

# the Postal Supervisor

June 2020

***Our EAS Employees  
Will Provide the Leadership  
and Vision to Forge  
a New Path***

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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](mailto:naps.cm@naps.org).

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# 2020 National Convention Update

**A**t the time of this writing, America continues to follow the new norm of social distancing, with many states implementing shelter-in-place or stay-in-place protocols and retail and food venues either closed or providing only drive-thru service to help reduce or prevent the spread of COVID-19.

On May 3, in light of the COVID-19 pandemic, the NAPS Executive Board voted to postpone the 2020 National Convention until August 2021. When the national convention takes place, members can expect some COVID-19-related changes; some not. Here's the scoop!



**Brian J. Wagner**  
President

First, NAPS Headquarters understands the majority of national convention resolutions are supported and passed at NAPS state conventions. However, due to the pandemic, many scheduled spring

and summer NAPS state conventions have been canceled. NAPS Headquarters thanks those state branches and their respective NAPS regional and area vice presidents for their action to protect NAPS members and their families against the spread of COVID-19.

Although a NAPS state convention may have been canceled, that does not prohibit a NAPS state or local branch from submitting national convention resolutions. There is no NAPS *Constitution & Bylaws* requirement that requires a resolution first be approved at a NAPS state convention prior to submission to NAPS Headquarters for publication in the national convention *One Book*. For previous national conventions, local branches have sent in national convention resolutions on their own.

As a result of rescheduling the 2020 National Convention until August 2021, the resolution deadline will change to a later date in 2021; that date has yet to be determined. However, what has not changed is the process for submitting resolutions.

*Continued on page 7*

## Newsbreak

### 2020 NAPS National Convention Postponed to August 2021

**O**n May 3, the NAPS Executive Board approved postponing the 2020 NAPS National Convention in Grapevine, TX, to the end of August 2021. The Executive Board, meeting via teleconference, made the decision in the best interests of NAPS and the safety and health of its members, the Auxiliary and guests during the COVID-19 pandemic.

NAPS will continue to work with its convention planner and the Gaylord Texan Resort to coordinate rescheduling convention arrangements. NAPS will provide updates on the NAPS website and in *The Postal Supervisor* magazine. According to the NAPS *Constitution*, members of the NAPS Executive Board will continue to hold office until their successors are duly appointed or elected.

At this time, NAPS recommends its members, the Auxiliary and guests refrain from making any future room reservations with the Gaylord Texan Resort or registering for the national convention. Members who currently are registered for the convention or have reservations at the Gaylord Texan also should refrain from canceling their registration and/or reservations or taking any other action at this time.

NAPS will provide instructions once final, revised national convention arrangements for 2021 are confirmed with the Gaylord Texan Resort.

# Help Save Our Postal Service

**D**ear NAPS brothers and sisters: As I write this column, we are in the grips of what history may reflect as the worst pandemic ever witnessed on earth. I am ever prayerful that you and your families are doing well in this crisis. I find myself reflecting on scripture—2 Timothy 1:7: “For God hath not given us the spirit of fear, but of power, and of love, and of a sound mind.”

We all most certainly should be concerned. However, concern is not synonymous with fear. It’s vital that we use the spirit of a sound mind that He has given us for the care and concern of our families and friends in this time of crisis.

We came out of the 2020 LTS with the most substantive bill ever created to direct the advancement of EAS employees in the USPS. H.R. 6085, the “Postal Supervisors and

Managers Fairness Act of 2020,” was introduced by Rep. Gerry Connolly (D-VA) on March 4. It was a tremendous achievement for the NAPS Legislative Team.

This legislation is a landmark in the life of USPS EAS employees. I feel immense gratitude and humility for the opportunity to do this work for our association. For the first time, NAPS has sought to legislatively address the long-standing issues of changes needed to *Title 39*.

Who would have imagined that, one week later, we would be consumed by news and concerns surrounding COVID-19? This pandemic has made it necessary for NAPS to redirect its legislative focus on not what is for the betterment of EAS employees, but on what is for the betterment of America. This is in the form of two things I want to highlight in this column.

NAPS has been actively working at the grassroots level for support of legislation to appropriate emergency funds to the U.S. Postal Service due to the COVID-19 pandemic. In the House of Representatives, Rep. Joe Neguse (D-CO) has introduced H.R. 6425, the “Protect Our

Post Offices Act,” to provide such an appropriation. NAPS supports and believes that such appropriations must be included in legislation related to the COVID-19 pandemic response.

The USPS is reporting a loss of \$8 to \$10 billion in revenue as a result of COVID-19, jeopardizing the agency’s ability to provide essential mail services. The Postal Service projects that, without immediate assistance, it is in danger of running out of cash by Sept. 30, 2020.

While most government agencies have suspended or reduced services, the Postal Service continues to provide daily universal, accessible and essential services to every community in the country. Once again, the Postal Service is demonstrating the agency is a valued lifeline to senior citizens, rural America and others who rely on the services it provides. Also, notwithstanding is the over \$1 trillion-dollar mailing industry that employs more than 7.5 million people.

NAPS also has been actively involved in raising awareness for the need for vote-by-mail (VBM) for elections on the state level. Through contacts from my office and support of our grassroots network, we are urging states to seriously consider implementing VBM for the November elections.

To this end, we encourage state governments to communicate with the Postal Service to discuss a “negotiated service agreement” with the agency to reduce postage for distributing and returning mail-in ballots. I believe that VBM—including expanding the use of no-excuse absentee ballots—represents a secure and reliable approach toward conducting elections.

In closing, do not believe it is too late for you to get involved in NAPS’ grassroots efforts. Contact your NAPS state legislative chair, your regional or area vice president or NAPS Headquarters for information on joining our efforts to save America’s Postal Service.

Please be safe. In solidarity ...  
**naps.ib@naps.org**



**Ivan D. Butts**  
*Executive Vice President*

## **The Postal Supervisor 2020 Production Schedule**

Issue	Copy Deadline*	Mails
JULY	MAY 12	JUNE 9
AUG	JUNE 22	JULY 16
SEPT/OCT	AUG 24	SEPT 22
NOV	SEPT 28	OCT 22
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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

# Leadership Matters

“This is the way we’ve always done it” is a familiar refrain you may have heard when you asked your team at work why something is done the way it is. Perhaps you took over a new position and you think there is a better way of doing something. But, since you just arrived, you ask that question. Many on the team may not even know why they

perform a certain task or submit a particular report; they’ve, well, just always done it that way!

Critical thinkers have to look at every task, report or function and question why it is done the way it is or if it even needs to be done at all. Looking at this another way, critical thinking is leadership. And at this time, leadership matters more than ever!

As I write this column for our great magazine, *The Postal Supervisor*, the world is in the grip of a global pandemic the likes of which we have never seen in our lifetime. The very way of life we take for granted has come under threat; the planet is engaged in a worldwide search for a solution. A solution we know will come, but we do not know when or at what cost.

In the meantime, we have been doing all we can to isolate ourselves as best we can—social distancing—as a means to slow the pace of the pandemic. Yet even in the midst of this global threat, the nation is filled with heroes who sacrifice for the common good, who risk their lives so all of us can continue to function as a nation and a society.

The U.S. Postal Service is filled with such heroes—clerks, carriers and mail handlers—all at the front line and led by proud EAS employees in all functions who manage these operations and keep the Postal Service delivering on its constitutional mandate to bind our nation together. We thank and hail these essential heroes!

Yet we also know that returning to normal may take quite some time. We may never return to the pre-pandemic days of what constituted normal. There may very well be a “new normal” where we must adapt and challenge ourselves in ways never before imagined so we can continue to thrive as a nation in the face of global health threats.

