

2025 Spring Executive Board Meeting Minutes

April 9-10, 2025



1. Call to order – 8:31 AM April 9, 2025, by Chairman Chuck Lum
2. Invocation – Led by Bill Austin, New England Area V.P.
3. Pledge of Allegiance – Led by John Valuet Northwest Area V.P.
4. Sergeant-At-Arms – Richard Green Eastern Region VP, Dan Mooney North Central Area V.P.
5. Roll call – Warden - All Board members present. Robert Bock Excused
6. Welcome – Butts, Mulidore, Warden

Ivan: President Ivan Butts welcomed the Executive Board. Ivan hoped everyone had successful meetings on the Hill. He thanked Chuck for putting on an excellent LTS. A great deal of effort that Chuck and Bob put into making it a great success. A great turnout for the rally. He stated we have a full schedule. Ivan was glad to see everyone, and they all arrived safely. Looking forward to a productive meeting.

Chuck: Vice President Mulidore welcomed all the Executive Board members. Chuck thanked the Board for everyone's participation at the LTS and the Rally. Gave special thanks to Bob and Karen Young and Sheri Davies for all the behind work done to make it a success. Looking forward to the feedback reports. Early reports indicate meetings went well. Glad everyone arrived safely and appreciated everyone. Looking at doing the SPAC photos differently possibly in another room. Attendance at the rally was approximately 300 people Thanked Ivan for bringing the energy to the rally.

Jimmy: Secretary/Treasurer Warden welcomed all the Board members as well. He was happy to see everyone once again and that everyone was doing well. He looked forward to a productive Executive Board meeting and addressing next fiscal year's budget. Jimmy stated we have important NAPS business moving the Association forward.

Chairman's Report – Chuck Lum

Chuck attended many career conferences and branch meetings. Seeing members and non-members just not knowing many issues that we have is a concern. One good thing about signing up members the message is getting out. Many are using the NAPS website for contacts when in need. The training is helping. Chuck participants in the monthly consultative

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meetings with the Postal Service. Looking forward to continuing to serve as the Chair.

Chuck Lum reviewed the information in the Board folders.

Minutes of Previous Board Meeting – Warden – **Recommendation #1** made by Eastern Region VP Richard Green to accept as written the Fall 2024 Executive Board Meeting Minutes as it was previously sent to the Board, published in the Postal Supervisor, and placed on the NAPS website. This was Second by Western Region VP Marilyn Walton . A voice vote was taken and the recommendation passed unanimously.

Recommendation #2 made by Capital-Atlantic Area VP Troy Griffin to accept the minutes of the March 30, 2025, ZOOM Executive Board meeting as they were previously sent to the Board. Second by Mid-East Area VP Tony Dallojacono. A voice vote was taken and the recommendation passed unanimously.

CONFERENCE DIRECT – Sheri Davies

Marriott Crystal Gateway 1300 room nights 350 on peak.

2025 LTS Recap of expenses (tentative):

Food & Beverage (Including SPAC Reception) - \$137,500

In House AV - \$3,675

Outside AV - \$60,584

Band SPAC - \$4,000

Florals - \$2,033

Total - \$207,792.00

Credits:

Registration (Based on amount attending luncheon) - \$121,700

Sponsorship Dollars Collected (Vender Fees) - \$55,000

\$207,792.00

-\$176,700.00

-\$31,092.00

Sponsorship (Vendor Fees) Money increased – 2023 \$24,000 - 2024 \$27,000 - 2025 \$55,000

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Sponsorship (Vendor Fees) Money - 2024 Convention 190,000 - 2025 LTS \$55,000

Recommendation - Look into Fireflies to take Board meeting notes also Chap GPT.

Sheri gave Jimmy her contract for 2030.

Discussion - concerning hotel. No bellman, issues with escalators and elevators not working. Sheri may do an addendum to the contract to have the restaurant open longer hours. The restaurant was very short staffed. The waitresses worked hard but not staffed properly. We are in contract until 2028. She will investigate other venues for 2029 on. Concern with room cost. Going through a third party many received cheaper rates. Marriott Elite members paid \$35 where non-members paid \$20 for MClub access.

There is a need to move the SPAC photos to the Grand room. More time is needed to flip the room. Issues with the transport of the Board luggage. The front desk was not aware.

