

SEPTEMBER/
OCTOBER 2026

The Postal. Supervisor

Continuing NAPS' Legacy of Service and Advocacy

New NAPS Leadership Team

Ready to Face the Challenges
and Work for the Benefit of
All EAS Employees

Coverage of the
70th NAPS National
Convention

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Honoring
the Original 50

The Postal Supervisor

Delivering for Our Members Who Deliver for America

SEPT/OCT 2026, Volume 117, Number 9

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Honoring the Original 50 — Carrying Their Legacy Forward



On Sept. 7, 1908, 50 postal supervisors representing post offices in 13 states gathered in Louisville, Kentucky. They came together with a shared purpose: to establish an organization dedicated to improving the welfare of postal supervisors and strengthening the United States Post Office Department.

From that courageous gathering, the organization we now know as the National Association of Postal Supervisors was born. Those original 50 supervisors met during a vastly different time in our nation's postal history. There was no standard workday or workweek for postal employees. A supervisor's day ended only after all the mail had been processed.

Saturdays and Sundays were regular workdays, with no overtime or compensatory time. Sick leave did not exist and a postal career offered no retirement annuity. Poor working conditions and an unfair salary system were accepted as the normal cost of serving in postal management.

Even more troubling, postal employees risked dismissal for approaching members of Congress about their pay or working conditions — even when doing so on their own time. By traveling to Louisville and organizing, those 50 supervisors placed their careers and livelihoods at risk.

Yet, they understood a truth that continues to guide NAPS today: Individual concerns can be ignored, but a united voice demands to be heard! We may never fully know every personal sacrifice those founders made or the uncertainty they felt as they entered that historic meeting. We do know they possessed extraordinary courage, vision and determination.

They saw beyond the difficult circumstances of their time and imagined something better — not only for themselves, but for every postal supervisor who would follow them. That decision created more than an association. It created a lasting promise that postal supervisors, managers and postmasters never would have to face their professional challenges alone.

Today, that promise lives in every NAPS branch, every

training seminar, every legislative visit and every act of representation performed on behalf of a member. It lives whenever NAPS speaks about fair pay, due process, professional respect and meaningful consultation. And that promise lives whenever one member reaches out to support another. What began with 50 supervisors in Louisville has grown into a nationwide family united by service, fellowship and advocacy.

As I reflect on their legacy, I also reflect with profound gratitude on the confidence NAPS members have placed in me by electing me to serve as your NAPS president at our recent 70th National Convention in San Francisco. I want to thank San Francisco Host Branch 88 President Linda Thomas and the entire Branch 88 team for their dedication, hard work and perseverance in making this convention remarkable and memorable.

I also look forward to working with Jimmy Warden as your new executive vice president and Richard Green as your new secretary/treasurer. This team of resident officers and Executive Board members always will put our members first and work hard to continue the legacy of the original 50.

To be entrusted with the leadership of the organization founded by those original 50 is one of the greatest honors of my life. I am deeply humbled by your support, grateful for your trust and mindful of the responsibility that accompanies this office. I do not take your confidence for granted.

The strength of NAPS always has rested with its membership. My election as NAPS president reflects the encouragement of members, the guidance of mentors, the support of friends and family and the work of countless NAPS leaders who helped prepare the way. To everyone who supported me, counseled me, challenged me and placed your faith in me, please accept my heartfelt thanks.

I accept the responsibility of leadership of this great organization with humility, determination and a clear sense of purpose. Just as the original 50 confronted the injustices of their time, we must be prepared to confront the challenges of ours.

continued on page 6...

Thanks to My NAPS Family

First and foremost, I wish to thank every member for having faith, trust and confidence in me by allowing me to serve as your secretary/treasurer the past five years. It truly has been an honor serving the NAPS family and working with the NAPS Executive Board in this position.

I also would like to thank everyone for allowing me to continue as a NAPS resident officer, now serving as your executive vice president. This, too, is an honor as I represent you in this position and act as your liaison on Capitol Hill, along with Director of Legislative & Political Affairs Bob Levi.

I am looking forward to working with Bob. I always have said he is the best in the business at what he does on Capitol Hill!

I especially want to thank San Francisco Host Branch 88 President Linda Thomas and her fellow branch officers and members for hosting our 70th National Convention. What an outstanding job they did!

I know they worked hard so everyone could experience the joy and beauty of San Francisco, as well as ensure NAPS business was conducted. Thank you, Linda and San Francisco Branch 88. You made us all proud and gave us an event that will be remembered for a long time!

At the 70th National Convention, we established a new SPAC record — just over \$47,000 was collected. This was primarily achieved because of the ingenuity of the California delegation. Led by Sacramento Branch 77 President Ralph Petty, aka Sheriff Rufus P. Justice, the California delegates established a “jail.”

During the convention, delegates were arrested and placed in jail by the sheriff’s deputies. Members of their branches and areas then had to donate to SPAC to grant their release from custody. Not only was fun had by all, but this effort generated a great amount of money for SPAC.

With midterm elections fast approaching, SPAC will play an important part in our advocacy for NAPS members on Capitol Hill. These funds will open doors for us that need to be opened. As you know, there are laws

and regulations that govern many aspects of the Postal Service, which, in turn, affect the livelihoods of our members.

Thank you, California delegation, and all the attending delegates who made this happen! SPAC is an investment in pursuing not only keeping what we currently have, but also seeking improvement for the future.

Immediately after returning from the convention, I got right down to the business of congressional engagement on behalf of EAS-level postal employees. Before leaving for San Francisco, Bob Levi scheduled a meeting with House Minority Leader Hakeem Jeffries’ senior legislative staff to discuss NAPS’ legislative initiative to safeguard key aspects of the Postal Service’s universal service obligation.

Bob and I met with Jeffries’ staff. They had heard about our trail-blazing work from members of the Congressional Postal Service Caucus, as well as members of the House Committee on Oversight and Government Reform. As a result, they were interested in learning more about our not-yet-finalized proposal.

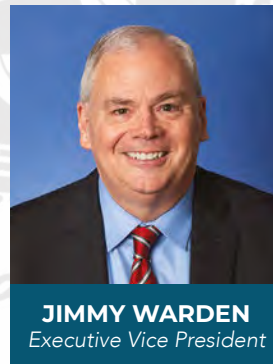
I explained NAPS is committed to working with House leadership and the committee with jurisdiction over the Postal Service in ensuring that mail frequency, access to services and uniform rates will continue and be financed. Also, we recognize the Postal Service must be accountable for fulfilling those parts of the universal service obligation Congress believes are most important to their constituents.

Our meeting was very successful and highly productive. We received a follow-up email from Jeffries’ staff requesting us to “stay close!”

Again, I humbly thank NAPS members, once again, for having faith, trust and confidence in me! And remember, “SPAC opens doors!”

Stay safe.

naps.jw@naps.org



A Call to Action: Driving Dynamic Membership Growth



As I begin my first month as your NAPS secretary/treasurer, I want to take a moment to express my deepest gratitude to our members across the country for entrusting me with the honor to serve you in this capacity. This role is a profound responsibility and I am fully committed to working tirelessly on your behalf to strengthen our association.

Together, we have a great deal of work to do; I am excited about what the future holds. Now, with the introductions behind us, let's get to work!

Membership is the lifeblood of our organization. It is the foundation of our collective strength, the voice of our advocacy and, truly, where the rubber meets the road. Right now, NAPS stands at just over 29,000 members strong nationwide. This total includes approximately 27,500 dedicated working members and 1,500 active retired members.

While this is a formidable community, a closer look at the broader landscape reveals a massive opportunity for growth. Currently, we represent 57% of EAS employees as members of NAPS.

We all can do the math. That leaves 43% of EAS employees — just over 20,000 potential members — who are out there right now, performing their duties without the vital protection, representation and network that NAPS provides.

These 20,000 individuals represent an incredible opportunity for our association. Imagine the heightened impact, amplified voice and expanded resources we would possess if we brought these supervisors, managers and postmasters into our ranks.

We must drive dynamic membership growth and share the tangible benefits of joining our association. It's time to get to work growing our numbers!

To spark this nationwide movement, I am issuing a challenge to every branch in the country: Recruit 8% new members for your branch over the next year. If every branch steps up and answers this call, this unified effort would bring in over 2,000 new members to NAPS, drastically increasing our density and expanding our influence.

To ensure everyone has a clear path forward, I will be providing your NAPS Executive Board officers and branch presidents nationwide with the specific target number of new members needed to be signed by every branch to achieve our local and national goals. And be assured you will not be embarking on this call to action alone.

As an Executive Board, we will be holding high-level meetings to identify the most successful recruitment strategies and best practices currently working across the country. We then will compile this valuable information and cascade it across the nation to assist your branch in effectively growing its membership.

I am asking every branch across the country to actively engage in this growth strategy. Undeniably, we are better, more resilient and more effective when we are united and working collectively for the betterment of our members. Every new member we sign strengthens our position when negotiating for better working conditions, fair pay and robust protections.

Recruitment is not just the job of the NAPS Executive Board or local branch leadership; it is a shared responsibility that belongs to all of us. When you see a colleague who has not yet joined, start a conversation. Tell them what NAPS has done for you and remind them of the peace of mind that comes with being part of a professional association.

continued...



The Postal Supervisor

**2026/2027
PRODUCTION
SCHEDULE**

Issue

Nov
Dec
Jan '27

Deadline*

10/1
11/2
12/1

Mail Date

10/28
12/2
12/28

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

To successfully grow our membership, however, we must change our current way of thinking. We cannot rely solely on the recruitment tactics of the past.

Instead, we must engage potential new members in a completely fresh and compelling way. We need to demonstrate that NAPS is not just an organization they join for protection, but an active partner in their professional journey and long-term career advancement.

This brings me to an exciting new chapter for our organization. We are currently in the infancy stages of starting the NAPS Academy. This effort represents a fundamental shift in how we support our community.

The NAPS Academy will provide targeted training to develop our members into effective, knowledgeable NAPS officers who can advocate fiercely at the local level. Simultaneously, the academy will focus on professional development tailored specifically for those seeking knowledge in their current roles and those seeking

upward mobility in the Postal Service.

By providing leadership training, mentorship opportunities and career development resources, the NAPS Academy will become an indispensable asset for our members. It will prepare our next generation of leaders — both for NAPS leadership roles and higher managerial roles in the USPS. When potential members see that NAPS is actively investing in their career growth and helping them achieve their professional goals, the decision to join will become a natural choice.

Let us embrace this challenge with enthusiasm and determination. By expanding our ranks and launching the NAPS Academy, we are laying the groundwork for a stronger, more influential organization.

Let's hit the ground running, support our branch presidents, welcome our new colleagues and build a brighter future for all postal supervisors. Let's get to work!

naps.rg@naps.org

Honoring the Original 50 — Carrying Their Legacy Forward

continued from page 3...

We must continue advocating for fair and equitable pay, meaningful consultation, workplace dignity, due process and expanded opportunities for every EAS employee. We must strengthen our branches with new member recruitment initiatives, develop the next generation of NAPS leaders and remain vigilant in protecting the United States Postal Service as an essential public institution.

Just as important, we must improve the workplace climate for all EAS employees. Our founders did not wait for someone else to improve their future. They came together and created the organization for the times. Their example reminds us that progress is never automatic; it requires courage, unity, persistence and a willingness to stand together.

The original 50 began a journey in Louisville more than

a century ago. Today, it is our responsibility to continue that journey forward. As NAPS president, I pledge to honor their courage by leading with integrity, transparency and purpose. I will work every day to earn the trust you have placed in me and ensure that NAPS remains strong, united and prepared for the future.

Our challenges may be different from those faced in 1908, but the principle that sustained our founders remains unchanged: When NAPS members stand together, there is no limit to what we can accomplish.

Thank you for your confidence and your support. Most importantly, thank you for the privilege of serving as your NAPS president. Together, we will honor our past, strengthen our present and define the future of NAPS.

naps.cm@naps.org

NAPS Training Academy

Grow • Lead • Develop



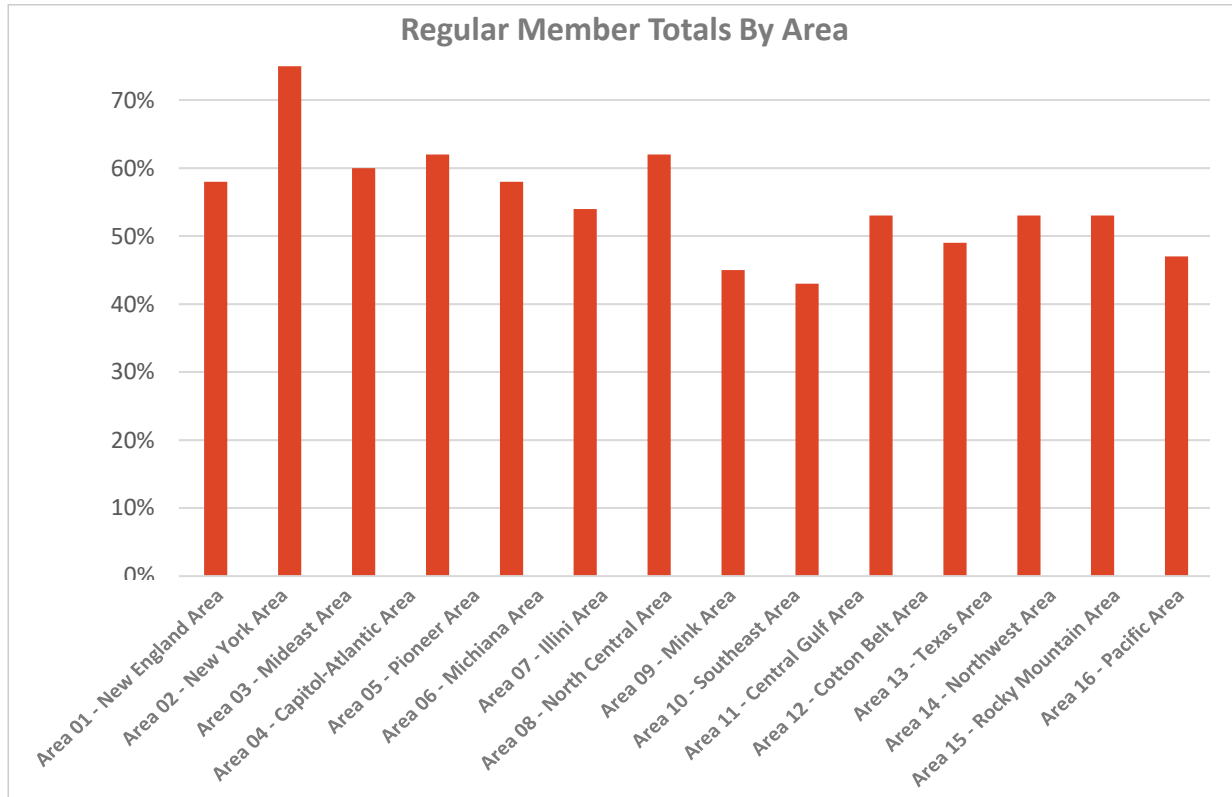
The NAPS Training Academy is launching micro-training sessions designed to strengthen leadership, professional development and organizational excellence across NAPS. Members are invited to submit training topic ideas to help shape future programs.

Training Details

- Micro-training sessions are approximately 60 minutes
- Topics reviewed through the NAPS Training Academy development process
- Submission does not guarantee selection
- Content aligned with NAPS' strategic goals



AUGUST 2026 MEMBERSHIP REPORT



Regular Member Totals By Area	
Area 01 - New England Area	58%
Area 02 - New York Area	75%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	62%
Area 05 - Pioneer Area	58%
Area 06 - Michiana Area	54%
Area 07 - Illini Area	62%
Area 08 - North Central Area	45%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	49%
Area 12 - Cotton Belt Area	53%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	47%
Area 15 - Rocky Mountain Area	57%
Area 16 - Pacific Area	65%
Total Regular Member %	57%
Total Regular Members	27,042
Total Associate Members	1,430
Total Members	28,472
NonMember Totals	
Total NonMembers	20,311
Total NonMember %	43%



**Thanks to your
efforts, membership
keeps rising!**

NAPS Disciplinary Defense Fund



We are pleased to announce
Tony Dallojacono
as the new provider for the
NAPS Disciplinary Defense
Fund (DDF).

Effective September 1, 2026, all DDF files and
inquiries should be directed to Tony Dallojacono at
Dallojacono & Associates, LLC.

Dallojacono & Associates, LLC
PO Box 343
Toms River, NJ 08754-0343
dalloassociates@gmail.com

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____
Office: _____
Branch: _____
Work Phone: () _____
Home Phone: () _____
**Date of Notice of Proposed Action
or Notice of Debt Determination:** _____
**Date of Letter of Decision or
Notice of Involuntary Offset:** _____

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

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

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

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

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

Signature of Member

Signature of Branch President

Date

Date

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

Dallojacono & Associates, LLC
PO Box 343
Toms River, NJ 08754-0343
dalloassociates@gmail.com

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

NAPS HEADQUARTERS

Enhanced Performance System for USPS Headquarters Employees Slated for FY27

NAPS Headquarters received a Sept. 1 letter from Timothy Brust, director, Labor Relations Policies and Programs, that outlined an enhanced performance system for Headquarters/Headquarters-related employees that will replace the current system in a phased approach.

The revised system is intended to provide an improved user experience and simplified performance management process to enable employees and evaluators to focus more attention on having quality performance discussions and creating individual SMART goals that align to their organizational objectives. On Monday, Nov. 2, all current Headquarters/Headquarters-related PFP-eligible employees will begin their FY27 goal-setting activities.

Employees will be expected to enter three to five SMART goals and associated tasks into the system by Nov. 30. The current Headquarters performance system will remain open for the completion of FY26 end-of-year ratings and recourse actions.

Under Section 1004(d) of Title 39, NAPS has requested a briefing to discuss this new process.

NAPS of NOTE

Area highlights from
around the country



On July 29, NAPS Director of Legislative & Political Affairs Bob Levi met with Congressional Postal Service Caucus staff to discuss NAPS' proposal to join a revitalized, more robust Postal Service public service appropriation (already in law) with enhanced postal accountability. The intent is to create a means for the USPS to be reimbursed for successfully fulfilling those features of the universal service obligation Congress deems is most important to its constituents.