Momentous events tend to reshape the world and

our lives with them. Certainly, the coronavirus pandemic is such an event, so we must begin now to plan for how our world will look and how we will fit into that world. Critical thinking will be required to redesign our workplace and our social interactions in those workplaces. A collective vision for a new workplace 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 now 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, an epic undertaking that may well define whether an essential American institution can survive after the pandemic begins to ebb?”

We know 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 leadership. Only leadership can fill the void of what we once did to what we now must do. Who will provide that leadership?

Of course, you know: It is the EAS employees who always have provided leadership in times of need in the Postal Service. We must set 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 U.S. Postal Service. We are essential to the future of our organization; we are the leaders.

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 leadership will matter. As we rebuild our work lives, our leadership will matter. Collectively, we all must step up together and do the thing we not only must do, but will do. Leadership matters.

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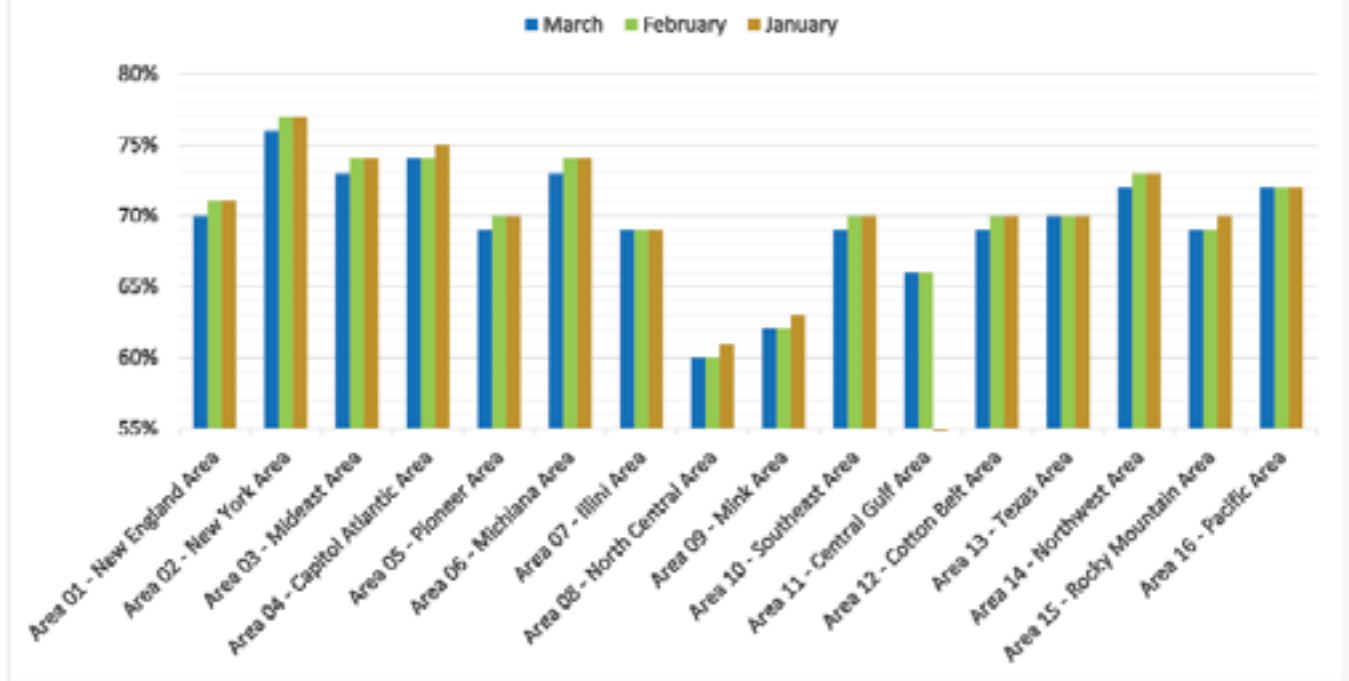


**Chuck Mulidore**  
Secretary/Treasurer

# National Association of Postal Supervisors Membership Report

March 2020

## 3 Month Member Percentage by Area



Regular Member Totals By Area		March 2020	February 2020	January 2020
Area				
Area 01 - New England Area		70%	71%	71%
Area 02 - New York Area		76%	77%	77%
Area 03 - Mideast Area		73%	74%	74%
Area 04 - Capitol Atlantic Area		74%	74%	75%
Area 05 - Pioneer Area		69%	70%	70%
Area 06 - Michiana Area		73%	74%	74%
Area 07 - Illini Area		69%	69%	69%
Area 08 - North Central Area		60%	60%	61%
Area 09 - Mink Area		62%	62%	63%
Area 10 - Southeast Area		69%	70%	70%
Area 11 - Central Gulf Area		66%	66%	66%
Area 12 - Cotton Belt Area		69%	70%	70%
Area 13 - Texas Area		70%	70%	70%
Area 14 - Northwest Area		72%	73%	73%
Area 15 - Rocky Mountain Area		69%	69%	70%
Area 16 - Pacific Area		72%	72%	72%
<b>Total Regular Member %</b>		<b>71%</b>	<b>71%</b>	<b>71%</b>
<b>Total Regular Members</b>		<b>26,014</b>	<b>26,191</b>	<b>26,248</b>
NonMember Totals		March 2020	February 2020	January 2020
<b>Total NonMembers</b>		<b>10,668</b>	<b>10,560</b>	<b>10,475</b>
<b>Total NonMember %</b>		<b>29%</b>	<b>29%</b>	<b>29%</b>

## 2020 National Convention Update

Continued from page 3

National convention resolutions are submitted via email to Executive Vice President Ivan D. Butts in a Word.doc format for publication in the *One Book*. Once a new resolution deadline date is established, resolutions received after that date will not be accepted by NAPS Headquarters, but can be submitted at the national convention to the executive vice president—with 1,500 copies—prior to the submission deadline as outlined in the National Convention Rules.

Second, there will be a change in the nomination process for national office positions, including the 2024 host city presentations. According to the NAPS *Constitution*, Article VII, Elections, Section 2: “On or before the afternoon of the next to final day of the convention, the President shall appoint a Ballot Committee of three (3) or more members, and declare the convention open for the nomination of candidates for the various offices.”

At past national conventions, Ballot Committee members were announced Tuesday afternoon of the national convention. That shall be the case at this convention. Per Article VII referenced above, the declaration to open nominations of candidates for various offices may occur after the Ballot Committee has been announced. In counsel with NAPS national parliamentarian Dr. Bruce Bishop, it is appropriate to open nominations for national office on Thursday morning of our national convention, instead of Thursday afternoon.

Therefore, after the Registration and Credentials Committee’s report on Thursday, the first order of convention business will be the opening of nominations for national office, as well as presentations from cities vying to host the 2024 convention.

## Submitted by Chuck Mulidore

Secretary/Treasurer

The NAPS Executive Board met via teleconference on Sunday, May 3, 2020, to discuss the 2020 NAPS National Convention scheduled in Grapevine, TX. All board members were present.

NAPS conference and meeting planner Sheri Davies reviewed options provided by the Gaylord Texan Resort and associated costs relative to the 2020 National Convention that included continuing as scheduled; postponing to either December 2020, July 2021 or August 2021; or canceling the national convention altogether.

NAPS legal counsel Bruce Moyer explained the legalities of the 2020 NAPS National Convention contract. NAPS parliamentarian Dr. Bruce Bishop provided counsel on NAPS *Constitution and Bylaws* regarding board authority related to changing or canceling the national convention and respective board member duties and responsibilities.

Each Executive Board member was allowed two to three minutes to make comments or ask questions, with appropriate follow-up questions/comments.

