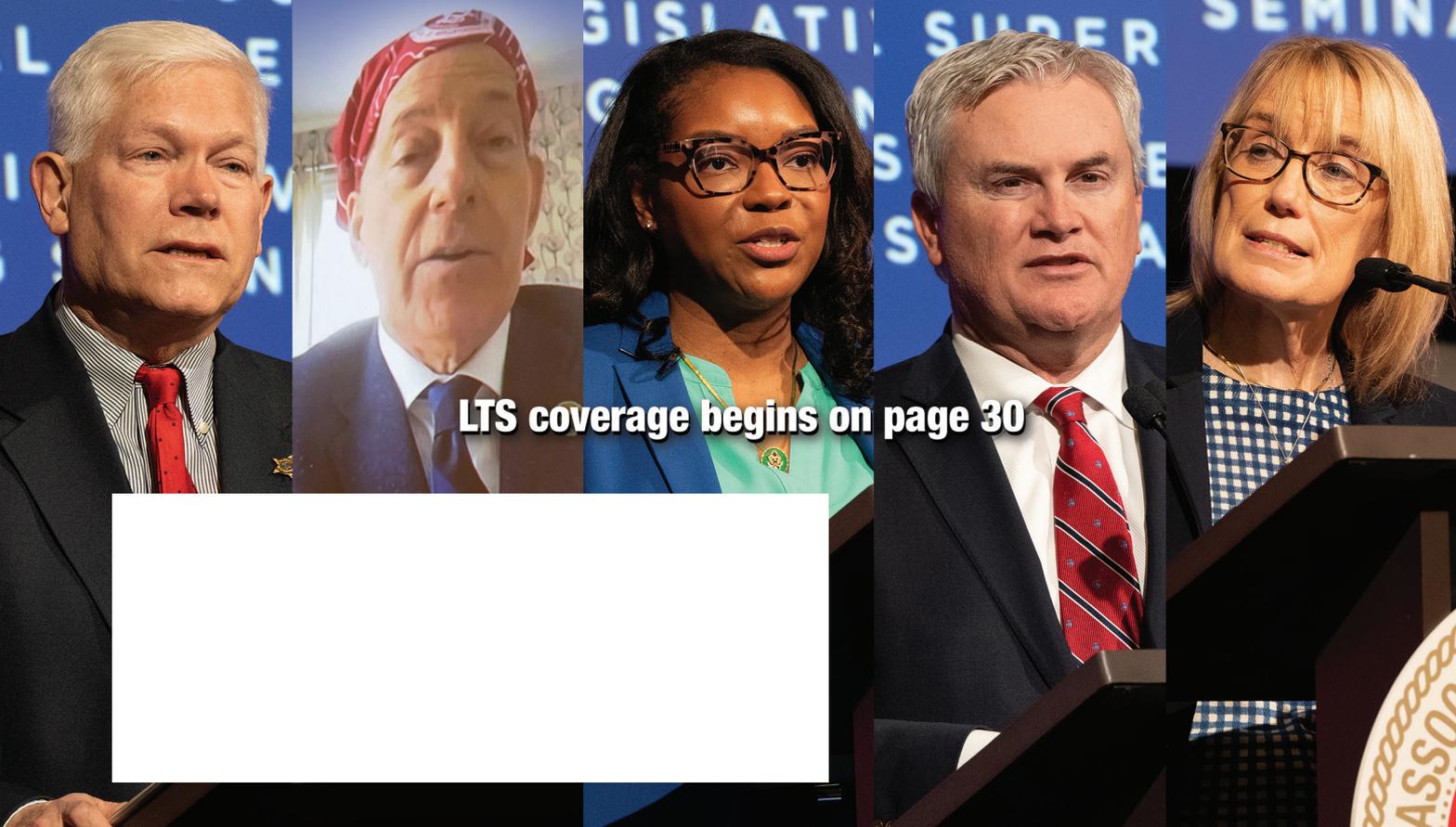


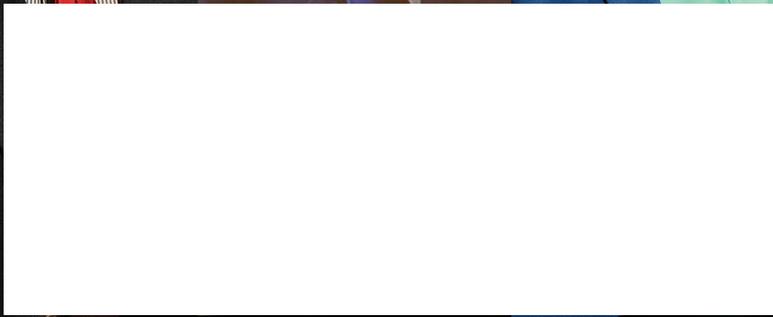
# the Postal Supervisor

May 2023

**Congressional Leaders Want  
to Ensure the USPS Has  
the Resources It Needs to  
*Thrive and Evolve***



LTS coverage begins on page 30



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## Objective

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

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

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**On the cover:** Featured speakers at LTS were, from left, Rep. Pete Sessions (R-TX), Rep. Jamie Raskin (D-MD), Rep. Emilia Sykes (D-OH), Rep. James Comer (R-KY) and Sen. Maggie Hassan (D-NH). Photos by Dave Scavone.

# Be a Leader—Not a Boss

One of the most indelible memories of my career as a supervisor and manager in the Postal Service was how I engaged with the employees assigned to me. As I've mentioned in a previous column, while working as a 204 (b), the general foreman for whom I worked was mentoring me.

A statement he made to me was so profound, it forever changed how I would manage. "Make them mad, they work harder," he told me. At that moment, I realized I did not want to be that style of manager.

I later would understand there are two, distinct managerial styles: that of the boss and that of a leader. Everyone reading this can point to some manager for whom they worked as either the boss or the leader. In a perfect world, we would have worked for more leaders, but that may not be the reality.

That is because the boss management style does not require conscious thought in its execution. This is not to say one style is right and the other is wrong, just that one is easier to achieve, while the other requires effort.

We all have worked for a manager from whom you hear, "It's my way or the highway" and "Do it because I said so." These statements are intended to drive an employee to reach a goal by the implied fear of "or else."

This management model is a product of the boss mentality and may have temporary effects on success. However, to have a sustainable effect on the workplace and employees, more impactful managers employ a leader mentality to unite employees to achieve common goals.

The leader mentality looks to collaborate with employees and allow their voices to be heard. The leader values employees in the process, who then buy into whatever the task as a result of having their voice heard. The leader looks to coach, develop and mentor.

The leader generates enthusiasm in the team. Leaders speak in "we" statements. Leaders look to fix breakdowns and will show employees how it is done. Leaders have no problem giving credit and helping develop people along the way.

The boss mentality looks to drive employees and is dependent on authority over people and inspiring fear in others to do their will. The boss mentality speaks with "I" and "me" statements.

The boss mentality looks to blame someone for a breakdown. The boss commands and uses people, but takes credit for their efforts. The boss mentality gets behind people and orders "go," while the leader mentality helps bear the load and says, "Let's go!"

I have strived to display the characteristics of a leader every step of the way in my postal and NAPS duties and assignments. I find more value in any process when we all feel valued, which is what leaders do—they value the views of others.

I never have wanted to have the boss label placed on me. If my time with you only can be summed up as the type of boss I was, I have failed you and me.

One of the most incredible statements ever made to me came from one of my employees, a former Marine. He told me, "I'd follow you into war." That is the product of the leader mentality.

In solidarity ...

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



**Ivan D. Butts**  
*President*

**President Ivan D. Butts with supervisors attending the Customer Service Symposium in Nashville, TN.**



# The NAPS DDF—A Benefit of Membership

One of the many great benefits of your NAPS membership is the NAPS Disciplinary Defense Fund (DDF) that represents working NAPS members, as well as retired members in good standing at the time of their retirement. This is found in Article 9 of the Bylaws portion of the NAPS Constitution & Bylaws:

“Section 1. NAPS is committed to representing its membership in all areas, including adverse action. The Disciplinary Defense Fund (DDF) was established by the membership, for the membership, to provide representation for NAPS members in appealing adverse actions, RIFs and debt collection actions taken against them.”

The DDF will represent you in any type of adverse action, reduction in force (RIF) or debt collection notice you might receive in

your managerial career, as long as you maintain your NAPS membership. An adverse action is defined under the *Employee and Labor Relations Manual (ELM)*, Section 651.71, as “... discharges, suspensions of more than 14 days, furloughs for 30 days or less, and/or reductions in grade or pay.”

This means that if, by chance, one of these unfortunate actions should happen to you, NAPS will be there to defend you. Best of all, that defense will not cost you a penny out of your own pocket! Your right to be defended by the NAPS DDF is a benefit of membership in NAPS.

Now compare that to the other management organization that asks you to pay thousands of dollars up front to even be considered for representation under its disciplinary fund. Imagine being in a removal situation or RIF and you have to pay that organization several thousand dollars out of your own pocket just to be considered for representation!

That is not right, but, then again, that organization does not have the financial wherewithal to defend you as a benefit of membership. But NAPS does! Obviously, we hope you never get into that type of situation, but, if you do, NAPS will be there to defend you.

One of my jobs as your executive vice president is to administer the DDF on behalf of NAPS members. I thought I would provide you an update as to the types of cases, the numbers of the various types of cases and our NAPS DDF successes in defending our members in these types of cases.

NAPS’ fiscal year runs from June 1, 2022, through May 31, 2023. Thus, through February 2023, NAPS has received 51 DDF cases, including MSPB, debt collection and *ELM* 650 cases for those who currently do not have MSPB rights under the law. (On a side note, as part of NAPS’ legislative agenda, we continue to lobby Congress to pass H.R. 595, which would grant MSPB appeal rights to those EAS employees currently who do not have them.)

The average total cost of these cases is just under \$2,300 per case. And again, none of that cost is borne by the member being represented by NAPS. Of the 42 MSPB cases, only two have been lost. The remainder were either wins, settlements or are still pending.

Our positive results are reflected in our debt collection and *ELM* 650 cases, as well. Not only does NAPS represent you in these types of actions at no cost, but we also do a great job in achieving positive outcomes for our members!

You may be wondering what types of DDF cases NAPS receives. I encourage you to protect yourself from these types of issues in your career: falsification (12 cases)—in the period ended February 2023—and performance (14 cases) are the most prevalent, but attendance, theft and sexual misconduct issues also are significant. In any of these situations, you can avoid adverse actions by simply following one rule: Always do the right thing!

You know what is right. Do *not* allow your boss or co-worker to influence you to compromise your integrity. I can promise you that, when push comes to shove, they will not stand by you. But NAPS will—now and always!

Thus, as you can see, NAPS membership is the best insurance policy you ever will have for your career. We hope you never will need the NAPS DDF, but if you do, we will be there to stand and fight with you.

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



**Chuck Mulidore**  
*Executive Vice President*

# It's Personal

It's always been said, "Don't make it personal; keep it business." Well, this is one time I must disagree.

It was great seeing everyone at the recent Legislative Training Seminar. Our delegates went to the Hill seeking support for extremely important bills—bills that, if passed, would positively affect every active and associate member of NAPS and their family. But these efforts *cannot* stop here.



**Jimmy Warden**  
Secretary/Treasurer

Every NAPS member must continue their legislative advocacy back home if we are to be successful. Every NAPS member, their family members and friends need to contact their congressional members and insist they support specific legislation I list below.

Albert Einstein said, "Life is like riding a bicycle. To keep your balance, you must keep moving." We all need to keep moving forward on our legislative issues. Whether or

not you attended this year's LTS, we need your grassroots engagement. Which of these bills, if enacted, would benefit you?

**H.R. 594**, the Postal Supervisors and Managers Fairness Act of 2023. The primary sponsors are Reps. Gerry Connolly (D-VA) and Michael Bost (R-IL). The bill, introduced Jan. 27, 2023, would stipulate that EAS pay consultations start 60 days before the expiration of the existing EAS "pay agreement." The bill also would make binding the USPS and the supervisors' organization to the findings and conclusions of an independent Federal Mediation and Conciliation fact-finding panel.

**H.R. 595**, the Postal Employee Appeal Rights Amendments Act. The primary sponsors are Reps. Gerald E. Connolly (D-VA) and Andrew Garbarino (R-NY). The bill, also introduced Jan. 27, 2023, would confer to approximately 5,000 non-supervisory managerial postal employees the right to appeal significant personnel actions to the Merit Systems Protection Board (MSPB).

**H.R. 82**, the Social Security Fairness Act. The primary sponsors are Reps. Garret Graves (R-LA) and Abi-

gail Spanberger (D-VA). The bill, introduced Jan. 9, 2023, would repeal the Windfall Elimination Provision and the Government Pension Offset, sections of the Social Security law that unfairly reduce the rightful benefits of Civil Service Retirement System annuitants and surviving spouses of these annuitants.

**H.R. 866**, the Equal COLA Act. The primary sponsor is Rep. Gerry Connolly (D-VA). The bill, introduced Feb. 8, 2023, would create parity between cost-of-living adjustments (COLAs) with respect to a Federal Employees Retirement System (FERS) annuity and Civil Service Retirement System (CSRS) annuity.

**H.R. 716**, the Fair COLA for Seniors Act. The primary sponsor is Rep. John Garamendi (D-CA). The bill, introduced Feb. 1, 2023, would provide more accurate COLAs for federal retirees by calculating COLAs using the Consumer Price Index for the Elderly (CPI-E), which better reflects the spending behavior of seniors than the current methodology.

For years, we advocated for and finally were successful in getting H.R. 3076 enacted, the Postal Service Reform Act of 2022. That was "business."

Passage of this bill has given the Postal Service a path to financial stability into the future and the ability to make much-needed change. The bill also will help secure the future of the USPS, which will have a positive effect on our nation's economy.

Now it needs to be "personal." I'm certain one or more of the five bills I listed would benefit you and your family. If you are an active member, you need to be engaged *now* to assure your future retirement. As

Einstein said, we need to keep moving!

Increasing membership demonstrates leadership. Stay safe.

