Sheet)—Aug. 31, 2018

Assets:

Cash and Investments	\$14,738,110
Dues Withholding Receivable	183,851
Prepaid Expenses and Other Assets	342,684
Total Current Assets	15,264,645
Building and Equipment, Net of Accumulated Depreciation	3,069,729
Total Assets	\$18,334,374

Liabilities and Fund Balances:

Accounts Payable	\$ 85,158
Accrued Expenses	224,278
Deferred Revenues	11,198
Dues to be Remitted to Branches	382,904
Total Liabilities.	703,538
Unrestricted and Designated Net Assets	17,630,836
Total Liabilities and Net Assets	\$18,334,374

Statement of Activities (Revenues and Expenses)

(For the period June 1, 2018, through Aug. 31, 2018)

Revenues:

Dues and Assessments	\$ 1,749,804
Less: Dues Remitted to Branches	1,066,556
Net Dues and Assessment Revenue.	683,248
Investment Income	494,478
NAPS Property, Inc. Net Income Before Depreciation	\$ 27,993
Less Depreciation	(70,495)
NAPS Property, Inc. Net Income.	(42,502)
Royalties	19,924
Legislative Conference Income	—
National Convention Income	305,495
Training Fees.	81,193
Other	8,355
Total Revenues	1,550,191

Expenses:

National Headquarters	311,928
National Convention	99,074
Executive Board	213,878
National Conference	301,194
<i>The Postal Supervisor</i>	94,751
Legal/Fact Finding/Pay Consultation	48,066
Legislative Expenses	19,405
Membership	33,628
Education and Training	51,944
Disciplinary Defense	78,904
Total Expenses	1,252,770

Revenues in Excess of Expenses (Change in Net Assets) \$ 297,420

Substantially all disclosures required by GAAP are omitted.
 The financial statements do not include a statement of cash flows.
 The financial statements do not include the financial position and operations of the SPAC.
 No assurance is provided on these financial statements.

supported SPAC with these activities:

During Texas Area training in May in San Antonio, I invited Ivan Butts to have a training session on legislative affairs and SPAC. We spoke about automatic deductions and "Drive for 5." I donated many items, including a Galaxy tablet, to the Auxiliary for the SPAC raffle held during the Texas State convention

We had a good fundraising effort with the 50/50 drawing and SPAC raffle. Convention attendees approved the 2018-2019 state budget, which includes donating \$2 to the Texas State Auxiliary for every NAPS member on the rolls. I continued to donate my share to SPAC and have reached the \$500 Secretary/Treasurer Roundtable level.

NAPS members attended Rep. Gene Green's annual Citizenship Day. We have lent our support to Green for many years and have used the opportunity to ask for his support on postal issues. Green has been a staunch supporter of postal reform and other issues favorable to NAPS members.

He visited the North Houston plant to personally present a proclamation from Sen. Ted Cruz (R-TX) to NAPS member Armando Entenza, former Branch 589 president and former Branch 122 treasurer. Green recognized Entenza for his 44 years of government service.

I have secured a plaque from NAPS Headquarters to present Green for his years of support for USPS postal reform and issues. I will present the plaque after the National Convention and plan to have the Texas State Legislative chair join me. I also am donating \$100 for the national SPAC raffle.

Kevin Trayer, Michiana Area

Vice President—I have attended several state conventions and have participated in several SPAC fundraisers. I am in support of our Legislative Team's project of supporting the Auxiliary's activities.

After traveling around the state, I have discovered how important small post offices are to communities, even offices open only two or four hours a day. We need to do more education and outreach to our customers, legislators and friends about what the USPS does for the nation. It's important for everyone to know that small post offices are the backbone of communities and need to ship and receive goods.

I also am supporting the national NAPS fundraiser at the national convention and will work to make this the largest fundraiser to date.

Bob Quinlan, Southeast Area Vice President—Florida and Georgia continue to work on increasing participation in SPAC. Florida was the leading state in the country for SPAC this June. At the Florida State convention, we raised over \$30,000 for SPAC; go Florida! We challenge everyone to beat that tally.