Eastern Region Vice President Richard Green moved, seconded by Northeast Region Vice President Tommy Roma, that

“Due to the COVID-19 pandemic, the NAPS Executive Board, in the best interest of the Association and its membership, approves the postponement of the 2020 NAPS National Convention in Grapevine, TX, to August 2021 to protect the safety and health of NAPS members.”

Voting “yes” were Butts, Mulidore, Roma, R. Green, Johnson, Walton, Douglas, Warden, Dallojacono, Needham, Trayer, Moreno, Mooney, B. Green, Quinlan, Rowel, S. Green, McCracken and Pashinski. Voting “no” were Wagner, Griffin, Elizondo and Lum. As board chair, Ford does not vote. The motion passed.

Advancing nominations to Thursday morning will allow the Ballot Committee plenty of time to prepare ballots and also enjoy Thursday night hospitalities with the rest of the convention attendees.

Third, there is a change to the number of members on the Ballot Committee and the acceptance and counting of the ballots. As for the Ballot Committee, we will be using half the number of committee members we have in the past.

In addition, committee members will not count ballots from their own NAPS area or region. An Excel program, devised by new Ballot Committee Co-Chair Bob Tolman, South Dakota State Branch 946, will evenly distribute ballots among Ballot Committee members to count.

Each committee group will be as-

signed four specific NAPS areas—not affiliated with their branches—to count ballots. Final ballot counts will be verified by the Ballot Committee chair and co-chair. This process is expected to be more efficient in counting and providing election results quicker.

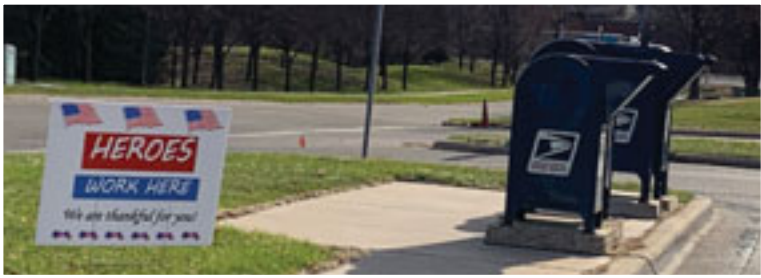
As a NAPS family and with the support of one another, we will get through this COVID-19 pandemic stronger than ever. Until the NAPS National Convention next August 2021, please be safe and continue following CDC guidelines and social distancing.

Now it is time for my ice-cream-flavor-of-the-month recommendation: key lime pie.

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North Central Area Vice President Dan Mooney (left) designed and had made four signs praising Postal Service employees for his local post office, Lost Lake Station, MN. The signs were placed at the front entrance, letter box drive-through and where postal employees drive in and out for work.

“I wanted to do my part to show support for our postal workers and let my community know how important and essential the Postal Service is to the American economy,” Mooney explained. Joining him was Will Jones, postmaster of Minneapolis. Jones plans to replicate the signs and place them at post offices throughout Minneapolis.



Roger Finley, North Georgia District Branch 595 treasurer, and Jane Finley, National Auxiliary Southeast Area vice president and Branch 595 Auxiliary president, visited the office of Rep. Doug Collins (R-GA), their representative, during the LTS in March. They discussed Postal Service issues with counsel Dan Ashworth.



New Jersey State Legislative Chair George Barrett (bottom left) and Treasurer Gary Rutter had a productive Zoom meeting May 5 with Rep. Andy Kim (D-NJ) and Amy Pfeifer, Kim’s chief of staff. Rutter described the 30-minute meeting as relaxed and informative; Kim is supportive of the USPS and understands the issues impacting the agency. As a member of the Coronavirus Task Force, Kim said he will voice his support for funding for the USPS. The NAPS members also discussed H.R. 6085 and 597 and asked for Kim’s support.



# NAPS Executive Board Directory

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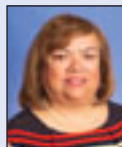
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## Bob Levi

Director of Legislative & Political Affairs



**O**n Friday, April 24, in the White House Oval Office, President Trump declared the Postal Service to be a “joke.” Fortunately, the next day, the president appeared to

## The Postal Service Is No Joke

retract the previous day’s troubling declaration, tweeting he would “never let the Post Office fail.” He went on to tweet, “The people that work there are great and we’re going to keep them happy, healthy and well.” We certainly hope so.

Aside from the rhetorical whiplash, it is important for the president, U.S. senators and members of the House to fully appreciate the facts; America surely does. There is a reason the Postal Service remains the highest-rated federal agency by the American public, most recently earning an awesome 91% favorability

rating (Pew Research Center, March 2020). It is because the U.S. Postal Service assuredly is not a joke.

While the health and very lives of our nation’s citizens are endangered and the American economy is struggling to overcome the damage being inflicted by COVID-19, the United States

Postal Service has continued to bind the nation together, delivering the goods and services essential to the well-being of this country.

The Postal Service—delivering for America seven days a week—helps sustain our economy.

Unlike its competitors, the Postal Service provides rural America with the same vital services provided to suburban and urban communities. The Postal Service links businesses—large and small—to consumers, no matter where they live or work. It enables senior citizens and those reliant on prescription medication to receive vital health-preserving medications by mail.

In fact, a number of years ago, the Centers for Disease Control and Prevention recognized the unique role the Postal Service can play in the event of a crisis with which we presently are confronted. Indeed, the Postal Service and its dedicated employees are an integral part of America’s essential infrastructure. Front-line postal supervisors and managers ensure that commerce continues and countless members of American society continue to be interconnected. Uninterrupted, essential mail service is not a joke.

Tragically, the COVID-19 pandemic is projected to cost the Postal Service about \$13 billion in lost revenue. This situation is compounded

by the fact the agency continues to suffer from the obligation to prefund its future retiree health benefits and the structural impediments to modernize its operations, products and pricing. Notwithstanding the necessity for postal reform, immediate postal relief is critical.

The postmaster general and the Postal Service’s Board of Governors said as much when they warned Congress the agency is projected to run out of cash this fall. Rep. Jon Neuse (D-CO) introduced H.R. 6425, the “Protect Our Post Offices Act,” to provide the Postal Service with \$25 billion in emergency relief.

Regrettably, at this pivotal moment in postal history, the White House is leveraging the Postal Service’s financial crisis to pursue a postal privatization agenda, further a lingering feud with Amazon and *Washington Post* owner Jeff Bezos and advantage the commercial interests of UPS. These motives dovetail with the long-standing legislative agenda of the Postal Service’s primary competitors, UPS and FedEx.

Back to the April 24 Oval Office presidential pronouncement, the declaration that “the Postal Service is a joke” responded to an inquiry relating to the conditions under which the Treasury Department would permit the Postal Service to access a \$10 billion credit line authorized as part of an already enacted COVID-19 stimulus bill. In response, the president lashed out at Amazon and the failure of the Postal Service and its regulator, the Postal Regulatory Commission, to raise rates on competitive postal products by up to 400%.

Amazon and online merchants benefit from shipping rates that are more affordable and uniform than

*Continued on page 13*

### 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.

*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): \_\_\_\_\_.