This proposal is a result of NAPS' active engagement with think tanks, postal stakeholders, key members of Congress and postal family colleagues. The proposal is not a cure-all, but is focused and limited and needs to be part of a comprehensive postal relief package.

Well-Wishes to Tim Ford

At the recent NAPS National Convention in San Francisco, Patti Lynn passed out get-well cards for delegates to sign and send messages to former Southeast Area Vice President Tim Ford who is suffering from ill health.

Tim received hundreds of well wishes and wanted to express his thanks to NAPS members for thinking of him.



Immediate Past President Ivan D. Butts received a flag from Maryland Sen. Angela Alsobrooks that was flown over the U.S. Capitol on Aug. 14, Ivan's last day as NAPS president. From left: NAPS Executive Vice President Jimmy Warden, President Chuck Mulidore, Ivan and Secretary/Treasurer Richard Green.

Winning Lottery Ticket Unclaimed

The National Auxiliary is waiting for the winner of its gift card raffle to claim their prize. The ticket must be claimed by Nov. 15 by reaching out to NAPS Headquarters — ticket number 757364.

NEW ENGLAND AREA



Postmaster General David Steiner and New England Area Vice President Bill Austin at the NAPS National Convention in San Francisco

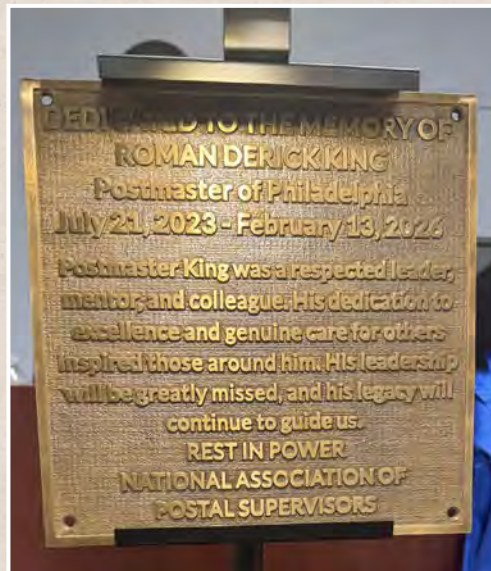


Postmaster General David Steiner and Fairfield County, CT, Branch 47 Vice President Brian Falcha at the recent national convention

MIDEAST AREA



The family of late Philadelphia Postmaster Roman D. King gathered earlier this year to honor his memory; he died Feb. 13, 2026, at age 55. King was named Philadelphia postmaster July 21, 2023, and had a 30-year career with the Postal Service. He was a Gulf War veteran.



NAPS honored King with a plaque.



The dedication for King was hosted by Patrick Timothy (left), Lehigh-Pocono Branch 387, and Ackeem Hamlet (standing, right), Philadelphia Branch 35.



The King family received a citation from the Philadelphia City Council and a tribute from Philadelphia Mayor Cherelle L. Parker.

ROCKY MOUNTAIN AREA

ILLINI AREA



Illini Area Vice President Luz Moreno attended Fox Valley Branch 17's meeting where members presented her with flowers to congratulate her on her reelection. From left: Branch 17 Vice President Gail Toney, Verone Early, Milan Brown, Rosary Hall, Secretary/Treasurer Chatara Brimmer, Moreno, President Juanita Billups, Joanna Blake, Eric Michals and Anastasia Gardner.



On Saturday, Aug. 29, Sundance, UT, Branch 139 hosted its annual summer picnic — a great time for NAPS members and their families to enjoy fellowship and good food. Among attendees, from left: Auxiliary member Michelle Fratto, Jacob and Eliza in front of Dad Todd Westlind, Utah State President Jeff Fratto, Branch 139 President Teresa Barrett, former Rocky Mountain Area Vice President Steve Gerber, Branch 139 Secretary/Treasurer Julie Roseborough and Western Region Vice President Marilyn Walton.

PACIFIC AREA



Participants and senior managers at California-5 District's Los Angeles Career Day in late July



From left: Los Angeles Branch 39 Vice President Sam Booth Jr., Los Angeles Postmaster Marci Luna, West-Pac Area Retail and Delivery Operations Vice President Ed Ruiz, Branch 39 President Marilyn Jones, Chief Retail and Delivery Officer Elvin Mercado, Branch 39 Secretary Jodi Rouse and California-5 District Manager Abraham Cooper.



Staffing the NAPS table were Los Angeles Branch 39 President Marilyn Jones, Secretary Jodi Rouse and Vice President Sam Booth Jr.

Take Advantage of Opportunities

John Aceves - Rocky Mountain Area Vice President



I want to first thank the Rocky Mountain Area members and officers for the confidence, trust and support you have shown by electing me your 2026-2028 Rocky Mountain Area vice president. I am deeply honored by this opportunity to represent the members of our great Rocky Mountain Area and serve alongside dedicated leaders who are committed to strengthening NAPS and advocating for our members.

As we continue to grow in our postal careers, we accept details and assignments that broaden our knowledge and help us reach the positions toward which we are working. When opportunities arise, take advantage of them. These details or assignments may not come around as often as they used to, so, when your goal is within sight, go for it!

If you are an EAS Level-17 employee considered “special exempt” and at a higher level, your compensation is based on that to which you are entitled based on your workload. If you are “special exempt” and take on a higher-level exempt position, you still receive compensation based on your *Form 50*.

For example, if you move from a special exempt supervisor role to an exempt station manager position — you assume the duties of that higher-level position. After five days, you receive the 5% higher-level pay; if you work more than 8.5 hours in a day, you are entitled to additional straight-time compensation.

Be sure to document your hours using the clock or *Form 1260*. If someone deletes your extra time, they are violating USPS compensation pay rules. Some employees in higher-level EAS positions may attempt to

bypass and abuse you and USPS policy when given the opportunity. Hence, *Form 1723s* are very important to document your details or different schedules.

Following is the *ELM* reference:

434.143 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 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.”

Take advantage of opportunities when they arise that can support your advancement and help you reach the position for which you are working. At the same time, make sure you receive the compensation to which you are entitled. Some high-level managers go out of their way to misinterpret or misuse pay rules, so become familiar with the compensation requirements that apply while serving in any higher-level detail. *ELM* version 55, section 4, Pay Administration Policy for Nonbargaining Unit Employees, includes pay information for EAS special exempt, exempt and non-exempt. *Handbook F-21*, Time and Attendance, also is helpful.

There are some people who manipulate compensation rules while ensuring they receive their own proper pay, take off on their nonscheduled days and may even leave the office early — perhaps to play golf — without giving proper notice on their assigned scheduled time; just saying. Let’s thank those leaders who follow the pay rules and properly pay compensation for the workload.

Until next time. “Taking care of business, the NAPS way!”

napstheace@msn.com



National Convention Resolutions — We Fell Short!

Dee Perez - Northeast Region Vice President



National conventions not only elect new and continuing leaders, but also chart our association's course for the next two years. The goal is to build a financially healthy association that serves the membership, protects their rights as EAS members and ensures dignity and respect in the work environment, while also helping them advance their careers.

It is important that NAPS evolves with the times. A voice count or standing body count at our convention to determine an outcome is outdated given today's technology. An idea discussed toward the end of the convention was providing a QR code for each delegate to use on their phones for voting. This is the way to go and eliminates verbally determining "yes" and "no" vote counts. It just makes sense.

Although the delegates elected new leadership — congratulations to our new officers — this body of delegates fell short in understanding two resolutions that would have transformed NAPS and, in my opinion, would have placed NAPS on solid financial footing moving into the future.

Currently, if we don't sign 10% of the 20,000 nonmembers per year, I foresee asking for a dues increase at either the 2028 National Convention in Reno or the 2030 National Convention in Atlantic City. The rejected resolutions to which I am referring were 5, 6, 20 and 11, 12.

Numbers 5, 6 and 20 largely were the same and would have allowed craft employees to join NAPS. Resolutions 11 and 12 called for committing to a large national hotel chain for national conventions that would deliver big savings for NAPS while still providing the first-class experience we all want.

Resolution 5, at first reading, passed by a voice count, which many of us heard. But, unfortunately, it was given a second chance and failed. Resolutions 6 and 20 both failed.

I don't know why the majority of delegates at this convention, to this day, fear welcoming a craft employee who's willing to pay a branch an undetermined dollar amount that provides them with no voice or representation, just to network, be trained in KSAs and job interview skills, have access to *The Postal Supervisor* and NAPS website and attend conventions at their own cost. Why were delegates opposed to welcoming craft employees as members?

UPMA already has 1,814 possible dues-paying members lined up and growing; NAPS has zero. But we do

have a pool of 20,000 nonmember EAS employees whom we have yet to sign. Are they already UPMA members?

Yet, these very same delegates want to welcome former craft members as NAPS members once they are EAS employees and UPMA-trained. I don't understand their logic; if someone trained me and helped me become an EAS employee, would I jump ship?

No, I would stay loyal to the association that helped me — no matter how much better NAPS is. To think otherwise, you're only fooling yourself and it means you do not value loyalty!

Perhaps at the next national convention in Reno, we can reword the resolution regarding craft joining NAPS as follows to garner more support:

WHEREAS, No branch is obligated to sign any craft members, but will be up to each branch president to decide, and

WHEREAS, Each branch may charge a signed craft member whatever dues amount it sees fit, and

WHEREAS, Each branch president may reject a craft member's application for no reason.

The other resolutions that would have provided big savings for NAPS at national conventions without diminishing the convention product were resolutions 11 and 12. Gaylord hotels are in six locations — Tennessee, Florida, Maryland, Texas, Colorado and California — which would cover five conventions. These hotels are in different parts of the country that can accommodate everyone under one roof. The savings alone are big; the estimate was around \$200,000-\$300,000 per convention. This means money would not have had to be taken out of our investment fund.

In the end, I feel the delegates failed to do the right thing by not allowing craft employees to join NAPS. All branches, large and small, could have boosted their membership rolls and brought in more dues to run better meetings and send more members to training seminars or national conventions.

Prove me wrong! Let's see if every branch now can sign three new nonmembers a month. MM = membership matters!

Always, with dignity and respect!

neravpdee@aol.com

Building NAPS' Next Generation of Leaders

Bobby Bock - Southeast Area Vice President



Like many of our members, I recently returned home from the 70th NAPS National Convention. I hope everyone made it home safely.

The Saturday before the convention, we held a NAPS Executive Board meeting. On a monthly basis, NAPS also holds a consultative meeting with the Postal Service; the August consultative meeting was held in conjunction with our board meeting.

During the meeting, the board finally had an opportunity to meet Michael Elston, vice president of Labor Relations. What I can tell you is he has a very long biographical sketch.

I also would like to give a big shout-out to San Francisco Branch 88 for doing a magnificent job hosting and supporting the convention.

On Monday morning, we heard from Postmaster General David Steiner. Yes, he took questions, and, yes, I was the first person to ask one! My question dealt with the next generation delivery vehicle (NGDV). At the end of

our conversation, he asked me to email him regarding issues with these vehicles, which I already have done.

I want to emphasize the importance of reminding your staff about the height of the NGDVs. Carriers are hitting the vehicles' roofs, creating a serious safety concern that needs attention.

Later Monday afternoon, we heard from Omari Jones, professional boxer and bronze medal winner at the 2024 Summer Olympics. He spoke to the delegation about leadership and shared valuable lessons from his experiences.

Throughout the convention, the body debated resolutions regarding the NAPS Constitution & Bylaws, as well as many other resolutions. The body debated, discussed and ultimately made decisions that will help guide our organization over the next two years and beyond.

On Thursday, we held nominations, followed by elections on Friday. Our new resident officers are NAPS President Chuck Mulidore, Executive Vice President Jimmy Warden and Secretary/Treasurer Richard Green.

I want to congratulate our newly elected officers and wish them smooth sailing as they begin their terms. I also want to thank the members of the Southeast Area for reelecting me to another term. I am honored by your continued confidence and support.

On Saturday, following the convention, we held another board meeting. During that meeting, Mulidore spoke about the current work environment and the challenges facing our organization.

I also would like to thank Ann Strickland for organizing and participating in the SPAC Walkathon, as well as all of our members who served on convention committees. Your dedication and willingness to serve are what make our organization strong.

A special shout-out goes to Tallahassee Branch 354 President Debra Johnson. She suffered a fall and is recovering. Please keep her in your thoughts.

As I reflect on the convention, one thing stands out: Just like family, we will come together for our organization. We may have different opinions and perspectives, but we share a common purpose. Together, we will continue to work, support one another and move NAPS forward.

bocknapsseavp@aol.com

NAPS Training Calendar

Capitol-Atlantic Area Advocacy Training Oct. 9-10, 2026

Conducted by: Capitol-Atlantic Area VP Lloyd Cox

Location: Sheraton Rockville Hotel, 920 King Farm Blvd., Rockville, MD 20850; 240-912-8200

Hotel Rate: \$119 plus tax

Registration Fee: \$100

Eastern Region Cabinet Meeting Jan. 14-17, 2027

Conducted by: Eastern Region VP Troy Griffin

Location: Lord Baltimore Hotel, 20 W. Baltimore St., Baltimore, MD 21201

Hotel Rate: \$179 plus tax; free parking

Registration Fee: \$199.99

Training: Conducted by NAPS Headquarters and USPS Headquarters



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS 70TH NATIONAL CONVENTION AUGUST 9 – 14, 2026

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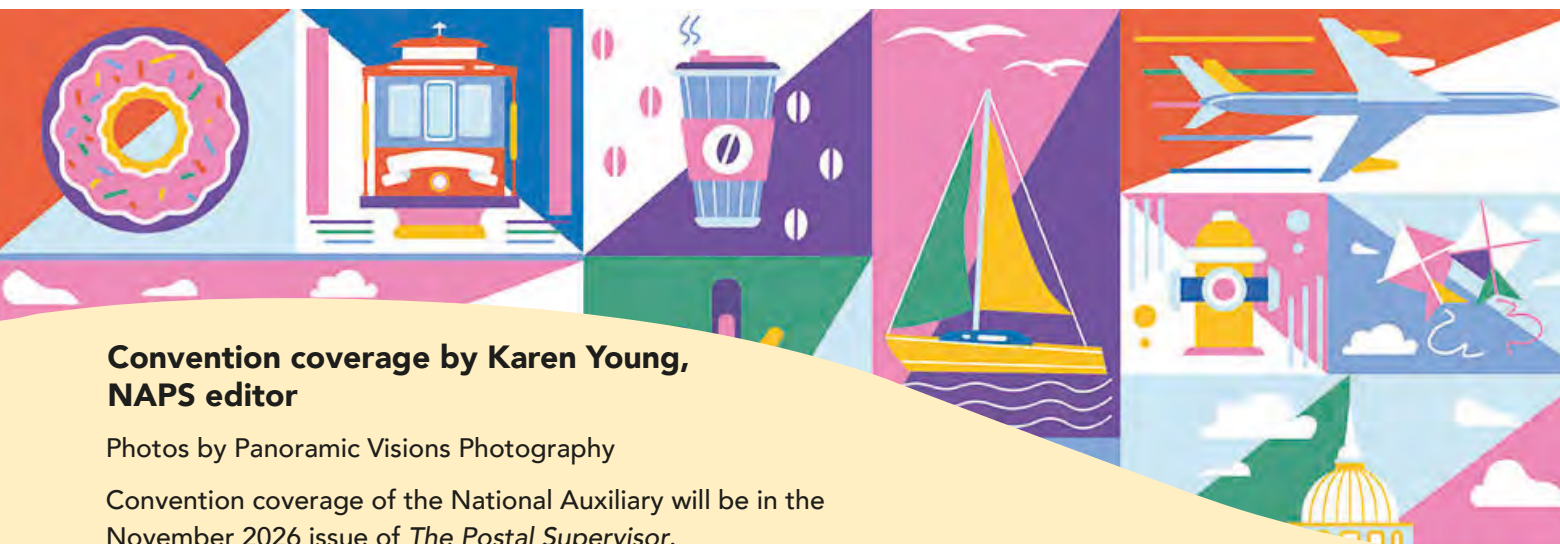
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**Convention coverage by Karen Young,
NAPS editor**

Photos by Panoramic Visions Photography

Convention coverage of the National Auxiliary will be in the
November 2026 issue of *The Postal Supervisor*.



• Sunday, Aug. 9 •

NAPS Delivers First-Class Legislative and Political Advocacy

NAPS Director of Legislative & Political Affairs Bob Levi brought delegates up to date on the current legislative landscape and political environment Sunday afternoon. He talked about the importance of having ongoing relationships with members of Congress and their staffs. NAPS' exemplary reputation and well-earned respect are such that lawmakers and their staff members seek NAPS' advice before and after legislation is introduced.

Levi affirmed the Postal Service is a vital government service that is under enormous political, financial and operational threat. "We deliver to every address six days a week," he observed, "while resisting political interference, misguided operational decisions, keen competition and periodic legislative hostility."

He highlighted NAPS' legislative priorities:

- Pay and consultation — Enforce meaningful and fair supervisory differential over the ranks NAPS members lead.
- Service protection — Defend six-day, universal delivery and strong service standards for every community.
- Financial stability of the Postal Service — Support appropriations and reform that keep the agency solvent and self-sustaining.
- Workforce and staffing — Provide adequate staffing, training and career pathways as the network modernizes.
- Retirement security — Protect earned pensions and health benefits for current and future postal managers.
- A seat at the table — Ensure NAPS' voice in oversight, network planning and operational decisions.

"When thousands of supervisors speak with one voice, postal policy changes." - Bob Levi



NAPS Director of Legislative & Political Affairs Bob Levi discussed the current legislative landscape and political environment with delegates.

Levi next outlined NAPS' postal-specific priorities:

- Public service — A well-received NAPS proposal would wed the universal service obligation (USO) appropriation with USPS accountability.
- Financial — Invest trust funds in diverse, conservative securities; recalculate the CSRS pension liability; and increase the Postal Service's borrowing authority.
- Governance — Nonpartisan, independent and qualified USPS governors and Postal Regulatory Commission (PRC) commissioners.
- Fairness and security — H.R. 7600, Postal Supervisors, Managers and Postmasters Fairness Act; H.R. 1559, Postal Employees Appeal Rights Amendment Act; and H.R. 2095, Postal Police Reform Act.