Stoladi Group

Jim Stokes, Stephanie Glacier, Shelley Baxter

Update on 2nd floor white-boarding project. Jim received the permit for demolition on 3/24/25. Contacted 5 contractors and received bids. EEREED was selected as the contractor on 3/27/25. Bids discussed with Architect David Carter Scott. Demo started 4/7/25. Completion is expected by 4/25/25. Originally, the project was budgeted for 200K. Savings 55k to 60k as no windows are being put in. \$90k EEREED was the lowest bid.

Windows were dropped from the project as structural concerns and the driveway we needed permission from adjoining building and costs were adding up. Civil engineers stated we could still have been denied by the city if proceeded. The windows would have to have been a perfect match. Projected savings from pursuing with the city of Alexandria about \$25,000.

Regarding leasing competition with other buildings in Alexandria there are 30 buildings similar to our 3rd floor layout and 6 buildings similar to our 2nd floor layout.

About 40% of leases in Alexandria are non-profit Associations.

Jim is on site every Thursday for broker visits.

Recommendation # 3

Recommended by President Ivan Butts to appoint Sabir Salih the Northeast Regional Vice

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President.

Discussion - Ivan spoke to the nine State Presidents. States voting for Sabir Salih 5-4.
Discussion took place.

Voice Vote Failed

Recommendation # 4

Recommended by Ivan Butts to appoint Dee Perez Northeast Regional VP

Voice vote Passed

Executive Vice President Chuck Mulidore swore in Dee Perez as the new Northeast Region Vice President.

DDF – Al Lum Chuck Mulidore

Al informed the Board that a recent ruling pertaining to resigning with a clean record. One can no longer have this as a settlement except for the U.S. Postal Service. No other Federal agency can.

Cases representing a Postmaster in F/Y 2025 – 8

Report for F/Y 25 is from June 1, 2024, through March, 31 2025.

F/Y 2025 Total 81 Closed 42 Pending 39 Cost F/Y 25 \$93,146.07 Average cost per case \$2,910.81

Cases MSPB 56 69%, Debt Collection 20 25%, ELM 650 5 6%

Total MSPB Cases 56 – Pending 29 52%, Settled 18 32%, Withdrawn 5 9%, Win 3 5%, Loss 1 2%

Total Debt Collection Cases 20 – Pending 8 40%, Win 9 45%, Settled 3 15%, Loss 0, Withdrawn 0

Total ELM 650 Cases 5 – Settled 3 60%, Pending 1 20%, Loss 1 20%, Win 0, Withdrawn 0

F/Y 25 Cases by type:

Performance 27, Finance 23, Falsification 12, Violence 8, Sexual Misconduct 6, Attendance 3, Theft 2

F/Y 25 Cases by Area:

Capitol-Atlantic – 12, Ilini Mink Rocky Mountain – 7, New York Texas – 6, New England

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Southeast Cotton Belt Northwest Pacific – 5, Michiana Central Gulf – 3, Mideast North Central – 2, Pioneer – 1

USPS Consultative Meeting Minutes – Bruce Nicholson, James Timmons, Paulita Wimbush

Responses to be forthcoming

Secretary/Treasurer's Report – Jimmy Warden

A. NAPS Investments, Assets & Balance Sheet

As of February 28, 2025, NAPS investment totaled \$ 7,009,557.78.

On February 29, 2024, NAPS investments totaled \$7,224,882.95. This is a decrease of \$215,325.17 or 3.00%.

As of March 24, 2025, the NAPS General Fund Signature FCU Checking account balance was \$105,223.19 and the Signature FCU Money Market account was \$153,801.22 for a total of \$259,024.41.

B. NAPS Property Inc.

As of February 28, 2025, NPI has \$111,742 in cash on the balance sheet. There are \$35,460 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), leaving \$76,282 unencumbered.

LocalWorks, currently occupying Suite 305 (7,250 s.f.) expanded into Suite 105, which is an additional 6,090 sf as of March 1, 2024. Like the agreement for Suite 305, the expansion is also a license agreement with profit sharing. It is assumed to be low risk but also has no defined income model. Through 2/28/25, profit sharing with NAPS Property Inc. totaled \$77,550 which averages \$8,615/month. The year-to-date total is \$8,250 under budget. The budget assumes continued growth over the fiscal year as LocalWorks expands its client base.

The current cash projections assume continued vacancies on the 2nd floor, as well as suites 300 and 350. Jim Stokes of **STOLADI** Property Group, Inc. has been contracted to lease out the space. The overall pace of leasing activity remains slow.