*Make Contributing to SPAC a Habit:*

# OPM Contributions to SPAC (for Retired EAS Employees)

**B**elow 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.

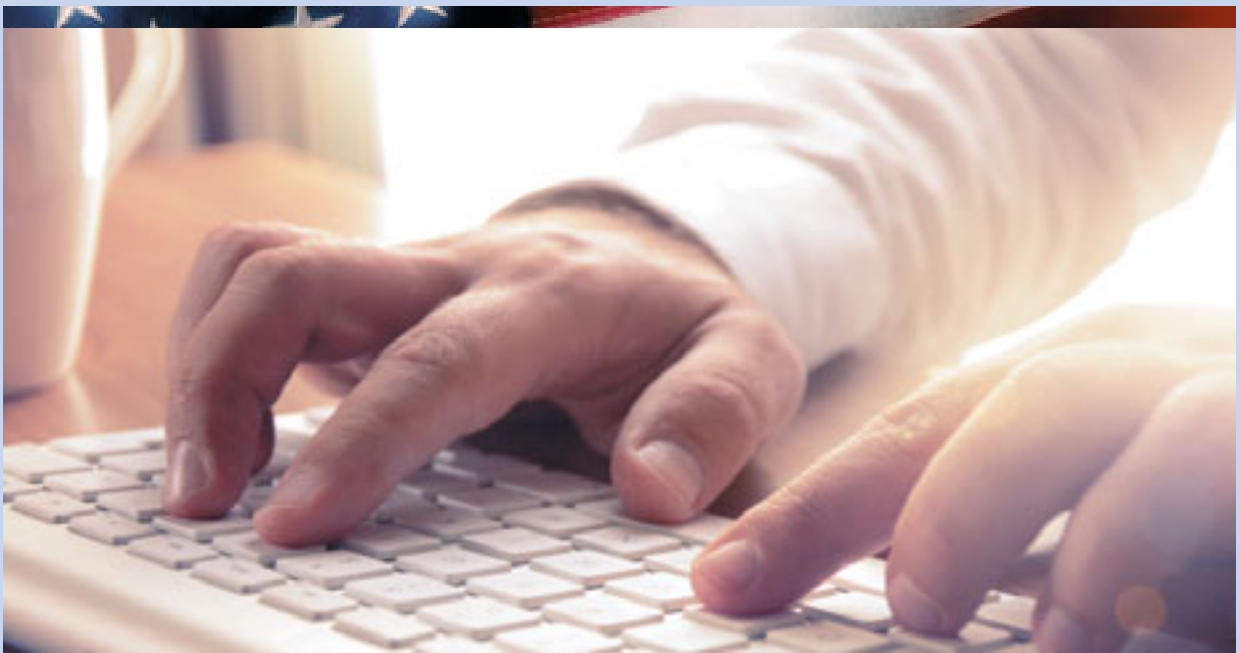
## **By internet:**

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://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.



# 2020 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Randall, C. Michele	MD	Branch 531
Wileman, Dotty	MD	Branch 923
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Butts, Ivan	PA	Branch 355
Allen, Rose	VA	Branch 526

## April Contributors

VP Elite (\$750)		
McKiernan, Michael	NJ	Branch 74

Secretary's Roundtable (\$500)		
Salmon, James	AZ	Branch 246

Chairman's Club (\$250)		
Grayson, Yolanda	CA	Branch 39
Randle, Carol	CA	Branch 39
Swygert, Vontina	CA	Branch 127
Douglas, Lisa	CT	Branch 5
Moreno, Richard	MA	Branch 498
Bunch, Kenneth	MI	Branch 23
Bollinger, Kathreen	MO	Branch 36

Olson, Chad	ND	Branch 937
Weiland, Heather	ND	Branch 937
Carmody, Russell	NJ	Branch 74
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Yut, Rachele	OR	Branch 66

Supporter (\$100)		
Florentin, Diana	CA	Branch 244
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Johnson, Conrad	FL	Branch 81
Sims, Reginald	GA	Branch 82
Parker, Laroma	HI	Branch 214
Wesley, Nancy	IL	Branch 493
Carter, Tonious	LA	Branch 421
Laurendine, Kyle	LA	Branch 73
Jones, Marcia	MD	Branch 42
Baker, Neil	MN	Branch 104
Doerr, John	MN	Branch 104
Edwards, Marilyn	MO	Branch 928
Green, Bart	MO	Branch 36
Blakely, Kathy	TN	Branch 41
Hill, Earnest	TX	Branch 122

## Legislative Update

*Continued from page 10*

rates charged by UPS and FedEx. For the past two years, the president has asserted, without any proof, that the Postal Service loses money on the carriage of Amazon parcels. Pursuant to a 2017 executive order of the president, Treasury Secretary Steven Mnuchin created a task force on the postal system.

Among the conclusions reached by the task force was that frequency and location of mail deliveries should be altered, postal employee benefits reduced, the universal service obligation narrowed and rates for competitive products increased. The last rec-

ommendation underscored the president's UPS-fueled bias against the Postal Service and reinforced his personal grievance with Bezos.

As a result, the president has threatened to deny the Postal Service any relief unless it raises postage for delivering packages. Furthermore, Mnuchin endeavors to use postal relief as the "carrot" to force Congress to enact draconian postal reform measures. The "stick" is to let the Postal Service become insolvent.

Consequently, we are witnessing a high-stakes "game of chicken." While this dangerous contest may have applications in private-sector wheeling and dealing, it has no place

when charting the sustainability of a constitutionally established public service—and in the midst of a devastating pandemic.

NAPS is pulling out all the stops to ensure the Postal Service, the services it provides and its employees are not collateral damage in a feud between the president and Bezos, nor is it fodder for privatization ideologues who seek to dismantle the Postal Service. We need the assistance of all NAPS members to contact their senators and representatives now to stop the shenanigans and provide the financial assistance needed by the Postal Service.

[naps.rl@naps.org](mailto:naps.rl@naps.org)

# Practice Patience

By Laura Hires

Spring is here, so summer is right around the corner! Aren't we all itching to get back to our "normal" lives? I'm writing this column in mid-April, which means we still are under home quarantine.

One word that keeps running through my mind is "patience," which is the capacity to accept delay, trouble or suffering without getting angry or upset. During these uncertain times, I keep telling myself, "patience."



Patience with your employees—the one who needs a day off because schools and daycare are closed. Or the employee who needs a day off because they have worked the past two months on their non-scheduled day and are burnt out. Or the employee who is deathly afraid of COVID-19 and worries their family will be infected.

Patience with your customers—the one who makes you feel like you are the virus when they toss their package at you. Or the one who is rude or the one who is upset because the Postal Service still is working and we could be spreading the virus.

Most of all, patience with your family—the spouse who is obsessed with cleaning or the spouse who thinks quarantine means doing absolutely nothing. Or the kids who keep saying, "I'm bored."

All of our lives have been uprooted; we don't know if and when we can resume some type of normalcy. Patience is not the ability to wait, but the ability to keep a good attitude while waiting. We are in this together and the only way we will get through this is together.

Until we meet again—and we will!

[lhires@att.net](mailto:lhires@att.net)

Laura Hires is Grand Rapids, MI, Branch 130 treasurer and postmaster of Grandville.

## SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to April 30, 2020

### National Aggregate:

\$75,647.60

### National Per Capita:

\$2.77

### Region Aggregate:

1. Eastern.....	\$18,372.00
2. Western.....	\$16,520.75
3. Southern.....	\$15,756.50
4. Central.....	\$13,817.50
5. Northeast.....	\$11,180.85

### Region Per Capita:

1. Eastern.....	\$3.09
2. Central.....	\$2.96
3. Western.....	\$2.84
4. Southern.....	\$2.67
5. Northeast.....	\$2.25

### Area Aggregate:

1. Capitol-Atlantic.....	\$10,581.40
2. Pacific.....	\$9,660.50
3. Mideast.....	\$7,069.00
4. Southeast.....	\$6,209.50
5. New York.....	\$5,856.85
6. Texas.....	\$4,706.00
7. Illini.....	\$3,724.00
8. Rocky Mountain.....	\$3,675.00
9. New England.....	\$3,667.00
10. North Central.....	\$3,645.00
11. Michiana.....	\$3,622.50
12. Northwest.....	\$3,185.25
13. MINK.....	\$2,826.00
14. Cotton Belt.....	\$2,660.00
15. Pioneer.....	\$2,378.60
16. Central Gulf.....	\$2,181.00

### Area Per Capita:

1. North Central.....	\$3.88
2. Capitol-Atlantic.....	\$3.58
3. Michiana.....	\$3.10
4. Pacific.....	\$3.06
5. Mideast.....	\$2.97
6. Northwest.....	\$2.80
7. Illini.....	\$2.76
8. Southeast.....	\$2.72
9. Central Gulf.....	\$2.71
10. Cotton Belt.....	\$2.71
11. Texas.....	\$2.57
12. Rocky Mountain.....	\$2.41
13. New York.....	\$2.40
14. MINK.....	\$2.34
15. New England.....	\$2.23
16. Pioneer.....	\$1.61

### State Aggregate:

1. California.....	\$8,110.50
2. New York.....	\$5,596.85
3. Florida.....	\$5,182.00
4. Texas.....	\$4,706.00
5. Maryland.....	\$4,599.00

### State Per Capita:

1. North Dakota.....	\$12.40
2. Hawaii.....	\$10.00
3. Maine.....	\$8.94
4. South Dakota.....	\$7.81
5. Maryland.....	\$7.30

## Drive for 5

### Members by Region:

1. Central.....	60
2. Eastern.....	51
3. Southern.....	52
4. Western.....	47
5. Northeast.....	34

### Aggregate by Region:

1. Western.....	\$5,989.00
2. Eastern.....	\$5,760.00
3. Central.....	\$5,568.00
4. Southern.....	\$5,315.00
5. Northeast.....	\$3,528.00

**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 26, 2020**

**T**he Vince Palladino Memorial Student Scholarships are awarded in memory of the late NAPS president and honor his dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (Northeast, Eastern, Central, Southern and Western).



Applications must be received no later than June 26, 2020. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2020 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

**Online applications only: <https://naps.org/Members-Scholarship-2>**

# NAPS Executive Board 2020 Spring Meeting Followed Successful LTS

*All references and actions regarding the 2020 National Convention will be effective in 2021 due to postponing the 2020 National Convention to August 2021 (see page 3).*

**Submitted by Chuck Mulidore**  
*Secretary/Treasurer*

The spring 2020 Executive Board meeting was called to order at 1 p.m. on March 11 by Executive Board Chair Tim Ford. North Central Area Vice President Dan Mooney gave the invocation. New York Area Vice President Jim Warden led the Pledge of Allegiance. Secretary/Treasurer Chuck Mulidore conducted the roll call of officers; all board members were present.

President Brian Wagner welcomed the Executive Board and thanked members for their commitment and dedication to represent NAPS not just at board meetings, but throughout their NAPS terms. He also welcomed Lisa Douglas, the interim New England Area vice president.

Wagner congratulated Executive Vice President Ivan D. Butts and his Legislative Team, including the NAPS staff, for another successful LTS. He thanked Butts, Mulidore, the NAPS staff, Sheri Davies of ConferenceDirect and the STOLADI team for all their efforts in making that morning's ceremony to rename the NAPS Headquarters Building in honor of late President Vince Palladino successful and memorable. The entire dedication planning truly was a team effort.

Wagner told board members they would hear from Postmaster General Megan Brennan during the meeting. The tight agenda included the 2020-2021 budget, declaration of board members running for office and selection of board seating at the convention.

He reminded everyone the goal of the board meeting is to promote the welfare of NAPS and its members by being productive and respectful of each others' opinions and with the final decisions made during the meeting. President Wagner asked the board to stay focused on the agenda items and continue to improve NAPS with positive actions that will make its members' future even better.

Butts welcomed everyone and thanked them for their thoughts and prayers on the death of his cousin. He also thanked the board for its support of the 2020 LTS program. He reiterated there is hard work ahead to gain passage of H.R. 6085, the "Postal Supervisors and Managers Fairness Act of 2020," not only on the Hill, but at the local level, as well.

Mulidore welcomed the board to Alexandria. "We have been using the word 'historic' to describe our past several meetings," he said. "I believe it applies to these times, as well. Our organization is moving forward on a number of fronts to improve the

well-being and work lives of our members, from the ongoing lawsuit with the Postal Service to the now-introduced H.R. 6085 that would change how our pay consultations are conducted with the USPS. There is much work to do; I know we all are up to it."

A motion was made by Texas Area Vice President Jaime Elizondo Jr., seconded by Southeast Area Vice President Bob Quinlan, to adopt the agenda and program. The motion passed on a voice vote.

Elizondo moved, seconded by Cotton Belt Area Vice President Shri Green, to suspend the reading of the fall 2019 board meeting minutes as previously distributed. The motion passed on a voice vote.

Elizondo moved, seconded by Eastern Region Vice President Richard Green Jr., to accept the minutes of the fall 2019 meeting as previously submitted to the board. The motion passed on a voice vote.

Ford welcomed the board to Alexandria for the spring 2020 Board meeting. Over the past months, he said he dealt with another ethics issue that was resolved. He also has attended all the NAPS-USPS consultative meetings via teleconference. Ford also set the rules the board would follow during the board meeting.

Mulidore presented the financial report. As of March 1, 2020, NAPS



investments totaled \$11,775,832.12. On June 1, 2019, NAPS investments totaled \$12,175,732.70. This is a 2020 fiscal year-to-date decrease of \$399,900.58 or (3.28%).

As of March 1, 2020, the NAPS General Fund Signature FCU Checking account balance was \$257,327.63; the Signature FCU Money Market account was \$119,888.08, for a total of \$377,215.71.

As of March 1, 2020, the NAPS building was 91% leased by number of units (10 of 11) and 80% leased by square footage. On March 31, 2018, AACP vacated the second floor, which remains vacant. NAPS did not receive regular owner distributions through FY18 and 19. That is continuing through FY20 due to projected maintenance, tenant improvements, commissions and potential lost revenue through unrenovated leases.

NAPS Property Inc. (NPI) currently has \$251,000 set aside to cover these costs: \$110,000 supports outstanding liabilities (security deposits, prepaid rents and accrued expenses), meaning there is \$141,000 in available cash. Assuming LRB continues to make on-time payments according to the settlement agreement, there will be sufficient cash flow to cover NPI operating expenses through the end of the fiscal year.

As of March 1, 2020, NAPS Headquarters social media results were as follows:

- Facebook had 2,646 followers (up from 2,270 in March 2019, a 17% increase.) Since NAPS launched its social media campaign in February 2018, Facebook followers have increased approximately 46%. Equally important, however, NAPS has seen an exponential increase in

views, comments and sharing. For example, each post on the NAPS Facebook page garners approximately 500-1,000 views; some of the more engaging posts can generate 1,000-2,000 views.

- Twitter had 563 followers (up from 545 in October 2019, a 3.3% increase). Twitter impressions are averaging about 34,000 per month, most likely due to coverage of the lawsuit, *NAPS v. USPS*.

- An Instagram account was established in April 2018. NAPS now has 185 followers, up from 111 followers in March 2019, a 66% increase.

- *The Postal Supervisor* (blog/articles). This past fall, NAPS started posting articles from the magazine onto the NAPS website in order to share this information with a broader online audience, sharing the links through social media and including links to some of the articles through a monthly email known as *NAPS News*, which goes out bi-weekly to approximately 15,000 NAPS members.

Traffic to the NAPS webpage has more than doubled since January 2018, with approximately 3,000-4,000 visitors per month then, and between 7,500-8,500 per month now. The average increase from January 2019 to January 2020 has been about 1,500 more visitors.