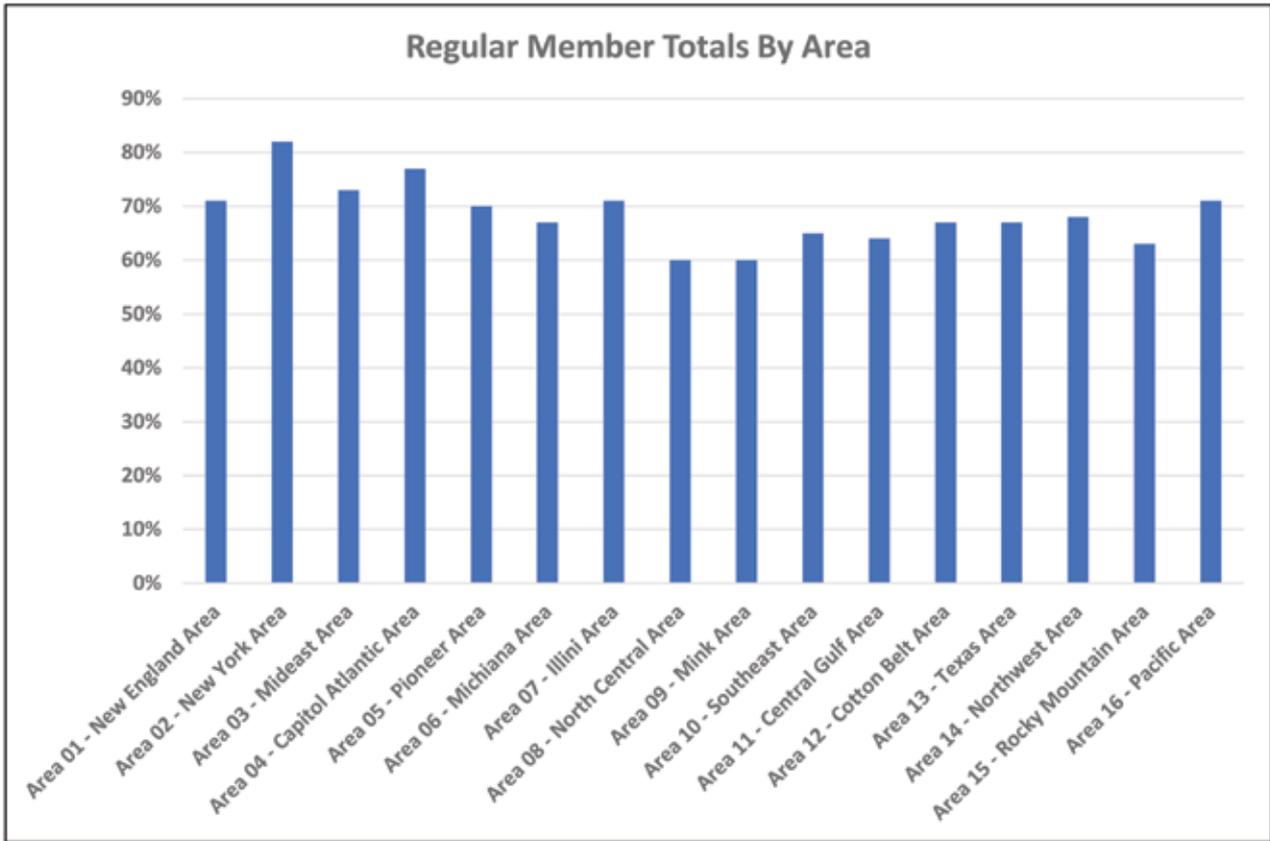
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## The Postal Supervisor 2023 Production Schedule

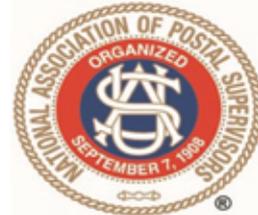
Issue	Copy Deadline*	Mails
JUN	4-28	5-23
JUL	5-25	6-20
AUG	6-28	7-25
SEP	8-1	8-29
OCT	9-5	10-3
NOV	10-4	10-31
DEC	11-1	11-30
JAN '24	12-1	1-2
FEB	1-4	1-31

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

## National Association of Postal Supervisors Membership Report February 2023



Regular Member Totals By Area	
Area 01 - New England Area	71%
Area 02 - New York Area	82%
Area 03 - Mideast Area	73%
Area 04 - Capitol Atlantic Area	77%
Area 05 - Pioneer Area	70%
Area 06 - Michiana Area	67%
Area 07 - Illini Area	71%
Area 08 - North Central Area	60%
Area 09 - Mink Area	60%
Area 10 - Southeast Area	65%
Area 11 - Central Gulf Area	64%
Area 12 - Cotton Belt Area	67%
Area 13 - Texas Area	67%
Area 14 - Northwest Area	68%
Area 15 - Rocky Mountain Area	63%
Area 16 - Pacific Area	71%
<b>Total Regular Member %</b>	<b>70%</b>
<b>Total Regular Members</b>	<b>24,587</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>10,496</b>
<b>Total NonMember %</b>	<b>30%</b>



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 scanned copy of  
**Form 1187** to:  
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# RADAR Surveys, Postmaster Leave Requests, HERO Goals for EAS Headquarters Employees Among Topics Discussed

**P**resident Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the Dec. 13 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulita Wimbush, Labor Relations Policy Administration.

## Agenda Item #1

NAPS asked how many FY22 NPA mitigations were filed. Of that number, how many were approved and how many were denied? How many went to the second level for appeal? How many were approved and disapproved at the second level up to the final level?

*A total of 67 mitigations were submitted; 33 mitigations were disapproved; 34 mitigations were approved at the next higher level and were sent to USPS Headquarters for validation.*

## Agenda Item #2

NAPS asked when multiple offices/ZIP codes are moved into an S&DC location, will local MOU agreements still exist for each ZIP code?

*The LMOU at the S&DC site is the controlling LMOU for that site. All the spoke routes/employees moved or excessed into the S&DC will be covered by the LMOU at the gaining S&DC. If employees remain at the losing or spoke site(s), the LMOU for their respective craft at the losing/spoke site(s) still is in effect.*

## Agenda Item #3

NAPS asked when hiring CCAs for the S&DC offices/ZIP codes with-

in this new location, will these new appointments belong to every ZIP code or only to a specific ZIP code?

*CCAs will be hired for the S&DC, one ZIP code.*

## Agenda Item #4

NAPS requested the USPS share how many EAS employees are answering the RADAR surveys regarding EAS employees casing and delivering mail and where this is occurring. Also, Delivery Support specialists have been asked to case mail on occasion; are they also completing the RADAR survey or carrying a route? What is the USPS doing to prevent this?

*Lori Koon, Delivery Support specialist (TL), WestPac Delivery Field Operations Support 4, attended to address this item. Additionally, the survey can be accessed by any employee with access to RADAR to enter the specifics on casing or delivering mail. The survey is in its infancy stage. Data is being shared biweekly with field operations managers and the management associations.*

## Agenda Item #5a

NAPS said that, currently, MPOO groups are not equal, nationally, in size, levels and responsibilities. Does the USPS have any plans to right-size the MPOO groups? For the MPOO groups that don't have administrative assistance, when will the USPS provide such assistance?

*There are not specific requirements or limitations for the MPOO span of control. A district is evaluated for the number of MPOOs they earn based on established workload criteria. It is at*

*the discretion of the district manager to determine the mapping of post offices to the MPOO. District managers consider geographic location and span of control and account for the level of the postmaster to MPOO.*

*Note: One EAS-25 is earned if there are at least two EAS-24 post offices in the district. Two EAS-25s are earned if there are 10 or more EAS-24 post offices in the district. There is no intent to map offices to MPOOs from a national HR level.*

*Regarding administrative support for MPOOs, they are allotted to have support of a secretary, P7-07 position. MPOOs are expected to share resources (secretaries) where geographically possible.*

## Agenda Item #5b

NAPS asked how many EAS employees work under USPS Headquarters vs. the number of EAS employees who work in the field.

Headquarters EAS:	8,657
Field EAS:	38,451
<b>Total EAS:</b>	<b>47,108</b>

## Agenda Item #6

NAPS reported that a NALC local in Maine recently posted a notice of intention to strike to bring awareness to the lack of employees in that district. Carriers were exhausted, with no help on the horizon. Additionally, NAPS became aware of carriers working until 2 a.m. in Baltimore.

These two instances are not unique. NAPS repeatedly has asked the Postal Service what its plans are to address these shortages. In fact, the NAPS resident officers met with DPMG Doug Tulino to specifically

address this issue. Tulino indicated the USPS was taking steps to address pockets of carrier shortages around the nation.

All too often, these shortages lead to supervisors, postmasters and managers being forced to deliver mail. NAPS asked what specific steps the USPS has taken to address the national employee shortage and improve its broken on-boarding process.

*Many social and environmental challenges have contributed to the lack of applicants for positions in the Postal Service. Several of those challenges include “The Great Resignation” that started in 2020 and has had a negative impact on many businesses, including our competitors, as well as many government agencies.*

*Hiring activity from local businesses is constant and continual for jobs in our industry, as well as other industries. Several parts of the country have extremely low unemployment rates.*

*The Postal Service has taken the following steps in recruiting potential applicants and stabilizing our workforce:*

- *Hired nearly 380,000 employees in the past two years. Retention is key.*
- *Negotiated career conversions with USPS unions after 24 months of employment.*
- *Leveraged agreements with unions to invest in our current workforce and leverage stabilization.*
- *Converted over 118,000 employees since October 2020 to further stabilize the workforce and work to backfill with non-career positions.*
- *Engaged top leaders in the organization when it comes to intentional and deliberate adjustments to retain the workforce.*

*HR and Operations are very focused on the top two reasons employees leave the organization:*

- 1-Scheduling flexibility*
- 2-Relationship with supervisors/managers*

*Recruitment efforts are ongoing. We*

*work closely with Headquarters Brand Marketing on continuous advertising around our needs with links to eCareer. And we work with Brand Marketing, Corporate Communications and the Social Media team promoting our job fairs.*

*The eCareer webpage has been enhanced with improved flows and descriptions of each craft’s work, as well as videos describing the importance of and the type of work employees would be doing in each craft.*

*We have leveraged Informed Delivery to target mailboxes of all ZIP codes with specific, repeated campaigns in our hard-to-hire sites.*

*Annually, we host approximately 6,000 job fairs targeting all positions and locations, but certainly have several job fairs targeting hard-to-fill sites and positions. We also have Field HR managers who have been successful in recruiting to work closely with those managers who have hard-to-fill markets to continually examine other opportunities that may exist.*

*HR and Operations have partnered in hard-to-fill locations rooted in internal awareness and recruitment from our current workforce to further support our hard-to-fill locations. Data shows our current workforce, when fully engaged in recruitment, is one of our top sources of success. All in—non-bargaining employees—all levels at districts and divisions, bargaining-unit employees, etc. with providing stand-up talks, recruitment tools, job fairs and actively seeking internal referrals is a source of a pipeline that is powerful.*

*“Available for duty” is critical. We are ensuring that USPS policies are followed with unscheduled absences; addressing it accordingly is essential.*

#### **Agenda Item #7**

NAPS pointed out that Subsection 512.513 of the ELM states that Postmasters must promptly report planned annual leave absences exceeding five working days. Subsec-

tion 512.411 states that postmasters are excluded from getting advance approval for annual leave.

512.4 Authorizing Annual Leave  
512.41 Requests for Annual Leave  
512.411 General

“Except for emergencies, annual leave for all employees *except postmasters* [emphasis added] must be requested on PS Form 3971 and *approved in advance* by the appropriate supervisor. Leave requests from rural carriers must be approved in accordance with Article 10 of the USPS-NRLCA National Agreement.”

512.513 Leave for Postmasters and Installation Heads

“These employees must (a) *promptly report emergency or planned absences exceeding 5 working days* [emphasis added] to their postal managers and (b) maintain accurate records of their leave.”

However, Subsection 123.1 of the ASM states that postmasters must obtain advance approval for absences more than five days. The ASM does not state working days—just days. Does that include their nonscheduled days?

123 Absence From Office  
123.1 More Than Five Days

“For periods of absence *more than 5 days, postmasters must obtain advance approval* [emphasis added] from their district managers, unless this approval authority is delegated.”

Postmasters have taken the stance they only have to promptly *report*, not *obtain*, approval for their annual leave exceeding five working days. But MPOOs often use the verbiage in the ASM that advance approval is required. What is the controlling document?

*The ELM and ASM provisions apply. Postmasters and installation heads normally are not required to request advanced approval of annual leave for five days or less. Postmasters must receive advance approval of absences more than five days. Postmasters must schedule leave so that postal operations are not impaired.*

### ASM 123.2 Five Days or Less

“Postmasters normally are not required to obtain advance approval for absences of five days or less, including periods of annual leave, sick leave, or personal absence. They must maintain an accurate record of all absences taken and advise their managers of planned periods away from the office. On an individual basis, district managers may require postmasters to obtain advance approval of all absences when the postmaster’s previous performance warrants such action.”

### Agenda Item #8

NAPS brought back Agenda Item #3 from the October 2022 consultative:

NAPS asked for a Network Transformation briefing on the “NDC unwind” on which Jim Herrmann recently briefed WestPac. This “unwind” is underway in Chicago; all NDCs will be following suit.

*The NDC unwind initiative is to explore changes in processing at the NDC, such as eliminating originating processing of marketing/periodicals and retail ground processing while continuing to provide excellent service. Every NDC will need an individual plan. The plan is to modify and possibly eliminate the NDC to NDC network. A briefing will be provided on this initiative.*

NAPS believes this process falls under the 60-day consultative review process as described in Title 39 Section 1004 (d) ... “(1) In order to facilitate consultation and direct participation by the supervisors’ organization in the planning and development of programs under subsection (b) of this section that affect members of the supervisors’ organization, the Postal Service shall—

(A) provide in writing a description of any proposed program and the reasons for it;

(B) give the organization at least

60 days (unless extraordinary circumstances require earlier action) to review and make recommendations with respect to the program; and

(C) give any recommendation from the organization full and fair consideration in deciding whether or how to proceed with the program.”

As this process already is underway, NAPS is requesting the USPS adhere to the requirements of the law in consulting on the “NDC Unwind Process” and the RP&DC National Transportation Network that involves logistical changes to the USPS Transportation Network.

*NAPS will be invited to future briefings on the changes to NDCs and establishment of RPDCs. NAPS will be notified, as part of the consultative process, on changes to management staffing criteria or changes in the duties and responsibilities of EAS managers and supervisors.*

*Changes to processing windows, clearance times and networks are not considered programs and not subject to the consultation process pursuant to Title 39, 1004 (d). However, feedback and recommendations by NAPS’ president are welcomed and encouraged.*

### Agenda Item #9

Postmaster General Louis DeJoy announced on Sept. 21, 2022, that all EAS employees would be receiving a 3% pay raise to be reflected in paychecks received Oct. 14, 2022. There was no exclusionary language to be found in this statement.

The USPS imposed a cutoff date of Aug. 27, meaning EAS employees with a promotion date of Aug. 27, 2022, or later were not eligible for the 3% increase. This date appears to be arbitrary. Why was this date chosen as the cutoff?