The cash forecast for the fiscal year assumes contributions of \$32,500K/month from the landlord to cover the building operating expenses; however, to the extent vacancies are

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leased out and/or LocalWorks becomes more profitable, these contributions may decrease. Fiscal YTD contributions total \$407,500. Contributions for January and February increased over budget to fund the remodel expense for the 4th floor copy room. Contributions totaling \$275K are projected for the last quarter of the year in anticipation of the 2nd floor white boxing project.

C. Web & Social Media Report

1. [Facebook](#) followers as of Feb 28 – 4,441 followers (up from 4,175 Feb last year: up 6.37%)
 - Posts continue to garner an average of approximately ~300-1,000 views; the most engaging posts get ~1,000-3,000 views organically.
 - A few highlights:
 - The post with the highest reach during 2024 was from 6/27/24 (~3k+ reach/views): Is Sunday Delivery Really Worth It? By Peter Piteira, Orlando, FL, Branch 321 President 📄 Every Sunday, the Postal Service delivers packages for Walmart and Amazon. Although that may be a great service we provide for the American people, I believe it's a losing proposition for the Postal Service. Customers are delighted to get these packages on Sunday. The problem is Amazon and Walmart get the credit for such a fast and efficient service, while we at the Postal Service get the headaches. <https://naps.org/post/Is-Sunday-Delivery-Really-Worth-It>
 - The next highest posts/reach:
 - 8/1/24 (~2.2k+): 📄 The August issue of #ThePostalSupervisor magazine is now available to be downloaded from the NAPS website. 📄 Read it now: https://naps.org/files/galleries/The_Postal_Supervisor-8_August_2023.pdf
 - 10/29/24 (~2.2k+): USPS, NALC Reach Tentative Agreement: <https://naps.org/post/BREAKING-NEWS-USPS-NALC-Reach-Tentative-Agreement>
 - 4/2/24 (~1.8k+): 📄 The April issue of #ThePostalSupervisor magazine is now available to be downloaded from the NAPS website. 📄 Read it now: https://naps.org/files/galleries/The_Postal_Supervisor_04_April_2024.pdf
 - 8/12/24 (~1.6k+): The 69th NAPS National Convention is kicking off this morning!! We are excited to see everyone here! [no link, posted with photos]
 - The competition for organic views on Facebook's timeline remains intense. Every year, your page competes with numerous organizations, individuals, and pages to appear on people's timelines while scrolling through the platform. Most of your web traffic from social media continues to come from Facebook (90%+); it's still very important to be on the other platforms for visibility (Instagram and LinkedIn).
2. [Instagram](#) followers as of February 28 – 487 (up from 442 Feb last year: up 10.18%)
3. [LinkedIn](#) followers as of February 28 – 1,069 (up from 726 Feb last year: up 47.24%)
4. [Twitter](#) – FYI Only – Account is no longer in use – followers as of February 28 – 696

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- Stopped posting per Ivan's direction/email on 11/2/22.

5. NAPS Website Traffic

- Your web traffic for 2024 was slightly less compared to 2023. The number of overall page views decreased by 5.96% and number of users decreased 4.01%. It is still significantly higher than it was in 2022.
- Email remains a significant factor in boosting your website traffic and readership. The news pages and magazine articles that are regularly published online and distributed through email are also among the most popular pages. Reposting the printed magazine articles on your website is crucial since it offers your current and potential association members an additional means of accessing the information. Furthermore, it provides the website with consistent and fresh content, which is essential for Google and search purposes. From January 1–December 31, 2024, five of your top 25 pages (20%) were from The Postal Supervisor.
 - (#11) naps.org/The-Postal-Supervisor
 - (#14) naps.org/Post/Know-Your-Responsibilities-When-Issuing-Discipline
 - (#17) naps.org/Post/NAPS-Requests-Adjustments-to-the-EAS-Salary-Range
 - (#19) naps.org/Post/Impending-RIF-Actions-Will-Impact-Our-Members
 - (#23) naps.org/Post/Annual-Leave-Are-You-Kidding-Me
- Online content recommendations - Create an ongoing content plan for publishing more original news and other types of original content/messaging on the website that will directly speak to your members and prospective members. I recommend developing a yearly plan that is broken down quarterly. While the magazine articles are popular, it is worth asking the question if there is other information you want to get out to your audience in other/newer formats. This approach could help expand your messaging, increase website traffic and further attract potential members. Additionally, digital communication can be easily tracked.
- See Google website data attached (note – the file has 4 tabs for your review; the fifth tab contains notes about where to find the data after the Google GA4 Update that took place in July 2023).