Levi talked about the challenges of sustaining a universal Postal Service that binds the nation together. The agency's promise is to serve everyone, everywhere, every day, but the United States must agree on how to pay for it. The Congressional Postal Service Caucus, a bipartisan



group, is considering NAPS' proposal that would sustain public service and strengthen accountability while addressing delivery frequency, universal accessibility and uniform affordability:

- The PRC would report to the Appropriations committees the value of "key aspects" of the USO.
- The PRC, through an Annual Compliance Determination, would evaluate the degree to which the Postal Service fulfilled "key aspects" of the USO in the previous fiscal year and report its determination to the Appropriations committees.
- The Appropriations committees, through a revised 39 U.S.C. §2401(b), would reimburse the PRC's evaluation of the Postal Service's fulfillment of the previous year's USO.

Levi discussed that Congress has the power of the purse. It can pass laws or provide appropriations. NAPS' proposal is limited to the USO and would provide better performance, but more revenue and would be tied to the PRC. It is envisioned that the proposal would be part of a comprehensive legislative package.

He also discussed the threats and challenges that lie ahead:

- Privatization pressure — Proposals to restructure or privatize the agency would put universal service and job security at risk.
- Service standard rollbacks — Slower delivery windows can erode public trust and increase front-line strain.
- Budget and funding gaps — Revenue uncertainty threatens staffing, technology and modernization plans.
- Eroding pay comparability — Compression between supervisors and craft employees undermines recruitment and retention.

Another issue currently in the forefront is vote by mail. Crucial issues threatening the Postal Service's role in delivering democracy are the result of President Trump's executive order that criminalizes ballot delivery in states that fail to share voter files with the federal government or deliver ballots to any voter whose name the federal government deletes from voter files.

The SAVE Act would restrict vote by mail to a limited class of voters and would require a copy of an approved photo ID to be included with a mailed ballot.

Several federal district courts have halted USPS implementation of the executive order and sharing of vote files. Postmaster General David Steiner, at a June 24 hearing on Capitol Hill, indicated he would follow the executive order, but later clarified he would comply with federal court orders.

Since the national convention on Aug. 24, a divided Supreme Court allowed the administration to temporarily



NAPS Executive Vice President Chuck Mulidore told seminar attendees NAPS has an excellent reputation on Capitol Hill — lawmakers and their staffs seek NAPS' advice regarding legislation and the Postal Service. "I appreciate you being here and being an advocate for NAPS," he said.

move forward with plans to restrict mail-in voting before the midterm elections, despite a lower court still reviewing the executive order. (See *Levi's latest Legislative Roundup* on page 86.)

The Supreme Court also ruled that election authorities may count mailed absentee ballots postmarked by election day, but received after election day.

Levi stressed that legislators listen to postal employees who run the operations. "When thousands of supervisors speak with one voice," he declared, "postal policy changes." Political advocacy from NAPS members provides:

- Local credibility — NAPS members are their constituents and postal experts.
- Strength in numbers — Coordinated outreach turns individual concerns into mass appeal.
- Year-round presence — Relationships built between elections carry the most weight.

This fall, NAPS will focus on political engagement, maximizing SPAC activity to optimize political impact and legislative success. Levi emphasized the importance of SPAC — NAPS' war chest. "These funds support our friends and help engage you and your colleagues back home," he said. "If we want to protect the universal service obligation, we have to fund a public service appropriation."



On Sunday afternoon, Pastor Prescott Butler, Robert L. Towns, NJ, Branch 327, led the Worship Service. Musicians and singers from Cornerstone Missionary Baptist Church provided the inspirational music.

Lloyd Cox, Virginia State and Branch 526 president, welcomed NAPS members to the service. The Old Testament reading was done by San Francisco Branch 88 President Linda Thomas; the New Testament reading was done by California State and Branch 39 President Marilyn Jones.

NAPS President Ivan D. Butts introduced Butler, telling those attending the service that he was truly blessed to be a part of it.

"Change is coming," Butler intoned. "Change is constant and inevitable, but not optional. We don't get a chance to opt out."

He asked attendees, "What do you do with change you didn't ask for? How do we accept it?"

"Trust in the Sovereign Lord when things are uncertain," Butler urged. "He knows what's best. Let go of



Lloyd Cox

what used to be and what has been. God has a plan."

He told NAPS members this convention will provide opportunities for growth and new leadership. "We are only a part of the story," he offered. "It is bigger than any one person."

Later Sunday afternoon, NAPS Parliamentarian Bruce Bishop

introduced convention first-timers to parliamentary procedure. "You are in for an interesting experience!" he told attendees.

Bishop said people find parliamentary procedure intimidating and complex, but he would simplify the process for the first-timers. "Parliamentary law tells us how we have to run meetings and provides rules and procedures," he explained.

He reminded first-timers the central purpose of the convention is to make decisions that impact all NAPS members and assures everyone has a fair opportunity to effect the outcome. "You can influence the outcome by voting," he observed. "You don't always get your way, but, if you go to the microphone, you have a say."



Front row, from left: **NAPS Executive Vice President Chuck Mulidore, Pastor Prescott Butler, NAPS President Ivan D. Butts, Lloyd Cox, Eastern Region Vice President Richard Green.** Back row: **San Francisco Host Branch 88 Auxiliary President Ed Simpao, Branch 88 Vice President Deborah D. Johnson, Treasurer Sally Simpao, President Linda Thomas, and Anointed to Worship members Andrea Johnson, Kim Morris-Carr, Rev. Zeondrae RoShawn, Cheryl Barr, Sonia Fonseca and Nicole McCray-Dickerson.**

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In a nutshell, parliamentary procedure is designed to promote efficiency, avoid redundancy, maintain order, move things forward and assure fairness. NAPS meetings are held according to “Robert’s Rules of Order, Newly Revised.”

NAPS Executive Vice President Chuck Mulidore assured first-timers there are no dumb questions. "Go to the microphone and ask questions to help you make good decisions," he said. "Participate and don't be afraid to go to the microphone."

A man with a beard and glasses, wearing a black suit and a yellow sash, is seated at a keyboard. He is singing into a microphone and playing the keys. The background is a simple room with a table and some items on it.



***“Trust in the Sovereign Lord
when things are uncertain.
He knows what’s best.
Let go of what used to be
and what has been.
God has a plan.”***

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• Monday, Aug. 10 •

‘The Postal Service Is Critical to This Nation’s Health’



Linda Thomas

On Monday morning, Aug. 10, nearly 1,200 NAPS delegates were welcomed to San Francisco — the City by the Bay — by San Francisco Host Branch 88 President Linda Thomas. She called the meeting to order, declaring, “Let’s begin!”

Branch 88 Vice President Deborah D. Johnson then declared, “Hear ye, hear ye! Let’s look back on what our Founding Fathers were up to when the United States was founded 250 years ago. Look yonder! Is that Ben Franklin? Ben, Ben!”

Attendees then were treated to the NAPS’ version of “Hamilton,” entitled, “NAPS’ Tribute to 251 Years of Serving America,” produced and directed by Debbie



Deborah D. Johnson

Baker, Central Valley Branch 197 president. The cast included the current resident officers, as well as those running for resident officer positions for the 2026-2028 term.



Mr. and Mrs. Benjamin Franklin — Ivan and Laurie Butts



Benjamin Franklin, Alexander Hamilton and Aaron Burr — Ivan Butts, Jimmy Warden and Richard Green



Mrs. "I've Got All the Money" Alexander Hamilton — Ivonne Warden



King George III — Dan Mooney



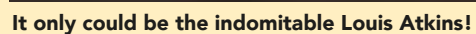
George Washington — Chuck Mulidore



Thomas Jefferson — Lelton Gibson — joined the group.

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A group of people in costumes on a stage. In the foreground, a man in a blue jacket and red-and-white striped pants is playing a drum. Behind him, several people are standing, including a man in a red and white cape and crown, and a woman in a purple jacket. The background is a red and blue stage set.



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San Francisco Host Branch members, from left: **Constance Arnick, Al Tucker, Carolyn Moore-Tucker, Renita Jones, Deborah D. Johnson, Linda Thomas, Lelton Gibson, Sally Simpao, Yunina Graham, Carolyn Tate, Tanisha Hamilton and Ed Simpao.**



Left: Linda Thomas and Deborah D. Johnson presented Debbie Baker an "Oscar" for Best Director/ Best Producer of the NAPS "Hamilton" production.



Lelton Gibson, Branch 88 sergeant-at-arms, led the Pledge of Allegiance.



Marilyn Jones, California State president, gave the invocation.



Roxanne Bradley, Branch 77, sang the national anthem.



Editor's note: Branch 88 arranged for the Color Guard from the U.S. Coast Guard Base Alameda to perform the Presentation of the Colors. The Color Guard was not able to attend. Alameda is an active Coast Guard base and responding to calls of duty takes precedence over other events.



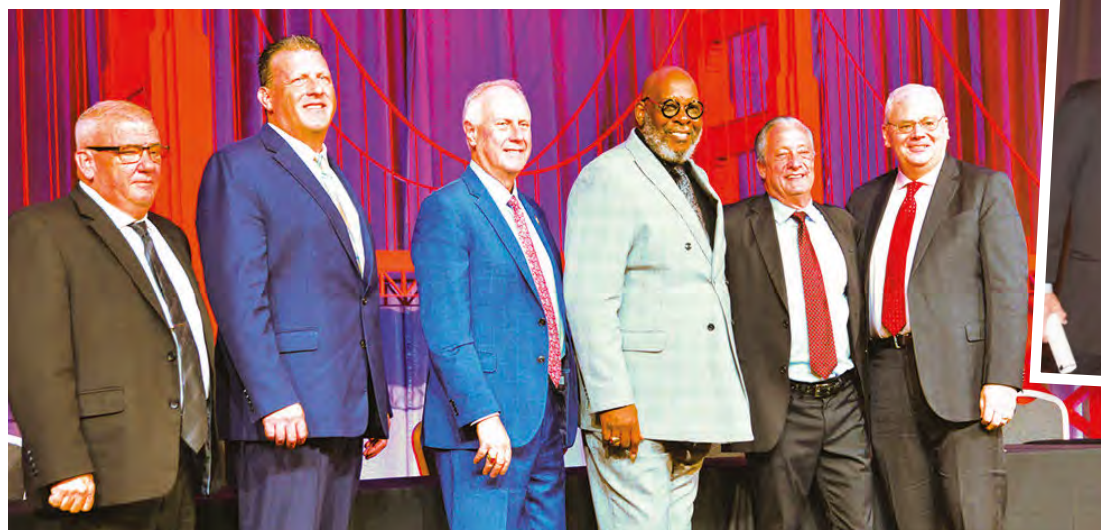


"We have to understand our employees and know what they are going through. We have rules and guidelines to follow, but we can manage with empathy."

- David Steiner

"This was in no small part due to our incredible workforce and ability to adapt to face the changing environment. Obviously, we again are facing challenging times.





PMG David Steiner and San Francisco Host Branch 88 President Linda Thomas

From left: San Francisco P&DC Plant Manager Jeff Moline, California-1 District Manager Aron R. Jones, NAPS Executive Vice President Chuck Mulidore, President Ivan D. Butts, PMG David Steiner and NAPS Secretary/Treasurer Jimmy Warden

As always, we will respond, despite the handcuffs placed on us by antiquated laws. We have momentum and will continue that momentum."

Steiner referred to his recent congressional testimony where he told lawmakers Congress needs to help fix the agency's broken business model. "Congress has to give us the tools to succeed," he exhorted. "I appreciate all the work NAPS and other organizations are doing on Capitol Hill because we see the issues in the same light.

"We will support your efforts and I hope you will support ours. We have to continue with our strategic plans, but none of our goals are achievable if we don't focus on service performance."

Steiner encouraged NAPS members to be culture leaders in their post offices and facilities. "You all play a vital role in changing and improving the workplace culture. Help us learn what we don't know. All of leadership has an open door and will engage with all of you on these issues.

"Of course, better service and the changes we want to make can't happen without a better workplace environment and better partnership between you and leadership," he declared. "You are the front-line leaders.

"I believe we can work collaboratively together to come up with reasonable, easily implemented solutions. We may not always agree, but we never can stop making our best efforts together to improve the Postal Service. I look forward to working with you and your leadership."

Debra Clayton, national president of the African American Postal League United for Success (A-PLUS), was the next speaker. She thanked NAPS for what it does to protect the rights of so many people. "I was a newly promoted EAS account representative," she said, "when someone walked into my office and signed me as a NAPS member. Fast forward 40 years and my branch still bears his name — Joseph Butler Winters Jr."

Clayton told delegates A-PLUS was established in 1987 when African American PCES employees shared their challenges and asked each other what they were going to do about it. That became the inspiration and rallying



A-PLUS National President Debra Clayton



A-PLUS National President Debra Clayton with NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden

cry that propelled the founding leaders to develop skills to help one another across postal departments.

"Members recognized a need for a structured forum to help each other, encourage development and promote the Postal Service, its customers and employees," Clayton explained. "We continue to champion diversity and recognize the value each person brings to relationships in the workplace and community. Members of A-PLUS and NAPS share a vision of promoting personal and professional growth levels."

Rep. Lateefah Simon (D-CA), a member of the House Oversight and Government Reform Committee, gave an impassioned address Monday morning. She told NAPS members that, despite Congress being in recess, she wanted to be there with them.



Rep. Lateefah Simon (D-CA)

Simon talked about her grandfather being a postal supervisor in Long Beach. As a supervisor, he worked 10 hours a day, no union; at night, he managed a juke joint.

"Thank you for holding the line on good wages, ensuring you will retire and retire with dignity," she declared. "Thank you for holding the line of the U.S. Postal Service that is critical to this nation's health."

Simon emphasized the Postal Service is critical and must never be replaced. "It's part of who we are and must not and never be replaced," she avowed.

"I want you to know there are fighters who are fighting behind you. You are creating futures for yourself, your children and your children's children."

"You are appreciated; you are deeply and profoundly needed as this nation continues to understand its future. Hold the line and know that you have an absolute cavalry. We are working together for the greatness of who we must be."

National Auxiliary President Laurie Butts greeted attendees and, on behalf of her members, welcomed everyone to the convention. She reminded NAPS members the Auxiliary was established by members in 1933 who saw a need for help from spouses. "Now," she offered, "our purpose has changed to adapt to the changing needs of NAPS."

"We continue to support fundraising for SPAC and visiting congressional members to make NAPS' legislative desires known. We continue to be here with you, but we need your help to encourage the growth of our organization to better assist you. Thank you for your continued support!"

At that point in the convention, **Branch 88 President Linda Thomas** declared, "It is my pleasure and honor to pass the gavel over to our NAPS president." Ivan D. Butts thanked Linda and her fellow members. "I appreciate her efforts and her team incorporating the entire state of California to make this great opening ceremony," he said. "I am so proud to be here and stand before you."

"I want you to know there are fighters who are fighting behind you. You are creating futures for yourself, your children and your children's children."

- Rep. Lateefah Simon



Rep. Lateefah Simon with NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden



**National Auxiliary President
Laurie Butts**



Host Branch 88 President Linda Thomas handed the gavel to NAPS President Ivan D. Butts.



"I appreciate Linda's efforts and her team that incorporated the entire state of California to make this great opening ceremony," Ivan told delegates. "I am so proud to be here and stand before you."



"I'm no longer the father of your country," Executive Vice President Chuck Mulidore quipped, "back to 'just me.' I appreciate you being here." He introduced former Executive Board members in attendance.



NAPS Secretary/Treasurer Jimmy Warden conducted the roll call of current Executive Board members.



Credentials & Registration Committee Chair Roy Madden and Assistant Chair Tammy Lothridge gave the credentials report Monday morning; total preregistered was 1,164, with 139 first-timers.

Members of the Rules Committee read the rules proposed for the 70th NAPS National Convention. From left, Gail Ingram (assistant chair), LaNeda Pitts, Tywanda Robinson and Gail Van Horn. Not pictured: Jim Isom (chair).



Constitution & Bylaws Chair Rich Caruso and Assistant Chair Debra Johnson gave the first reading the resolutions submitted to their committee.



Resolutions Committee Chair Junemarie Brandt and Assistant Chair Angela Garland gave the first reading of their committee's resolutions.



NAPS Parliamentarian Bruce Bishop addressed a question raised by a delegate regarding the rules.



Olympic bronze medalist Omari Jones next offered an inspiring message to NAPS delegates. "Thanks to NAPS for this opportunity and I am happy to be here," he professed. "I am a 2024 Olympic bronze medalist and now am 7-0 as a professional fighter. As easy as that may sound, it took a lot of hard work to get here."

Jones talked about his journey living in Orlando, FL, starting at an early age in karate, finding a passion for the sport at age 4. Then, when his brother and friends switched to boxing, Jones switched, too. "That's where I found my discipline" he explained. "It started with hard work."

By age 15, he was juggling karate, boxing, track and basketball. His father said he needed to choose one sport; he decided on boxing. Jones attended a national junior Olympics competition that featured boxers from all over the country. He won silver and thought maybe he could make it to the Olympics.

Jones went to the nationals at age 16, but came up short. At age 17, he lost on the first day of the tournament. "At that point," he said, "I questioned myself. I kept it real and honest, as did my coaches, as well as my



Omari Jones and former NAPS President Louis Atkins

dad who was with me during the disappointment. But, as a leader, I knew the failure was part of the success."

He went to another national tournament at age 18 — everything was on the line. He finally broke through and qualified for the 2024 Team USA going to the Olympics in Paris. That journey, though, was not without its setbacks and continued hard work.

"Once I got my spot," Jones said, "I was able to train with the 2020 Olympic team. I learned about nutrition and worked out three times a day. I got a call to go to Chula Vista for the first camp with the 2024 team and learned how to be leader.

"At my first international tournament at age 18, I won a silver medal; it was a big deal! Being overseas was an experience in itself."

Jones went on to more international tournaments, winning, bronze, gold, bronze, then came off winning two gold medals back to back. He next had the Olympic qualifiers in 2023.