*The PMG’s Sept. 21, 2022, memorandum, “Non-bargaining Pay Increase,” was intended to recognize high-level efforts by the management*

*team throughout fiscal year 2022 and during the continued impact of the global pandemic and record inflation and reward them for their performance. Employees working in EAS positions prior to Aug. 27, 2022, were eligible for a 3% basic salary increase.*

*Bargaining-unit employees already were scheduled for a salary increase on Aug. 27. Offering an additional 3% increase to those bargaining-unit employees who were promoted between Aug. 27 and Sept. 24 would result in those employees possibly receiving a higher salary than other EAS employees with greater tenure that performed at that high level during FY22.*

### Agenda Item #10

NAPS asked what the policy is regarding EAS Headquarters employees reporting off work. Are these Headquarters employees permitted to use the 1-800 number to call in for leave? Some Headquarters EAS employees are being told they cannot use that system, while others are permitted to use it.

*Access to the Enterprise Leave Request Application (eLRA) is at the discretion of the functional vice president.*

### Agenda Item #11

NAPS has been made aware by EAS Headquarters employees that under the ongoing HERO goal-setting process, functional leaders were inputting employee goals into the HERO system. Also, the goals were the same throughout the functional area. This appears to be in violation of the presentation given to Headquarters employees in which EAS employees were told they would jointly develop and input their goals into the HERO system.

If the USPS intends to enter employee goals and the goals are the same, how does this line up with the USPS’ stated purpose of HERO to allow Headquarters EAS employees

to have actual line-of-sight goals and input those into the HERO system?

*Evaluators can assign goals to communicate business priorities and performance objectives to their employees. Assigning goals facilitates employee involvement in high-impact business initiatives and drives alignment across common goals.*

*Headquarters employees have been encouraged to input their own goals. Headquarters employees and their evaluators have been provided training on having meaningful conversations when goals are established, primarily at the start of the fiscal year.*

*Evaluators can assign goals. The goal setting requires employee involvement; the employee's individual performance/success with those goals are measured. This specifically recognizes the individual's contribution toward the goal. NAPS was informed that establishment of the Functional Effectiveness indicators, with indicators specific to the function that the employee works, provides line-of-site goals for employees.*

*This line of site applies to all employees, regardless whether the employee is under the HERO Performance Pilot or the traditional Performance Evaluation System (PES). Employees assigned to Headquarters are measured based on individual objectives/goals, as well as NPA indicators that include Functional Effectiveness indicators.*

#### **Agenda Item #12**

At a recent NAPS branch meeting, the resident officers were asked to find out why EAS Headquarters employees have to reserve parking spots at Postal Service Headquarters 15 days in advance. And they must do this each day. The employees indicate there normally are plenty of parking places available. What is the rationale for this practice?

*Before the start of the pandemic, March 2020, daily reservations for*

*Continued on page 19*

# NAPS Achieves Updates to Supervisor Workload Credits

**Jimmy Warden**

*Secretary/Treasurer and SWCS Committee Member*

**A**fter years of gathering data, analyzing the data and then being denied changes by past postal leadership, a revamped Supervisor Workload Credit (SWC) system was announced by the Postal Service on Friday, March 27, 2023.

The new SWC calculations will provide much-needed additional supervisors in offices and stations nationwide. This is in addition to positions authorized in fall 2022 that were held in lieu of supervisor, Customer Service Support (SCSS) positions. No longer does the SCSS position need to be authorized in lieu of an SCS position.

The only criteria now to authorize an SCSS position is an installation managed by a Level-24-or-above postmaster. With the new SWC calculations and change in SCSS criteria, approximately 1,000 additional new supervisors will be placed in the field where they are needed.

A major key is no reduction to any calculation in the SWC program. The Postal Service also agreed to meet to review the SWC program every six months, if needed. There also is discussion regarding authorizing additional positions.

I would like to acknowledge the perseverance and dedication of the NAPS SWC Committee that has been working on this project for quite a few years: Chair and Northeast Region Vice President Tommy Roma, Mideast Area Vice President Tony Dallojacono, Capitol-Atlantic Area Vice President Troy Griffin, Northwest Area Vice President John Valuet, past NAPS Secretary/Treasurer John Aceves and the newest member to the committee, Pioneer Area Vice President Ed Laster. President Ivan D. Butts, Executive Vice President Chuck Mulidore and past presidents Brian Wagner and Louis Atkins also are to be commended on their dedication and belief in the committee.

Thanks to all the postmasters, managers and supervisors who helped by participating in the work study survey.

And a special thanks to our counterparts at the Postal Service for acknowledging the need, agreeing to a process and making this happen: Postmaster General Louis DeJoy, Deputy Postmaster General Doug Tulin, Chief Retail & Delivery Officer Dr. Josh Colin and his vice presidents, Vice President of Organization Development Jennifer Utterback and her staff and Vice President of Labor Relations Tom Blum and his staff. This truly was a joint effort by both organizations. *(See the announcement letter on page 11 from Jennifer Utterback for the specific changes.)*

This was a fantastic job by all and long overdue.

# NAPS Secures Additional EAS Jobs in Long-Sought Update to SWC Calculations

JENNY D. UTTERBACK  
VICE PRESIDENT  
ORGANIZATION DEVELOPMENT



March 27, 2023

CHIEF RETAIL AND DELIVERY OFFICER AND EXECUTIVE VICE PRESIDENT  
VICE PRESIDENT, DELIVERY OPERATIONS  
VICE PRESIDENT, RETAIL AND POST OFFICE OPERATIONS  
VICE PRESIDENT(S), AREA RETAIL & DELIVERY OPERATIONS

SUBJECT: Supervisor Customer Services Workload Credit Update

The Supervisory Workload Credit (SWC) model used to determine the number of Supervisor Customer Services EAS-17 (SCS) authorized in Post Offices has been updated to account for changes in retail and delivery operations.

The SWC model is based on workload factors: it identifies and measures the workload of supervisors in Post Offices, Stations, and Branches. The revisions to the workload model address the challenges expressed by leadership and the management associations through the following modifications.

- Giving credit for Postmaster Reliefs (PMRs) employees.
- Giving credit for Sunday operations.
- Changing the credit for Rural Carrier Associate (RCA) and Assistant Rural Carrier (ARC) from route based to employee count.
- Lowering the ratio for earning the additional Supervisor Customer Services from 35:1 to 15:1 in large Installations with complex operations.
- Increased credit for Custodians in Post Offices.

The new Supervisory Workload Credit model will go into effect on **April 1, 2023**.

The SWC staffing tool will reflect the updates with the April posting and can be found on the Workforce webpage at <https://workforce.usps.gov/welcome>.

A national review of the new earned staffing will be completed by the Field Staffing team. Additional earned SCS will be authorized in the Human Resources system of record effective **April 8, 2023**. At that time offices can establish position numbers and post in the Vacancy Management Tool. There is no need to submit individual staffing requests at this time.

For questions regarding the earned staffing at your Post Office following the national review, contact your Field Human Resources staff. Questions regarding established EAS staffing criteria can be directed to Field Staffing—Organization Design, [QM34N0@usps.gov](mailto:QM34N0@usps.gov).

A handwritten signature in blue ink that reads "Jennifer D. Utterback".

Jennifer D. Utterback

# IT Upgrades, Clarification of Clock Process for Managers, Safety Issues at Tallahassee P&DC Among Topics Discussed

**P**resident Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the Feb. 17 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulita Wimbush, Labor Relations Policy Administration.

## Agenda Item #1

NAPS asked what the Postal Service policy is on family members working in the same office, specifically EAS employees. A supervisor in Boise, ID, was involuntarily reassigned when her father was promoted to manager of the office.

This was known to district postal leadership at the time of the promotion; the supervisor had been at that office for a relatively long period of time. NAPS Northwest Area Vice President John Valuet appealed the involuntary reassignment to Jim Davey whose response follows.

While NAPS understands there is a potential for impropriety in such a situation, why was that not taken into consideration at the time of the promotion to manager? What specific postal policy or regulation governs this type of decision to involuntarily move the EAS supervisor to another office?

Good morning, Jim:

I am requesting your review and reconsideration of the involuntary reassignment of (name withheld) from the Boise Main Office to the Five Mile Station in Boise, ID. I have spoken with both ... the

Postmaster and MPOO with no resolution. ... Prior to the involuntary reassignment letter being issued to (name withheld), I had discussed this at length with Michelle Grigoroff.

At that time, I told her that if there was a policy that drove this decision, I would be more than happy to inform her myself. She said at that time there was no policy that drove the decision. I also informed Michelle that if there was some kind of investigation that made this reassignment necessary, I would again inform (name withheld) myself.

Again, she said there had not been. The issued letter stated this action was being taken to “protect you and the Service from potential issues.”

... The OIG investigated and found (name withheld) worked for her dad. That was known when he was promoted because his daughter was already a supervisor there for some time. She does not state in any way that they found any impropriety.

She only states that he would have the ability to engage in some impropriety. ... Outside of the simple fact they did involuntarily reassign her, I find it at best disappointing they didn’t make an issue of this prior to his promotion.

If they had, they could have made the decision individually whether he would accept the promotion knowing she would have to move or decline the promotion so she did not have to move.

John Valuet

From: Davey, James A - Denver  
Date: Fri, Jan 20, 2023 at 2:34 PM  
Subject: RE: [EXTERNAL] (Name withheld) Involuntary Reassignment  
Good Evening John,

Per your request, I have reviewed this matter. It is my determination that local HR acted reasonably and within their capacity. Per the letter you provided, it does appear the Office of Inspector General received this issue and referred it to us for review.

Typically, the way the OIG becomes aware is through an employee concern. They do not randomly review reporting relationships looking for nepotism concerns. Reporting relationship issues come to us in many different ways but, typically, like in this case, someone raises a concern and it is incumbent on local HR to review.

It does not matter whether the OIG interviewed personnel or not, or whether they already found specific violations. Even if a particular reporting relationship is not prohibited under the ethics regulations, it still could cause workplace concerns.

It is ultimately up to the appropriate HR office to determine whether a particular reporting relationship is problematic, even if it does not automatically violate an ethics regulation. Local HR will review and take appropriate proactive actions to prevent future complaints, litigation and possible corrective action where needed.

In this case, given the way the issue was presented to us, it is safe to assume someone locally already

has concerns and reached out to the OIG. To leave the reporting relationship intact is to place both employees in a situation where actions are constantly under scrutiny, subject to personal interpretation and where it is likely at some point we will have continuing complaints from the workforce. Even the smallest of ethics violations, intentional or not, could put either or both employees in a position to be disciplined or removed.

Therefore, I believe the action taken was reasonable in this case. Our decision stands as outlined in Amy Bennett's letter to you. Should (name withheld's) father move or other jobs become available, we certainly can reevaluate down the road.

*In accordance with the provisions of Title 39, section 1004, paragraph c.2.B, "Grievances of individual employees shall not be matters which may be included as agenda items under this paragraph."*

*Employees designated as selecting officials are informed, and must certify, when selecting a candidate for a position that the selected candidate will not be in a reporting relationship to a relative. If that selected candidate will be in a reporting relationship to a candidate, then the selecting official must contact their manager and Human Resources to discuss before any selection is made.*

*Even if a particular reporting relationship is not prohibited under the ethics regulations, it still could cause workplace concerns. Ultimately, it is up to the appropriate HR office to determine whether a particular reporting relationship is problematic, even if it does not automatically violate an ethics regulation.*

#### **Agenda Item #2**

NAPS asked about IT technology upgrades. The USPS has advertised a \$2 billion investment and, based on the following concerns, this investment is needed immediately.

1. Offices continue to disconnect scanner cradles several times a day to make sure the PASS cart will route packages.

2. Several times a week, scanned-item pictures from PASS cart cannot be pulled.

3. Almost daily, there are issues in order to upload scanned items unless the scanner is on the cradle.

4. When all RSS counters in offices use the network, speed drops to dial-up levels.

5. Using apps such as DMS, RIMS, US Bank Voyager and others get more difficult due to speed of the network.

The IT help desk response often is to not create a ticket# as the postal network is slow and there is not much they can do about it. Offices need the internet running, need RSSs and SSKs running without placard "internet issues," scanners need to connect with their base, PASS cart needs to route and much more.

Offices often are on accountability telecons, yet their IT equipment is slow and outdated. When will the technology upgrade begin to show results?

*Significant investment is being made to our capital investments with technology upgrades that have been ignored for decades. This includes investing in our state-of-the-art facilities such as our Sorting & Delivery Centers. One example of an immediate investment is deployment of 30,000 laptops to managers, supervisors and field operations.*

#### **Agenda Item #3**

NAPS conveyed that the reason all Level 18-22 employees became special exempt is because of the new initiative with NAPS and the USPS regarding postmasters and managers being compensated when required to deliver mail. As a result, postmasters and managers are being required to clock their hours with a timecard—not be on auto rings.

NAPS has been told some districts are requiring POOMs to track the hours a manager or postmaster may be working 12-14 hours in a day to cover vacant EAS assignments, open and close their offices, spend some part of the day delivering mail and other necessary required assignments that force the manager or postmaster to work beyond eight hours.

If it is determined these postmasters and managers did *not* carry mail for that entire timeframe, they may be required "to pay the money back." NAPS asked for clarification of this clocking process so that postmasters and managers can accurately record their workhours.

*Handbook F-21, Time and Attendance, Exhibit 141.h, Recording Time Level-23 and below*

"When daily clock rings are required, they may be recorded electronically, mechanically (using a time clock), or manually (written in) at the discretion of local management."

*Handbook F-21, Time and Attendance*

141.3 Employees Who Are Not Required to Record Daily Clock Rings  
"The following employees are not required to record daily clock rings:  
a. PCES employees.  
b. Postal inspectors.

### **On the Move?**

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

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

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

**Exhibit 141  
Recording Time**

This exhibit shows which employees are required to record daily clock rings and sign their time cards. All employees must record leave hours on PS Form 3971 and enter the appropriate leave hours on their time card or other approved media (such as timesheets or EBRs).

	Daily clock rings required?	Must employee sign time card?
<b>FLSA exempt</b>		
PCES Employees	N	N
Postal Inspectors	N	N
Attorneys (RSC U)	N	N
SMD Mgmt Interns/Trainees (RSC J)	N	N
<b>EAS Employees</b>		
Level 24 and above	N	N
Level 23 and below	N <sup>1, 2</sup>	N <sup>3</sup>
<b>FLSA nonexempt</b>		
EAS employees	Y <sup>2</sup>	N <sup>3</sup>
CAG L Postmaster/Leave Replacements	(see 147)	
Bargaining Unit Employees <sup>4</sup>	Y <sup>5</sup>	N
Rural Carriers	(see chapter 5)	

1. If schedule and position include premium eligibility, daily clock rings are required.
2. When daily clock rings are required, they may be recorded electronically, mechanically (using a time clock), or manually (written in) at the discretion of local management.
3. If the time is written in, the employee must sign the time card.
4. Also includes casual employees.
5. These employees are required to use a time clock. If a time clock is not available, clock rings must be written in.

c. Attorneys (RSCU).

d. Exempt employees in Headquarters and Headquarters field units.

e. FLSA-exempt employees in grades EAS 24 and above.

f. Other FLSA-exempt employees whose schedule and position does not include premium pay eligibility. (Certain employees in this category are eligible for overtime during the designated Christmas period. These employees must record daily clock rings for those weeks in which overtime may be earned.)