I recently contacted Rep. Daniel Webster (FL-11) in response to our recent Legislative Alert requesting support of Rep. Stephen Lynch's resolution opposing Postal Service privatization. I was pleased at the response from Webster's office that he is a supporter of the Postal Service and is monitoring all postal legislation.

We need to ensure we are staying in touch with all our state legislators to let them know we want and need their support to ensure the stability of the Postal Service.

Sheri Davies, vice president of

ConferenceDirect, provided information on this week's national convention.

Under old business, a recommendation was made to reimburse former Eastern Region Vice President Dottie Wileman for her research regarding the NAPS Executive Board historical plaques. Also, there was discussion on a previous board motion to withdraw from the Joint Statement on Violence in the Workplace; no change was made at this time.

Under new business, Signature Federal Credit Union proposed gift cards for membership promotion. The Board requested more information to be presented at the October 2018 board meeting.

Long Term Care Partners has proposed a partnership with NAPS to provide information on Benefeds and FLTCIP. More information will be provided to the board at the October 2018 meeting.

The August consultative meeting was held with Bruce Nicholson, manager, and Henry Bear, USPS Labor Relations Policy Administration. (*The report was in the September/October issue.*)

NAPS Legal Counsel Bruce Moyer provided an update on litigation and the pay talks. Confidential information was provided to board members. NAPS will follow the process stipulated for fact-finding in *Title 39*.

Recommendation 1—Hans Aglidian, seconded by Tom Roma, that

"Because of the work Dotty Wileman did on the historical plaques, NAPS give her a stipend of \$1,000."

Recommendation passed.

For the good of the association, Executive Vice President Ivan Butts

Continued on page 26

Newly Elected 2018-2020 NAPS Executive Board Holds Its First Meeting

Submitted by Chuck Mulidore
Secretary/Treasurer

The post-2018 National Convention Executive Board meeting was called to order at 9 a.m. on Saturday, Aug. 11, by Chairman of the Board Tim Ford. Eastern Region Vice President Richard L. Green Jr. gave the invocation.

Michiana Area Vice President Kevin Trayer and Rocky Mountain Area Vice President Myrna Pashinski were named sergeants-at-arms. Secretary/Treasurer Chuck Mulidore conducted the roll call of 2018-2020 officers; all board members were present.

President Brian Wagner welcomed the new board and congratulated everyone on the recent election. He said he looks forward to working with board members the

next two years. He thanked the departing board members. Wagner declared the convention a success.

Executive Vice President Ivan D. Butts congratulated the newly elected and returning board members. He said he was looking forward to working with the board on behalf of NAPS for the next two years. He also thanked the departing board members.

Mulidore welcomed all new and returning board members. He said he was looking forward to the board working as a team for the next two years.

Ford also welcomed the new board. There was no old business.

Under new business, there was discussion about board members regularly submitting articles for *The Postal Supervisor*. There also was discussion about paying attention to

the needs and concerns of postmasters whose numbers are growing as NAPS members. There also was discussion regarding ongoing issues in Sales.