D. Membership

As of the February 2025 DCO (reflecting DCO membership through PP4 and PP5) NAPS has 29,060 members (27,608 active and 1,452 associates, 95% and 5%, respectively). Total membership from a year ago, (PP3, PP4 2024) was 27,659 (26,234 active and 1,425 associate); an overall total increase over SPLY of 1,401 members or (5%).

As of February 2025 DCO, the total number of active non-members are 20,465. This number is based on the USPS payroll files of non-member EAS which now also includes Postmasters. Based on current membership totals, there are approximately 43.00% non-members.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check and have established the "High Five Club" where a member could receive an additional check for \$25.00.

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Local and state branches continue to receive their NAPS Non-Member and Change Summary Reports along with their DCO Report and their Mail Address Report monthly. We also encourage review of the bi-weekly EAS promotion report and the monthly Postmaster promotion report. We ask any individual listed as a non-member be contacted and informed regarding the benefits of joining NAPS.

E. Expiring Contracts

No Pending Contracts to expire prior to the 2025 Fall Board Meeting

Reading of the Fiscal year budget 2025/2026 budget

Budget Fiscal Year 2025/2026 Discussion – Fiscal Year 25/26 budget was then discussed. Secretary/Treasurer Warden sent the Board the budget three (3) weeks prior to attending the Board meeting for review.

Motion #1 -Submitted from Jaime Elizondo Second by Luz Moreno

Motion to accept the F/Y 25/26 budget as read.

Motion Passed Motion Passed 18-2-2 Voting Yes Butts, Warden, R. Green, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Trayer, Moreno, Mooney, Washington, Studdard, S. Green, Davis, Valuet, Pashinski Voting No Griffin, Laster Absent Mulidore, Bock

Committee Updates

Committee Reports

Legislative activities since 2024 fall board meeting – Marilyn Walton

I Worked on Get out to vote campaign 2024 election
Sent local representatives to congressional rep's fund raisers

Organized and coordinated the 26th annual California Postal Legislative Coalition
Thank you to NAPS National Executive Vice President Chuck Mulidore and Bob Levi NAPS National Legislative Director
Scheduled guest speakers from the craft unions, management associations NARFE and AFLCIO

Worked with the local and state legislation Representatives to update the 119th congressional list

Checked to see if we have coverage for LTS appointments

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Continue to submit a monthly NAPS Blog focus on Civics 101 and the current Doge process

Attended viral and in-person Town Hall meetings
Sent out local team to fundraisers

Attended the Fight Like Hell NALC Rally in Honolulu

Sent NAPS reps to participate in the NALC Fight like hell rally in Santa Rosa CA

marilynwalton@comcast.net

I've recently was keynote speaker at the recent NALC rally in Grand Rapids, MI.

I also attended Kalamazoo Mi. As well.

Congressman Bergman of Mi. The first congressional district introduced a bipartisan bill to prioritize the rural post offices. He signed onto a letter to President Trump opposed to privatization of the USPS.

I'm in contact with senate staffers, as well as the congressional side.

I keep updating local news outlets and county and other local government agencies.

Kevin

Thanks Marilyn, we recently attended a congressional fundraiser in New Hampshire, and we have all our congressmen, and the senators covered in New England for the upcoming LTS. Thanks for reaching out. Looking forward to seeing you next week.

Bill Austin
NEA V.P.

- ***Bobby Bock has been ill and has requested to be excused until his recovery.***

Marilyn thanked her committee – Bill Austin, Bobby Bock, Chuck Mulidore and Kevin Trayer

Constitution and By Laws Committee – Bill Austin

The Constitution and Bylaws committee consisting of executive board members, Jaime Elizondo, Dan Mooney, Myrna Pashinski, Bob Washington, and Bill Austin communicated via emails/phone calls the last week of March 2025.

After communication between the committee members, we found that there were no new resolutions submitted by members, nor were there any new bylaw change requests.

The one question which was raised by Dan Mooney was the status of the past resolutions that were submitted for the national convention in Connecticut. Due to a communication misunderstanding, these

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resolutions never made it to the floor of the convention. The question now seems to be what to do with those resolutions?

Bill thanked his committee – Jaime Elizondo, Bob Washington, Dan Mooney and Myrna Pashinski

Respectfully submitted,

Bill

William Austin
Chairman Constitution and Bylaws committee
NEA V.P.
NAPS

Training Committee – Myrna Pashinski

Training Committee Report Spring Board Meeting 2025

The committee meet via ZOOM on Saturday March 29 at 3:00 pm.