ELM

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 positions except postmasters and officers-in-charge are eligible during the designated Christmas period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day and the additional hours are spent directly supervising bargaining-unit employees in mail processing or delivery functions.”

**Agenda Item #4**

NAPS has been made aware of a safety issue that affects employees, including EAS employees, at the Tallahassee P&DC. Currently, carriers are housed in a trailer behind the P&DC in an office called the Talla-

hassee GMF. The trailer currently houses 14 routes.

There are plans to add another route. This trailer is behind the P&DC platform. After the carriers case their routes, they must go down wooden ramps, with mail, to exit the trailer.

The clerks sort parcels outside in the parking lot in all kinds of weather. This past January, low temperatures were in the mid 30s. Kerosene heaters have been used, but Plant Manager Patricia Becker eliminated them as a safety hazard.

In addition, Becker does not let Amazon back up to the platform. Rather, the Amazon driver uses a lift gate on the truck to lower pallets of mail. At times, pallets fall off the lift gate.

This whole operation is unnecessary as the unit could be moved into the plant, making it safer for all employees and abating OSHA

violations. NAPS is requesting this operation in the trailer be moved into the Tallahassee P&DC.

*The local safety office will conduct a site visit to identify whether there are any hazards; if found, the officer will establish an abatement plan. We have many facilities that house carrier routes in trailers and sorting and distribution areas are located outside of facilities.*

*If an Amazon driver is not operating their lift gate safely, it should be reported, just as with carriers unloading two-ton vehicles with lift gates. Although there may be space in the adjacent plant, we are unsure whether the space is adequate and can be used by delivery carriers for all their duties. For example, the plant dock may not have the proper platform height to load/unload LLVs and adequate ramps for carriers to push equipment to their vehicles.*

#### **Agenda Item #5**

NAPS referred to a retaliation case filed against a South Dakota plant manager in June 2022. There was an allegation of harassment resulting from a situation that occurred between a bargaining-unit employee (VOMA) and the plant manager.

There was a multitude of documents submitted resulting from this reported incident. All these documents were given to the IMIP fact-finders (at the area level) for review and consideration in their fact-finding mission. The case required the Central Area to do an IMIP.

This case keeps dragging on while those who feel harmed are left with no answers. What is the status? The results were in weeks ago. Nothing was said regarding whether more investigation was needed or just a review.

Labor Relations Manager Jinni Ramirez has not provided responses to NAPS North Central Area Vice President Dan Mooney, despite

repeated efforts. This issue of non-responsive managers in the Central Area has previously been brought to the attention of Postal Headquarters.

*In accordance with the provisions of U.S. Code Title 39, Part II, Chapter 10 section 1004, paragraph c.2.b, "Grievances of individual employees shall not be matters which may be included as agenda items under this paragraph."*

*NAPS is not privy to investigation results. Once an investigation is completed, the harasser and harassee are notified of the determination of the investigation.*

#### **Agenda Item #6**

NAPS brought back the issue of ELM 519.733 language:

519.733 Directed to Work

*"When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave."*

NAPS has requested the word "may" be changed to "must," as, all too often, higher-level managers are not granting this full day of personal absence to EAS employees working a holiday or day other than a normal workday.

*This has been addressed in prior conversations and in consultative meetings with NAPS. The Postal Service does not agree that the language of ELM 519.733, Directed to Work, needs to be changed. The discretion in granting a full day of personal absence without charging it to official leave should be left to the supervisory authority.*

*There may be situations where FLSA-exempt non-bargaining employees may be required to work a full day in addition to normal workdays to evaluate and analyze office performance, typically on Saturdays. That intent would be for the exempt manager or postmaster to implement improvements to increase efficiency, then return to their normal*

*schedule. Managers should not require exempt employees to consistently work on their scheduled days off without rest days.*

*Exempt managers should develop subordinate staff as replacements for when the manager is not scheduled. The April 2012 Brennan memorandum, "Work Schedules, FLSA-Exempt Nonbargaining Exempt Employees," still is in effect. The memorandum explains that, although exempt employees are not limited to working a specified number of hours in a service week, there is a practical limit to the extent and regularity of requiring additional hours of exempt employees. It further explains that the Postal Service will limit those situations consistent with the Employee and Labor Relations Manual, Section 432.*

432.112 Nonbargaining Unit Employees

*"Nonbargaining unit employees are categorized as follows:*

*"a. Full-time salaried—one of the following categories of salaried employees employed according to procedures established by the Postal Service:*

*"1. Exempt salaried—career employees who are exempt from the FLSA provisions, are not limited to working a specified number of hours in a service week, and are expected to work or have excused leave for at least 40 hours per week fulfilling the responsibilities of their positions."*

#### **Agenda Item #7**

NAPS Headquarters has become aware that the NALC is operating its Dispute Resolution Teams (DRTs) under the old 67-district format due to the collective-bargaining agreement. EAS DRT positions have been reduced to the new district alignment of 50 districts; the USPS is using details for the rest.

NAPS is requesting those details be converted again to full-time positions, barring a change in the

collective-bargaining agreement.

*These allegations are inaccurate. The Postal Service has 66 authorized Labor Relations Specialist (region) EAS-21 positions for Regional Dispute Resolution teams. There currently are eight vacant positions in the posting and selection process. The vacant positions are the product of the former incumbents receiving promotions, primarily into EAS-23 positions.*

USPS/NALC MOU Re: Article 15 – Dispute Resolution Process: The Postal Service and the NALC will each determine their own method of selection for the Step B representatives.

<b>Labor Relations Specialist (Region) EAS-21, OCC 0233-5018</b>		
<b>Area</b>	<b>Authorized</b>	<b>Vacant</b>
Atlantic	18	1
Southern	17	5
Central	18	0
WestPac	13	2
<b>Total</b>	<b>66</b>	<b>8</b>

**Agenda Item #8**

NAPS asserted that the NPA payout typically is rolled into the first pay period of the year. However, in FY23, the first day of the new pay period was in December, which resulted in everyone’s NPA being delayed another two weeks and not reflected on employees’ checks until Jan. 28, 2023. Members feel they are being shorted a salary raise by two weeks.

NAPS requested that NPA be released in the first week of the new calendar year, regardless when the last of December falls. Also, if any EAS pay was lost as a result of this issue at the end of December 2022, all affected EAS employees be made whole.

*The statement that the NPA (PFP) payout typically is rolled out in the first pay period of the year is not accurate. Programming for pay is aligned with implementation of our salary schedules and the leave years. The first full pay*

*period of calendar year 2023 was PP-03, Jan. 14.*

*Federal government payouts also are awarded the first full pay period, but the work week starts on Sunday, so implementation of the changes was one pay period earlier this year. Below are effective dates of salary schedule changes and PFP awards in prior years that occurred more than one week after Jan. 1. Last year, the date was 1/1/22, so, this year likely is one of the latest dates for implementation:*

- 1/17/2009*
- 1/16/2010*
- 1/15/2011*
- 1/14/2012*
- 1/12/2013*
- 1/11/2014*
- 1/10/2015*

**Agenda Item #9**

NAPS said that, in FY22, the F-4 parcels per hour were 270. Now, in FY23, that amount has been raised to 300. NAPS asked what historical data was used to support this increase in productivity considering the APWU doesn’t recognize any distribution standards. Are the measurement formulas used to determine 300 parcels sorting per hour in F-4 based on a theory or a proven method?

*The Postal Service completed a time study analysis of 186 offices for Customer Service Variance (CSV) in FY22. The offices studied were of all sizes and varying route counts. In FY23, the results of the study were implemented in CSV.*

*Parcel productivity was adjusted from a flat 270-piece-per-hour target to fit the capabilities of each unit based on the number of routes requiring manual sortation. Now, the parcel productivities have a scale of nine different factors (shown below from CSV productivity page) based on the number of routes in the office.*

*These are the raw factors before allowances for safety talks and breaks are added. The adjustment is a variance system reprogramming—not individual unit enhancements. It went live the third week of October 2022.*

**Agenda Item #10**

NAPS asked, with regard to the S&DCs, how each NALC local agreement will be handled. Will local negotiations take place for one agreement in the S&DC or will each current local agreement continue to be honored?

*The LMOU at the S&DC site is the controlling LMOU for that site and all the spoke routes/employees moved or excessed into the S&DC will be covered by the LMOU at the gaining facility (S&DC). As a reminder, an S&DC is its own installation.*

*If there are employees left at the losing or spoke site(s), the LMOU for their respective craft at the losing/spoke site(s) is still in effect. The Jan. 13, 2013, MOU with the National Association of Letter Carriers established a process for reviewing LMOUs when carriers were moved to S&DCs.*

<b>43PAK</b>	
<b>Unit Distribution Parcels Rates: 0 - 10 Separations</b>	<b>328.00</b>
<b>Unit Distribution Parcels Rates: 11 - 20 Separations</b>	<b>313.00</b>
<b>Unit Distribution Parcels Rates: 21 - 35 Separations</b>	<b>281.00</b>
<b>Unit Distribution Parcels Rates: 36 - 49 Separations</b>	<b>271.00</b>
<b>Unit Distribution Parcels Rates: 50 - 63 Separations</b>	<b>264.00</b>
<b>Unit Distribution Parcels Rates: 64 - 77 Separations</b>	<b>258.00</b>
<b>Unit Distribution Parcels Rates: 78 - 84 Separations</b>	<b>250.00</b>
<b>Unit Distribution Parcels Rates: 85 - 116 Separations</b>	<b>241.00</b>
<b>Unit Distribution Parcels Rates: 117 - 999 Separations</b>	<b>227.00</b>

“Jan. 13, 2023—Memorandum of understanding (MOU) concerning the agreed upon procedures to be followed regarding local memorandums of understanding (LMOUs) when all city letter carrier assignments are permanently moved from an independent installation to a sorting and delivery center (S&DC). The process outlined in this MOU does not apply when an installation is discontinued and/or consolidated, or when a station or branch is transferred or made independent in accordance with Articles 12.5.C.1, 12.5.C.2, and/or 12.5.C.3 of the National Agreement.”

### Agenda Item #11

NAPS requested an update on the F4 Back Office Play. Members continue to voice concerns over the requirement to staff this detailed position. NAPS was told in briefings on this pilot that it was through peak season, which obviously has ended. Many of the offices required to staff this position don't have the authorized complement to run the play. Therefore, most are covering the position with either their supervisor working six days or using an available 204 (b).

While there may be value having a supervisor start at the same time as the first scheduled clerk, EAS employees are overworked or simply cannot find and schedule an adequately skilled 204 (b) to effectively run the play as designed.

NAPS requested that if USPS Headquarters is going to continue the requirement to staff this unauthorized supervisory position, these positions be created as permanent positions and posted as such.

*The BT 2 DUT is an initiative designed to increase efficiency in AM Function 4 Operations with an emphasis on earlier distribution up times and to drive Function 2 success. The Function 4 Back Office Play and the BT 2 DUT, al-*

## NAPS Training Calendar

### North Central Area Training Seminar

**May 11-12, 2023**

*In conjunction with the Minnesota State Convention*

**Conducted by:** North Central Area Vice President Dan Mooney, 612-242-3133, dan\_9999@msn.com

**Location:** The Suites Hotel at Waterfront Plaza, 1325 Lake Ave., Duluth, MN 55802; 218-727-4663, ask for the NAPS rate.

**Hotel Rate:** \$127, Thursday; \$167, Friday

**Registration Fee:** TBD

**Training Topics:** ELM 650, Branch Tax Filing, Membership DCO Reports

**Guest Speaker:** NAPS Immediate Past President Brian J. Wagner

### New England Area Training

**May 18-21, 2023**

*In conjunction with the New England Area Convention*

**Conducted by:** New England Area Vice President Bill Austin

**Location:** Red Jacket Beach Resort, 1 S. Shore Dr., South Yarmouth, MA 02664; 800-237-8887

**Hotel Rate:** \$255, average

**Registration Fee:** \$100

### North Central Area Training

**May 18-20, 2023**

*In conjunction with the Wisconsin State Convention*

**Conducted by:** North Central Area VP Dan Mooney, (612) 242-3133; dan\_9999@msn.com

**Location:** Chula Vista Resort, 1000 Chula Vista Parkway, Wisconsin Dells, WI; call (608) 678-3119 for reservations

**Hotel Rate:** TBD

**Registration Fee:** TBD

**Training Topics:** ELM 650, Branch Tax Filing, Membership DCO Reports

**Guest Speaker:** NAPS Immediate Past President Brian J. Wagner

### Michiana Area Training Seminar

**June 9-11**

*In conjunction with the Michigan State Convention*

**Conducted by:** Michiana Area Vice President Kevin Trayer

**Location:** The Island Resort & Casino, W. 399, U.S. Route 2, Harris, MI 49845; (800) 682-6040.

**Fee:** No charge to registered delegates

**Topics:** SWCs, other topics TBD

### Western Region Training Seminar

**Aug. 10-11, 2023**

**Conducted by:** Western Region VP Marilyn Walton, Northwest Area VP John Valuet, Rocky Mountain Area VP Myrna Pashinski and Pacific Area VP Chuck Lum

**Location:** Ala Moana Honolulu by Mantra, 410 Atkinson Dr., Honolulu, HI 96814

**Hotel Rate:** \$177; more information to follow

*though designed to increase efficiencies in Function 4, are different initiatives.*

*The BT 2 DUT initiative has been modified following its establishment in peak season:*

- *Applies to all Tier 1-3 offices, Level-22-and-above units with three or more supervisors. The supervisor will start their day no later than 15 minutes from the first employees begin tour.*
- *In Amazon Night Owl sites, no*

*later than two hours after the first employee arrives and within 15 minutes of the second Night Owl employee's Begin Tour.*

*If units do not have adequate supervisory staffing to comply with this initiative daily, it should be discussed with district senior leadership.*

## NAPS Requests to Rescind Extension of Memorandum Regarding Delivery of Mail by EAS Employees

NAPS Headquarters continues to request, receive and monitor EAS workhours reported on the “EAS Carry Survey” in conjunction with the NAPS-negotiated memorandum that all postmaster, Levels-22 and below, and all exempt station managers, Customer Service, be entitled to additional pay should they be required to deliver mail. The data can serve to validate the mandate that EAS employees deliver mail in violation of the CBA, as well as support the request for additional pay for workhours used for delivery of mail.

Concerns were raised regarding this issue at NAPS’ recent Legislative Training Seminar at the Town Hall meeting, as well as the Executive Board meeting. As a result, NAPS rescinded its request for an extension of the memorandum.