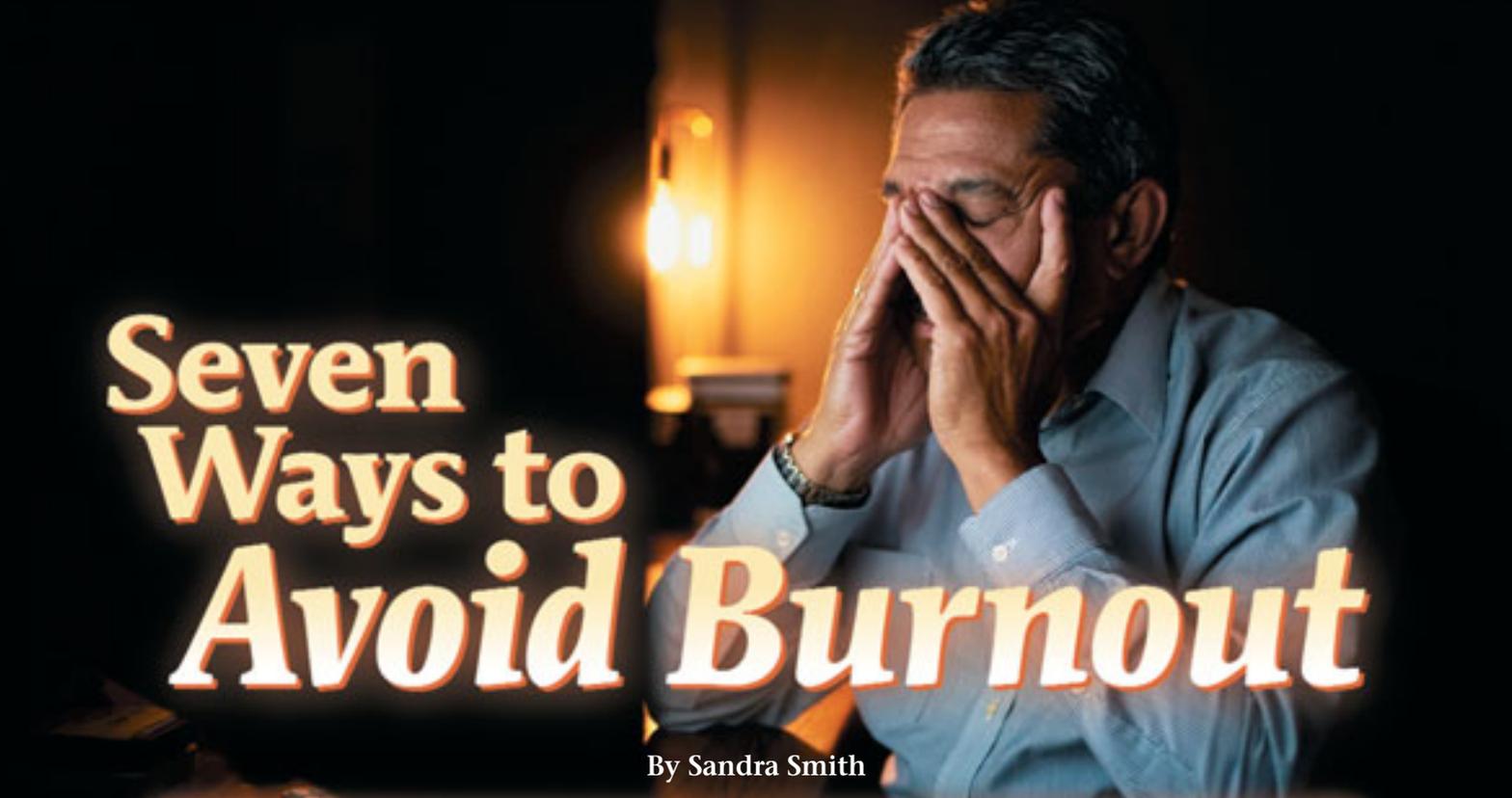
Next was an update on pay talks. Confidential information was provided regarding the pay talks and fact-finding. An update also was provided on litigation.

The fall 2018 Executive Board meeting dates are Oct. 21-24. In his closing remarks, Wagner said he welcomed moving forward with confidence with the new board to take on the many difficult issues that lie ahead.

Central Region Vice President Craig Johnson moved, seconded by Pioneer Area Vice President Tim Needham, to adjourn; the motion passed on a voice vote.

2018-2020 NAPS Executive Board





Seven Ways to Avoid Burnout

By Sandra Smith

We've known for decades that workers can fall victim to burnout. The major features of burnout are exhaustion from work duties, cynicism or detachment toward work and a sense of personal inefficacy or incompetence in one's role.

Now, psychologists are beginning to learn that students, as well, may be susceptible to burnout. This danger is especially real for working adults who also are pursuing a degree by taking online courses. When you experience burnout on the job or in school, your performance suffers, you don't enjoy the process as much and you may feel a general loss of satisfaction.

Here are seven, proven tips to avoid burnout—both as a worker and as a student:

1. Slow down. While it may seem counter-intuitive, experts suggest that when you feel like you don't have enough time, that is exactly when to stop and re-evaluate. Dr. Anne Fabiny believes we need to slow down,

do one thing at a time, focus on that thing and then move to the next.

She reminds us that when you divide your attention and try to do too much at once, you lose accuracy and efficiency. On the other hand, if you focus on only the task in front of you and completing it to the best of your ability, you not only will do a better job, but will enjoy it more.