Topics

Active Shooter Training- Myrna brought up the importance of having training on Active shooter for EAS and potentially recommending USPS have annual Active Shooter Drills. Myrna is doing training in Phoenix and Denver for Threat Assessment Teams and Avoid, Deny, Defend (ADD) video on active shooter situations. We do fire drills annually but nothing for violence in the workplace. We've had a rise in shootings and threats in the workplace. Memphis, Tucson, Seattle, Colorado Springs, and other situations that have not made national news. It's time to have EAS prepared to protect themselves and the employees that report to them.

650 Audio Clips on the Website- While doing a quick one-hour training at a branch meeting and on ZOOM Myrna said she got a hairbrained idea of doing an audio book on writing 650 appeals. She'll get with Charles on the possibility of doing it with the quick tip's pages in the OTM. Myrna contacted Charles who said it is possible to do with bookmarks to take them to the audio clip for that part of the quick tips. At the LTS Myrna asked Charles how we could do the recordings. He said we could get together via ZOOM to do the clips. Next step is to have the committee get together to do the recording of each step of writing the steps of each appeal process.

Postal Impact by State information on Legislative tab- Dan Mooney provided feedback on a previous step the committee wanted on Legislation. He wanted all the Economic Impact Statements for each state in the Legislative Center. Since the update of the Website Dan verified the impacts have been posted and easy to find. The committee's next step on Legislations is still

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to put together Grassroots at Home training for branches to do while their House of Representative Members and Senators are at home. Legislative efforts don't stop after the LTS is over.

Myrna thanked her committee - Dan Mooney, Pam Davis, Dwight Studdard and Ed Laster

Respectfully submitted by the Training Committee

Postmaster's Committee – Dee Perez

This year, the Postmasters committee welcomed new members at the National Convention held in Connecticut in August 2024 while also thanking the previous members for their contributions.

The new Postmasters committee members attended the Zoom meetings held in FY 2025. They have also submitted an article of their own to the Postal Supervisor's monthly newsletter, as has been the practice for many years previously.

The Postmaster's committee held six Zoom meetings on the following dates.

1. **February 6, 2024** – NAPS LTS prep with Mr. Robert Levi, accompanied by an extended invitation to the West Pac Regional Area VP, Ms. Marilyn Walton.
2. **July 7, 2024** – Discussed input concerning rural Postmaster issues from various individuals. These rural challenges were shared among the committee to continue discussing how they will lead us to decide on an approach to this rural topic without adversely affecting city SWC.
3. **September 24, 2024** – We welcomed new Postmasters committee members. We went around the Zoom meeting, providing everyone with an opportunity to discuss their challenges, which included S&DC concerns.
4. **October 2, 2024** - Discussed reasonable talking points/ ideas concerning the Rural FORM 150. We need to develop both justification and talking points on lowering the levels to add more Supervision while increasing the office levels to an outdated 150 form. Discussed having USPSHQ provide us with their subject matter expert to conduct a Zoom training to educate each PM committee member about this complex matrix/form.
5. **January 22, 2025** – Discussed the challenges faced by rural offices and the lack of route adjustments being made, despite some rural routes having excessive deliveries that would be difficult to accommodate if broken up, as their buildings cannot accommodate additional routes. Local District management is aware of this hardship. When I inquired about the rural 150 form Zoom training, USPSHQ informed me that the person had retired. Once the new person is caught up to speed, we can request again.

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6. **March 4, 2025** – NAPS LTS prep Zoom meeting with Mr. Bob Levi, the NAPSHQ Director of Legislative and Political Affairs, & Mr. Al Lum, the NAPS DDF provider.

The goal of the Postmasters Committee is to unite Postmasters within the NAPS family and address any concerns they may have. I believe we are on the right track to accomplishing this mission because all executive board members on this committee are providing support. Along with my numerous daily emails, this ensures that everyone understands that NAPS is here to help them and that they are a part of the NAPS Team.

This concludes the Postmasters Committee report for the fiscal year 2024 and marks the transition to the fiscal year 2025. In closing, I am focused on holding a Zoom meeting in FY25 to provide training and a better understanding of this as an educational tool for rural Postmasters. I will be submitting another request to USPS HQ for a Zoom training on this topic shortly.

I want to thank the executive board for their support and time during our Zoom meeting, as well as for sharing their valuable experiences and opinions on all the topics discussed.

Dee thanked his committee - Tony Dallojacono, Chuck Mulidore, Pam Davis, Troy Griffin and Craig Johnson

Ethics Committee – Craig Johnson

No concerns reported.