"I entered my first fight and won it," he reported. "Two more fights after that would be my ticket to the Olympics. At the second game, I lost and felt like everything shattered. I looked behind me at my family and team with tears in their eyes.

"I wanted to punch my ticket to Paris! At that moment, I learned setbacks are part of the success. I had another opportunity to qualify; I first had to beat the other person



Omari Jones with NAPS Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore and President Ivan D. Butts



Executive

Vice President Chuck Mulidore reminded delegates that it is important for NAPS to have a strong legislative presence on Capitol Hill. "During this convention," he explained, "You will be tapped on the shoulder by a deputy and taken to jail."

"Hopefully, you have friends to bail you out or you can bail yourself out with contributions to SPAC. Bribes are expected, encouraged and tolerated. You also can 'purchase' an absolution from Bob or me or go to jail and wait for your friends to bail you out!"



Deputy Diane Ingalls, Branch 77 vice president, with Sheriff Rufus P. Justice, read the list of charges of the nefarious characters arrested during the week.



Deputy Victor Garcia, California State area vice president, and Sheriff Rufus P. Justice, aka Ralph Petty, Sacramento Branch 77 president







Rev. Phoebe Jordan, pastor of the Living Bread Church of Grace and Hope and a member of Carolinas Bi-State Branch 936, gave the invocation Tuesday morning.



Top-crime fighter Alvetia E. Smith, besides arresting delegates, also collected \$25 for SPAC each time a phone went off.



As the SPAC posse continued to arrest delegates for their rather audacious crimes, SPAC was the beneficiary. As of 10 a.m. Tuesday, \$23,317 had been collected from NAPS members paying bail to get their fellow members out of jail.



Alvetia later was arrested, but, claiming a frame-up, retained a lawyer.



Deputy Diane Ingalls continued her litany of charges against NAPS members.



"People really just want to be heard. When you hug it, you told me you heard me. If I don't do that, you are going to make sure you heard me." - Greg Gray

"When you answer 'So what?' you now are speaking to relevance. What are the benefits or consequences associated with what you are going to talk about? That's where the value point of your presentation factors in.

"Now what?" is about the next steps; it is the 'ask,' from a sales point of view. That is the call to action: What are you here to talk to me about? Why should I care? What do you want me to do with it?"

Gray also provided helpful tips on conducting meetings. "Has anyone had someone who just goes on and on in a meeting?" he asked. "If you are the presiding officer



and someone is going on and on and they aren't really getting anywhere, respond, 'So noted.'"

"Running a meeting using 'Robert's Rules of Order' is about making sure everyone is heard; it's not about me agreeing with you on everything. If someone starts talking and goes on for too long, ask 'Is there a motion?' The meeting is about getting something done! If the response is, 'No.' You respond, 'So, noted; next on the agenda.'"



NAPS Nevada delegates enjoyed Gray's presentation.



What to do when faced with hostile questions or someone who spends too much time at the mic? “Hug it and pivot,” Gray responded. Simply say, “I appreciate your candor,” (hug), then, “Here is why you may be incorrect about some things,” (pivot).

“People really just want to be heard,” he declared. “When you hug it, you told me you heard me. If I don’t do that, you are going to make sure you heard me.”

At the end of his presentation, Gray circled back to the importance of doing your research. He credited Postal Service employees with bringing home this point to him. “You taught me early in the game that I better know the people seated in front of me,” he offered. “You don’t have to ‘be us,’ but you have to ‘know us.’ If you don’t do your homework, you are fighting phantoms that have nothing to do with you.”

Phoebe Jordan, Carolinas Bi-State Branch 936, updated delegates on this convention’s humanitarian efforts. She introduced Karen Cotton from Blue Cross Blue Shield who has been a big sponsor for the project. Cotton told delegates she was happy to be at the convention as one of NAPS’ platinum sponsors and was grateful to have been able to work with Jordan as a sponsor for the humanitarian project.

Jordan reported that NAPS worked with two homeless shelters in San Francisco and thanked members for their contributions. “We raised funds and worked with two homeless shelters — one for women and the other for



Phoebe Jordan talked about this year’s humanitarian project that benefited two shelters in San Francisco. Behind Jordan, from left: **Father Andres Emmanuelli, St. Vincent de Paul Society;** **Kristin Nelson, director of philanthropy for Community Forward;** **Shalonda Butler, Blue Shield of California ; Karen Douglas, NAPS humanitarian ambassador; and Karen Cotton, sponsor from Blue Cross Blue Shield.** Photo by Charles Patterson, Margarete A. Grant Branch 127 president

men,” Jordan said. “Thank you for your contributions.”

The two organizations were Community Forward and St. Vincent de Paul Society’s Multi-Service Center South; both received a donation of \$4,291.80. Father Andres Emmanuelli from St. Vincent de Paul thanked NAPS members. “It’s amazing that, wherever you go, you make a difference,” he exclaimed. “This contribution will go straight to those who need assistance.

“Our center, the largest homeless shelter in Northern California, offers clean beds, warm meals, medical and mental health care, educational training, career guidance, shower and laundry facilities and more. We also have a small-youth operation for runaways. You are making a difference and, for that, we thank you.”

Kristin Nelson, director of philanthropy for Community Forward, also thanked delegates. “I am so grateful for your generosity and kindness to support Community Forward and A Women’s Place. Every year, we serve 2,000 people, mostly women. We provide violence-free homeless facilities; this work is so essential.

“Of the women who live on the street, 74% have experienced violence. By providing mental health care, case work and emergency services with our drop-in shelters for women, we know we move the needle.



NAPS President Ivan D. Butts showed his appreciation for Gray.



From left: **Father Andres Emmanuelli, St. Vincent de Paul Society; Karen Douglas, NAPS humanitarian ambassador; Karen Cotton, sponsor from Blue Cross Blue Shield; Phoebe Jordan, NAPS humanitarian ambassador; Kristin Nelson, Community Forward; Shalonda Butler, Blue Shield of California; William Taylor, NAPS humanitarian ambassador; NAPS President Ivan D. Butts; Executive Vice President Chuck Mulidore; and Secretary/Treasurer Jimmy Warden.** Photo by Charles Patterson, Margarete A. Grant
Branch 127 president

"Thank you for taking an active role in drawing attention to these really important programs. I feel honored to be standing on this stage with incredible partners. You are a huge part of this work."

Next, **Postmaster Committee Chair Peggie Bednar** reported on the committee's efforts at the convention. "This committee is representative of our postmasters, the majority who are Level-18s," she offered. "We met and talked about a number of issues, the most important being how much pressure goes down to the lowest Level-18s and 17s."

"I'm proud to say this group came together and prepared a resolution, #62, that addresses MPOOs and MCSOs assigning additional duties to lower-level postmasters. The committee is striving to make it better for postmasters."

The committee also wants to address training opportunities for postmasters and is committed to providing a "Postmaster Perspective" each month for *The Postal Supervisor*. "We want to get information out," Bednar stressed. "We have a dedicated email — NAPSpostmasters70@gmail.com — for members to send us issues and concerns; don't hesitate to contact us!"



Postmaster Committee Chair Peggie Bednar, with her committee, presented her report. "This group is striving to make it better for postmasters!" she declared. Behind Bednar, from left: **Kiran Gill, Heather Westlake, Kanani Alos and Assistant Chair Richard Carmona.** (See page 80 for the entire committee.)



Ballot Committee Chair Bruce Kuiper (MN) and Assistant Chair Angela Gavin-Mitchell (TX) announced members of their committee.



Constance Scales-Bradley, president of Vincent J. Lambusta, NJ, Branch 53, initiated this year's effort to provide each first-timer with a NAPS welcome gift.



Resolutions Committee Chair Junemarie Brandt (right) and Assistant Chair Angela Garland conducted the second reading of the resolutions submitted to their committee.



Constitution & Bylaws Committee Chair Rich Caruso and Assistant Chair Debra Johnson conducted the second reading of the resolutions pertaining to the NAPS Constitution & Bylaws.



• Golf Tournament •

Award Highlights

from Sunday's Tournament at the Presidio



Lelton Gibson, with Victor Garcia (left) and J.J. Wong (right) — members of the Golf Tournament Committee — reported results from Sunday's tournament at the Presidio.



1st place, Team 7, comprised of Ricky Hillard (fourth from left), Charles May (center, also par 3 individual winner) and Al Tuiuiluluu (not pictured). With the golfers are, from left, Jimmy Warden, Ivan D. Butts, J.J. Wong, Linda Thomas, Lelton Gibson, Victor Garcia and Chuck Mulidore.



From left: Jimmy Warden, Ivan D. Butts, J.J. Wong, Lelton Gibson, Cindy McCracken (who won for Women's Longest Drive) — Team 2, the 2nd place team, of Tony Viers, Marcel Austin, Chad Viers (also par 3 individual winner) and Jim Archibald — Andre Jones (who won for Men's Longest Drive), Victor Garcia and Chuck Mulidore.



3rd place team, Team 3 (center), comprising Robert McMurry, William Cook, Kevin Proctor and Richard Morgan, with, from left, Jimmy Warden, Ivan D. Butts, J.J. Wong, Lelton Gibson, Victor Garcia and Chuck Mulidore.



FESA provided engagement awards to the tournament participants:



Sandra Glen accepted for the 1st-place team, Team 6 — Lois Faust, Marilyn Faust, Allen Glenn and Sandra Glenn.



2nd place, Team 4 — Ruth Byrum (third from left), Jimmy Byrum (not pictured), Rose Orloski and Steve Orloski.

SPAC Walkathon



During the week, Ann and Richard Strickland sold SPAC Walkathon T-shirts; all proceeds went to SPAC.





• **SPAC Walkathon** •



Early Thursday morning at 6:15, participants in Thursday's 9th National Convention SPAC Walkathon gathered and walked to a nearby park to raise money for SPAC.





• Thursday, Aug. 13 •

Accolades for NAPS President Ivan D. Butts



National Auxiliary President
Laurie Butts

At the opening of Thursday morning's business session, National Auxiliary President Laurie Butts started the day with quotes about happiness:

"Learn to let it go. That is the key to happiness." – Buddha

"We are as happy as we make our minds to be." – Abraham Lincoln

"Happiness is not something ready-made. It comes from your own actions." – 14th Dalai Lama

"Happiness depends on ourselves." – Aristotle

"View happiness not as a static destination, but as a deliberate practice of presence, self-acceptance and resilience." – Maya Angelou

"The Auxiliary is here to wish you a happy, happy day!" Laurie exclaimed.



Ken Bunch, Detroit Branch 23, gave the invocation Thursday morning.







Southern Region Vice President Jaime Elizondo Jr. honored the late Ernest C. Hill.

passion," she declared. "He loved all of you and enjoyed every meeting he attended and truly wanted to be here, but that was not to be.

"He told me in December he was going to help with the legislative assignments, but I cautioned him not to. 'Felecia, don't tell me what I can't do; tell me what I can do!' I leave you with those words from Ernest."

Next on the agenda were nominations for the NAPS resident officers and Executive Board members, as well as the host city for the 2030 National Convention.

Thursday afternoon, a number of video tributes from congressional and state representatives to NAPS President Ivan D. Butts were heard. Among those expressing appreciation to the NAPS president were Sen. Chris Van Hollen (D-MD), Sen. Angela Alsobrooks (D-MD), Rep. Glenn Ivey (D-MD, Ivan's representative), Rep.

"I want to recognize our state presidents; please stand. Thank you for all you do and your hard work. Felecia, we miss Ernest."

Felecia Hill told delegates Ernest loved NAPS. "It was his

NAPS Southern Region Vice President

Jaime Elizondo Jr., with National Auxiliary Southern Region Vice President Felicia Hill, took a moment to honor the memory of former Texas Legislative Chair Ernest C. Hill. "I am honored to recognize Ernest with a special Challenge Coin cast in his honor," Elizondo said. "So many times, we see people, appreciate them and honor their hard work, but we don't tell them in the moment. Visit someone when they can be seen — not at a visitation where they can be viewed.

"I want to recognize our state presidents; please stand.

Thank you for all you do and your hard work. Felecia, we miss Ernest."

Felecia Hill told delegates Ernest loved NAPS. "It was his

National Auxiliary Southern Region Vice President Felicia Hill



Capitol-Atlantic Vice President Troy Griffin thanked NAPS President Ivan D. Butts for his leadership.



Capitol-Atlantic Area Vice President Troy Griffin with his state presidents, presented NAPS President Ivan D. Butts with tokens of appreciation for his service to NAPS. From left: Maryland-DC State Branch 923 President Steve Shawn, South Carolina State Branch 944 President Peggine Bednar, District of Columbia A. Millie Calloway Branch 135 President Marty Wright, Laurie Butts, Ivan, Virginia State Branch 951 President Lloyd Cox, Carolinas Bi-State Branch 936 President Rodney Charles and Griffin.



Also extending best wishes were Philadelphia Mayor Cherelle Parker, President Donald Trump and Maryland Governor Wes Moore. These officials thanked Ivan for his years of service to the Postal Service, as well as NAPS. Hoyer thanked Ivan for working closely with him on postal reform legislation and all he has contributed to the postal community. Ivey lauded the NAPS president, saying, "I'm proud to see the impact you have had. Your steady leadership has left NAPS strong. I hope you take pride in all you have accomplished."

- Ivan D. Butts

The California State Branch Executive Board presented Ivan with a plaque in honor of his service. Los Angeles



California State Branch 905 President Marilyn Jones, with her fellow officers, presented Ivan with a plaque. From left: Sally Simpao, Stephnia Campbell, Mariel Murillo, Victor Garcia, Marilyn Jones, Ivan, Clarissa Bognot, Linda Thomas and Felicia Pennington.



The Capitol-Atlantic Area leaders gifted Ivan with a Philadelphia Eagles "Opportunity" hat.

Branch 39 gave him quite the stylish hat in appreciation of his "dedication, kindness and excellence."

Ivan, visibly touched by these tributes, told NAPS delegates how appreciative he was of these presentations. "When I started this journey," he said, "I did not plan on being the NAPS president."

"I wanted to provide leadership, but then, I learned about service. Jesus told his disciples, 'If any among you want to be leader, you have to serve. If you want to be a chief, you must be a slave.'"

"I am honored to have been a slave to NAPS. I have been your servant and tried to serve you to the best of my ability."

"I love you all from the bottom of my heart."

Audit Committee Chair Arnold Rosario, Portland, ME, Branch 96, and Assistant Chair Tira Lewis, Baltimore Branch 42, presented their committee's report. The committee reviewed vouchers for 26 Executive Board officers and invoices for 16 vendors.

The committee comprised 10 NAPS members from different branches. They looked at vouchers and invoices



From left: Branch 39 members Steve Prevulsky, sergeant-at-arms; Robin Walker; Carol Randle, Scholarship chair; Shirley Lee; Marilyn Jones, president; NAPS President Ivan D. Butts; Sam Booth Jr., vice president; Youvet Profit, trustee; Velma McClinton; Felicia Pennington, Legislative chair; and Alvetia E. Smith, treasurer.



from August 2024, April 2025, October 2025 and March 2026.

The review resulted in two minor findings regarding travel vouchers: The same expense was claimed on two vouchers for small amounts. Secretary/Treasurer Jimmy Warden was apprised of the findings; he received payment for one of the overpayments and expects to receive payment for the other.

The committee found NAPS' financial records to be in good order and commended Warden for his excellent work and attention to detail.

Audit Committee Chair Arnie Rosario, Portland, ME, Branch 96, and Assistant Chair Tira Lewis, Baltimore Branch 42, gave their report.



Konish Hall of Fame awards recognize members for their leadership in support of SPAC over their NAPS membership. This year's recipients, with the resident officers, from left: Chuck Mulidore; Rafael Brathwaite, Birmingham, AL, Branch 45; Scott Englerth, Ann Konish, NY, Branch 11; Junemarie Brandt, James E. Parks Jr. Northern Virginia Branch 526; Toni Coleman-Scruggs, Lorraine Harry-Dr. Nancy Wesley Branch 493; Bjorn Gruetzmacher, Tacoma, WA, Branch 31; Ivan D. Butts; and Jimmy Warden.



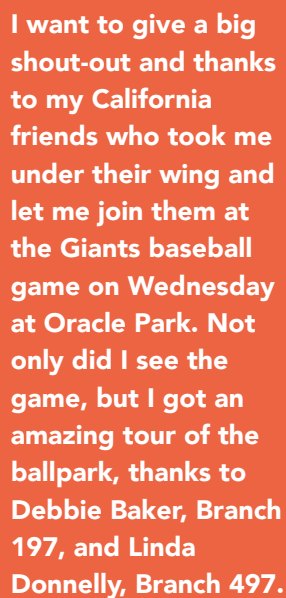
Secretary/Treasurer Jimmy Warden, with President Ivan D. Butts and Executive Vice President Chuck Mulidore, presented the Best Website and Newsletter awards:



Robert Wakefield — 1st place, Middle Tennessee Branch 32; and 3rd place, Tennessee State Branch 947; 2nd place — Melanie Sodors, Houston Branch 122.



Best Layout — Chanel Dodson, Los Angeles Branch 39; Best News/Feature Article — Junemarie Brandt, James E. Parks Jr. Northern Virginia District Branch 526; and Overall Excellence — Baltimore Branch 42, Maxine Campbell and Marcia Jones (with assistance from Assistant Secretary Roberta Hoag). Not pictured: Best Bylined Column/Editorial — Tamica McPherson, Baltimore Branch 42.



In front of the statue of Orlando Cepeda, from left: **Yunina Graham, Branch 88 Auxiliary vice president; Karen Young, NAPS editor; Marsha Danzy, Branch 197; Debbie Baker, Branch 197 president; Ralph Petty, Branch 77 president; and Barbara Kelly, Branch 77 Auxiliary.**



• Friday, Aug. 14 •

Elections got underway Friday morning.



Marsha Danzy, Branch 197, gave the invocation.







Assistant secretaries, from left: **Roberta Hoag**, Branch 53, NJ; **Marcia Jones**, Branch 42, MD; **LaTasha McFowland**, Branch 131 (MO); and **Nancy McVicker**, chair, Branch 66, OR.



Ballot Committee Chair Bruce Kuiper, MN, with **Assistant Chair Angela Gavin-Mitchell**, TX, announced the results of the elections.