2. Plan your time. Create a schedule in which you allot time for each task you need to accomplish. If you work, then blocking out work time and time for sleep come first. Then, add the things that are important, but not urgent. Finally, fill in the remainder of your time with the less-important and less-urgent items. This concept often is called "Big Rocks."

3. Get enough sleep. One of the most vital things you can do when under stress is to get enough sleep. Sleep deprivation has been found to be at the root of many disorders when a person is living a normally busy life. For anyone with too much to do, making sleep a priority is a must. With adequate sleep,

you are more efficient, have improved judgment and think more clearly.

4. Find a confidante. Often when you are stressed or under a lot of pressure, it helps to have someone to talk to who understands what you are going through and can validate your experience. Find a co-worker, classmate or alumnus who understands you; you might even share pointers with one another. It's a good way to release stress. If no one is available when you need to talk, write it down to get it out.

5. Feed your brain. Many students take shortcuts to save time. It's easier to eat drive-through than to prepare food at home. But if your brain is foggy from a lack of essential nutrients in your food, are you really saving time? Instead, seek foods dense in nutrients. Foods that are nutrient-dense have fewer chemicals

with minimal processing and lots of components your brain and body need to function.

Eat a variety of healthy foods containing all the macronutrients: proteins, carbohydrates and fats. One of the best ways to get a variety of nutrients is to include different colors of fruits and vegetables and to vary them from meal to meal.

6. Take a break and relax. Taking time to relax, meditate or do a fun activity with family is an important key to surviving stress at work and school. And you need more than just a few minutes each day. Plan ahead and put it in your schedule to chill out at least once a week.

When you are feeling stressed and you only have a moment, take a few slow, deep breaths. Visualize something particularly happy in your life. This way, you'll take the edge off, if only for a few moments,

and be able to function until you reach a more relaxed state.

7. Move it! Do some kind of formal exercise or simply get up and walk around the parking lot or up and down the stairs. These few minutes of regular, physical movement also help the mind and body handle overload. When studying, be sure to take small, frequent breaks, standing up, walking around and stretching. Every movement counts!

If you feel burned out just reading this list, then choose one thing and work on that. When you feel comfortable with that step, take on the next thing. Build one good habit at a time in order to prevent burnout and reach your goals.

Dr. Sandra Smith, LCSW, is a psycho-therapist and educator in the College of Health, Human Services and Science at Ashford University.

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Getting What You Deserve

By Stan Johnson

As we start peak season, it's time to reflect on what has happened for EAS employees. We have no pay package, which does not reflect well on the people who are supposed to be the leaders in this business. When is the Postal Service going to show they care about EAS employees and treat us with dignity and respect and engage us for change?

The pay package for postmasters was supposed to go into effect on Sept. 29, but it has been delayed. Why it didn't happen, no one is saying. To me, it's just another hatchet job by postal leadership.

I want to talk about something that can't be taken away from you concerning pay during the Christmas period. Starting in December, usually around the first week, supervisors and managers can enjoy some extra pay. Unfortunately, this does not affect postmasters; they again are left standing with their hands out. They should be compensated the same as all other managers. But postal management just won't do the right thing.

So, with that being said, following is what the *ELM* stipulates regarding special pay procedures during December. This is an opportunity for managers and supervisors to earn some much-deserved extra money. It's up to supervisors and managers who are affected by these changes during December to take advantage or else we'll be leaving more money on the table.



If you find yourself working more than 8.5 hours, you need to have a conversation with your immediate supervisor. Ask them what they want you to do—go home or be paid for your hours after 8.5. If necessary, swipe your time card and let those who look at TACS either approve or decline it.

As always, special-exempt employees are eligible for additional pay after 8.5 hours, year-round. That's extra pay you deserve, so it's up to you—if you're affected—to take advantage of something already in the handbooks.

I hope everybody has a safe and joyous holiday season. Hopefully, the new year will bring us the pay and dignity we deserve as managers of this great organization.