Craig thanked his committee – Jaime Elizondo, Richard Green, Marilyn Walton

Executive Board Duties and Responsibilities – Shri Green

No recommendations to report

Shri thanked her committee – Ivan Butts, Richard Green, Craig Johnson, Luz Moreno

Plant Staffing Committee – Chuck Lum

The committee is going to break the plant up into processing, maintenance and logistics to determine what actions are needed going forward. This will give a better understanding of the structure. They then will know what relationships that need to be built. They will review in 30 days where each member will provide bullet points. By breaking down the function will assist in addressing issues and concerns.

Chuck thanked his committee – Shri Green, Bob Washington, Luz Moreno, Dwight Studdard and Kevin Trayer

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PFP Committee – Tony Dallojacono

On January 30, 2025, NAPS PFP advisory committee met to discuss the NPA slides that were presented to us on January 28th. We spoke about the numerous slides to review in a short period of time and determined that more time would be needed to review the various goals that were presented. Our job is to find what is best for our membership and many members have complained that we are already a quarter of the way into the fiscal year. We concluded that maybe it is best to publish the goals with the stipulation that we have more time to review and if there are goals that we believe are questionable we can discuss them with Postal Headquarters to correct them. We also would like in this discussion to ask if FY26 goals start to be worked on now so that our membership and all EAS can have goals in the beginning of FY26 instead of 4 or 5 months into the year. On February 12th NAPS received a response from Postal Headquarters stating that they will continue to provide updates on FY25 NPA performance and would except feedback from NAPS on the development of the FY26 NPA. On February 27th we had another meeting to discuss the 167 pages of documentation. We concluded that the timeline for all this was unobtainable, and we would review and dissect them little at a time. We discussed reviewing whether offices could not make certain goals based on the office level and what indicators should be changed or deleted from those office levels since they are not for the offices and based on district or headquarters numbers. This was not fair to have goals for offices that do not pertain to them. We will continue to meet to discuss these and see if anything we bring to the table can be changed or deleted, if not for this FY which is late then hopefully for next FY that can be more obtainable.

Tony thanked his committee – Bobby Bock, Troy Griffin, Chuck Lum, Dee Perez and John Valuet

Recommendation # 5 Ivan Butts spoke to the two State Presidents comprising the New York Area and it was a split recommendation. President Butts recommended to appoint Thomas Hughes the New York Area V.P.. There was no discussion.

Voice Vote taken – Passed Unanimously

Jimmy notified the Area VPs of the Branches that need to raise their dues as they are not covering the per-capita as they have associate members who pay their dues directly to the Branch. Branch's 7, 12, 40, 53, 70, 119 and 207.

Newly appointed New York Area V.P. Thomas Hughes zoomed into the meeting and introduced himself. Secretary/Treasurer Jimmy Warden swore in the new Board member.

Legislative/SPAC Report – Bob Levi

NAPS Director of Legislative and Political Affairs Bob Levi provided the Executive Board the preliminary results of the Legislative Training Seminar Survey of conference delegates.

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▪ Overall	62% Excellent, 33% Satisfactory
▪ First-Timers	57% Excellent, 40% Satisfactory
▪ Town Hall Mtg	43% Excellent, 42% Satisfactory
▪ Legislative Training	55% Excellent, 39% Satisfactory
▪ Tom Day	77% Excellent, 23% Satisfactory
▪ Voter Voice	31% Excellent, 50% Satisfactory
▪ Rally	61% Excellent, 21% Satisfactory

The rally was a great success. Bob acknowledged great appreciation for the work of our AV people, Greg Bates (On Services) setting up for the rally.

SPAC contributions at the LTS for 2025 was approximately \$18,000.00. 2024 SPAC contributions at the LTS was just over \$16,000.00. SPAC overall member contributions for 2024 were approximately \$235,000.00. SPAC contributions in 2023 were approximately \$275,000.00.

Bills to Focus on:

H.Res. 70/S. Res. 147 – Resolutions to keep the USPS independent and not privatized
H.ConRes. 14 – Budget Resolution – Legislation to reduce postal health and retirement benefits
H.R. 1559 – Postal Employees Appeal Rights Amendment Act
H.R 1560 – Postal Supervisors & Managers Fairness Act
H.R. 491/S. 624 – Equal COLA Act
H.R. 2095 – Postal Police Reform Act
H.R. 2174 – Paycheck Protection Act

Budget Reconciliation Act

- Assigns Oversight & Accountability Comm \$50 billion in cuts
 - Ways & Means Comm Recommended Cuts
 - Make all FERS employees contribute 4.4% \$44 B
 - Change FERS annuity formula to high-5 4 B
 - Replace FEHBP/PSHBP premium formula 16B
- w/ voucher
- Eliminate FERS Supplement 5B

If all four are implemented the total would be reduced by \$69 billion dollars.