The members of the Ballot Committee were recognized:



Derek Lothridge, ME; **Jason Tat**, CO; **Tammy Lothridge**, ME; **Shannon Creath**, IL; and **Diane Duncan**, NY.



Bradley Neft, TN; Rae Monda Adams Hogue, OH; Debra Foster, TX; and Kiran Gill, CA.



Cindy Sampson, OH; CJ Hamilton, AZ; Delores Hunter, MI; Virginia Price-Booker, MO; and Nanette Frazier, AL.



Eric Nelson, OR; James Cavegn, MN; Karyn Rahming, CA; Sandra Hammock, TX; and Stephanie Hartman, IL.



Nicole Brittain, FL; David Erickson, SD; Linda Turner, MS; Beverly Coleman, MO; Tyloria McPhee, FL; Rafael Flores, NJ; and Butch Maynard, NY.



Sharon Wright, MI, and Deborah Holley, VA.



Sergeant-at-Arms Chair Gina Hellermann, with Assistant Chair Darrell Young, thanked her committee for their hard work during the convention week. She also thanked the delegates for their cooperation.



New Leadership Elected for 2026-2028

On Friday morning, Florida State Treasurer and SPAC Walkathon Organizer Ann Strickland gave an update on this year's walkathon. "We had about 100 walkers participate this year," she announced. "The weather was great and we had a nice walk in the park."

"Thanks to everyone for buying T-shirts and walking. I want to thank my husband Richard Strickland, Gail Van Horn, Yanier Leon, Ray Maytin, Abel Ortiz and Sabrena Paisley for helping with the shirts."

"I also want to give a big shout-out to Signature Federal Credit Union for their support and sponsorship of the shirts. They and NAPS Headquarters helped make our walk a success. Mia Smith from OCTUS Financial also

came on board as a sponsor this year. With their sponsorship, we purchased the shirts; all proceeds from the walkathon went to SPAC."

A total of \$8,538 was raised. Strickland recognized the top earners: Dinah Thompson, \$45, Branch 103; Yolanda Lewis, \$60, Branch 127; Roger Gorge, \$90, Branch 8; Katie Howard, \$100, Branch 541; Judy Mannings, \$220, Branch 45; Roxanne Robinson, \$275, Branch 531; Ann Strickland, \$400, Branch 146; and Kathy Gill, \$1,423, Branch 50.

Following was the election of NAPS resident officers and Executive Board members.



The SPAC jail continued to pay dividends for NAPS. As of Friday morning, more than \$44,000 had been collected in bail money; the previous SPAC record at a national convention was \$35,000 in 2021.



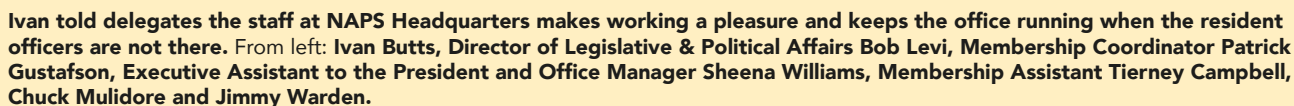
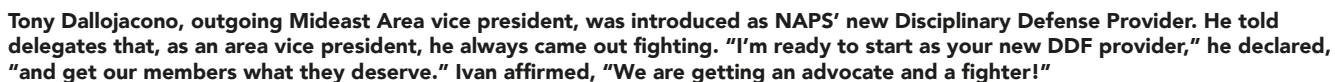
Kathy Gill, Harrisburg, PA, Branch 50, was the top-earner in the SPAC Walkathon with \$1,423. Ann Strickland, Miami Branch 146, was the second-highest earner with \$400. From left: Gill, Chuck Mulidore, Strickland, Ivan Butts and Jimmy Warden.



Credentials & Registration Committee Chair Roy Madden thanked NAPS staff members Sheena, Tierney and Patrick for all their help during the convention. He introduced his committee, from left: Larry Martin, Maxine Campbell, Melisande Shumate, Renee Rafuse, Dawn Sonnier, Pamela Cothrine, Constance Scales-Bradley, Gloria Mitchell, Jeanette Carter and Lori Reed.



The top-10 new member sponsors for the past two years were recognized, from left: 1st place, Brian Wagner, Heart of Illinois Branch 255; 2nd place, Charles Patterson, Margarete A. Grant Branch 127 (accepted by Jan James); 3rd place, Marilyn Jones, Los Angeles Branch 39; 4th place, Deborah D. Johnson, San Francisco Branch 88; 10th place, Tarnetta Sadler, Detroit NDC, Branch 545; 7th, place, David Joseph, Charlotte, NC, Branch 183; 9th place, John Bu, Thomas Roma Brooklyn Branch 68; and 6th place, Renee Rafuse, Springfield, MA, Branch 102. Not pictured: 5th place, Paul Ross, Syracuse, NY, Branch 7; and 8th place, Derek Lothridge, Portland, ME, Branch 96.





At the start of Friday's afternoon business session, the election results were announced (see page 75). Newly elected NAPS President Chuck Mulidore addressed delegates:

"My heart is so full right now! I appreciate your trust in me; it's a responsibility I take very seriously. I can't promise you everything, but I promise I'll give you everything I have every day.

"I've had great mentors, including John Geter. When I first got on the board, he taught me what to do. Ivan — he knows! He called me this morning to pray.

"I want you to believe I'm never going to let you down. We have a great slate of officers. Richard Green will do a great job as secretary/treasurer. I want to thank Brian Wagner who also was a mentor of mine. I don't take any of this stuff personally and I never stopped having Brian as my friend; we'll always be friends.

"To Myrna and Dan, it's tough putting yourself out there. I campaigned with all these folks across the country. We went out to dinner together, we talked and we kept it professional and friendly. I have a lot of respect for them; I give them a lot of respect.



Newly elected NAPS President Chuck Mulidore was emotional as he addressed delegates, expressing his thanks and appreciation for their support.



"To all the Executive Board members, congratulations! We'll see you in the morning. And to the outgoing board, thank you. We owe you a measure of gratitude and debt for the hard work you have given NAPS.

"I grew up in an Italian family where we would argue at Sunday dinner at my grandma's house. You yelled at each other in Italian, then we all left, kissing each other. It kind of reminds me of NAPS. We have our disputes, we kind of battle it out, but, at the end, we hug it out and go about our business.

"We are a family and I appreciate this family for having trust in me. I will be a president for everyone. Board members, we have work to do. These folks have given us a charge to take care of business. We're going to do that and work hard to earn your trust.

"Thank you so much! I love you all."

"My heart is so full right now! I appreciate your trust in me; it's a responsibility I take very seriously. I can't promise you everything, but I promise I'll give you everything I have every day."

- Chuck Mulidore



Louis Atkins and newly installed NAPS Secretary/Treasurer Richard Green

Former NAPS President Louis Atkins proceeded to swear in the new officers:

"My congratulations to you, Mr. Richard Green, on your election to NAPS secretary/treasurer. Under your charge and your custody are the finances of this organization; this is a very serious responsibility. Carefully guard all the funds in your hands and be prepared to render an account when required or requested. There can be no doubt the success of any organization is on this position; It requires tact, experience, patience and accuracy. It is a pleasure for me to call you duly installed. Congratulations."

"My congratulations to you, Mr. Jimmy Warden, on your election to the position of NAPS Executive Vice President. It will be your duty to always assist the presi-



The 2026-2028 NAPS Executive Board was sworn in by former NAPS President Louis Atkins. Front row, from left: **New England Area Vice President Bill Austin, New York Area Vice President Tom Hughes, Mideast Area Vice President Jon Kofsky, Capitol-Atlantic Area Vice President Lloyd Cox, Pioneer Area Vice President Ed Laster Sr., Michiana Area Vice President Kevin Trayer, Illini Area Vice President Luz Moreno, North Central Area Vice President Rob Moore, MINK Area Vice President Will McIntyre, Southeast Area Vice President Bobby Bock, Central Gulf Area Vice President Dwight Studdard, Cotton Belt Area Vice President Shri Green, Texas Area Vice President Pamela Davis, Northwest Area Vice President John Valuet, Rocky Mountain Area Vice President John Aceves and Pacific Area Vice President Chuck Lum.** Back row: **Immediate Past President Ivan D. Butts, Former NAPS President Louis Atkins, NAPS President Chuck Muldore, Executive Vice President Jimmy Warden, Secretary/Treasurer Richard Green, Western Region Vice President Marilyn Walton, Northeast Area Vice President Dee Perez, Eastern Region Vice President Troy Griffin and Central Region Vice President Craig Johnson.** (Not pictured: Southern Region Vice President Jaime Elizondo Jr.)



Louis Atkins and newly installed NAPS Executive Vice President Jimmy Warden

dent and perform such other duties and responsibilities as may be assigned. It's a tough job, however, it should be a matter of great pride and satisfaction to be chosen for this position. You must never violate the great trust in you and give unselfishly of your time and effort when you support this organization. You will find these obligations, truly. I declare the executive vice president duly and rightly installed. Jimmy, congratulations!

"President-elect, please step forward, Mr. Chuck Mulidore. Chuck, you are about to assume the high office to which you have been elected. I am confident of your

ability to conduct the duties of this office in a credible manner. I surrender you the gavel. May you use it with firmness, fairness and impartiality. And may your tenure be of benefit to all postal supervisors, managers and postmasters. I now declare you installed as the president. Congratulations!"

Atkins then addressed outgoing NAPS President Ivan Butts: "You are a great person! Thank you for your service."

NAPS Legal Counsel Bruce Moyer addressed delegates to provide an update to the NAPS v. USPS lawsuit (see page 73).



Legal Counsel Bruce Moyer brought NAPS delegates up to date regarding the NAPS v. USPS lawsuit and answered questions.



Louis Atkins and newly installed NAPS President Chuck Mulidore



As the 70th NAPS National Convention wound down to a close, San Francisco Host Branch 88 President Linda Thomas gave her final remarks.

"Whew, I'm happy now! I want to thank each of you for your comments, positive and negative; it just makes us get better. I certainly had more positive remarks than negative.

"I have worked tirelessly because, when I get something in my mind, I want to do it right now; this has been a slow process. Thanks, Branch 88, for putting up with me.

"I want to stop for a moment. Deborah Johnson mentioned this earlier: When we got home from the previous national convention, Aug. 17, 2024, our past president, Carolyn Thompson, celebrated her birthday. We called her when we just got home. The next day, she died.

"I want to dedicate this convention and all the work we have done to Carolyn, Mardina Graham, Larry Comp-ton, Pat Dangerfield and Dianne Ayon. May they rest in peace; I hope we did them justice.

"Every single delegate, you are important because you made this convention what it was — no big people, no little people. Thanks to Marilyn Walton for volunteering us to do this job. I thank the NAPS Headquarters staff. Every time we sent an email or call, they were right there for us, patting us on the back.



NAPS Meeting Planner Sheri Davies (left) and Editor Karen Young listened as Branch 88 President Linda Thomas addressed delegates. In his remarks, Ivan credited Sheri with giving NAPS delegates the best convention experience possible.



San Francisco Host Branch 88 President Linda Thomas offered final remarks and presented Ivan with a gift to enjoy in his retirement.

"To our sister branches and California State, thank you for everything you did. For our southern sister branches, we wanted you to be guests — not worker bees. Thanks for coming and supporting us.

"William Taylor, 'Mr. Golf USA,' was on the phone a year and a half to make sure the golf tournament went as planned. All the vendors, our meeting planner, the editor — everyone who played an integral part, thank you. Safe travels.

"Mr. Ivan, big brother, on behalf of Branches 466, 197, 159, 274, 88, 39 127, 266, 244 and 373, we would like to give you something — Fire-Cured Flying Pig Cigars. We want you to put that hat on and lean back in your chair and smoke on these cigars!"

Ivan thanked Linda and told NAPS delegates, "These guys deserve a NAPS round of applause for what they did." The convention adjourned.



"Whew, I'm happy now!" Linda Thomas declared at the end of the convention.





Friday Banquet



Newly elected NAPS President Chuck Mulidore was emcee at Friday evening's banquet.



Sheena Williams (center), with her brother Ivan Jr. and daughter Mya, regaled NAPS delegates with stories about growing up with Ivan as her dad.



The Ivan D. Butts Commemorative Banquet honored Immediate Past President Ivan D. Butts, with National Auxiliary President Laurie Butts, for his service and dedication to NAPS.



NAPS v. USPS — Where Does the Lawsuit Stand?

NAPS Legal Counsel Bruce Moyer answered 10 frequently asked questions regarding the status of the lawsuit:

1. What's the lawsuit about?

Generally, the lawsuit involves whether the 2016-2019 EAS pay package complied with federal law and which EAS employees NAPS is entitled to represent.

2. Why did NAPS file the lawsuit?

NAPS filed the lawsuit against the Postal Service in July 2019 after consultation with the USPS on the 2016-2019 pay package and a three-member fact-finding panel found that the terms of the USPS-proposed package were deficient in numerous respects. Andrew Freeman, of Brown, Goldstein & Levy, a Baltimore-based law firm, and his litigation team have done a stellar job in representing NAPS throughout the fact-finding and litigation.

NAPS sued the Postal Service in the U.S. District Court for the District of Columbia, claiming the Postal Service violated *Title 39*, section 1004, in three important ways:

- The Postal Service failed to provide an “adequate and reasonable differential in rates of pay” between supervisors and managers and the clerks and carriers they supervised (in violation of 39 USC § 1004(a)).
- The Postal Service failed to provide compensation for all EAS employees comparable to their counterparts in the private sector (in violation of 39 USC § 1004(b)).
- The Postal Service failed to recognize NAPS as an eligible organization representative of all EAS employees throughout the Postal Service (in violation of 39 USC § 1004(b)).

3. Why has the lawsuit taken so long?

NAPS has been engaged in this lawsuit for seven years. As the saying goes, “The wheels of justice turn slowly.” Remember, NAPS first challenged the 2016-2019 pay package in July 2019, when it appealed to a fact-finding panel commissioned by the Federal Mediation and Conciliation Service. A year later, in July 2020, the three-member panel unanimously recommended that the Postal Service make specific changes to the pay pack-

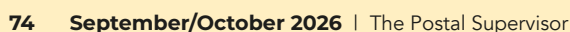
age and the EAS pay system. The Postal Service rejected those recommendations, prompting NAPS to challenge the pay package in federal court in September 2020.

In federal district court, NAPS narrowed its claims to the three *Title 39* obligations earlier mentioned. Unfortunately (and incorrectly), the court dismissed the lawsuit on procedural grounds in July 2021. This was unexpected because NAPS had filed a similar pay lawsuit 50 years ago against the USPS — and prevailed at the district court level. NAPS appealed the district court ruling to the U.S. Court of Appeals for the District of Columbia, regarded as the second-highest court in the land. The appellate court reversed the trial court and ruled our case could proceed.

4. What does NAPS have to show for its effort?

In February 2022, NAPS won an historic victory from the U.S. Court of Appeals for the District of Columbia. The Appeals Court ruled for NAPS on every issue. The Court ruled that:

1. NAPS has the right to enforce the requirements of the Postal Reorganization Act (*Title 39*) in court.
2. NAPS has the right to represent postmasters, an outcome UPMA had resisted. In fact, UPMA had intervened in the lawsuit below and sided with the Postal Service, arguing that NAPS was not entitled to represent postmasters. The Appeals Court ruled that UPMA and the Postal Service were wrong; NAPS was entitled under *Title 39* to represent postmasters.
3. NAPS represents all EAS employees unless they are not “a supervisory or other managerial employee.”
4. The Postal Service must provide “some differential” in rates of pay between (a) supervisors and managers and (b) clerks and carriers.
5. The Postal Service must consider private-sector compensation when setting EAS compensation.







Former NAPS Executive Board



Standing, from left: **Former Illini Area Vice President Charles May, Former Northwest Area Vice President Ben Clapp, Former Rocky Mountain Area Vice President Steve Gerber, Past North Central Area Vice President Dan Mooney and Former NAPS President Brian J. Wagner.** Sitting: **Past Mideast Area Vice President Tony Dallojacono, Former NAPS President Louis Atkins and Past Rocky Mountain Area Vice President Myrna Pashinski.**

National Auxiliary Executive Board



Standing, from left: **Pioneer Area Vice President Sheila Mason, Texas Area Vice President Melva Seals, Southeast Area Vice President Jane Finley, Central Region Vice President Elly Soukey, Southern Region Vice President Felecia Hill, North Central Area Vice President Sherry Mattfield, Cotton Belt Area Vice President Ruth Cushenberry and Western Region Vice President Chanel Dodson.** Sitting: **Former Western Region Vice President Patricia Jackson-Kelley, Eastern Region Vice President Hazel Green, Executive Vice President Beverly Austin, President Laurie Butts, Secretary/Treasurer Bonita Atkins, Michiana Area Vice President Heather Hommer-son and MINK Area Vice President Mary Caruso.**





Convention Committees

Credentials & Registration



Front row, from left: **Jeanette Carter**, **Delores Hunter**, **Maxine Campbell**, **Pamela Cothrine**, **Lori Reed**, **Dawn Sonnier** and **Constance Scales-Bradley**. Back row: **Larry Martin**, **Renee Rafuse**, **Tammy Lothridge** (co-chair), **Gloria Mitchell**, **Roy Madden** (chair) and **Melisande Shumate**.

Rules



Standing, from left: **Gale Ingram** (co-chair), **Tywanda Robinson** and **LaNeda Pitts**. Sitting: **Mary DiGioia** and **Jim Isom** (chair). Not pictured: **Gail Van Horn**.



Resolutions



Standing, from left: **Daniel O'Donnell**, **Robin Walker**, **Junemarie Brandt** (chair), **Angela Garland** (co-chair), **Veronica Copeland** and **Olajide Okedina**. Sitting: **Toni Coleman-Scruggs**, **Gregg Walker**, **Diana Peters**, **Nathan Amos** and **Rafael Braithwaite**.

Audit



From left: **Arnie Rosario** (chair), **Tira Lewis** (co-chair), **Pam Aldape**, **Arlene Streeter**, **Deborah Barkley**, **Stephnia Campbell**, **Yolanda Lewis**, **Peggy Allen**, **Alice Jackson** and **Velma McClinton**.