434.144 Eligible for FLSA-Exempt EAS Additional Pay

"FLSA special exempt employees

in EAS-18 positions and below are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day, even while on a temporary assignment such as to an OIC position. When authorized work exceeds 8.5 hours on a scheduled day, EAS additional pay is received for the first half hour as well as for the authorized work over 8.5 hours. *Regular FLSA-exempt employees in EAS-23 positions and below positions except postmasters and officers-in-charge are eligible during the designated Christmas period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day and the additional hours are spent directly supervising bargaining unit employees in mail processing or delivery functions [emphasis added].*"

stan240@msn.com

Stan Johnson is Spokane, WA, Branch 60 president and postmaster of Airway Heights, WA.

NAPS Executive Board

Continued from page 22

thanked Mideast Area Vice President Hans Aglidian for his service to the board and NAPS.

Immediate Past President Louis Atkins expressed his gratitude for the opportunity to serve 28 years on the board. He offered his advice, counsel and thoughts to the board. Many board members expressed their gratitude to Louis for his long service to NAPS members and mentorship to many board members.

Board members also recognized New England Area Vice President

Greg Murphy for his service to NAPS.

The fall 2018 Executive Board meeting dates will be Oct 21-24.

In his closing remarks, President Brian Wagner thanked Louis, Hans and Greg for their service.

The closing prayer was led by Pacific Area Vice President Hayes Cherry.

Michiana Area Vice President Kevin Trayer moved, seconded by Central Gulf Area Vice President Cornel Rowel, to adjourn the meeting; the motion passed on a voice vote.

Attention State and Branch Presidents

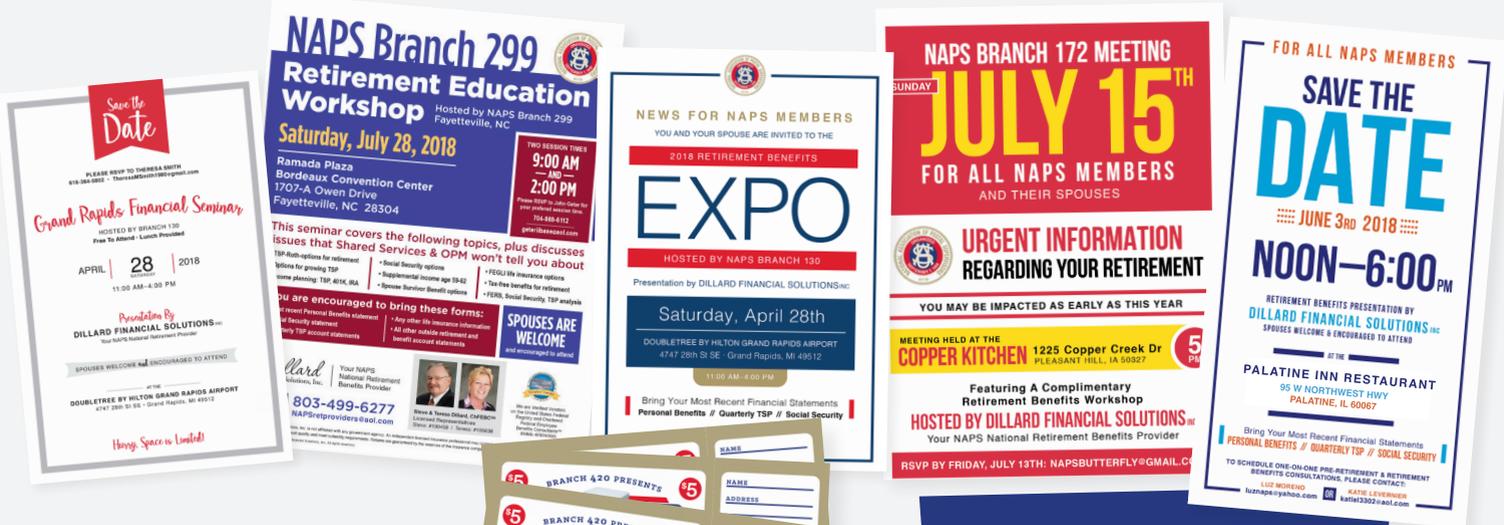


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Preparing for and Navigating the Empty Nest

Submitted by the USPS Employee Assistance Program

An anyone who ever has been a parent knows how hectic life can be while raising a child. Few, if any, parents have not dreamed of the day when their precious, young toddler would grow up and become self-supporting. But, sooner or later it happens. That child you were so anxious to help pack actually leaves. The house is finally quiet and there is much less to do: less laundry, less cleaning, less transporting and perhaps fewer bills. What then?