The Postal Service has informed NAPS it intends to continue the current memorandum for the next quarter. Following is the April 10 update. Complement and hiring issues continue to be the overall reason:

### Atlantic Retail & Delivery

District	Hours
ME-NH-VT	914.92
New York 3	368.67
North Carolina	253.25
Pennsylvania 1	241.50
MA-RI	122.00
DE-PA 2	59.17
Virginia	51.58
Maryland	22.00
<b>Total</b>	<b>2,033.08</b>

### Central Retail & Delivery

District	Hours
MN-ND	492.48
Wisconsin	275.08
IA-NE-SD	228.25
Illinois 2	209.73
Michigan 2	163.35
KS-MO	84.83
Ohio 1	64.67
Indiana	51.25
KY-WV	23.92
Michigan 1	14.00
Ohio 2	14.00
Illinois 1	7.25
<b>Total</b>	<b>1,628.82</b>

### Southern Retail & Delivery

District	Hours
AR-OK	74.42
South Carolina	49.83
Georgia	28.95
Texas 1	20.17
AL-MS	19.67
Florida 1	8.00
Florida 3	6.75
Louisiana	4.50
Tennessee	3.00
<b>Total</b>	<b>215.29</b>

### WestPac Retail & Delivery

District	Hours
ID-MT-OR	418.75
California 1	211.50
Washington	188.00
CO-WY	168.42
AZ-NM	68.67
California 2	62.83
NV-UT	36.50
Alaska	12.00
California 6	4.00
California 3	1.50
<b>Total</b>	<b>1,172.17</b>

## USPS Recognized for Stellar Performance in Processing and Delivering Election Mail

The Postal Service received the Public Service Award for its Election Mail Program from the nonpartisan Election Verification Network. The award is given annually to a public official or government unit for protecting and promoting election integrity and verifiable elections.

“We take pride in the role our organization plays in the election process,” said Postmaster General Louis DeJoy. “The American people can continue to feel confident in using the U.S. Mail to fulfill their democratic duty to vote.”

In 2022, the agency formed the Election and Government Mail Services Team to focus year-round on the timely and secure delivery of election mail as use of mail-in voting continues to grow. The Postal Service successfully delivered 54.4 million ballots to and from voters in the 2022 general election, with 98.96% of ballots delivered from voters to election officials within three days. On average, completed ballots were delivered to election officials in under two days.

## Remembering Cathy Sutton

A celebration of life for Cathy Sutton, longtime NAPS California State and Al Navarro Branch 373 officer, was held March 12. California NAPS members joined Cathy’s family and friends to share memories. NAPS President Ivan D. Butts also attended.

California State Secretary Stephnia Campbell read and presented a resolution commemorating Cathy’s dedication to serving as a NAPS officer at the state and local levels. The Western Region officers sent a floral arrangement.

She always was available to answer questions and provide support when dealing with injury compensation cases, which was her expertise. Cathy had experienced health challenges, but continued to assist members and served as Branch 373 secretary up until her untimely death this past November.





NAPS Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi joined Rep. Jamie Raskin (D-MD) on a Zoom call in March to discuss legislative priorities.



NAPS New Jersey Legislative Co-Chair Constance Bradley-Scales (center) met with Reps. Mikie Sherrill (D-NJ) and Bill Pascrell (D-NJ) to discuss issues of concern to EAS employees.



New England Area Vice President Bill Austin (right) with New Haven, CT, Branch 3 President Denis Wright, who was one of the participants in the wreath-laying ceremony at Arlington National Cemetery during LTS.



NAPS Southeast Area Bobby Bock (left) and Rep. Cory Mills (R-FL)



Angela Garland (left) and Blanche Olliviere had a productive meeting with Sen. Tom Carper (D-DE) on April 6.



Toni Coleman-Scruggs (left) attended a brunch on March 18 celebrating women who make a difference in support of Rep. Robin Kelly (D-IL).

## December 13 Consultative

Continued from page 10

employee parking were not permitted. Headquarters parking requests were submitted by application to the parking coordinator. Once approved, the appropriate fees were collected. Priority was given to employees in the following order:

1. Postal executives
2. PCES and pay band
3. Vanpools
4. Carpools
5. Tenants

As of June 21, 2021, the new parking process and parking app was developed to allow employees, regardless of level, returning to work at the L'Enfant Plaza Headquarters building an opportunity to submit requests for any available parking. Parking spaces on garage level C through F can be reserved up to 15 days in advance through the parking app at no charge beginning June 21, 2021, until further notice.

Due to the limited number of spaces, reservations are issued until all spaces are reserved. The parking restrictions have required additional modifications due to employees' misuse of the app.

Employees should cancel any reservation if they decide not to use a space on a specific day. Employees should not reserve spaces for other employees. The following employees do not need to reserve spaces and are permanently assigned after annual parking fees are paid:

- Executives who have reserved spaces on levels A and B
- PCES and Payband V-O2 employees who had permanently assigned spaces as of March 2020.

Although empty spaces in the garage give the impression these spaces are not reserved, the spaces likely are assigned permanently to an employee. That employee could be on travel, annual leave or on telework on a specific day.

## Portland Branch 66 Event

**Marilyn Walton**

*Western Region Vice President*

**P**ortland, OR, Branch 66 hosted its annual retirement and installation dinner Saturday, March 11. President Aric Skjelstad

and his committee welcomed NAPS members and guests.

Specially invited guest were NAPS President Ivan D. Butts and me. USPS guests were Customer Service MCSO Chris Knight

and Senior MDO Titus Miguela.

The branch provided many great prizes for members to select by dropping a complimentary ticket in the basket for a specific gift. Branch 66 also awarded two scholarships to members' children. A 50-50 SPAC raffle raised \$350.

Ivan shared his observations from attending the six recent super-



NAPS President Ivan D. Butts (left) and Western Region Vice President Marilyn Walton (right) installed the Branch 66 officers.

visor symposiums.. He commended the Postal Service for hosting these events and expressed his hope that something similar will be done for plant employees. He answered questions from members and said he looked forward to seeing Branch 66 delegates at LTS.

I congratulated the retirees and newly elected branch officers. I also shared information on legislation.

Ivan and I installed the new branch officers.

We dined on a grand buffet and ended the evening with members drawing names. The winners took home some great prizes provided by the branch. It was a great time to relax and enjoy each others' company.

[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)



## Time for Leave?

**Robert "Bobby" Bock**

*Southeast Area Vice President*

**W**e are fast approaching the time of year when we will be looking to take annual leave for rest and relaxation. EAS employees do not have any set national rules for handling annual leave requests. There may be local agreements between NAPS and local management, but these agreements are not universal and only are applicable where they are being used.

So, what rights do EAS employees have when it comes to submitting requests for annual leave in advance?

The rules governing annual leave can be found in the *Employee and Labor Relations Manual*, Section 516.62, which reads:

"Vacation leave is granted to these employees when their services can best be spared. Postmasters and other responsible officials must schedule leave so that (a) employees

do not forfeit leave and (b) postal operations are not impacted."

When an EAS employee seeks to use advance annual leave, they should submit a completed *Form 3971* to their immediate manager. I recommend you hand them the request in person, if possible, and make a copy for your records.

There are many times leave slips have "disappeared." It's important to have a record that you



submitted the request. The Postal Service has provided NAPS with a letter on handling annual leave requests, which should be adjudicated in three business days.

This policy frequently is being violated all over the country. If you do not receive a response to your request in three business days, send your manager an email advising them of

the fact you submitted a *Form 3971* to them (hopefully, you handed it to them) and you want to know if you are being granted the request for leave.

Using email creates another paper trail if you use NAPS to help you get your hard-earned time off. We have had members book airline tickets and make hotel reservations

without knowing their leave request was granted. You can avoid these problems if you know and follow the procedures.

When you have issues with getting leave granted, you should contact your local branch for assistance in resolving the problem.

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## NAPS Officers Visit Golden, CO, S&DC

**Myrna Pashinski**

*Rocky Mountain Area Vice President*

**N**APS Secretary/Treasurer Jimmy Warden and I took the opportunity while he was in Denver to install new officers for Mile High Metro Branch 65 to tour the Golden S&DC, scheduled to go online in June. The facility was in its beginning phase of installing equipment and laying out the floor plan, but we could visualize what it would look like.

There have been some major changes to the original plan

for this S&DC, about which I was pleased to hear. Originally there were five ZIP codes moving into the S&DC; now there only are two. While it's possible the operation could work with six ZIP codes, there will be much more of an impact on employees and the business community. It was a good move by the Postal Service to make that change.

John Douglas, supervisor, Customer Service, gave Jimmy and me the tour and explained the grand vision of the new operation. He introduced us to the

rest of the management team in Golden. We all discussed how we feel the new operation will work.

We were pleased to learn how this change can work; staff is looking forward to the changes. We also had the opportunity to talk with Chun Han, the postmaster, who seemed to be up for the changes, as well.

Jason Tat, Branch 65 president, and I plan on taking more time to visit the Golden S&DC. We will be able to see how the opening of the facility progresses and this new concept develops for delivery operation.

[prma6state@aol.com](mailto:prma6state@aol.com)



In front of the SDUS machine (nicknamed Zeus), from left: Chris Luevano, 204 (b); Jimmy Warden, NAPS secretary/treasurer; Myrna Pashinski, Rocky Mountain Area vice president; John Douglas, supervisor, Customer Service; and Brad Haskell and Gino Portanova, supervisors, Customer Service. Photo taken by Chun Han, postmaster.



NAPS Secretary/Treasurer Jimmy Warden installed the Branch 65 Executive Board, from left: Warden; Vice President 1 Alex Vuong, Vice President 3 John Douglas, Treasurer Jim Solano, President Jason Tat, Secretary Lisa Martin, Vice President Associates Richard Fadenrecht and NAPS Rocky Mountain Area Vice President Myrna Pashinski. Vice President 4 Justin Lang not pictured.

# The USPS Needs Time Management

**Dee Perez**

*New York Area Vice President*

**T**ime management is defined as the ability to use one’s time effectively or productively, especially at work. It is the process of planning and exercising conscious control of time spent on specific activities, especially to increase effectiveness, efficiency, and productivity.

Unfortunately, this process is lost on postal leaders with the number of standard operating procedures and processes EAS employees have daily, who then have to repeatedly listen to a long-winded Zoom meeting. There is no way EAS employees can keep up with all these obligations every single day unless a law is passed that makes working days 12 hours long and adds an extra day in the week. You laugh, but, yes, it is that bad!

Postal Service Headquarters EAS employees comprise 22.5% of the



total EAS workforce. This tells me something is wrong.

I understand that the service (we are not a business) must change with the times to survive. I’m a supporter of change and analytical data. I like to know how my office is performing in

the important categories. However, some of the data categories we must answer are ridiculously flawed.

Yet USPS Headquarters abuses drill-down teams, along with many MPOOs who continually drill down to make you feel

worthless. They insult your intelligence because you haven’t saved all the identified potential hours in your office, based on four flawed categories on which they continually harp.

These Headquarters drill-down teams try to convince us we are giving away the store—when we are not—based on flawed data they want us to worship. These four flawed categories are from the triangulation report:

1. 60 minutes—It does not consider local MOU for breaks, vehicle checks, wash-up before going to the street and FOT, which alone equals 40 minutes, not 60—despite DOIS indicating 75 minutes of office time as an example.

2. GEO Fence—This program doesn’t speak to TACS and other variables that affect it. The drill-down team leadership understands this isn’t 100% accurate, but they still are trying to intimidate EAS employees by saying their people are extending their street and loading times.

3. 22 minutes loading—This is based on a national average on a small sample size, years ago. It doesn’t consider the TACS standby time, due to congestion at the loading dock. It’s another flawed program that estimates non-captured savings.

4. Stationary time—If the carrier expands their lunch break by a minute, it becomes 31 minutes of stationary time because the carrier is allocated 30 minutes for lunch. It’s the same process with extending a postmaster break.

Here’s the issue in a nutshell: EAS employees are pivoting routes daily (it’s not even prime vacation time yet), but they are asked to analyze their carriers based on these four, primary, flawed topics and have a conversation with each carrier who shows possible lost savings, while getting everyone out in 60 minutes.

And let’s not forget the vast amount of service and safety talks that take up another five to 10 minutes. This excludes 1838c and 3999s going on for over a year and a half now, in addition to all the programs EAS employees manage and everything they must do daily.

No one in a leadership role at

*Continued on page 24*

## 2023 NAPS State Conventions

Dates	State(s)	Location
May 3-7	California	Sonesta Emeryville
May 5-7	North/South Dakota	The Lodge at Deadwood, SD
May 11-12	Minnesota	The Suites Hotel at Waterfront Plaza, Duluth
May 18-20	Wisconsin	The Chula Vista Resort, Wisconsin Dells
May 18-21	New England Area	Red Jacket Beach Resort, South Yarmouth, MA
May 25-28	Capitol-Atlantic Area	Arundel Mills, MD
June 2-3	FL/GA Bi-State	Lake Lanier Island, Buford, GA
June 9-10	Pennsylvania	TBD
June 9-11	Michigan	The Island Resort Casino, Harris
June 22-24	Texas	Crowne Plaza Shenandoah
June 25-27	New Jersey	Tropicana Hotel and Casino, Atlantic City
July 20-22	Central Gulf Area	TBD
Aug. 10-11	Western Region	Ala Moana Hotel, Honolulu
Oct. 5-7	MINK Area	Kansas City, MO

*Please report state convention dates to NAPS Headquarters.*

# NAPS Executive Board Directory

## Resident Officers

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



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President  
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**Chuck Mulidore**  
Executive Vice  
President  
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**James "Jimmy" Warden**  
Secretary/Treasurer  
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## Regional Vice Presidents

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



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### Immediate Past President



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## Tax Deadlines Can Be Taxing

**Brian J. Wagner**

*Immediate Past President*

**M**y column in the February issue addressed the IRS' new online filing process for branches seeking nonprofit/tax-exempt status. However, I avoided the idea of marching into March with the madness of another branch-related tax article or showering you in April with the same.

Therefore, I figured May would be a good time to sound the May-Day alarm regarding the timely filing of 990-tax returns for those NAPS branches officially designated as a nonprofit/tax-exempt organization. Here's the scoop:

The deadline for all nonprofit/tax-exempt NAPS branches to file their IRS *Form 990* tax return is on or before the 15th day of the fifth month after the close of their fiscal year (FY). For example, if a branch has a calendar fiscal year (Jan. 1 to Dec. 31), their respective 990 must be filed on or before May 15 of the new year.

Sound the May Day, nonprofit tax-filing alarm as May 15 is just around the corner at the time of this writing. However, if a branch's FY does not end on Dec. 31, then it's best to get a calendar out and count the 15th day of the fifth month from the close of the branch's FY. For example, if a branch's FY ends on May 31, the 990 nonprofit tax filing deadline is on or before Oct. 15 of that same year.