Postmaster



From left: **Dee Perez, Jackie Clayton, S. Ivey, Kiran Gill, Patricia Groves, Marsha Danzy, Kanani Alos, Peggie Bednar (chair), Heather Westlake, C. Michele Randall, Richard Carmona (co-chair) and Denina Morales-Farmby.**

Constitution & Bylaws



From left: **Richard Caruso (chair), Carol Randle, Debra Johnson (co-chair), Rose Allen, Jackie Caffey, Monique Mosley, Edith Roundtree, Rebecca Jones, Darrilyn Smith and Aric Skjelstad.**

Sergeants-at-Arms



From left: **Darrell Young (co-chair), Gina Hellerman (chair), Deborah Farmer, Darryl Smith, Butch Wrazidlo, Wayne James, Paul Worley, Sam Booth, Alvetia E. Smith, Kenny Marshall, Will McIntyre, Joe Lahmann, Jesse Dominguez, Ricky Frazier, Anitra Warren, Arthur Christopher, Tammy Rosario, Steve Swimm, Joanne Farmer and Mark Hellermann.**



NAPS Areas

• New England Area •



• New York Area •





• Mideast Area •



• Capitol-Atlantic Area •



• Pioneer Area •





• Illini Area •



• North Central Area •



• Michiana Area •





Political and Legislative Readiness

In a few weeks, EAS-level postal employees and their fellow Americans will either celebrate or lament the results of the 2026 elections. In either case, the role of the Postal Service and its employees in the election has been magnified by the partisan exploitation of the most-trusted federal agency.

Fortunately, the U.S. Supreme Court rejected President Trump's interference with the Postal Service's historic role in transporting absentee election ballots in the 2026 election by a solid 7-2 majority. Regrettably, postal leadership bowed to presidential pressure and the Board of Governors was silent. Moving forward, postal supervisors, managers and postmasters need to rebuild confidence in our postal system — a trust undermined in the lead-up to the 2026 election. The Postal Service must continue to deliver democracy to America.

In late September, Congress retreated to their home districts and will not return until after Election Day. No matter the results, Congress will conduct a post-election lame-duck session before gaveling the 119th Congress to a close in December. Primarily, the government funding bill, which was signed into law on Sept. 2, expires on Dec. 11.

A new law must either extend funding until the 2027 financial year ends (Sept. 30, 2027) or to an earlier date. Otherwise, once again, there will be a government shutdown. Also, there was talk about a late-2026 budget reconciliation bill that could threaten the benefits of postal and federal employees and retirees.

Four seats on the Postal Board of Governors and one seat on the Postal Regulatory Commission (PRC) remain vacant. The Homeland Security and Governmental Affairs Committee has forwarded only two of Trump's four governor nominees to the full Senate.



BOB LEVI

Director of Legislative
& Political Affairs

Sen. Michael Rounds (R-SD) continues to have a "hold" on postal nominees. He is dismayed about the perceived inattentiveness of postal leadership to rural postal issues. Until Rounds releases his hold, no Senate

action is planned on the two nominees; the future is unclear regarding the other two nominees. If no action is taken on the nominees by year's end, Trump would have to renominate them in 2027 or submit other nominees.

Election results, most notably in the Senate, will play a pivotal role in USPS governance. Should the Senate shift to a Democratic majority, Sen. Maggie Hassan (D-NH) would be chair of the Homeland Security and Governmental Affairs Committee, replacing Sen. Rand Paul (R-KY). Consequently, Board of Governor and PRC nominees would have to win approval with the new majority.

Should the Democrats gain a House majority, Rep. Robert Garcia (D-CA) would succeed Rep. James Comer (R-KY) as chair of the Oversight and Government Reform Committee. Also, Rep. Kweisi Mfume (D-MD) likely would take the gavel from Rep. Pete Sessions (D-TX).

Without a doubt, such shifts would magnify congressional scrutiny of the USPS, notably chronic issues relating to the "Delivering for America" initiative and the controversial development of the Federal Ballot Mail Portal — a portal that came under credible whistleblower criticism.

So, with all this on our political and legislative plate, NAPS is ready!

The Postal Wedding Manifest-o

By the time you read this column, my extended family and friends will be a few weeks away from celebrating my eldest son's wedding to a wonderful woman. Anyone who has planned a wedding can appreciate the hitches and glitches that can complicate event planning. However, I never imagined that such difficulties could arise from my beloved U.S. Postal Service.

Unbeknownst to all but a few, in August, the Postal Service published new regulations that would require families sending out wedding invitations to enter a list of "approved" wedding guests into a hastily created contractor-engineered federal Wedding Invitation portal. This requirement was printed in the newly revised *Domestic Mail Manual*.

The regulations are intended to implement a cloaked executive order and divine revelation to "ensure supreme verification and integrity in American weddings." The executive order stipulates it is the federal government's

Postmasters Belong in NAPS

Postmasters carry one of the most important leadership responsibilities in the U.S. Postal Service. They are responsible for managing employees, serving their communities, meeting operational goals and ensuring the agency continues to provide reliable service. Because of these responsibilities, postmasters need a strong organization that understands the unique challenges of postal management and has the experience and influence to advocate for them.

The National Association of Postal Supervisors is that organization. NAPS has represented postal supervisors and management personnel for more than a century. Today, the association represents supervisors, managers, and postmasters throughout the Postal Service.

One of the strongest reasons for postmasters to belong to NAPS is representation on issues that directly affect their careers. Compensation, benefits, working conditions, disciplinary matters and changes in postal policy can have a significant impact on a postmaster’s professional life. NAPS provides members with advocacy, career information, training and disciplinary defense resources.

NAPS also has a significant voice when it comes to pay and benefits for postal management employees. Federal law provides for consultation with recognized management organizations regarding pay policies, schedules, fringe benefits and other programs affecting supervisory and managerial employees. A 2022 decision by the U.S. Court of Appeals for the District of Columbia Circuit recognized NAPS’ right to represent postmasters in these areas.

Perhaps most importantly, postmasters and supervisors share many of the same challenges. Both are expected to lead employees, implement constantly changing policies, meet performance expectations, manage limited resources and maintain excellent customer service. Having postmasters and other EAS employees working together through one strong organization creates greater unity and a stronger collective voice.

Membership in NAPS is, therefore, more than simply joining an organization. It is an investment in professional representation, leadership, advocacy and the future of postal management. When postmasters stand together with supervisors and managers, they strengthen their ability to influence the policies, compensation and working conditions that affect their careers.

For these reasons, every postmaster should seriously consider becoming a member of the National Association of Postal Supervisors. A stronger NAPS means a stronger voice for postmasters — and a stronger voice for the future of the Postal Service.

heatherwestlake15@gmail.com

Heather Westlake, postmaster of Junction City, OR, is a member of Greater Oregon Branch 276.



Heather Westlake
Postmaster
Junction City, OR

THRIFT SAVINGS PLAN

August 2026

Fund	G	F	C	S	I	
August 2026	0.41%	0.40%	2.72%	2.27%	3.32%	
12-month	4.46%	1.94%	20.36%	18.68%	29.93%	
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.						
Fund	L Income	L 2030	L 2035	L 2040	L 2045	L 2050
August 2026	1.11%	1.75%	2.04%	2.19%	2.31%	2.43%
12-month	9.46%	14.90%	16.73%	17.84%	18.80%	19.78%
Fund	L 2055	L 2060	L 2065	L 2070	L 2075	
August 2026	2.85%	2.86%	2.86%	2.85%	2.86%	
12-month	23.35%	23.35%	23.35%	23.34%	23.34%	
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.						

2026 SPAC Contributors

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Lothridge, Tammy	ME	Branch 96
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Green Jr., Richard	VA	Branch 98

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continued....

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Wright, Marcellus	DC	Branch 135
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Goldstein, Diane	FL	Branch 156
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Vera, Aida	FL	Branch 296
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SPAC

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\$1,000 - President's Ultimate

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

The Postal Wedding Manifest-o

continued from page 86...

duty under Article II and the First Amendment of the U.S. Constitution to promote the free exercise of religion.

The Postal Service wrote in its published regulations that it would not deliver wedding invitations to those guests who did not appear on a list that was entered into the wedding portal by state-licensed religious authorities. Moreover, the regulations state that each invitation must include a unique intelligent mail bar code to enable invitation tracking and matching the actual mailed invitations to the list entered into the portal.

In defense of this new regulation, postal leadership asserted this is nothing more than a mail “manifest” like verified lists required of mailed parcels. This Wedding Manifest would be maintained by the Postal Service and only can be accessed by postal-approved individuals.

The laborious task of compiling the invitation list now is further complicated by submitting the proposed guest list, with addresses, to a state-licensed member of the clergy who will evaluate the religious integrity of each guest. The clerics then would return their “approved” list to the host so they can enter the approved names in the USPS Wedding Portal.

Of course, the host can add approved names up until the final date on which RSVPs could be received. Postal regulations assure wedding hosts that RSVPs will not be impacted by the new regulations.

Obviously, this USPS Wedding Invitation Manifest is chock-full of problems, not the least of which is the short time between the August publication of the regulations and the date on which the wedding invitations must be mailed. Coordinating with multiple clergy and scrutinizing the spiritual integrity of invitees takes time.

Moreover, the federal courts are evaluating the Postal Service’s legal power to implement regulations that could run afoul of state law, the First Amendment’s separation of church and state and the lack of Postal Service authority to deem an otherwise mailable item (i.e., a wedding invitation) nonmailable if it does not appear on the agency’s wedding manifest.

In hindsight, elopement would have been a better option — especially because the couple’s first choice of a wedding venue was the Kennedy Center for the Performing Arts, which, obviously, is unavailable.

naps.rl@naps.org

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Aug. 31, 2026

National Aggregate:

\$204,586.75

National Per Capita:

\$7.26

Region Aggregate:

1. Southern.....	\$ 51,479.18
2. Western	\$ 46,721.28
3. Eastern	\$ 46,444.50
4. Central.....	\$ 33,257.00
5. Northeast.....	\$ 26,684.79

Region Per Capita:

1. Southern.....	\$ 8.30
2. Western	\$ 8.30
3. Eastern	\$ 7.70
4. Central.....	\$ 6.91
5. Northeast.....	\$ 5.04

Area Aggregate:

1. Pacific.....	\$31,275.50
2. Capitol-Atlantic	\$30,464.90
3. Southeast	\$ 27,059.18
4. Texas	\$ 14,126.50
5. New England	\$ 12,076.84
6. New York	\$ 10,595.46
7. Mideast	\$ 10,271.99
8. North Central	\$ 10,057.00
9. Pioneer.....	\$ 9,720.10
10. Michiana.....	\$ 9,473.00
11. Illini	\$ 9,257.05
12. Northwest.....	\$ 7,917.78
13. Rocky Mountain	\$ 7,528.00
14. Cotton Belt.....	\$ 5,427.00
15. Central Gulf	\$ 5,029.50
16. MINK	\$ 4,469.95

Area Per Capita:

1. Southeast	\$11.19
2. Pacific.....	\$11.04
3. North Central	\$10.62
4. Capitol-Atlantic	\$10.52
5. Texas	\$ 7.55
6. New England	\$ 7.16
7. Michiana.....	\$ 7.07
8. Northwest.....	\$ 6.78
9. Illini	\$ 6.65
10. Pioneer	\$ 6.35
11. Central Gulf	\$ 5.88
12. Cotton Belt.....	\$ 5.12
13. Rocky Mountain	\$ 4.69
14. New York	\$ 4.15
15. Mideast	\$ 3.96
16. MINK	\$ 3.95

State Aggregate:

1. California	\$ 29,805.50
2. Florida	\$ 25,385.18
3. Texas	\$ 14,126.50
4. Maryland	\$ 13,272.00
5. Virginia	\$ 9,978.00

State Per Capita:

1. Maine	\$34.12
2. Maryland	\$20.90
3. North Dakota	\$17.76
4. Idaho	\$15.29
5. Utah.....	\$14.63

Drive for 5

Members by Region:

1. Eastern	40
2. Southern.....	38
3. Western	34
4. Northeast.....	30
5. Central.....	28

Aggregate by Region:

1. Eastern	\$13,608.00
2. Western	\$12,269.28
3. Southern.....	\$10,541.68
4. Northeast.....	\$ 7,810.46
5. Central.....	\$ 6,787.05

NAPS Board Has Frank Discussions with USPS Labor Relations VP

Submitted by Secretary/Treasurer **Jimmy Warden**

NAPS Executive Board Chair Chuck Lum called the meeting to order at 8:59 a.m. on Aug. 8. The first order of business was hearing from Michael Elston, USPS vice president, Labor Relations. NAPS President Ivan D. Butts greeted Elston and thanked him for attending the meeting.

Elston congratulated NAPS on its 70th National Convention and apologized he would not be able to attend as he had another commitment the next day and needed to fly out in the afternoon. Elston noted this was his first opportunity to speak to the NAPS board.

He provided a summary of his personal and professional background. In 2025, he was named vice president of Labor Relations. Former PMG Louis DeJoy and Deputy PMG Doug Tulino gave Elston the position at his request. The issue he has spent the most time on is improvements in the workplace environment, which need to be tackled. Sometimes it is a frustrating job, he observed.

Elston came to the position without any preconceived notions. Over the past 16 months, he has observed the relationship between NAPS and the Postal Service is not where it should be.

He congratulated Butts on his retirement from NAPS and said he will be making a \$100 contribution to PERF in honor of Ivan's retirement. "Unfortunately," he noted, "we are friendly on a personal basis, but neither of the two organizations are friends."

Elston said he understood that, in the past, there was a good working relationship between the two organizations. He does not know the history of the relationship, but wants to move forward and try to build a good working relationship with NAPS.

Elston stressed that he values credibility. "Credibility in law is so important," he noted. "When lawyers prepare briefs, they must be credible." He told the board it is unfortunate when he receives emails and letters from NAPS that just are not true. Elston quoted two articles from *The Postal Supervisor* in which comments were made he said were totally false, which affects credibility.

"Credibility as an organization is important for the organization," he offered. "These articles harm an organization." When he receives a 650 case from an association whose credibility has been questioned, he said he looks into the merits of the case with more scrutiny.

Elston stressed he does not understand why NAPS has an adversarial relationship with the Postal Service; it seems everything is negative. He believes the existence of NAPS relies on the existence of the Postal Service and wants to restore a cooperative relationship between the two organizations.

The main issue he hears about is how people are treated in the organization. Tulino has highlighted the importance of treating people right. If the workplace environment will improve, so will service. Elston quoted an Oct. 7 memo from Tulino asking postal leaders to lead by example, train and coach.

"Our leaders are stewards of our mission," Elston said. "We are accountable in achieving results and leadership. It's not in the best interest not to have a good work environment."

He discussed that the promotion process has been changed for PCES promotions. There now is a PCES vetting committee. Elston affirmed he is committed to correcting the workplace environment. He concluded his remarks by again congratulating Ivan on his retirement.

Board members responded then to statements Elston made. It was mentioned that the frustration started back with EVA from 2011 through 2013, no raises whatsoever and a 1% increase in 2014. Those issues led to NAPS filing its lawsuit — raises were not keeping up with the cost of living.

Also, NAPS has seen accountability of leadership being addressed by members. NAPS stressed it has brought postal issues to the Hill on behalf of the Postal Service. Elston agreed and said he appreciated NAPS working together with the USPS. "It starts with accountability," he declared.

Questions then were taken; NAPS appreciated the frank-

ness of Elston's responses. It was mentioned that workplace issues need to be addressed and not get to the point where grievances need to be filed. This is an issue in some areas; discipline is immense.

Also, at one NAPS state convention, a district manager said they would go after anyone who is not scanning packages. There is an issue why employees are not standing in line for promotions; many who are being promoted are not qualified.

Elston noted that, theoretically, all discipline is supposed to go through Labor Relations, which then determines if there is cause. Too many actions are served that do not have just cause. Elston said he does not believe in issuing discipline to "send a message."

Exception was taken by the NAPS board that Elston took only certain articles from *The Postal Supervisor* to make his point and, in fact, many articles written are positive and support the Postal Service.

There is concern about the agency wasting money on administrative leave, then bringing employees back with no discipline. There is a need to acknowledge discipline does not cure all issues; it only should be used if needed.

Elston said he believes a better relationship moving forward will correct many of these issues. In the past, the USPS would come to NAPS with issues and new changes coming; this appears to have stopped. That process gave NAPS the opportunity to let members know what was on the horizon. Most issues are with the middle-level managers and pertain to dignity and respect.

NAPS indicated that locations where scanning is a concern just issue discipline instead of helping correct it; they should talk first. Clocking in beginning tours and end tours on scanners outside of one's facility is an issue as this is fraudulent behavior.

Also, blue collections boxes are an issue, including white-washing of checks. Security of collection boxes needs to be addressed.

Elston told the board he believes in telling the truth and being upfront. He hopes to build the relationship with NAPS and go in the right direction. "I'm disappointed we don't have the relationship we once had," he concluded.

The board held its consultative meeting with Paulita Wimbush, Labor Relations Policies and Programs. Responses will be published when received from USPS Headquarters.

Executive Vice President Chuck Mulidore gave the invocation; President Ivan D. Butts led the Pledge of Allegiance. Western Region Vice President Marilyn Walton and Rocky Mountain Area Vice President Myrna Pashinski were named sergeants-at-arms.

Secretary/Treasurer Jimmy Warden conducted the roll call of officers; all members were present except for Tony Dallojacono who was excused. Also in attendance were NAPS Legal Counsel Bruce Moyer and Parliamentarian Bruce Bishop.

Butts welcomed everyone, noting the schedule was changed to accommodate USPS leadership. He said he

was glad the board had the opportunity to meet Elston.

Mulidore welcomed the board to beautiful San Francisco and said he, too, was glad board members met Elston. He thanked Ivan for his years of dedication to NAPS, noting Ivan always put the members first.

Warden welcomed members and said he was looking forward to a productive national convention, noting much work needed to be accomplished to determine the future of NAPS. He told the board members he appreciated all the hard work they do for members and thanked Ivan for his leadership.