In 2019, the NAPS website had 303,201 page views; viewers went to an average of 2.25 pages per session. For this year so far (January to February) the NAPS website had 61,252 page views, with an average of 2.55 pages per session.

For the entire year of 2019, approximately 13% of NAPS website visits came from social media. This

year to date (January to February), about 10% of website visitors have come from social media.

In 2019, about 54% of NAPS' web traffic was direct and about 29% from organic searches online (Google, Bing, etc.). The rest came from referrals (6%—top three are blue-search.usps.gov, fedsmith.com and postalnews.com), email and other. So far for 2020 (January to February), 55% of traffic to the naps.org website is direct and 36% from organic searches online, with 4% coming from referrals.

As of the January 2020 DCO (reflecting DCO membership through PPs 1 and 2), NAPS had 27,601 members (26,248 active and 1,353 associate; 95% and 5%, respectively). Total membership from a year ago (2019 PPs 1 and 2) was 27,285 (25,951 active and 1,334 associate); an overall total SPLY increase of 316 members or (1.16%).

As of the January 2020 DCO, the total number of active EAS non-members was 10,475. 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 28.52% non-members.

During the week of February 24, 2020, NAPS launched a membership drive targeting all EAS non-members; approximately 10,400 mailers were sent to post offices nationwide. As part of this drive, NAPS is providing a \$50 Signature FCU gift card to new members who complete the 1187 in the mailer. NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check.

Local and state branches contin-

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

Per a board motion, there are no contracts expiring prior to the fall 2020 Executive Board meeting. However, the contract for NAPS Disciplinary Defense Fund provider Al Lum, Labor Relations Admin Group (LRAG), expires Dec. 31, 2020.

Butts provided an update on LLAG wins, losses, settlements and a review of current cases. So far in NAPS' FY20, through January, DDF cases totaled 54, of which 44 were MSPB cases, nine were Debt Collection Act (DCA) cases and one was an *ELM* 650 hearing.

Most prevalent case types in FY20 are performance (44%), finance (17%), attendance (12%), sexual misconduct (10%), falsification (10%), violence (5%) and theft (2%). As of January 2020, 24 cases still were pending action at the MSPB. In all of FY19, there were 114 total DDF cases, of which 85 were MSPB cases, 23 were DCA cases and six were *ELM* 650 hearings.

NAPS Legal Counsel Bruce Moyer provided the board with a confidential update on legal issues facing the organization, including the *NAPS v. USPS* lawsuit, *Title 39* reform based on H.R. 6085 that recently was introduced in the House and other legal matters.

There was no old business.

Under new business, Foxwoods Hotel in Mashantucket, CT, and Minneapolis were selected by the board to be presented to members for consideration at the 2020 National Convention to host the 2024 National Convention.

Postmaster General Megan

Megan Brennan addressed the board. She said NAPS and the USPS must find ways to continue to work together. "We have enough detractors outside the Postal Service," she stressed. "We do not need more inside from our internal stakeholders."

She said there is increasing capacity in the network due to continued volume declines, yet the situation also provides opportunities to gain additional business from other companies and competitors to fill the excess capacity in the postal network.

On the legislative side, Brennan said the USPS appreciates the work of NAPS on the Hill to advance legislative reforms needed by the Postal Service. Medicare integration remains a critical piece of any legislative reform effort due to the significant cost savings associated with it, although stakeholder discussions regarding how to achieve integration are ongoing.

Brennan reported that the coronavirus has impacted international volume by 30% to 40%, which largely is from China through the JFK facility. Other factors have played a part in this decline, so it is yet to be seen how much of the international volumes returns. The USPS remains concerned about the potential economic downturn associated with the coronavirus, as well as the drop in the markets.

She said it is likely the USPS will see more employee infections simply due to the size of the workforce. The agency is implementing plans to address concerns of the employees, as well as those who may become infected through the normal administrative channels and policies. The Postal Service will continually up-

date its messaging to all employees as developments warrant, she assured board members.

Brennan said she was honored to have been asked to represent the Postal Service at the morning dedication of the NAPS Headquarters Building in memory of Vince Palladino. "In his spirit, I remain optimistic about the future of the Postal Service," she declared.

The March consultative meeting was held with Bruce Nicholson, Phong Quang and Henry Bear from USPS Labor Relations Policy Administration. The minutes were printed in the May 2020 issue.

The Executive Board committees provided updates:

**Ethics**—Chair Craig Johnson, Central Region vice president, discussed an internal ethics investigation his committee conducted, with a full report given to NAPS Board Chair Tim Ford and President Wagner. The matter was fully resolved.

**SWCs**—Chair Jim Warden indicated there is no additional report on the SWCs process at this time.

**Duties and Responsibilities**—Chair Shri Green indicated her committee had no updates to the *Executive Board Duties and Responsibilities Guide*; therefore, there was no report at this board meeting.

**Legislative**—Chair Marilyn Walton, Western Region vice president, gave the board an update on legislative activities by the committee members.

Since October, she had been working on the California Postal Coalition's 22nd annual event, Feb. 9. This year's meeting was successful due to the commitment and participation of all postal unions, the two management associations, NARFE

and the local labor council. She thanked Wagner for traveling to Sacramento to participate and NAPS Legislative & Political Affairs Director Bob Levi, who provided a presentation via Skype.

There was a full day of training and information sharing, as well as welcome remarks from a member of Rep. Doris Matsui's (D-CA) staff who informed attendees that Matsui is a co-signer and supporter of postal legislation. The meeting, with a capacity crowd, was hosted by the Sacramento Engineers Local 3, which provided the hall, coffee and video assistance.

Walton also has coordinated several state NAPS reps' town hall visits to follow up in an attempt to get support from representatives to co-sponsor bills on NAPS' list. She worked with NAPS California state delegates to LTS to coordinate coverage of California's 52 congressional representatives and two senators.

Legislative Committee member Jim Warden, New York Area vice president, reported he has worked with Joe Amash, New York State legislative chair, to provide him contact information for the branch presidents and legislative chairs so he could prepare for LTS. He explained to Amash the procedure where each branch contacts its respective congressional representatives and should inform him of the time of those meetings. Also, Amash should contact both New York senators to arrange for a meeting.

Warden broke down each congressional district for Amash, aligning a congressional district with the respective branch(s) in that district. Amash arranged meetings with both New York senators and has been

sharing information with the local NAPS branches, thus ensuring a positive and successful LTS.

Legislative Committee member Kevin Trayer, Michiana Area vice president, said he had started a discussion with Rep. Fred Upton's (R-MI) staff. Upton represents the 6th Congressional District where a rural carrier fatality recently occurred. Trayer said he is asking for legislation that would impose penalties of fines and jail time as justice for carriers killed in the line of duty by distracted drivers. The Michiana Area and its legislative chairs are pushing the SPAC fundraising message to all branches in an effort to increase NAPS' legislative efforts on the Hill.

Legislative Committee member Bob Quinlan, Southeast Area vice president, said he had great news when he was informed Rep. Daniel Webster (R-FL) opened an office in Quinlan's town, Leesburg. He said persistence pays: H.R. 2382, legislation to repeal the Postal Service's prefunding mandate, was the first bill Webster co-sponsored. But Quinlan said Webster did not vote for the bill. Quinlan made an appointment to discuss this issue with Webster this week.

Quinlan said South Florida continues to provide strong legislative support. There is very strong support from South Florida, legislatively. Also, Bobby Bock is on Rep. Stephanie Murphy's (D-FL) advisory committee. The Florida contingency is stronger than ever.