Postal Migraines: POTUS advocates privatization

Washington Post and Wall St. Journal report POTUS to fire Board of Governors by Executive Order

POTUS promotes USPS absorption into the Department of Commerce

DOGE "invited" into USPS HQ

PMG Makes Hasty Departure

PMG Frontrunner former USPS Executive VP James Cochrane

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Inspector General USPS OIG Tammy Hull
Robert Kwalwasser Assistant Inspector General Office of Investigations
Kelly Dulaney Senior Council

Postal Service delivering political mail in 2024 the OIG visited more than 1,000 sites. It was very successful. They had a team of analysts identifying any snags in the process. You Tube page describing their election work. Looking to modernize content. Will be published in an audit report of findings.

July 2024 issued a report on supervisor vacancies. They found some progress since the 2020 report. 13.7% 2021 and 7% in 2023 vacancies. Still above the 5% goal. Some areas are more concerning than others. Retail and Delivery HR blamed retirements and lack of those applying. External factors such as job market affected the vacancy rate. 2023 improved on timeliness of filling vacancies from 2021. Found some selecting officials didn't know the 60-day time frame. R&PDCs were found opening in areas where they had large number of vacancies.

Tammy asked for concerns we may have pertaining to filling vacancies and the Board shared concerns from different areas. Selecting officials not allowed to select their choice, Work Day is not an 8-hour work day, lack of getting positions posted and continue the process, lack of training especially for externals, suggested looking at a correlation with Postal Pulse scores and lack of applicants, concerns entries in RADAR where supervisors delivering mail but told not to make entries, relief supervisors not being used as authorized and hired for, recommend have bids before the building opens by having craft bids on the new jobs but stay in their present job until the building opens. When the building opens then they move to the new job on day 1. This should be considered for craft and EAS when new facilities are being opened.

Tammy feels if we don't have good supervisors in place, it affects the American public as service is negatively affected. Tammy stated before implanting R&PDCs fixed the workforce issue.

March 31, 2025 report, Pre-Career Employee Concerns Not Enough Training 5%, Scheduling/Overworked 37%, Conversion to Career 20%, Better Pay/Benefits 14%, Unrealistic Expectations 13%, Supervisor Relations 11%

Sorting and Delivery Centers S&DCs May 2024 changing role of Postmasters report Post Office had a strategy for the S&DC but not the spoke Postmasters. They are looking into the Postmaster positions that remained in the Offices after the carriers were moved. The gap wasn't filled after moving the carriers.

Regional Processing & Distribution Centers R&PDCs Lack of stable and permanent management. Richmond when the OIG returned saw things had improved and savings were better than projected. But had stable management. Still issues with IOP Integrated Operating Plan. Mail flow. Atlanta they are returning to for a site visit. A few months back saw big improvements. Portland was much better when implemented but still a few issues with IOP.

Broken arrows keys are a major issue. They are being sold on the dark web. Employees are selling arrow keys. In Phoenix the OIG did an audit, and every office had an issue. The problem with arrow keys has not gone away.

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Bob Dulaney - Mitigating Internal Mail Theft Crime in plants and carrier floors have increased and are organized by employees stealing checks. 165,000 hot line calls last year. Injury comp cases are an issue.

Don Flak Executive Director Performance/Field Operations

Last year closed out the year with 33 employees not getting a raise. Cell 2. 2.48 28 employees at cell 8 were in California Retail and Delivery. The 33 19 in Logistics from areas not in RPDc areas. NY York Metro, Lakeshore and Chesapeake are the remaining 14 retail and delivery. All 4 areas had some level 17s to 24s.

Adjusted by pre-mitigating 16,291 score cards added 3,187 RPDC LPDC SDC mitigations. Adjusted how the composite was compiled.

Typically, February is the lowest score cards throughout the year. Currently 14 score cards are not in the money, which is the lowest amount ever. Initial rounds of S&DCs won't be included as they cycled out because they have SPLY data. New S&DCs, they are not seeing large drops in cells like prior. Slight drops yes but no longer major. The average score is a box 5 right now. With service standards changing we expect service scores to increase. Customized coins were given to EAS in California 4 and Southern California Processing and West Pac Logistics were presented for best performance. Service targets lowered for this year. Recommend for last year but were implemented this year. USPS has been transparent with the public. Looking at cell 4 or 5 in service for this year. RTO is implemented as service standards were lowered. 50 mile rule from the R&PDC. More than 50 miles mail will be picked up the next day.