Please note, depending on how much income a branch receives during its fiscal year, there are three differ-

ent versions of the 990 a branch may be required to file. For NAPS branches having less than \$50,000 of annual income (membership dues, capital gains, interest income, etc.) the correct filing is an *Form 990-N* (ePostcard).

The ePostcard is filed online only.



Once the branch has registered on the IRS website—[www.irs.gov](http://www.irs.gov)—it only should take the branch officer approximately 10 minutes to complete the ePostcard. A PowerPoint presentation on the NAPS website at

[www.naps.org](http://www.naps.org), under the “Training” tab, provides guidance on completing the ePostcard.

If a branch's annual fiscal year income is at least \$50,000, but less than \$200,000, the branch files a 990-EZ. NAPS branches with annual income over \$200,000 must file the standard 990. Unlike the online ePostcard, the 990-EZ and standard 990 are manual forms mailed to the IRS.

However, if the branch is willing to pay a fee, they may seek a tax professional who can electronically file the respective 990-EZ or standard 990 for the branch. For the record, NAPS Headquarters files a standard 990 via the company that conducts NAPS' annual audit.

With all this tax talk, don't let the filing of an IRS 990-N, 990-EZ or 990 drive you crazy. The reality for most local and state branches is their annual income is under the \$50,000 threshold. Therefore, filing the 990-N (ePostcard) is very simple.

I have assisted many local, state and auxiliary branches with their ePostcard filings and haven't lost my

mind, yet. Except, when there is no celebratory ice cream after completing the 990-N filing. Just joking.

However, it's no joke that this tax-related column is important in protecting branch finances in accordance with a branch's respective Constitution and Bylaws and IRS rules. Although this column is for information purposes only, if a branch has any questions related to filing a 990-N (ePostcard) tax return, review the branch tax training material on the NAPS website or contact me or a local tax professional.

Until then, don't forget the old adage, “There are two things certain in life—well, let's make that three—Death, taxes and my ice-cream-flavor-of-the-month recommendation: death by chocolate.

**brian4naps@aol.com**

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### The USPS Needs Time Management

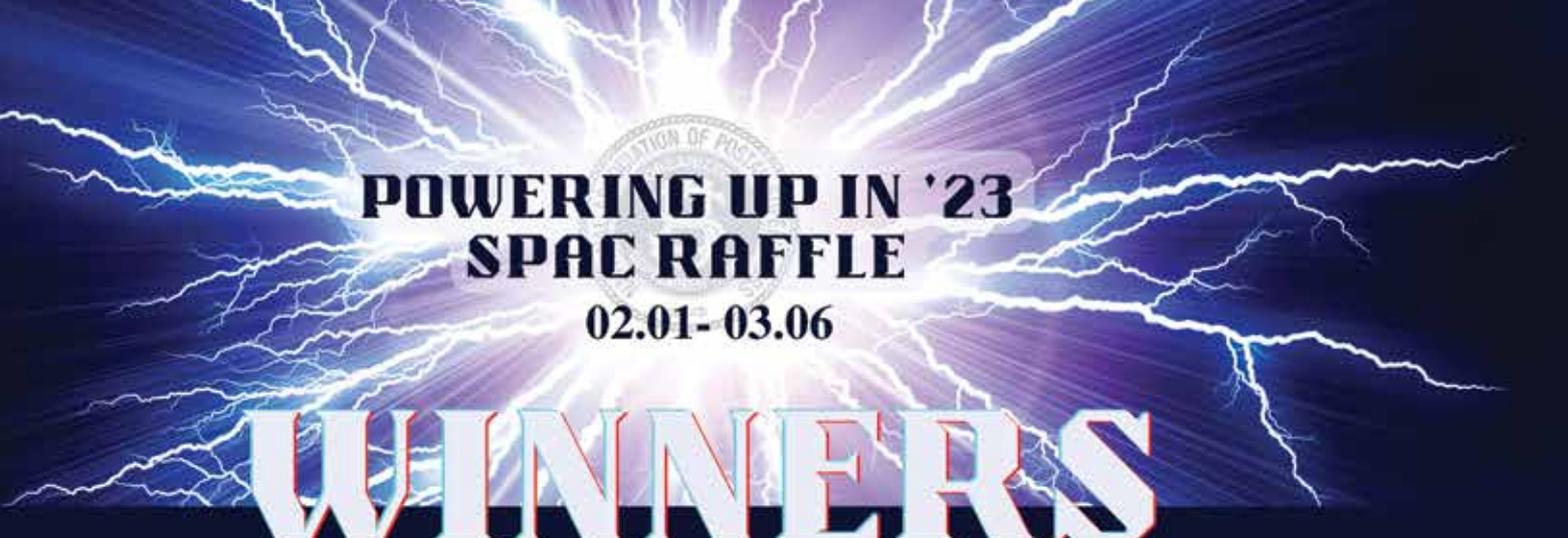
*Continued from page 22*

USPS Headquarters has ever managed on the front lines as we do today, hence the need for “time management” because it's simply impossible to do everything, every day, the way they want it done. Things need to be scaled down to encompass a real eight-hour day, with a full lunch break that EAS employees can have without working and eating at the same time at their desks.

The answer is perhaps more field EAS employees working as administrators. Remember the days of SOPs and relief EAS employees? Bringing them back is a possible solution.

With dignity and respect, always.

**nyavpdee@aol.com**



**POWERING UP IN '23  
SPAC RAFFLE**

**02.01-03.06**

# WINNERS

EDWARD DENNIS	IPAD MINI
SCOTT ENGLERTH	BANNEKER MEN'S WATCH
ARNOLD ROSARIO, JR	MARINE SEA BAG TOTE
JOHN O'BRIEN	HANGING PICTURE
DEREK LOTHRIDGE	MICROSOFT XBOX SERIES S
GEORGE BARRETT	VIEW OF HONOLULU PIC 1
VALERIE LOERA	ANDREW'S JEWELRY NECKLACE
GEORGE BARRETT	VIEW OF HONOLULU PIC 2
IVAN BUTTS	4 BAGS - 100% KONA COFFEE
DEBRA FORD	PLAYSTATION 5
ROBERT BOCK	NAVY BLUE WRANGLER 3 PIECE LUGGAGE
MARGARET DERDEN	HOME SWEET HOME TEXAS THROW PILLOW
HENRY RAULSTON	GO PRO 11 WITH ACCESSORY PACKAGE
LESLIE VORREYER	DREW & JOHNATHAN BAR TOOL SET
APRIL TREVENA	PAMPERED CHEF QUICKSLICE TOOL
FRANCES MEANA	GoPro HERO 10 BUNDLE
ALICE JACKSON	CUISINART ADVANTAGE KNIFE SET
PAMELA LONG	BRILLIANCE CRYSTALS SISTER BRACELET
VIVIAN KUKULKA	INSTANT VORTEX AIR FRYER OVEN
DANIEL COY	PAMPERED HOLDER AND TOOLS
THOMAS HOERNER	BUFFALO BILLS JOSH ALLEN JERSEY
DENNIS GAWRON	FACEBOOK PORTAL GO
CHARLES MULIDORE	PAMPERED CHEF SET
LAURIANNE HUNSANGER	TOOLS OF THE TRADE COOKWARE SET
GAYBRIEL GIBSON	#8 ALEX OVECHKIN HOODIE
JAIME ELIZONDO	BLACKBIRD 4K DRONE
JAMES WARDEN	3-PIECE ROLLMASTER™ LITE
THOMAS HOERNER	NAPS THROW
GENEVA LONDON	TORY BURCH CROSSBODY

## Bob Levi

Director of Legislative & Political Affairs



The afterglow of the highly successful 2023 NAPS Legislative Training Seminar continues to enlighten members of Congress and their staffs regarding the consequen-

after the 500-participant event. The data was collected via a mobile app designed specifically for our conference to record LTS delegate evaluations. In sum, 99% of LTS delegates rated the 2023 event, as a whole, either “excellent” or “good,” with two-thirds rating LTS “excellent.” The “excellent” rating was 3% higher than last year’s LTS.

By the same high assessments, the 2023

delegates overwhelmingly approved the “actual” legislative training at the conference. This excellent rating improved by 5 percentage points over 2022. It is a tribute to Executive Vice President Chuck Mulidore, our congressional speakers and our engaged LTS delegates that the 2023 legislative

conference shined brightly.

Sticking with measurable data points, the Pew Research Center, a noted “fact tank” that informs the public about the issues, attitudes and trends shaping our nation, recently published a report that evaluated how Americans viewed federal agencies. On March 30, Pew reported that 77% of Americans rated the Postal Service “favorably.” Only the National Park Service rated higher than the Postal Service; Smokey Bear’s agency garnered an 81% approval rating.

Pew’s finding is somewhat consistent with a fall 2022 Gallup Poll, which placed the Postal Service as the top-rated federal agency, with a 60% “excellent/good” rating. At first blush, the Pew and Gallup data reflect well on the essential agency. However, data points cannot be viewed in isolation, particularly with all the toxic political and operation turmoil that ensnared the Postal Service over the past few years.

Both Pew and Gallup performed the exact same poll three years ago and, although the rankings were similar, the approval numbers reflected more favorably on the Postal Service. In 2019, Pew reported the Postal Service, with a 90% approval rating, as the top federal agency. In the same year, Gallup reported that the Postal Service was also number one, earning a 74% “excellent/good” rating.

The bottom line is that the American public’s approval of the Postal Service fell over the past three years. Pew’s measured slippage was 13 percentage points; Gallup’s was 14 percentage points. Talk about uniformity and consistency in public opinion!

It is absolutely clear the Postal Service needs to re-earn the public’s high approval. Whatever operational plan the Postal Service seeks to pursue, it

*Continued on page 29*

## Measuring Success

tial issues that animate postal supervisors, managers and postmasters. The proof of our Capitol Hill successes will play out through the remainder of the calendar year.

As part of the LTS postscript, the NAPS Executive Board reviewed the survey data recorded immediately



## We All Can Help Build Membership



### March High-Five Club Members

George Barrett, Branch 74  
Debra Benford, Branch 50  
Daniel Coy, Branch 172  
Brian Falcha, Branch 47  
Annette James, Branch 199  
Debra Johnson, Branch 354  
Cathey Jones, Branch 86  
David Joseph, Branch 183

Shana Klostermeier, Branch 929  
Laurie Lum, Branch 214  
Gary Maginnis, Branch 466  
Raymond Maytin, Branch 146  
Rachael Nicholson, Branch 29  
Charles Patterson, Branch 127  
Francisco Villalobos Jr., Branch 216

# 2023 SPAC Contributors



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

Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Barone, Thomas	NY	Branch 202
Shawn, Steve	MD	Branch 403
Geter, John	NC	Branch 183
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Brandt, Junemarie	VA	Branch 526

Mulidore, Chuck	OH	Branch 133
Brandt, Junemarie	VA	Branch 526

## VP Elite (\$750)

Evans-Atkins, Deborah	DC	Branch 135
Randall, C. Michele	MD	Branch 531
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Burgasser, Ted	OH	Branch 29
Austin, Jessie	TX	Branch 122

## March Contributors

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

Shawn, Steve	MD	Branch 403
Geter, John	NC	Branch 183
Warden, James	NY	Branch 100

### Secretary's Roundtable (\$500)

Burton, Dawn	AZ	Branch 246
Salmon, James	AZ	Branch 246
Randle, Carol	CA	Branch 39
Rosario, Tamara	ME	Branch 96
Dallojacono, Anthony	NJ	Branch 568

# SPAC Contribution Form

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

**\$1,000**—President's Ultimate

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2019

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

ZIP+4 \_\_\_\_\_ Date \_\_\_\_\_

Employee ID Number (EIN) or  
Civil Service Annuitant (CSA) Number \_\_\_\_\_



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

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

Card number \_\_\_\_\_

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

Card expiration date: \_\_\_\_ / \_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

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

Describe gift \_\_\_\_\_ Value \_\_\_\_\_

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

# SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to March 31, 2023)

## National Aggregate:

\$ 74,121.39

## National Per Capita:

\$2.84

## Region Aggregate:

1. Eastern	\$25,459.86
2. Northeast	\$14,578.85
3. Southern	\$12,592.24
4. Western	\$12,344.72
5. Central	\$ 9,145.72

## Region Per Capita:

1. Eastern	\$4.23
2. Northeast	\$3.01
3. Western	\$2.34
4. Southern	\$2.31
5. Central	\$2.12

## Area Aggregate:

1. Capitol-Atlantic	\$15,452.71
2. Mideast	\$ 7,132.00
3. Pacific	\$ 6,600.50
4. New York	\$ 6,236.85
5. Pioneer	\$ 5,890.15
6. Texas	\$ 5,444.00
7. New England	\$ 5,327.00
8. Southeast	\$ 4,194.24
9. Illini	\$ 3,183.00
10. Northwest	\$ 2,986.22
11. Rocky Mountain	\$ 2,758.00
12. Michiana	\$ 2,396.00
13. North Central	\$ 2,245.72
14. Cotton Belt	\$ 1,925.00
15. MINK	\$ 1,321.00
16. Central Gulf	\$ 1,029.00

## Area Per Capita:

1. Capitol-Atlantic	\$4.65
2. Pioneer	\$4.36
3. New England	\$3.43
4. Texas	\$3.27
5. Mideast	\$3.20
6. Northwest	\$2.88
7. Illini	\$2.69
8. North Central	\$2.57
9. New York	\$2.56
10. Pacific	\$2.25
11. Rocky Mountain	\$2.13
12. Southeast	\$2.04
13. Michiana	\$2.00
14. Cotton Belt	\$1.93
15. Central Gulf	\$1.39
16. MINK	\$1.24

## State Aggregate:

1. New York	\$5,921.85
2. California	\$5,785.50
3. Texas	\$5,444.00
4. Ohio	\$5,367.00
5. Maryland	\$5,251.00

## State Per Capita:

1. Maine	\$17.47
2. Maryland	\$ 8.55
3. North Dakota	\$ 6.53
4. Idaho	\$ 6.21
5. Ohio	\$ 6.00

## Drive for 5

### Members by Region:

1. Southern	47
2. Western	41
3. Eastern	42
4. Northeast	36
5. Central	35

### Aggregate by Region:

1. Western	\$5,738.22
2. Eastern	\$4,329.50
3. Southern	\$4,311.66
4. Northeast	\$3,589.29
5. Central	\$2,416.00

Lomba, John	TX	Branch 103
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### Chairman's Club (\$250)

Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Gibson, Lelton	CA	Branch 88
Loera, Valerie	CA	Branch 127
Meana, Frances	CA	Branch 159
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Douglas, Lisa	CT	Branch 5
Young, Darrell	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Valuet, John	ID	Branch 915
Rendleman, Daniel	IL	Branch 255
Wagner, Brian	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Whyte, Tammy	ME	Branch 96
Elyea, Chad	MI	Branch 142
Douglas, Karen	NC	Branch 183
Olson, Chad	ND	Branch 937
Englerth, Scott	NY	Branch 11
Forde, Nicholas	NY	Branch 202
Smith, Ronald	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Benford, Debra	PA	Branch 50
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61

### Supporter (\$100)

Studdard, Dwight	AL	Branch 45
Booth, Samuel	CA	Branch 39
Florentin, Diana	CA	Branch 244
Hawkins, Willie	CA	Branch 266
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Jones, Marilyn	CA	Branch 39
Swygert, Vontina	CA	Branch 127

Donegan, Margie	CT	Branch 5
Garland, Angela	DE	Branch 909
McCloud, Regina	DE	Branch 909
Olliviere, Blanche	DE	Branch 909
Long, Pamela	FL	Branch 577
Strickland, Ann	FL	Branch 146
Cox, Elvina	GA	Branch 82
Dittmann, David	IL	Branch 17
Pierce, Annette	IL	Branch 255
Walsh, John	IL	Branch 289
Malone, Tammy	IN	Branch 8
Norton, Paul	IN	Branch 8
Carter, Tonious	LA	Branch 421
Jones, Marcia	MD	Branch 42
Harmon, Susan	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Orloski, Rose	MI	Branch 508
Schneider, Irene	MI	Branch 508
Mooney, Dan	MN	Branch 16
O'Donnell, Curt	MN	Branch 16
Soukey, Louis	MN	Branch 104
Price-Booker, Virginia	MO	Branch 131
Hill, Mildred	MS	Branch 199
Caruso, Richard	NE	Branch 10
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75

Jessmer, Spencer	NY	Branch 11
Krempa, Keith	NY	Branch 11
Caffey, Jacquelyn	OH	Branch 133
Kimbrough, Marcia	OH	Branch 46
Kopcash, Timothy	OH	Branch 133
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Itami, Chad	OR	Branch 66
Bartko, Susan	PA	Branch 20
Kernahan-Beals, Carol	PA	Branch 387
Rodriguez, Veronica	PA	Branch 941
Timothy, Pat	PA	Branch 941
Rodriguez, Joaquin	PR	Branch 216
Hulin, Rene	SC	Branch 225
Hibbler, Marilynn Hinton	TN	Branch 41
Stigall, Tamera	TN	Branch 555
Clark Jr., Bobby	TX	Branch 124
Fletcher, Mae	TX	Branch 9
Claus, David	VA	Branch 22
Farmer, Deborah	VA	Branch 526
Garrett, Donald	VA	Branch 98
Holley, Deborah	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Simmons, Brandi	WI	Branch 213
Baldwin, Craig	WV	Branch 212

## Legislative Update

*Continued from page 26*

must keep the American public in mind.

Active and comprehensive engagement among postal stakeholders will be essential. It's not only opinion that the agency needs to recapture—it's mail volume and revenue. Last year's postal reform legislation was a first step to restore the financial stability of the agency.

Nevertheless, volume and revenue have continued to free-fall. December holiday deliveries were 1.5 billion fewer than the previous year and 3.3 billion less than five years ago. In the current fiscal year, according to unaudited financial documents filed with the Postal Regulatory Commission, the Postal Service appears to have already lost about \$2.1 billion in revenue; volume dropped by about 7%.

Inflation can't be the sole blame for the USPS' financial woes, as operating expenses thus far have increased by less than 1%. The outstanding question is how the opaque rollout of the USPS' delivery and sorting center initiative will impact costs and operations.

Will there be cost savings or increased costs? How will delivery timeliness be impacted? Will there be disparate effects on different communities? If so, what will be the impact on each of the communities? The questions go on and on.

As LTS attendees heard, our esteemed congressional speakers will be watching postal financials and operations. House Oversight and Accountability Committee Chairman James Comer and Ranking Committee Democrat Jamie Raskin both called for consistent and meaningful oversight of the Postal Service to ensure it lives up to its

obligation to serve America.

Subcommittee on Government Operations Chairman Pete Sessions went so far as to solicit constructive postal advice with a specially created email address to his office. Senate Homeland Security and Governmental Affairs Subcommittee on Emerging Threats and Spending Oversight Chairwoman Maggie Hassan urged NAPS members to continue the drumbeat for universal, accessible and reliable postal services.

Finally, first-term Rep. Emilia Sykes reminded LTS attendees of the difference they can make in molding postal policy. LTS was just the start of our year-long engagement with the first session of the 118th Congress and postal stakeholders who value the future of the U.S. Postal Service.

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

# NAPS' Continued Makes a

By Karen Balent Young, editor; Photos by Dave Scavone

In late March, 500 NAPS delegates traveled to Washington, DC, for the annual Legislative Training Seminar. Executive Vice President Chuck Mulidore welcomed everyone to Monday morning's session. "Today is all about learning and engagement," he said. "Engagement with Congress matters!"

Mulidore asked the 90 first-timers to stand, remarking there are about 90 freshmen members of Congress. "We have a large group," he stressed. "You are going to hear about advocacy, here in DC and back



Executive Vice President Chuck Mulidore

home. We want you to be engaged with your lawmakers in their home offices. They love meeting with us here, but when they see you in their home office, they understand you are their constituents and you vote."

It's also important to meet with new members of Congress. "Engage them back home; get to know their staffs," Mulidore

urged. "That's how we move the needle and truly engage with Congress. We drove the message with postal reform and got the momentum going.

A brass ensemble and vocalist performed patriotic tunes.



Presentation of the Colors



# Legislative Activism Difference

Give yourselves a round of applause for helping get postal reform legislation passed last year.”

He told delegates 2022 was a record-setting year for the Supervisors’ Political Action Committee (SPAC), including spending a record amount of money. “Thanks for allowing us to do that,” he said. “Our focus is on 2024; it will be a huge year for us, SPAC-wise, because of the elections.

One way to be at the table, driving our mes-

**Marcia Kimbrough,**  
Cleveland, OH, Branch  
46, gave the invocation.

sage, is through SPAC. Get involved in the ‘Drive for 5.’ You can automatically contribute from your paycheck—\$5 or \$10. That’s an investment in your future and your career.”



# TAKING CARE OF BUSINESS

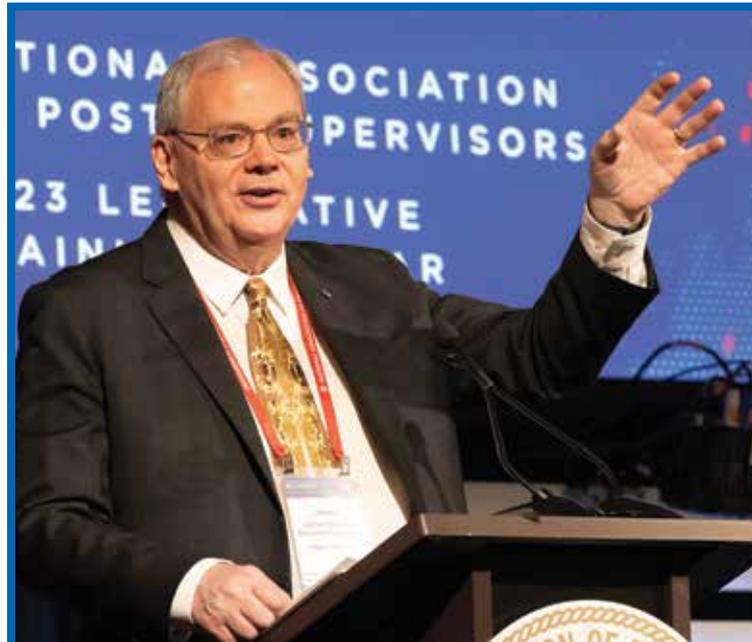
NAPS MEMBERS LEADING THE WAY



**National Auxiliary President Laurie D. Butts**

Mulidore introduced National Auxiliary President Laurie D. Butts. “I can’t talk enough about all they’re doing for us,” he offered. “Get involved in your local auxiliary; keep them growing. I appreciate Laurie and all the Auxiliary does for us.”

NAPS Director of Legislative & Political Affairs Bob Levi started his presentation with



**Secretary/Treasurer Jimmy Warden**

the song, “Getting to Know You,” from the musical “The King and I,” with photos of the 90 new members of Congress on the screen. “Part of what we’re doing this week,” he ex-



**National Auxiliary Executive Board, front row, from left: Elly Soukey, Central Region vice president; Shearly Shawn, Capitol-Atlantic Area vice president; Jane Finley, Southeast Area vice president; Hazel Green, Eastern Region vice president; Bonita Atkins, secretary/treasurer; and Linda Rendleman, Illini Area vice president. Back row: Sherry Mattfield, North Central Area vice president; Heather Hommer-son, Michiana Area vice president; Mary Caruso, MINK Area vice president; Felecia Hill, Southern Region vice president; and Laurie D. Butts, president.**

# NAPS 2023 Legislative Training Seminar



plained, “is getting to know a lot of new members. Our first-timers will get to know Congress first-hand.”

Levi told delegates they are the leaders and vanguard of legislative activism for NAPS and all of the USPS’ 47,000 EAS employees. “It’s important to step up to the plate and take leadership,” he urged, “because you are the leaders of the Postal Service.”

He talked about the SPAC Café and opportunities for NAPS members to contribute. “When members of Congress see Chuck and



**Director of Legislative & Political Affairs Bob Levi**

me, we represent policy,” he said. “And I hope they see two very knowledgeable individuals. When Ivan was in that position, he, too, reflected that idea—knowledgeable and passionate promoters of the USPS and its EAS employees. Our goal is to represent each of you with every engagement of Congress.”

Levi discussed the current Congress, including leadership of both parties. With narrow margins in both the House and Senate, how can NAPS influence policy? “Right now if you can sway the opinion of five members one way, that’s consequential in policy decisions,” he said. Some low-hanging fruit congressional budget-cutters may target are CSRS, FERS, FEHPB and, potentially, the Postal Service.



# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



Levi displayed a graphic labeled “The Legislative Spin Cycle:” At 12 o’clock, NAPS establishes and publicizes its priorities. At 3 o’clock is LTS, which is NAPS’ opportunity for advocacy, although it could extend up to 12 o’clock as advocacy should be year-round.

Delegates received specially designed NAPS brochures to leave with their lawmakers this week that provided space to fill in their names and contact information. “During the year,” Levi explained, “they can contact you because you are the postal experts. This will encourage a higher degree of year-round engagement with your representative and senators.

“You are the key legislative point-person in your district. That puts a local face and con-

tact with the lawmaker’s legislative assistant, which will extend NAPS’ advocacy throughout the year.”

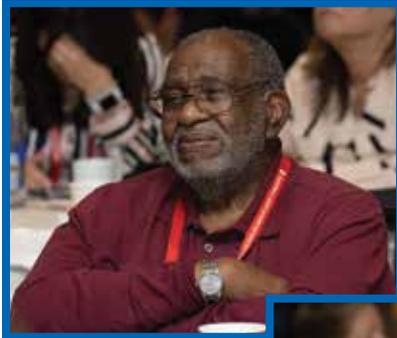
At 6 o’clock on the legislative spin cycle, he confirmed, is congressional action that extends over a representative’s two-year term. Then, at 9 o’clock, is election accountability. After an election, the cycle starts over again. “That’s the cycle of which we have to be aware,” he said. “We control a lot of this through our advocacy and accountability.”

Levi discussed H.R. 594, the Postal Supervisors and Managers Fairness Act of 2023. “This is our prime issue,” he stressed. “It’s not complicated; it’s straightforward. The legislation is about fairness and a process that has gone off the rails. It would establish a reason-

The participants from Sunday’s wreath-laying ceremony were honored and presented with a NAPS challenge coin. From left: Secretary/Treasurer Jimmy Warden; Mario Garcia, Lower Rio Grande Valley, TX, Branch 288; Tony Viers, Southeastern Michigan Branch 268; Javier Angel Contreras, Reno, NV, Branch 249; Denis Wright, New Haven, CT, Branch 3; President Ivan D. Butts; and Executive Vice President Chuck Mulidore.



# NAPS 2023 Legislative Training Seminar



able timetable for the consultative process over EAS pay and benefits. Simple, right?

“Next, if there is a disagreement with a pay package and NAPS goes to

a Federal Mediation and Conciliation Service fact-finding panel, that decision would be final and binding on all parties. That would preclude the need for a long, adversarial and expensive process to determine what NAPS could and should have gotten in the first place. As you solicit co-sponsors, this is your first ask.”

H.R. 595, the Postal Employee Appeal Rights Amendment Act, would provide due process for all EAS employees before the MSPB. NAPS is asking for co-sponsorship of this bill.

A new issue for NAPS is protecting postal personnel and the mail system. Levi explained that, before 2020, postal police enforced the law outside the perimeter of a postal facility. But, in fall 2020, the Postal Service decided to restrict these uniformed members of the Postal Inspection Service to postal facilities.

It’s not mere coincidence that, over the past two years, attacks on letter carriers have increased 144%; mail theft has increased 161% over one year. NAPS is working closely with the Postal Police Officers Association to advance this issue. “This is not just about our employees,” Levi stressed. “It’s also about the sanctity of the mail.

“The pushback you may get is from people raising questions about whether this is an effort to increase the unionized workforce. It is not. This is about mail safety and protecting employees. We’re not asking for a major increase in the number of officers; this is about using postal police more effectively to identify where there are risks and help deter crime, as well as developing strategies to combat postal crime.

# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



“Some say it won’t make a difference. We’re not asking to cover all the postal routes in the country, rather to identify which routes are most vulnerable. It’s a federal crime to steal the mail and attack postal employees; let’s uphold the law.”