Empty-nest syndrome generally is considered to be the state of independence a parent experiences when their final offspring has left for college or a permanent job. While the immediate reaction may be relief, it often is followed by a period of reorganization and redefinition of one's role in life. Along with these changes can come unexpected and strong emotional responses.

As parents, we frequently organize our schedules around our children's activities. As the children grow, so do the needs and demands. In late adolescence, there frequently is a period of relief that accompanies the arrival of the dreaded driver's license. "Where are they?" becomes the co-pilot of "What are they doing?" We haven't realized it yet, but this is the beginning of the early stages of the empty nest (or as our teenagers see it, the beginning of new beginnings). Their quest for independence (and our quest for what-



ever we think we want next) has begun. Now that date is here. The one goal on which every parent and child has unconsciously agreed—independence—finally has arrived. So, why doesn't it feel so great?

The changing of a family constellation necessitated by a developmental milestone, such as going to college or leaving for a job, often is more daunting than ever anticipated. Younger siblings adapt to new roles, usually involving more responsibility. Parents are faced with the realization the family dynamic has changed. When the last child leaves, parents now have to face each other in a way that hasn't existed since the first child showed up. Things may have changed since that time, forcing partners to re-establish and frequently redefine their roles and relationship with each other. Divorce at this time is not uncommon.

So, what can we do to limit the impact on us and our partner? As in

many cases, an ounce of prevention is worth a pound of cure. If there are multiple children in the family, preparation for the departure of the first can be an exciting activity. If that child is going off to college, there is the excitement of looking for the right school, visiting potential colleges, making what everyone hopes is the right decision and planning for the departure of the student as they go off to their first great adventure.

There are things to buy to set up the mini-household they will be establishing in the confines of the "luxury" living space commonly referred to as the college dorm. Not to mention the much-anticipated opportunity to live with one or more total strangers who you really hope are more stable than your child. Many parents are surprised their children adapt so well to this new living situation; alas, it's only temporary. By junior year, the excitement of all these new friends is replaced by a newfound appreciation for the quiet comfort of one's own bed at home and the assurance of a good, home-cooked meal.

Leaving home for college can be somewhat of a trial run for permanent independence. There is a chance the college graduate will return home following graduation, during a period of extended career-planning or job search. Moving out after this period generally is a more permanent event. However, children who elect to enter the labor force

after high school who live at home following high school graduation while saving enough money to become independent are less likely to return after leaving, barring some unforeseen event.

This event generally involves less fanfare than the child who leaves for college. The planning and timing for this event may be less clear or well-defined. As a result, the parent may be less prepared and may, therefore, react less positively when it occurs. Because there are no hard deadlines—for example, the beginning of a semester—there may be some resistance to the child asserting their independence, resulting in conflict or feelings of abandonment.

Because parents were somewhat conditioned by the first child leaving home, the departure of subsequent children for whatever reason is less likely to be as worrisome as the first child's departure. These transitions frequently are smoother and result in less conflict or emotional response.

When the last child has left home, parents are left to face "the empty nest." Their roles as parents generally are complete, with occasional exceptions. When a child faces an emergency or crisis, they frequently will seek parents' help and support, particularly if the crisis occurs soon after leaving home. However, a crisis is unlikely to cause a child to return home for more than a very brief period. On those occasions when a child does return home for an extended period of time, it can be stressful for the child and the parents, particularly if enough time has passed that everyone has become comfortable in their redefined roles.

Parents facing an empty nest will have to redefine themselves as adults without dependent children. They predictably will have fewer restraints

on their time and money and will no longer have a convenient buffer between themselves and their partner. Conflicts that may have simmered in the background may come to the forefront of their relationship. Feelings of sadness, loss and, possibly, guilt may arise. There may be a sense of emptiness or loss of purpose.