Legislative Committee member Jaimie Elizondo Jr., Texas Area vice president, attended a December meeting for Branch 103 in San Antonio and met with Gina Ortiz-Jones (D), a candidate for Texas District 23.

He contacted Butts and Levi regarding her request for SPAC support.

Elizondo said Ortiz-Jones was given a questionnaire to complete, detailing her stance on postal issues. He met again with her and her chief of staff to further identify her needs and express NAPS' political goals. The office currently is held by Rep. Will Hurd (R); he has not been supportive of postal issues during his tenure in Congress.

Hurd is retiring, so this is an opportunity to pick up a seat in the House with a representative supportive of NAPS and postal issues. Ortiz-Jones handily won her party's nomination on Super Tuesday with almost 50,000 votes. Elizondo said she is a strong candidate for November.

He also attended several branch meetings since the fall board meeting, stressing the importance of continuing to support SPAC. He also emphasized the need to send members to the LTS. Elizondo said he continues to contribute to NAPS SPAC and, once again, reached the \$1,000+ President's Ultimate SPAC level.

**PFP Advisory**—Chair Dan Mooney, North Central Area vice president, explained that NAPS has not been involved in developing any part of the FY20 NPA. The major changes between the FY19 and FY20 programs—percentage/weight changes, new indicators, dropped indicators, etc.—were explained. Mooney passed out NPA spreadsheets for the end of year FY19 (this data wasn't available at the fall board meeting) and through January FY20 (the latest data available).

Spreadsheets showed, by area and district, how many EAS employ-

ees were in blocks 1-15. There was discussion and some comparisons were made. Per Mooney, it is important to understand that how the numbers look at the end of January does not provide much insight into how they will look at the EOY.

As he pointed out, flexes will be made to workhours and budgets before the end of the FY20. There will be jockeying, banks of workhours and monies from areas and districts that are spread in quarter four. Bottom line, the NPA program, as the fact-finding panel found, is not fair or valid and needs to be jointly reviewed by NAPS and the Postal Service.

**Postmaster**—Chair Kevin Trayer provided an update on the committee's efforts to increase postmaster membership in NAPS. There still are challenges with USPS Headquarters recognizing NAPS' concerns regarding postmaster issues in the field. Regardless, that hasn't stopped NAPS from getting answers at the area and district levels.

One initiative Trayer said NAPS should push for is enhancing state move-over laws to include postal vehicles. Also, Wagner will be scheduling a meeting between the Postmaster Convention Committee and the Executive Board Postmaster Committee at the national convention to address the needs of postmasters in the field.

**Training and Advocacy**—Chair Myrna Pashinski, Rocky Mountain Area vice president, indicated the *NAPS Officer Training Manual (OTM)* has been updated and is on the NAPS website. The committee would like to update Section 10 for Debt Collection with quick steps first, followed by detailed steps.

Chuck Lum, Pacific Area vice president, is finalizing his Leadership presentation, with the first presentation scheduled for the California State Convention. Pashinski is finalizing the *ELM 650* presentation with the *ELM* and other references. There will be a section on appeal-letter writing in the presentation. Tim Ford is reviewing his "How to Stay Out of Trouble" presentation, with the recommendation of co-presenting with a representative from the local HR department.

The committee would like to create a list of presenters and subject-matter experts (SMEs) willing to coach and mentor new supervisors and managers. The committee asked for recommendations of NAPS members who are good presenters, as well as topics; committee members will compile lists.

Any referrals should include contact information and topics/areas of expertise for the mentor list. Also, consider contact information that outside trainers can think about bringing to their local or state meetings and conventions.

Wagner is going to evaluate the officer duties and nonprofit application presentations. Other areas the committee is looking to add to training include financial, what does the OIG look for when doing audits; and dealing with generational differences in the workplace. The committee will place an article in *The Postal Supervisor* asking for trainers, speakers and SMEs.

**Membership**—All Executive Board members are responsible for increasing membership. NAPS Headquarters recently sent out over 10,400 mailers to non-members in an effort to increase membership.

**Plant Staffing**—Chair Chuck Lum reported that committee members started their meeting with an open discussion on their vision of the committee's purpose and how to benefit NAPS members. The committee agreed to establish key actionable items to develop strategic plans related to plant staffing. Current state: Decrease of letter and flat volumes has resulted in machine and workforce reductions. Supervisors are managing multiple operations, which results in a larger area in the facility. Unanswered questions:

- What is the status of plant reevaluation and restructuring?
- What are the additional supervisory tasks?
- What are the changes of annex and hubs in a plant?

Actionable items for committee members are to survey members in their areas of all plant concerns and attain a list of daily supervisor tasks and current plant structuring in their areas. Information and data gathered by the committee will be used to develop strategies to drive the mission of the Plant Staffing Committee.

Sheri Davies, ConferenceDirect, updated the board on progress in planning the 2020 NAPS National Convention in Grapevine, TX, as well as the status of cities vying for the 2024 National Convention. A review of the 2020 LTS was provided; the event was successful in terms of room pickup and the upgraded SPAC reception.

Stacey Herndon, PNC Investments, discussed NAPS' investments. There has been volatility in the market, but NAPS has a good investment strategy that is conservative and balanced in nature. It is recommended

that NAPS stay the course. The coronavirus has plagued the markets for the past several weeks; the market is repricing in the absence of a lot of information.

PNC, at this point, is not anticipating a recession and feels the U.S. has the ability to get through the issues associated with the coronavirus. Volatility in the oil market also has rattled the world economy. It's not a good idea to pull out of the market when it's at the bottom and then attempt to buy in when the market rises. Forty percent of NAPS' portfolio has no exposure to risk. The portion in equities currently is down about 6%, while the overall market is down 15%.

Butts and Levi updated the board on NAPS' legislative efforts. This year's LTS was very successful, with a few changes to the program from previous years. Capitol Hill visits were successful; most meetings were with staff, with the emphasis on support of H.R. 6085. There will continue to be outreach to members to lobby for the legislation at the local level with their House and Senate leaders in their home districts, seeking co-sponsors for the bill. LTS contributions to SPAC totaled \$36,893—a tremendous, record-setting performance.

**Motion #1**—Brian Wagner, seconded by Kevin Trayer, that

“On or after June 1, 2020, NAPS Headquarters purchases 50 National Auxiliary Luncheon tickets, two tickets for each Executive Board member, to support the NAPS National Auxiliary's Friday, Aug. 21, 2020, luncheon at the 2020 NAPS National Convention at the Gaylord Texan in Grapevine, TX.”

The motion passed unanimously.

**Motion #2**—Brian Wagner, seconded by Luz Moreno, Illini Area vice president, that

“On or after June 1, 2020, NAPS Headquarters donates \$10,000 to the NAPS National Auxiliary to financially support the Auxiliary in helping offset any and all expenses associated and incurred with Auxiliary attendance and activities at the 2020 National Convention at the Gaylord Texan in Grapevine, TX.”

The motion passed unanimously.

**Motion #3**—Bart Green, MINK Area vice president, seconded by Bob Quinlan, that

“The budgets presented to the Executive Board by Secretary/Treasurer Chuck Mulidore be approved: the NAPS Headquarters FY21 budget, the LTS 2021 budget and the 2020 National Convention budget.”

The motion passed unanimously.

**Motion #4**—Submitted by Myrna Pashinski, seconded by Kevin Trayer, that

“The three resident officers request at least three requests for proposals for a DDF provider, inclusive of Al Lum.”

Voting “yes” were Trayer, Pashinski and Moreno. Voting “no” were Wagner, Butts, Mulidore, Roma, R. Green, Walton, Warden, Douglas, Dallojacono, Griffin, Needham, Elizondo, McCracken, Johnson, Mooney, B. Green, Rowel, Quinlan, S. Green and C. Lum. As board chair, Ford does not vote. The motion failed.