Lum gave his report. He thanked everyone for their support, including the resident officers. He said the environment has changed; he spends a lot of time protecting members. In Hawaii, there always has been a feeling of family — *ohana* — but that has changed; the culture has changed.

Hawaii had its first career conference in June. Lum said it was depressing seeing UPMA sign craft members. He suggested NAPS needed to give serious consideration to signing craft and communicate what NAPS is all about. "I love this organization and will work and fight to make it better," he declared.

Motion #1 was made by Cotton Belt Area Vice President Shri Green, seconded by Walton, to accept the 2026 spring Executive Board meeting minutes and the July 9, 2026, Executive Board Zoom meeting minutes previously sent to the Executive Board and also published in *The Postal Supervisor* magazine. Motion passed unanimously.

Warden gave his report:

- As of June 30, 2026, NAPS investments totaled \$8,266,315.18.
- On Feb. 28, 2026, NAPS investments totaled \$7,899,827.86. This is an increase of \$366,487.32 or 5%. Since April 2025, there have been no transfers of funds from investments to checking to cover expenses.
- As of July 20, 2026, the NAPS General Fund Signature FCU Checking account balance was \$460,634.71; the Signature FCU Money Market account was \$396,463.32; and the Signature Savings Account was \$5,293.80, for a total of \$862,391.83.
- On March 1, 2026, the NAPS General Fund FCU Checking account balance was \$655,069.84; the Signature FCU Money Market account was \$174,662.22; and the Signature Savings Account was \$4,662.98, for a total of \$834,395.04. This is an increase of \$27,996.79 or 3%.
- As of June 30, 2026, NAPS Property Inc. (NPI) had \$78,394 in cash on the balance sheet. There were \$54,347 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), which left \$24,000 in unencumbered cash as of the end of the reporting period.

LocalWorks, currently occupying Suite 305 (7,250 square feet) expanded into Suite 105, which is an additional 6,090 square feet as of March 1, 2026. Like the agreement for Suite 305, the expansion is considered a license

agreement with profit sharing. It is assumed to be low risk, but has no defined income model.

As June was the beginning of the new fiscal year, YTD profit sharing with NPI was \$1,500 higher than budgeted, but this was only for one month. The FY26 reporting period was under budget on percentage rent from LocalWorks — \$135,000 budgeted versus \$110,000 actual.

Suite 300 (2,450 square feet) was leased out to Psych Associates (doing business as Bloom Health Centers), with rent beginning June 1, 2026. The tenant is paying \$5,410/month for a three-year term, resulting in a projected surplus of \$64,920 in base rent for FY27 as this lease was not included in the budget.

Additionally, the lease for Suite 310 was renewed by Real Estate Counselors, PLLC, for a new three-year term beginning June 1, 2026, at \$2,800/month. Because this renewal was not included in the FY27 budget, a projected surplus of \$33,600 is projected in base rent for FY27. Total surplus with both unbudgeted lease agreements is projected at \$98,520 for the fiscal year.

The current cash projections assume continued vacancies on the 2nd floor. Jim Stokes of STOLADI Property Group, Inc. has been contracted to lease out the space.

The cash forecast for the fiscal year assumes contributions of \$40,000/month from the landlord to cover the building operating expenses, which is a decrease from the original budget of \$45,000/month due to the additional leasing activity noted above. To the extent vacancies are leased out and/or LocalWorks becomes more profitable, these contributions may decrease.

As of June 30, 2026, NAPS Headquarters' social media results were as follows:

Facebook had 5,062 followers (up from 4,609 last October, or 9.83%). Posts garnered an average of about 500-2,000-plus views; the most engaging posts got about 10,000 to 30,000-plus views organically.

The post with the highest reach during 2026 was from June 25 (31,000 reach and about 61,000 views). Note: Reach is the number of people who saw it and views is the number of times a post was viewed; views count if an individual saw a post multiple times. The item was "NAPS Newsbreak — USPS Postmaster EAS-18B FLSA Special Exempt Decision Letter."

Competition for organic visibility on Facebook remains high, with organizations, businesses and individuals all competing for placement in user feeds. Despite these challenges, NAPS continues to achieve strong organic performance, with several posts reaching tens of thousands of people in 2026, including one post that generated more than 60,000 views. Facebook also remains the primary source of social media traffic to the NAPS website, accounting for more than 90% of visits from social platforms. Maintaining a presence on additional platforms such as Instagram and LinkedIn also helps expand overall visibility and reach.

Instagram had 535 followers (up from 525 last October, or 1.9%).

LinkedIn had 1,265 followers (up from 988 last October, or 28.03%).

The NAPS website was redesigned at the end of 2024, with the project completed during the first quarter of 2025. Because the Google analytics tracking code was not implemented until March 25, 2025, there is very limited website data for quarter 1, 2025. As a result, year-over-year website comparisons should be interpreted with caution.

From April through June, the website showed a year-over-year decrease in page views and users. However, this comparison is heavily influenced by an unusually large spike in traffic during May 2025, when a single Breaking News item, "House Oversight Committee Approves \$50.9 Billion in Federal-Postal Retirement Cuts By 1 Vote," generated exceptionally high website traffic.

Ongoing content recommendations include continuing using email to drive readers to website content. Email remains a major driver of website traffic and readership. News updates and magazine articles that are published online and distributed through email consistently rank among the website's most visited content. Republishing printed magazine articles on the website gives current and prospective members another way to access the information while also providing the site with fresh, regularly updated content that supports search visibility.

Regarding membership, as of the June 2026 DCO (reflecting DCO membership through PPs 12 and 13) NAPS had 28,447 members (27,017 active and 1,430 associate; 95% and 5%, respectively). Total membership from February 2026 (PPs 4 and 5) was 29,075 (27,663 active and 1,412 associate), an overall total decrease of 628 members or (.02%).

As of the June 2026 DCO, the total number of active nonmembers was 20,446. This number is based on the USPS payroll files of nonmember EAS employees, which also includes postmasters. Based on current membership totals, there are approximately 43% nonmembers. Nonmembers from February 2026 were 20,030, an increase of 416 or 2%.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check and established the "High-Five Club" where a member could receive an additional check for \$25.

Local and state branches continue to receive their NAPS Nonmember and Change Summary reports along with their DCO and Mail Address reports monthly. NAPS also encourages review of the biweekly EAS promotion report and the monthly postmaster promotion report. NAPS also encourages members to view the monthly SWCs report as it shows where vacancies exist that potentially will be filled, as well as the weekly CRDO vacancy report. We ask any individual listed as a nonmember to be contacted and informed regarding the benefits of joining NAPS.

Expiring and pending contracts were discussed. Contracts received:

- Bruce Moyer for legal services for two years, Nov. 1, 2026, through Oct. 31, 2028.

- ConferenceDirect to manage the 2030 NAPS National Convention.
- John Wallace to perform NAPS accounting and book-keeping for five years, Sept. 1, 2026, through Aug. 31, 2031.

Warden discussed the budget's final numbers from FY25/26. This was the first fiscal year NAPS did not have to withdraw funds from investments to cover expenses. The two major cost factors running over budget were the DDF (amount of cases were high) and *The Postal Supervisor* magazine (number of pages per issue and the increase in postage).

NAPS Parliamentarian Bruce Bishop addressed the board. He said he was grateful for the opportunity to work with NAPS. Periodically, he is contacted by the resident officers for input. Bishop said he was honored to work with Ivan the past couple years; he works with many organizations, but NAPS is on top of the list.

Legal Counsel Bruce Moyer noted he was honored to have worked with Ivan these past years and appreciates the inspiration he has given to members. Moyer wished every one of the board members luck in pursuit of their aspirations in NAPS.

He discussed finding a new DDF provider. A contract has been drafted with Dallojacono Associates. Presently, Tony Dallojacono is obtaining the insurance needed.

The board then went into executive session.

Mulidore discussed NAPS' FY26 total DDF cases:

- 124 cases — 67 closed; 57 pending
- Total cost — \$204,969.24; average cost per case — \$3,867.34
- 96 MSPB cases (77%) — 8 won (8%); 6 lost (6%); 37 settled (39%); 5 withdrawn (5%); 40 pending (42%)
- 23 DCA cases (19%) — 5 won (22%); 0 lost (0%); 1 settled (4%); 2 withdrawn (9%); 15 pending (65%)
- 5 ELM 650 cases (4%) — 0 won (0%); 3 lost (60%); 0 withdrawn (0%); 2 pending (40%)

Cases by type: performance, 48; finance, 29; violence, 15; sexual misconduct, 11; falsification, 8; attendance, 7; and theft, 6.

Cases by area: Southeast, 21; New York, 18; Cotton Belt, 17; Mideast, 12; Capitol-Atlantic, 11; Pacific, 10; Michigan and Rocky Mountain, 5; Pioneer, Central Gulf and Texas, 4; New England, North Central and MINK, 3; Illini and Northwest, 2.

Mulidore next gave the legislative/SPAC update. He noted SPAC donations decreased in 2024 and 2025, with a slight increase in 2026, but not at the amount achieved in 2023.

He outlined NAPS' 2026 legislative priorities:

- Pay and consultation — Enforce meaningful pay consultation and fair supervisory differential over the ranks we lead.
- Service Protection — Defend six-day delivery and

strong service standards for every community.

- Financial Stability — Support appropriations and reforms that keep the Postal Service solvent and self-sustaining.
- Workforce and staffing — Adequate supervisor staffing, training and career pathways as the network modernizes.
- Retirement Security — Protect earned pension and health benefits for current and future postal managers.
- A seat at the table — Ensure supervisors' voices are heard in oversight, network planning and operational decisions.

Postal-specific NAPS priorities include:

- Public Service — Well-received NAPS proposal weds universal service obligation (USO) appropriation with USPS accountability.
- Financial — Invest trust funds in diverse conservative securities, recalculate CSRS pension liability and increase USPS borrowing authority.
- Governance — Nonpartisan, independent and qualified USPS governors and PRS commissioners.
- Fairness and security — H.R. 7600, Postal Supervisors, Managers and Postmasters Fairness Act; H.R. 1559, Postal Employees Appeal Rights Amendment Act; H.R. 2095, Postal Police Reform Act.

Threats and challenges ahead include:

- Privatization pressure — Proposals to restructure or privatize would put universal service and job security at risk.
- Service standard rollbacks — Slower delivery window can erode public trust and increase frontline strain.
- Budget and funding gaps — Revenue uncertainty threatens staffing, technology and modernization plans.
- Eroding pay comparability — Compression between supervisors and craft employees undermines recruitment and retention.

Mulidore also discussed grassroots advocacy and how NAPS' voice impacts policy:

- Legislators listen to postal employees who run the operation. When thousands of supervisors speak with one voice, postal policy changes.
- Local credibility — NAPS members are their constituents and postal experts.
- Strength in numbers — Coordinated outreach turns individual concerns into mass appeal.
- Year-round presence — Relationships built between elections carry the most weight.

Mulidore outlined NAPS' 2026 legislative-political action calendar:

Winter — NAPS prepared for battle and reviewed priorities and shared them with NAPS members at branch, state, area and regional meetings.

Spring — Featured the Legislative Training Seminar where NAPS members learned about legislative issues; members delivered the message to Capitol Hill in person.

Summer — There was a focus on appropriations, universal service and governance. NAPS weighed in on budget deliberations, continued to work with the Congressional Postal Caucus and congressional committees and monitored the Senate confirmation process.

Fall — Will focus on political engagement and maximize SPAC activity to optimize political impact and legislative success.

Mulidore spoke on the upcoming elections in November. There are issues voters are looking at that could determine control of the House and Senate. The economy, war with Iran, presidential approval, redistricting, the Supreme Court rulings on mail-in ballots and campaign spending reshape the field, as well as turnout and enthusiasm.

Following are the remaining motions:

Motion #2 — Submitted by Chuck Mulidore, seconded by Luz Moreno, to accept the contract of Bruce Moyer to be NAPS legal counsel Nov. 1, 2026, through Oct. 31, 2028. The motion passed unanimously.

Motion #3 — Submitted by Bobby Bock, seconded by Jimmy Warden, to accept the contract with Conference-Direct to manage the 2030 National Convention. Voting “yes” were Butts, Mulidore, Warden, Perez, R. Green, Johnson, Elizondo, Walton, Austin, Hughes, Laster, Trayer, Moreno, Mooney, Washington, Bock, Studdard, Davis and Valuet. Voting “no” was Griffin. S. Green and Pashinski were absent; Dallojacono was excused.

The motion passed.

Motion #4 — Submitted by Chuck Mulidore, seconded by Ivan Butts, to postpone motion #3 to the 2026 fall Executive Board meeting with a copy of the Conference Direct contract to be sent to all board members. Voting “yes” were Butts, Mulidore, Perez, R. Green, Elizondo, Walton, Studdard, S. Green and Davis. Voting “no” were Warden, Johnson, Austin, Hughes, Griffin, Laster, Trayer, Moreno, Mooney, Washington and Bock. Valuet and Pashinski were absent. Dallojacono was excused.

The motion failed.

Motion #5 — Submitted by Richard Green and seconded by Bobby Bock, to accept the contract of John Wallace for accounting and services Sept. 1, 2026, through Aug. 31, 2031. The motion passed unanimously.

Under new business, dates for the 2026 fall Executive Board meeting:

- Arrive Sunday, Oct. 18
- Meeting is Oct. 19-21
- Depart Thursday, Oct. 22
- New board members will arrive Saturday, Oct. 17, and have training Oct. 18

Dee Perez thanked everyone for their condolences over

the death of his mother. Kevin Trayer thanked everyone for their concerns over his recent health issues.

Dan Mooney quoted Matthew 23, to President Ivan Butts, saying, “Well done, good and faithful servant.”

For the good of the association, Troy Griffin thanked everyone and said it was a pleasure working with them as he realizes there will be new board members after convention elections.

Marilyn Walton wished Ivan well. She said she has seen the three current resident officers go to the White House twice for bill signings. The only other NAPS president she saw go to the White House was Ted Keating. “This team did a great job,” she offered. “I am proud.”

Myrna Pashinski thanked Ivan for his leadership. She acknowledged they did not always see eye to eye, but she truly appreciated his leadership and wished him all the best in his retirement.

Kevin Trayer expressed how the members in Michigan were disappointed Ivan couldn’t attend the Michigan State Convention as they wanted to show their appreciation for all his passion for NAPS.

Shri Green said board members vote on their principles of each matter and the board needs to look at business in new ways.

Jaime Elizondo thanked Ivan for the job he has done. He recalled running against him in San Diego and said Ivan has done a great job for NAPS. Jaime said he never has gotten mad at how a board member voted.

Bobby Bock reminded the board we all are family. He said he has learned a lot from Ivan in leading the organization forward.

Ed Laster thanked everyone on the board and has appreciated being able to soak up the knowledge and see how people give of themselves to the members. He appreciates how NAPS stays in there and fights hard for the membership. He thanked Ivan and said he appreciates him.

Richard Green reminisced when he first met Ivan at his local branch meeting. “Ivan was a great mentor to me,” he offered, “and has done great work for the organization. I appreciate his leadership.”

In final remarks, Ivan said it has been a tremendous honor to be able to serve the members and work with the board. “Yes,” he agreed, “we didn’t agree on everything, but I truly believe everyone on the board works for the membership — not ourselves. We always will be on top.”

Ivan said he looks forward to serving on the board as immediate past president. He began serving on the board in 2014 in San Diego and will end his term in 2026 in San Francisco — two California cities. “As a resident officer, I am proud to have started in California and will end in California,” he declared. “I love you all.”

Board members gave Ivan a standing ovation.

Chuck Lum led the closing prayer; he adjourned the meeting at 3:46 p.m.

NAPS Executive Board Welcomes Newly Elected Members

Submitted by Secretary/Treasurer **Richard Green**

NAPS Executive Board Chair Chuck Lum called the meeting to order at 9:16 a.m. on Aug. 15. Secretary/Treasurer Richard Green gave the invocation. Executive Vice President Jimmy Warden led the Pledge of Allegiance.

Richard Green was named sergeant-at-arms. He also conducted the roll call; all members were present except MINK Area Vice President William McIntyre, who was excused.

NAPS President Chuck Mulidore welcomed the new board members and thanked the former board members for their service. He thanked San Francisco Branch 88 for a great convention. He also thanked Ivan D. Butts and welcomed him as the immediate past president. And, finally, he welcomed Tony Dallojacono as the new DDF provider.

Executive Vice President Jimmy Warden welcomed all board members, as did Richard Green, who said he is excited and ready to get to work.

Butts thanked all the board members for their support during his term as president.

Mulidore explained board accounts to the new members and informed them the fall board meeting would be Oct. 18-22; new board members will arrive Oct. 17. A call will be set up with them to get them up to speed on NAPS processes.

Dallojacono addressed the board and said he is getting up to speed quickly and looks forward to working with the board. He will provide updated information to post on the website.

Dallojacono and Associates has six representatives and is working on finding a provider for the West Coast.

NAPS Legal Counsel Bruce Moyer will work with NAPS for two more years. He referred to future membership challenges and offered to work with NAPS on any Constitution & Bylaws changes, if needed, resulting from resolutions just passed at the convention.

Central Gulf Area Vice President Dwight Studdard asked Moyer how they should address branches that are holding meetings electronically. Moyer responded that should be addressed in the Constitution & Bylaws.

Mulidore noted NAPS members have let NAPS leadership know what their expectations of the board are. He said he is looking at the current Executive Board committees. Workplace treatment of EAS employees will be a NAPS Headquarters committee; he asked for volunteers from the board. The intent is to set up meetings with USPS Headquarters.

Warden will be meeting with his team to discuss SPAC and any new ideas and concepts moving forward. Green had a discussion regarding membership.

Western Region Marilyn Walton said she was thankful for a great convention and support from the local branch. She expressed concern about representation.

Incoming board members Jon Kofsky, Lloyd Cox and John Aceves gave remarks.

Eastern Region Vice President Troy Griffin told the board he is scheduling meetings at the area/regional/director level at the USPS and that it is appropriate for regional vice presidents to set up meetings.

Cotton Belt Area Vice President Shri Green addressed treatment across the Postal Service. A question was raised regarding new member packets and what items should be included.

Mulidore mentioned more training is needed from area vice presidents; more electronic training is available.