Adjusted modification factors doing a three-year review. Established to level the playing field. Smaller Post Offices got higher payouts than larger Post Offices, which is the reason for the modification factor. As score cards have gotten better (functional effectiveness) the gap between the highs and lows have closed. .25 to .75 in Post Offices and Logistics Processing. 23 and 25 MPOOs were .25 to .75 changed to .5. Divisions getting average of the plants.

Carrier performance impacts DPH, scanning, TOE and safety. Separation Rate getting rid of a bad employee will hurt this indicator but will help the others mentioned (DPH, scanning, TOE, safety). Need to make the right business decision. Separation Rate the target has been lowered to be more attainable which added focus to it.

Still in effect advocated for if you do good this year you would get the better either improvement or making the goal.

Concerning C360s due to scanning that is not in one's control. Customers want their package they don't want to hear it isn't in one's facility. This generates C360s.

Amy Bartosh Vice President & Investment Market Director

Recent data looks ok for the economy. Tariff announcements are policy and uncertainty. No room for negotiation than hear the President is taking phone calls now holding off for

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90 days. Uncertainty in the market. Can't make decisions when changing every day. A decision needs to be made so the market can stabilize. China tariff is currently at 145%. Uncertainty is hurting the market.

Good news, seeing from an unemployment standpoint 4.2%, it has been steady. Pay roll numbers are higher. Inflation for March went up 0.1% for the year, up 2.8%.

Not sure when tariffs will hit the consumer. If not already received from China in the United States it will be tarified.

PNC sees precious metals gold and silver does not put this into portfolios. They don't typically advocate too. First quarter international stocks did better than domestic stocks. A question regarding with low unemployment who will fill the jobs being created in American. It is felt this will affect the younger generation as they do not want these jobs. Mortgage rates back up at 7%. NAPS investments April 2025 first 10-day value Yesterday 6.67 million. Down approximately 160,000 since 3/31/25.

Portfolio as of February 28, 2025

As of 2/28/25 the Asset allocation for NAPS was Equity \$4,227,913 60.3%, Fixed Income \$2,381,783 34%, Cash and Equivalents \$403,866 5.7%. The policy target is 60%, 35% and 5% respectively.

Equity Allocation as of 2/28/25

US Large Cap \$2,464,043 58.3%, US Mild Cap \$328,627 7.8%, US Small Cap \$238,016 5.6%, Intl. Large Cap \$707,640 16.7%, Intl. SMID Cap \$154,320 3.7%, Emerging Markets \$335,266 7.9%.

Fixed Income Allocation as of 2/28/25

Core \$1,261,437 53% and Core Plus \$1,120,346 47%.

Not looking at making any major shifts in the portfolio currently.

If budget resolution gets passed it is presumed a tax cut bill may be past giving support to the consumer. Congress may act quicker on issues like this heading into mid-term elections.

Andy Freedman Bruce Moyer – Legal Counsel Update

The Board went into Executive session as an update on the pending lawsuit against the Postal Service was discussed.

New Business

Complaints about the website. Not being upgraded as needed.
New website difficult to find forms.

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Troy Griffin received a memo on the Postal Pulse from the Atlantic Area stating it is mandatory.

Suggestion to use slides on the lawsuit to show at career conferences.

President issued Executive Order on March 27, 2025 pertaining to civil service not Postal Service that union dues not be collected through payroll deduction.

Date for the 2025 Fall Board Meeting is October 19-23, 2025.

Recommendation # 6 – Beginning with the 2025 Fall Executive Board meeting that the NAPS Executive Board re-establish a fall board dinner with to include the Executive spouse or significant other and staff. Submitted by the Regional Vice Presidents

Voice Vote – Recommendation Passed

Recommendation # 7 – To restore the National executive Board expense account to the level it was before we were in a financial strain effective F/Y 2026. Submitted by Dwight Studdard
Second by Craig Johnson

Voice Vote – Recommendation Passed

Good of the Association

Final Remarks

President Butts thanked everyone. He wished everyone safe travels home. Ensured the Board we will be doing the work of the Association. Our job is to fight for all.

22. Closing prayer – Led by Jimmy Warden National Secretary/Treasurer

23. Chair Chuck Lum adjourned the meeting at 4:08 PM.

Respectfully Submitted,

James “Jimmy” Warden

NAPS Secretary Treasurer