Feeling sadness, loss or emptiness may be particularly evident around holidays, especially holidays that involve family gatherings and/or traditions. Traditions and rituals that developed and evolved may have to be redefined or reinvented, depending on the circumstances. If the children have married or developed significant relationships, their partner's families (now their extended family) will have to be taken into consideration.

Children may be unable to attend family holiday events, perhaps for the first time. These changes could lead to additional feelings of sadness, loss and, perhaps, resentment. All these changes will require a readjustment on everyone's part and will take time and negotiation in order for a successful transition from old to new.

While children leaving home can be stressful and challenging, it also can be a time for renewal and independence. The most effective way to successfully navigate these changes is to be honest and proactive in dealing with them. Honesty is necessary in acknowledging one's feeling during this time and identifying ways of both honoring and resolving these feelings.

Being proactive allows for planning changes in a non-crisis mode. People tend to make less-healthy choices in times of duress. Examining how changes may affect you will be helpful in identifying ways of minimizing the impact of those changes as it allows for more effec-

tive planning.

Redefining your role as something other than a parent is a good first step in making healthy adjustments to your new life. It's likely there hasn't been enough time for friends and activities while being an active parent. Now is a good time to reconnect with those people and activities that bring joy and meaning to your life. Reconnecting with your partner also is a healthy way of reinventing yourself. You were attracted to your mate for some reason all those years ago. Now is a good time to rediscover those reasons and carry them forward.

Identifying new interests and people with similar tastes is another good way to reinvent yourself. Most people have had an interest in something they just haven't gotten around to trying. Now can be a good time to check off items on your bucket list. Learning a new language or skill or taking up a new hobby can help fill the gaps left by the absence of children. Going back to school, joining clubs or volunteering also can be meaningful activities. Traveling to new and exciting places might be an option, if circumstances allow.

Just because your children have left home doesn't mean your relationship with them has ended. Really, all it has done is progressed to a more mature state. One of the key tasks of this evolution is to negotiate how much contact is the right amount. Your children will feel the change, too, so they won't want to stop all contact.

But the quickest way to create more distance between you and them is to compensate for their absence by becoming overinvolved—at a distance. Excessive telephone call, texts, emails and visits only will serve to create further distance between you and your newly inde-

Continued on page 31

Let's Grow the Enthusiasm

By Liane Spaulding

When considering the current status of pay talks for USPS EAS leaders, it's difficult for me to imagine what goes through the minds of the negotiators. I start to wonder if we are the forgotten population of the Postal Service. But who could forget us?

Surely, our superiors know to whom all their emails and instructions are going. Surely, NAPS leaders remember for whom and what they are negotiating. So why do we feel so abandoned and forgotten? And then it hit me.

Our lives are consumed with the daily duties, worries, responsibilities, hardships, planning and critical staffing shortages with which we are faced, but I have allowed myself to forget me. We all have forgotten ourselves.

I have allowed the USPS to be all-powerful in my life and my employees to replace my family in the daily routine. And even in some of the more important times I missed being there for them—perhaps a carrier or clerk was ill or had an emergency and I didn't miss a beat going in to work, ignoring my personal life yet again.

You won't hear me complain much about it. Occasionally lamenting is about the furthest I go. Or maybe commiserating with someone else who also is missing out on their own life. Mostly, though, I am grateful for my postal family. I also am grateful for my postal salary and benefits. I feel proud of who I am in



this company, as replaceable as I am. The fact is, though, it takes a lot to be what I am, what we are to the employees with whom we work and our managers who rely on us.

We have sat idly by while the crafts had one, two (are we on three?) contracts negotiated. We have passively allowed ourselves to be overlooked. We have many managers who are managing employees earning better salaries than they are. Where is our big payout? Where is our gold at the end of the rainbow? Where is our rainbow?

Did someone forget that, every day, we show up and play surrogate parent, confidant, guidance counselor, resource advocate, nurse, mentor, trainer, planner, coach, cheerleader and umpire all day long? Yes, someone did forget. It was me and maybe you. We forgot how to advocate for ourselves. We got tired and burned out. We lost our enthusiasm and forgot we have a mission and how important we are to NAPS.