Warden asked about the new board members' work experiences: Cox — customer service; Kofsky — customer service; Moore — maintenance; Aceves — VMF, customer service, safety.

There was no new business.

The closing prayer was led by S. Green. Lum adjourned the meeting at 11:02 p.m.



Connection Can Change a Life

Submitted by the USPS Employee Assistance Program

September marks Suicide Prevention Awareness Month, a time to reinforce a simple, but powerful, message: No one should have to face life's challenges alone. While conversations about mental health have become more common in recent years, many people still struggle in silence.

This month serves as a reminder of the importance of workplace connection, support and well-being, as well as the role these elements can play in strengthening employee engagement across postal teams.

The Power of Noticing

Every day, supervisors interact with employees who may be balancing workplace responsibilities alongside personal challenges such as family concerns, financial stress, relationship difficulties, health issues or emotional struggles. Sometimes these challenges become visible through changes in behavior.

An employee who is normally engaged may become isolated or unusually quiet. Someone who consistently performs at a high level may begin making mistakes, missing deadlines or appearing distracted. Others may express feelings of hopelessness, increased irritability or a lack of interest in activities they once enjoyed.

While these signs do not automatically indicate suicidal thoughts, they can signal that an employee is experiencing significant distress and may need support. A caring conversation, a genuine check-in or simply asking, "How are you doing?" can help break through feelings of isolation and open the door to assistance.

Creating a Culture of Connection

One of the most effective protective factors against suicide is connection. When employees feel valued, respected and supported, they are more likely to seek help when they need it. Supervisors can strengthen workplace connection by:

- Checking in regularly with employees, not just about work performance but overall well-being.
- Encouraging respectful and supportive team interactions.
- Demonstrating empathy during difficult situations.
- Promoting awareness of available mental health resources.
- Reinforcing that seeking help is a sign of strength, not weakness.
- Creating a culture where employees feel comfortable discussing challenges can help reduce stigma and encourage early intervention before concerns escalate into a crisis.

New Resource: Suicide Prevention Support on the USPS EAP Website

This year, Suicide Prevention Awareness Month coincides with an important enhancement to USPS Employee Assistance Program resources. Following the recent launch of the new EAP website, employees and supervisors now have access to a dedicated Suicide Prevention page designed to provide education, support and guidance for those seeking help for themselves or someone they care about.

The new resource page offers information on:

- recognizing warning signs and risk factors
- how to support someone who may be struggling
- crisis and emergency resources
- practical steps for seeking professional assistance
- tools that promote ongoing emotional well-being and resilience.

Supervisors are encouraged to familiarize themselves with these resources and share them with employees throughout the year, not just during September. Increasing awareness of available support can make it easier for individuals to reach out when they need help most.

Remember to Take Care of Yourself

Supervisors often focus so much on supporting their teams they overlook their own well-being. Yet leaders experience stress, anxiety, loss and personal challenges just like everyone else.

Taking time to prioritize your own mental health is essential. Whether it is speaking with a counselor, managing stress more effectively or accessing resources through the EAP, seeking support can improve your resilience and ability to lead others effectively.

Remember: You do not have to carry challenges alone.

September Action Steps for Supervisors

- Encourage open and respectful conversations about mental health.
- Stay alert to changes in employee behavior, mood or performance.

- Promote the USPS EAP and the new Suicide Prevention resource page.
- Foster a work environment built on trust, connection and compassion.
- Use available support resources for your own well-being when needed.

Every Conversation Matters

Suicide prevention is not limited to mental health professionals. Everyone has a role to play in creating a culture of care and support. By remaining attentive, showing empathy and connecting employees with available resources, postal supervisors can make a meaningful difference in the lives of those they lead.

A single conversation can provide hope. A simple act of support can remind someone they matter. And, sometimes, that connection can save a life.

If someone is in immediate crisis, call or text 988, the Suicide & Crisis Lifeline, available 24 hours a day, seven days a week.

For additional guidance and support, contact the USPS Employee Assistance Program.



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

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

Trouble Accessing the New EAP Website?

If you or your team are having trouble viewing the latest version of EAP4YOU.com, you may want to try one or more of the following:

- Visit EAP4YOU.com by typing the web address directly into your browser.
- Update any existing bookmarks by deleting the old bookmark and creating a new one after accessing the site.

- Refresh the page using Ctrl + Shift + R (Windows) or Command + Shift + R (Mac).
- Open EAP4YOU.com in a private/incognito browser window.
- Clear your browser's cache and cookies, then revisit the site.
- Try accessing the site from a different browser or device.





Got a Minute?

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

The modern workplace often feels like a theater of the absurd, particularly when you are summoned to a teleconference and suddenly find yourself center stage. We all have experienced that overwhelming wave of stress when a superior asks you to navigate to a CRDO site or share your screen to explain a data discrepancy.

The senses overload, the heart rate climbs and the fear of being put on the spot becomes a paralyzing reality. But the most uncomfortable part of that experience isn't the technical glitch; it is the silence that follows the question: "Why don't you know?"

It is a fair question, even if it feels like an indictment. In the world of delivery and logistics, our daily rhythm is remarkably consistent. We receive, prepare and deliver. While the volume of mail fluctuates and arrival times shift, the core mission remains unchanged. So, why does it feel like a surprise when we are asked to speak about a missed scan, a stray package, what we are doing about craft attendance, craft not doing their jobs properly or a reporting error at your station?

Preparation is the only antidote to the "telecon trap." If a task cannot be completed on time, the solution isn't to wait for the inevitable confrontation on a conference call; it is to immediately communicate that reality to your leadership in writing. Having a documented trail of your

situation protects you from the "I don't know" defense, which rarely holds water in a data-driven environment.

We work for a company that essentially is in the business of communication, yet we often fail to communicate our own hurdles and knowledge gaps. Yes, the tools change constantly. The websites we use to research data are updated with dizzying frequency, making it easy to lose your way. However, relying on the excuse that there are "too many telecons" or "too much data" does not exempt us from the responsibility of being informed.

The shift we must make is from reactive panic to proactive maintenance. We need a modern-day regimen — a daily to-do list that involves checking every essential data site before the email invite for a meeting even hits our inbox.

The goal is not just to have the data; it's to have the confidence that, when the spotlight turns to you, you aren't stuttering through an apology. You want to be able to move past "I don't know" and, instead, say, "Here is exactly what happened and this is why."

Preparation is not just about efficiency; it's about reclaiming your peace of mind.

mveleznapsbr164@gmail.com



That's What NAPS Is For

Brian J. Wagner - Former NAPS President

It was nice seeing many NAPS friends and making new ones at the 70th NAPS National Convention in San Francisco. Again, congratulations to the newly elected 2026-2028 resident officers and Executive Board members. I wish you and NAPS all the best.

The convention was filled with much conversation, opinions and music. Speaking of music, here's the scoop!

I always enjoy listening to music on the radio whether on a short or long trip. Sometimes, I have sung out loud and off-key to popular songs from years ago because it makes me feel good. Plus, it brings back fond memories and good times with friends and family.

According to a quick internet search, music has a pro-

found ability to bring people together. It fosters community by triggering the brain to release bonding chemicals like oxytocin and endorphins, aligning brainwaves through shared rhythm and bridging cultural divides to act as a universal language.

Whatever the science or reason that makes music good for you, on occasion, I sometimes like to have fun and change a word or two in a song to reflect what is important to me. There is one song that stands out that reminds me of why NAPS is so important.

"That's What Friends Are For" was written in 1982 by the legendary songwriting duo of Burt Bacharach and Carole

continued...

Bayer Sager. It was originally recorded by Rod Stewart for a comedy movie and later reimagined in 1985 by singer Dionne Warwick. It's a great song.

By changing a word in the chorus from "friends" to "NAPS," the song does not lose its meaning. It brings more meaning to me and, I hope, other NAPS members. If you know the song and its chorus, sing it out loud and insert the word "NAPS" for the "friends." A one and a two – sing:

*Oh, keep smilin' and keep shinin'
Knowing you can always count on NAPS for sure
That's what NAPS is for
In good times and bad times
NAPS will be on your side forever more
Oh, that's what NAPS is for*

*Keep smiling, keep shinin'
Knowing you can always count on NAPS for sure
That's what NAPS is for
For good times and bad times
NAPS is on your side forever more
That's what NAPS is for*

"On your side for forever more" are not just lyrics in a song. In this case, it's a message to NAPS members that you always can count on NAPS for support and represen-

tation — in good times and bad times.

Knowing NAPS has your back during bad times will make those times not so bad and those good times will be even greater and more, because "that's what NAPS is for — to be at your side forever more."

Next time you are talking to a potential NAPS member, besides giving them all the NAPS membership recruitment material and a *Form 1187* to join, ask them if they know the song, "That's What Friends Are For." If they do, let them know NAPS is their friend, too.

NAPS will be there for them in good times and bad and on their side forever more. See, this NAPS chorus is so catchy.

If they don't know the song, just break into singing the NAPS chorus version. Either way, I am confident they will join NAPS. And you and them will become NAPS friends forever more.

Here is a friendly reminder of my ice-cream-flavor-of-the-month recommendation: Friendly's Royal Banana Split. Be safe and eat more ice cream, forever more!

brian4naps@aol.com

August SPAC Contributors *continued from page 89...*

Supporter (\$100)

Prevulsky, Stephen	CA	Branch 244
Profit, Youvet	CA	Branch 39
Reed, Lori	CA	Branch 198
Trevena, April	CA	Branch 94
Wright, Alphonso	CA	Branch 127
Price, Richard	CO	Branch 65
Desperett, Tonya	DC	Branch 135
Dsouza, Johnson	FL	Branch 296
Gary, Robert	FL	Branch 386
Golby, David	FL	Branch 81
James, Suzette	FL	Branch 154
Johnson, Debra	FL	Branch 354
Lewis, Terry	FL	Branch 81
Perez, Frances	FL	Branch 156
Ross, Randy	FL	Branch 81
Zlobicki, Stefan	FL	Branch 81
Howard, Katie	IL	Branch 541
May, Charles	IL	Branch 14
Mendoza, Esther	IL	Branch 14
Walsh, John	IL	Branch 289
Watkins, Lawrence	IL	Branch 14
Freeman, Terrell	IN	Branch 204
Mosley, Monique	IN	Branch 8
Powell, Jeanette	IN	Branch 8
McIntyre, William	KS	Branch 458
Brumfield, Bertha	LA	Branch 73
Clarke, Shirley	LA	Branch 73
Duplessis, Tomica	LA	Branch 73
Hamilton, Larry	LA	Branch 209
LaStrapes, Ebony	LA	Branch 209
Bouve, Nancy	MA	Branch 120
Madden, Roy	MA	Branch 6

Smith, Melanie	MA	Branch 6
Archibald, James	MI	Branch 268
Porter, Chemayne	MI	Branch 268
Pryjowski, Cheryl	MI	Branch 268
Sadler, Tarnetta	MI	Branch 545
Miller, Kadee	MN	Branch 104
Hughes, Jeffrey	MO	Branch 131
Petersen, Lisa	MO	Branch 36
Royall, Velinzo	MO	Branch 36
Washington, Robert	MO	Branch 131
Permann, Kally	MT	Branch 929
Belger, Michael	NC	Branch 183
Mercer, Johnnie MAE	NC	Branch 183
Grasso, Salvatore	NJ	Branch 568
Rutter, Gary	NJ	Branch 74
Martinez, Gino	NM	Branch 295
Contreras, Javier	NV	Branch 249
Arroyo, Victor	NY	Branch 85
Barone, Thomas	NY	Branch 202
Hernandez, Miriam	NY	Branch 459
Maynard, St. Clair	NY	Branch 51
Violante, Vincent	NY	Branch 202
Jackson, Deborah	OH	Branch 46
Mayle, Scott	OH	Branch 33
Paige, William	OH	Branch 46
Saunders, Leslie	OH	Branch 33
Young, Kim	OH	Branch 46
Cabrera, Antonio	PR	Branch 216
Giorgio, Victor	RI	Branch 105
London, Geneva	TN	Branch 32
Mabon, Valerie	TN	Branch 32
Neal, Linda	TN	Branch 555

Neft, Bradley	TN	Branch 32
Proctor, Kevin	TN	Branch 32
Quinn, Christopher	TN	Branch 97
Shoemaker, Justin	TN	Branch 165
Fletcher, Mae	TX	Branch 9
Shawver, Stephen	TX	Branch 122
Gerber, Stevan	UT	Branch 139
Phillips, Beige	UT	Branch 139
Brown, Lorraine	VA	Branch 98
Driscoll, Darcy	VA	Branch 526
Farmer, Deborah	VA	Branch 526
Holley, Deborah	VA	Branch 526
Jacobs, Charles	VA	Branch 132
Reedy, James	VA	Branch 526
Krogh, Charlie	WA	Branch 31
Boston, Vicki	WI	Branch 72

We All Can Help Build Membership

May High-Five Club Members

Edili Acosta,
Branch 216, PR

Deborah Johnson,
Branch 88, CA

Brian Wagner,**
Branch 255, IL



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

National Association of Postal Supervisors Louis M. Atkins Presidential Student Scholarships Deadline: Dec. 31, 2026

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

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

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



Applications must be received no later than

Dec. 31, 2026. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the "Members" tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

Scholarship winners will be announced in January 2027. In addition, the scholarship winners will be listed in the March 2027 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2027. Scholarships may be used to pay expenses in the student's current or following semester.

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



HOW TO BE A TSP Millionaire

Catch-Up Contributions and Roth Mandates

BY AARON OYA

When was the last time you logged into your TSP account? Ask a fellow member that question and you will hear answers all over the map. Even now, some participants still have not logged into the “new” TSP website or reviewed their beneficiary designation.

I thought mine were squared away — until I tapped the “Beneficiary” button in the TSP app and discovered they were missing. Re-adding them required a witness and information I did not have immediately available. If you’ve been through that process, you know it’s not something you want to discover during a busy week.

Because we are talking about the TSP website, this is a good time to revisit the Setting Every Community Up for Retirement Enhancement Act of 2022 — better known as SECURE 2.0. The TSP has published extensive guidance on how SECURE 2.0 affects federal employees.

We’ve already discussed provisions like the “super catch-up,” Roth in-plan conversions and changes to required minimum distributions (RMDs). This time, let’s focus on how SECURE 2.0 will affect catch-up contributions for many postal leaders — and how that may directly show up in their net pay.

For 2026, the IRS elective deferral limit is \$24,500. Employees age 50 and older can contribute an additional \$8,000 in catch-up contributions, for a total of \$32,500. Employees ages 60-63 qualify for the enhanced super catch-up, bringing their total to \$35,750.

One detail worth noting: 2026 has 27 pay periods, not the usual 26. If you set your TSP contributions as a flat dollar amount, this affects how your total is spread across the year. Dividing \$32,500 over 27 pay periods comes out to roughly \$1,204 per pay period.

If you contribute at that level using traditional (pre-tax) contributions, you’ll hit the \$24,500 elective deferral limit around pay period 20. After that, your contributions automatically spill over into catch-up.

Under SECURE 2.0, catch-up contributions must be Roth for higher-income earners beginning in 2026. Whether this applies to you is determined by your 2025 FICA wages. If your FICA wages for 2025 exceeded \$150,000, all catch-up contributions in 2026 must be Roth — no traditional option.

And that’s where the paycheck surprise comes in. If you’ve been contributing roughly \$1,200 pre-tax each pay period and that same \$1,200 becomes post-tax Roth once spillover begins, your take-home pay will drop. This isn’t a future tax issue — it’s real money invested post-tax from your paycheck today.

Here’s the important context: Most NAPS members will not cross the \$150,000 FICA threshold. But many of us work closely with people who have — managers, MPOOs, directors and others whose base pay alone exceeds the limit. Don’t forget: Higher level details also can push wages over the threshold.

Those leaders may not be expecting a change in their net pay, especially if they have not brushed up on SECURE 2.0 provisions. And because the trigger is last year’s FICA wages, not this year’s contributions, the Roth catch-up requirement can catch even seasoned investors off guard.

Understanding this provision helps us engage in conversations with peers, colleagues and leaders — especially when someone asks why their net pay suddenly dropped.

By the time you are reading this, it may be too late to implement strategies such as front-loading contributions or designating a portion to Roth from the beginning of the year. But awareness still matters. Knowing what can — and will — potentially happen to net pay can prepare the TSP investor for the potential drop in net pay.

To find out more information on how the provisions of SECURE 2.0 affect you, visit the TSP website at: www.tsp.gov/news-and-resources/



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Purpose, Progress and Possibility

Chanel M. Dodson – Western Region Vice President

There is something special about bringing dedicated members together from across the country to celebrate an organization built on friendship, service and a shared commitment to making a difference. The National Auxiliary's 45th Biennial National Convention to the National Association of Postal Supervisors was a time to celebrate our accomplishments, connect with one another and look toward the future.

For the Western Region, this year's convention held an added sense of excitement as we gathered in beautiful San Francisco. As National Auxiliary Western Region vice president, I was especially proud to welcome our members to my home state. Seeing the Western Region represented with such enthusiasm made the experience truly memorable — #NAPSCASTRONG.

One of the greatest signs of a thriving organization is growth. This convention gave us an opportunity to celebrate the addition of new members. Each new member brings fresh energy, ideas and opportunities to strengthen our Auxiliary.

Membership growth remains a major priority. We must continue reaching those who may not yet know the benefits of membership and encourage them to become active participants. Welcoming, engaging and retaining new members will be essential to our continued success.

We also celebrated significant fundraising accomplishments; all our fundraisers exceeded their goals. These results reflect the commitment and participation of members throughout the Auxiliary. More than numbers on a report, they represent the dedication of members who believe in our organization and support its mission.

The convention reinforced the value of participation, shared ideas and mutual support. When members step up, contribute their talents and encourage one another, we create opportunities for continued progress and success.

As we move forward, our priorities are clear: Increase membership, build on our fundraising success, strengthen participation and remain focused on the mission of the NAPS Auxiliary.

The national convention was a celebration of where we are today and a reminder of the opportunities ahead. I am proud of what we have accomplished and confident that, with continued enthusiasm and commitment, our best days are still ahead.

Let's continue to grow, succeed and make a difference!

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Region vacant: Northeast

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



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