**Motion #5**—Tommy Roma, Northeast Region vice president, seconded by Cornel Rowel Sr., Central Gulf Area vice president, that

“The resident officers retain Labor Relations Admin Group (LRAG) as the NAPS DDF provider

for two years from the expiration of its current contract.”

The motion passed unanimously.

The 2020 NAPS National Convention Board Meeting will be Aug. 15, at the Gaylord Hotel in Grapevine, TX, as well as a follow-up meeting of the newly elected board on Aug. 22.

Board members announced their intentions to seek or not seek re-election or seek other positions on the board at the 2020 National Convention. President Brian Wagner indicated he was retiring at the end of his term. Executive Vice President Ivan D. Butts indicated he will seek the position of president. Secretary/Treasurer Chuck Mulidore indicated he will seek the position of executive vice president. New York Area Vice President Jim Warden announced he will seek the position of secretary/treasurer, as will Northwest Area Vice President Cindy McCracken. All other board members indicated they will seek re-election to their current positions.

For the good of the association: Many board members congratulated Wagner for his successful tenure as president and his 10 years as a resident officer.

Wagner thanked the board for their hard work during this board meeting. He reminisced about the first time he met Vince Palladino and the career he has had in NAPS over the years. “It is time to go home,” Wagner said. “I will keep my love of NAPS in my heart, but it's time to enjoy life with my family.”

The closing prayer was given by Luz Moreno. Craig Johnson moved, seconded by Richard Green, to adjourn. The motion passed on a voice vote.

# We Always Will Be Family

By **Reginald Gramblin**

**T**he Postal Service has undergone a tremendous transformation due to the uncertainty of the COVID-19 pandemic. The day-to-day lives of our existence are truly being tested by unknown factors that have significantly changed the way we perceive our jobs. Through the years, the Postal Service has maintained consistency in providing a service that lives up to the slogan that we deliver through rain, sleet, snow, hurricanes, earthquakes, etc.

This virus, however, poses a different kind of threat. The rules for engagement in combating this phenomenon change on a daily basis, sometimes hourly, as our medical experts evaluate test results. The prognosis for a vaccine still is up in the air, with no timeline for completion on the horizon. This leads us to prepare for the immediate future more quickly than some of us planned. So, as NAPS members, what can we do?

NAPS traditionally has been considered a family of dedicated members who, like most families, fuss, cuss, argue and, in some cases, agree to disagree on various issues. I find that, in most cases, this occurs because of our love, passion—or maybe dislike—for each other at times.

Regardless of how we view one another, one thing always remains crystal clear: We always will be family. The important lessons we learn from these experiences is the essence of our survival in times such as these. The key to a successful family is to face adversity with faith so we



can overcome tragedies in our midst.

I strongly encourage all of you to embrace your family with the sincerity of togetherness. Many of our members are enduring hardships in these challenging times. We need to elevate our emotional intelligence to ensure our family is educated and well-advised on proper procedures. We need to let everyone know we are in this together.

Follow all protocols issued by the CDC. Don't hesitate to ask questions and get the right answers. Each member of the family plays an important role in maintaining the application of these guidelines. This is essential in pro-

viding family stability and strength to battle this pandemic.

As we continue social distancing, washing hands, wearing protective masks and quarantining when necessary, I have no doubt our NAPS family will stand strong and united and continue to excel. Remember, the family is counting on every one of you to share some love. (Please, no hugs).

May you all be blessed and stay safe.

**rgramblin@yahoo.com**

*Reginald Gramblin is the executive vice president of Maryland/District of Columbia State Branch 923 and Southern Maryland Branch 531.*

# Alas, We Have Not Been Forgotten

By **Dioenis D. Perez**

**I**'m privately praying to God every day that, by the time this column is published, our lives have returned to some form of normalcy, there is a cure on the horizon for COVID-19 and testing has been ramped up as necessary. My column in the May issue primarily was about us not being forgotten as front-line, essential workers.

I'm happy to report we have not been forgotten by our customers or the USPS. As far as a political acknowledgment from Washington DC—that's another story. I encourage everyone, including those



in your family, to write to your political representatives to ask them to support and fund the USPS and prevent privatization, which is what this administration is looking to do.

Don't be on the sidelines on this issue, please. The postal life you save may be your own. I have to tip my hat to the response from USPS Headquarters concerning their employees during this pandemic. The challenge was implementing and maintaining social distancing and providing supplies to safeguard our employees. That includes masks, gloves, liquid hand sanitizers and hand wipes.

There also are MOUs with the

unions, administrative pay leave and a liberal sick leave policy, along with the educational service talks about COVID-19 and letters from district managers appreciating the work being done by every employee: Human Resources, Safety, Operations and Maintenance staffs, our nurses, our MPOOs and last, but certainly not the least, our EAS supervisors and postmasters. What an outstanding job you all have done during this unprecedented time.

A special heartfelt thank-you to my NAPS area vice president—Jimmy Warden—for reaching out to me when I was sick and offering his personal help and kindness; my Branch 202 President Tom Barone who checked in on me daily; and Northeast Region Vice President Tommy Roma and my district manager, Frank Calabrese, who offered words of encouragement.

I want our members to know there are some very special people in NAPS working hard to protect your rights and who seek no credit for their dedication or kindness. Appreciate them because you really have no idea how hard they are working for you behind the scenes.

For those who weathered the COVID-19 storm and returned to work, we all are happy to see your healthy return. For those who lost friends, family members and coworkers during these past few months from COVID-19 or something else, please remember them and take a minute to keep them in your prayers.

With dignity and respect, always.

[elcubano59@aol.com](mailto:elcubano59@aol.com)

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

## Notes

*from the National Auxiliary*

# Designed to Stay Connected

**By Rebecca Turner**  
*Pacific Area Vice President*

**T**he United States Postal Service was designed to help people and communities stay connected and receive current news as fast as possible. That purpose continues to drive the Postal Service today and spills over into NAPS' Auxiliary branches. The National Auxiliary was organized Sept. 20, 1933, to assist NAPS in its legislative objectives and promote a greater interest in the association and the Auxiliary's work. We also work to stay connected.

We stay connected with one another to see what is working, what did not work, what new methods each of us are using and what new ideas have spun from our meetings and conversations. We use our meetings to not only take care of postal business, but also to check in with each other, get updated on each others' families and keep up with graduations and weddings, as well as the not-so-great news.

We support one another with well wishes, prayers, cards and check-ins. We not only share legislative news, but recipes, health tips, shopping tips, convention news and much more. As with the intent of creating the Postal Service, the Auxiliary is designed to stay connected. Staying con-

nected has supported postal endeavors by helping raise money for projects, letter-writing, meeting setups and supporting our branches in each of their endeavors—all while increasing meaning, purpose and relationships in our own lives.

We hope every officer in every local NAPS branch will seek a commitment from a family member or friend to represent you in the Auxiliary. Having a representative for

each officer is the beginning of an auxiliary for your branch. Like the Postal Service, every auxiliary must begin somewhere and grow with time.

Begin now by asking a family member or friend for a commitment to stand with you. Together, we are stronger! For support in starting an auxiliary, feel free to email me and I'll point you in the right direction.

[rebeccaturner52@att.net](mailto:rebeccaturner52@att.net)



### Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 31, 2020. Although the national convention has been postponed to 2021, national dues for 2020 must still be submitted. Please submit your dues as soon as possible.

Make checks or money orders payable to "National Auxiliary to NAPS" and mail to:

Bonita R. Atkins  
National Auxiliary Secretary/Treasurer  
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