My goal as a NAPS branch president is to reach 100 percent membership and encourage postmasters to come on board, as well. I want members to know what NAPS does and for what their dues are paying. I want to be here to help grow the enthusiasm of new *and* veteran leaders. We are the future of the USPS.

Communication is vital to calling attention to our issues and realities in order to get the support we need to continue building the success of the company to which we have given our life. As leaders, we

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 17-20, 2019

Conducted by: Eastern Region VP Richard L. Green Jr.; (804) 928-8261, rgreen151929@aol.com

Location: Omni Hilton Head Oceanfront Resort, 23 Ocean Lane, Hilton Head, SC 29928; (843) 842-8000

Hotel Rate: \$129 plus tax; room reservation cut-off is Dec. 18

Registration Fee: \$225

Training Topics: Latest information from NAPS and USPS leadership, legislative update and retirement training

Instructors: NAPS officers and USPS subject matter experts

Northeast Region Training March 29-31, 2019

Conducted by: Northeast Region VP Tommy Roma, New York Area VP Jimmy Warden, Mideast Area VP Tony Dallojacono and New England Area VP Cy Dumas

Location: Marriott San Juan Resort and Stellaris Casino, 1309 Ashford Ave., San Juan, PR 00907; (800) 223-6388

Hotel Rate: \$255, single/double, plus taxes

Registration Fee: \$125; make checks payable to NAPS and mail to Tommy Roma, 385 Colon Ave., Staten Island, NY 10308-1417

Training Topics: SWCs, Sales, NPA, Labor Relations and other issues affecting the Postal Service and NAPS

Instructors: Bruce Nicholson, Doug Tullino, Ed Phelan, Carissa Surprise, Elvin Mercado (Sales), Brian Wagner, Ivan D. Butts, Chuck Mulidore and Richard Green

naturally are inclined to give more than we take back, but we deserve more from our pay packages and we deserve more from each other, as well as ourselves.

Today, I want you to think about how excited you were when you got this job and then how excited you were about becoming a leader. I want to congratulate you for rising

Notes

from the National Auxiliary

Keeping Our Support 100 Percent

By Rick Hall Sr.

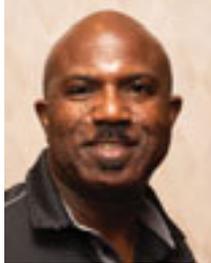
Eastern Region Vice President

The NAPS Auxiliary has been providing support and assistance to NAPS for nearly 100 years. The wheels of this support organization always are turning as we continue to create inroads in uncharted territory on a national scale in support of NAPS.

The Auxiliary is consistently growing in stature and has a track record that is hard to beat when compared to other similar support organizations. Auxiliary members have garnered a diversity of talent, culminating in a highly successful support network that spans the nation. Through their efforts, they have pledged allegiance to NAPS and its mission to serve tens of thousands of postal management personnel.

Whether they are providing sup-

port in the privacy of their homes to help a loved one get through a hectic week, marching with sore feet on Capitol Hill in support of a postal reform bill, raising hundreds of thousands of dollars to support SPAC, baking fudge to provide a sweet treat during a convention evening of ca-



maraderie or pooling special hand-made crafts to sell at a silent auction, Auxiliary members always are demonstrating how much they love and care for NAPS, its members and the mission it serves.

Auxiliary members have vowed to continue providing NAPS with 100 percent of their support, loyalty, dedication, commitment and allegiance. In essence, they have vowed to "Keep it 100!" with the National Association of Postal Supervisors.

rhall43247@aol.com

up and moving forward in what I consider a new USPS.

A lot of things are changing in this company. With those changes, we need to change. We need to evolve and uplift our peers. We need to demand better pay for the invaluable work we do. NAPS leadership only can go so far without the engagement and support of its members. Get excited, get enthusiastic!

lianelafloe@gmail.com

Liane Spaulding is Vermont State Branch 235 president.

Preparing for and Navigating the Empty Nest

Continued from page 29

pendent child. Identifying and practicing just the right amount of distance will allow your parent-child relationship to continue to grow in a healthy and happy manner.

Life-stage changes never are easy. EAP services and resources always are available to help you navigate this often-precarious path. Call 1- 800-327-4968 or search www.EAP4YOU.com on the web for further information and resources.

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