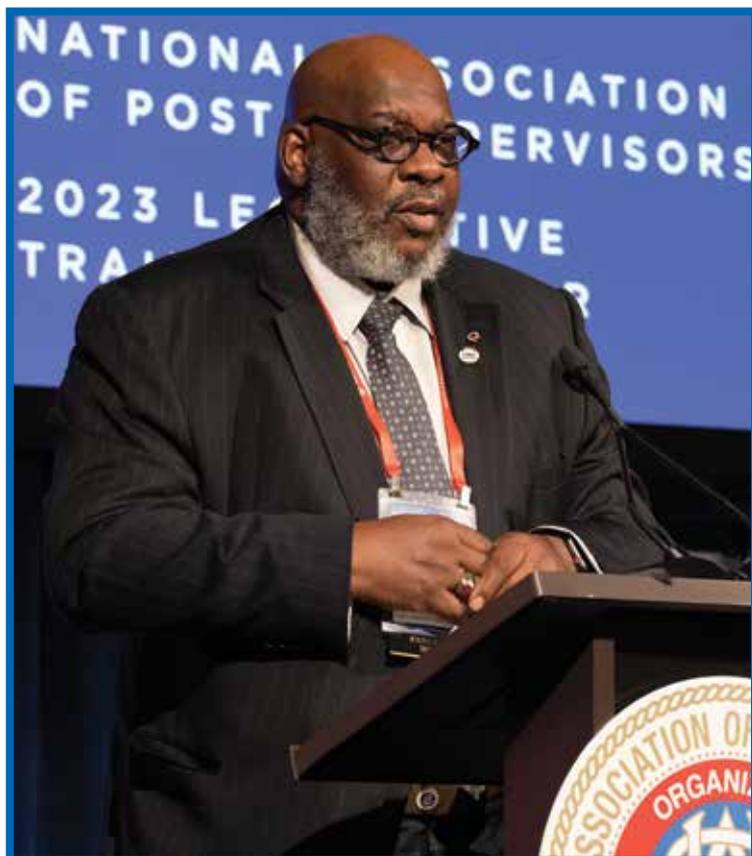
NAPS President Ivan D. Butts addressed delegates and welcomed them to this year’s LTS. “The cherry blossoms are blooming!” he declared. “I hope you have a chance to see them. We’re blooming, too, as we prepare to go up to the Hill and educate this new class of lawmakers and tell them what the Postal Service is and what we do for America.

“Your role is so critical; it sets the tone for the next two years. You are dialed into having a positive effect on postal sustainability and protecting our EAS employees.”

Butts acknowledged the National Auxiliary and thanked them for their help with SPAC. “They do a fantastic job for us,” he offered. “With their help, we do great things with SPAC. And, thanks to your generosity, we’re making a lot of friends. I appreciate what you do for SPAC. Your tremendous commitment ensures we can do the things we need to do.”

He reiterated that the grassroots work of NAPS advocates is critical. “We were big players in postal reform,” he declared. “We played a major part. When the bill was tied up in the Ways & Means Committee, Chuck and Bob created an opportunity to speak to then-Committee Chairman Richard Neal (D-MA).

“Look at it this way: With the engagement we’re able to have in Congress with the support of SPAC and what you do out in the



**President Ivan D. Butts**

field—you have power!”

Butts lauded Mulidore for continuing to build SPAC, make it stronger and use it effectively to make NAPS a better organization. “Let’s have a great LTS,” he urged. “Thanks for your time and all you’re going to do over the next two days.”

Mulidore referred to this year’s LTS theme, “Taking Care of Business.” “You wouldn’t think we were old-time rockers,” he said. “We were in the office talking about LTS, what we were going to do at this event. Bob said, ‘We’ll take care of business.’”

“The roadmap and signs of past, present and future are indicative of how we need to

# NAPS 2023 Legislative Training Seminar



think about ourselves and what we do—issues that are important to our organization. It’s been a good message.”

Butts introduced the next speaker, UPMA National President Edmund Carley, saying he and Carley attend each other’s events and talk to their members. He acknowledged there are issues on which the two associations don’t agree, but they continue to advocate for their members. “I appreciate our friendship,” Butts said. “We stay connected because we are stronger together.”

Carley commented on the room full of NAPS delegates, even after postal reform legislation was passed. UPMA held its legislative summit the previous week. “Ivan came and did a great job,” he commented. “A lot has happened since I became president in November 2021.

In my first year, we got postal reform. How do you top that?”

Carley observed there still are lots of other important things to address, such as ensuring postal reform legislation is implemented correctly, including retirees’ integration into Medicare. There’s also a requirement for PMG Louis DeJoy to report to Congress on his 10-year plan.

“We all should be part of that conversation,” Carley urged. “It’s important that our voices are heard as the people who are supervi-

sors and managers and who do the work of our post offices.

“I’m an active postmaster. When my term ends, I go back to my office; they’ve not been taking care of my office. They ran my supervisor into the ground, so he left. I primed him to be a postal manager and he quit. He has a good job now. There’s other work out there; we’re

not the employer of choice. And there’s a disconnect between what happens at USPS Headquarters and in the field. We have to stand together in that gap.”

Carley discussed legislation to repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) that directly hurt civil service retirees who also qualified for Social Security. “It’s something they paid into and deserve,” he stressed. “It’s a

stain on the nation that we don’t meet that obligation.”

The problem is the legislation doesn’t score well; it costs money. “It’s the same thing we heard about postal reform,” he observed. “WEP/GPO is something they need to find the money for and a way to hold harmless people who are hurt by this draconian measure.”

Carley also voiced support for legislation to provide MSPB appeal rights to all EAS employees. “Everyone in this room should be covered by MSPB,” he said. “You stepped up



**UPMA National President Edmund Carley**

# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



and became a manager, a specialist, all the way up to the historian of the USPS. If they get in trouble, everyone should get the same appeal rights.

“We primed the pump for you; Capitol Hill is ready. They know what you’re going to talk about, but you have other issues and that’s the elephant in the room. If you look at what we do—legislation, education and presentation—99% percent of what UPMA and NAPS do is exactly the same.

“I went to all the CRDO supervisor symposiums. Ivan, Jimmy and I sat in the back of the room. I told every supervisor, ‘You need to be NAPS; if you’re a postmaster, you need to be in UPMA.’ Where we disagree, we’ve managed to weave a path; together, we take a better message to L’Enfant Plaza.

“My motto is ‘Together, we can.’ We can make these jobs attractive so the USPS can

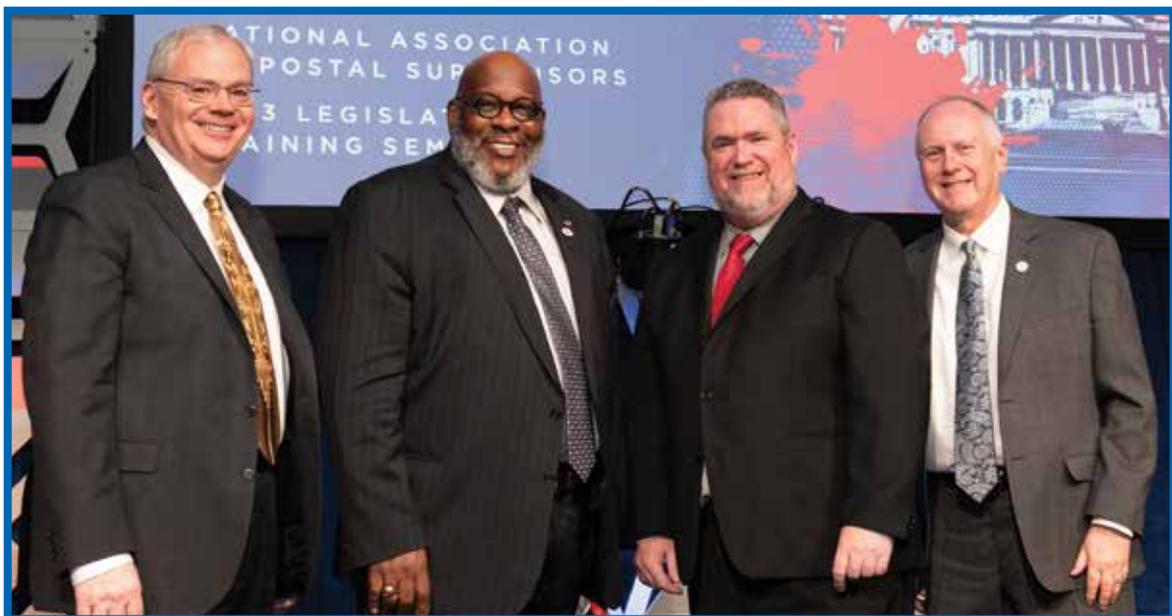
hire and retain competent employees. Together, we can parse some of the CRDO implementation in our units so it makes sense to our clerks and carriers.

“I appreciate the friendship and the time to talk to you. Now, go up on the Hill and give ’em hell!”

Mulidore next introduced Rep. Pete Sessions (R-TX). “What a beautiful day to come and be a part of this important organization,” Sessions declared. “As I grew up in Waco, I understood well, based on learning, how important are public service and the services of our government.

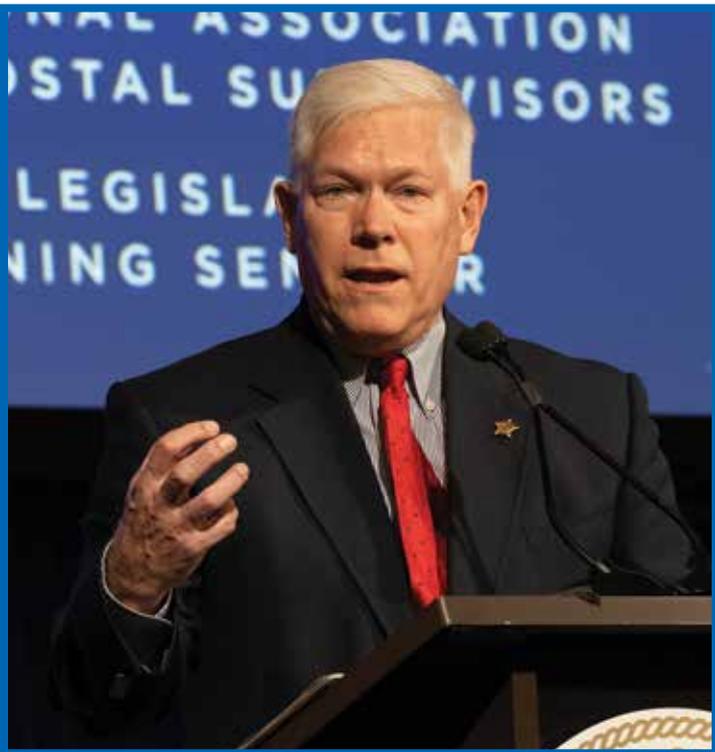
“My father served as a chief judge and director of the FBI. I had an opportunity firsthand to see not only government, but its performance and necessity that go back to the Constitution, as does the Postal Service.”

Sessions talked about his career at AT&T.



NAPS resident officers Jimmy Warden, Ivan D. Butts and Chuck Mulidore with UPMA National President Edmund Carley

# NAPS 2023 Legislative Training Seminar



**Rep. Pete Sessions (R-TX)**

He started as a craft employee, then worked his way up to management. As a supervisor, he was a front-line person responsible for making sure the business worked. “It was important to ensure employees understood their jobs and to hold them accountable, but work with them to achieve those specific results,” he observed. “My message to you as postal supervisors—people interested in the business and in the performance of that business—is we’re also in the people business.”

Sessions talked about serving on the postal subcommittee and learning about the agency. “I intentionally learned about your business and the importance of having people who would show up every day and work with people and the law, who would need and want important legislation, benefits packages, pay and equipment,” he said.

“And I learned and grew to respect firsthand the people who were there. I attended several postal management association conventions in Texas and learned the people are dedicated to our country and do their jobs professionally.

“I show up today to thank you with great respect. I come to you for help; you care about the success of your business. Members of Congress need to make sure we are listening to you. Bob Levi, your representative, talks to me about your needs and how it fits into the economy.

“You need to know you are a valuable part of the economy and that people look for you every day. Congress has to be part of that movement and know the business and your issues.”

Sessions affirmed he was pleased to have quickly signed on as a co-sponsor of postal reform legislation, but said there still is work to be done. “You as an organization are important to the Postal Service and its customers,” he



**Rep. Pete Sessions had some fun with NAPS President Ivan D. Butts regarding the Dallas Cowboys and Philadelphia Eagles rivalry.**

# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



conveyed. “I encourage you to look at each other with respect that is due and earned. I know there are organizations and people that don’t always see things the same, but we need to try and work on that.

“Please stay at the table—let’s go for a fix, not fight. I look forward to hearing what is going to come from this meeting and hearing about the ideas you have. I want to give you my email address, vip@mail.house.gov. I hope people will use this as an opportunity to engage with me, not complain. Accept my thanks; if you send me credible information, we can work on it together.”

Mulidore told attendees it was important to hear Sessions’ message. He reiterated that NAPS members are powerful advocates and very good lobbyists.

Next on the agenda was Postmaster General Louis DeJoy who was introduced by NAPS President Ivan D. Butts. “It gives me great honor to introduce our 75th PMG, he said. “He’s transforming the Postal Service into a new, sustainable network. It has some unknowns, but he has a plan and it’s being executed.”

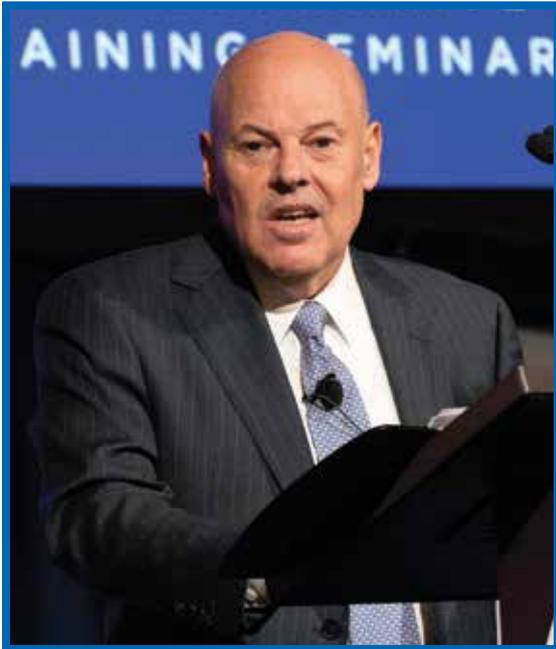
DeJoy told attendees he was happy to be with them. He discussed his initiatives and the steps he has taken to ensure the agency’s continued success and viability. “I want us all moving in the same direction and being happy to be here and engaged in our work,” he affirmed.

DeJoy said it was important to enhance career paths for supervisors. “We have to stabilize the workforce,” he stressed. “We are work-



Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, Rep. Pete Sessions and President Ivan D. Butts

# NAPS 2023 Legislative Training Seminar



**Postmaster General Louis DeJoy**

ing through basic commercial operating practices to run better shifts. I know supervisors are important.

“In fact, supervisors are important for the nation—how the country progresses in its economic growth. You are responsible for the success and safety of others. That’s extremely important and relevant to our success. You direct our front-line management structure.

“Everyone needs to understand the organization’s strategy and execute it; do things right. That’s the essence of supervision and management. We’re in a competitive business; our only way forward is to compete and get more package business.

“I will continue to reorganize and realign, but this means change for everyone. I believe that change means success. This is what we need to do—improve, compete and survive for the next 250 years. That’s our responsibility

and my responsibility as the leader of the Postal Service and your leadership team.”

DeJoy told attendees the agency has gotten funding as a result of the “Delivering for America” plan. “We had a strategy and engaged leadership. It was believable and we got support. Unity in message is important. We can have little differences, but there are priorities we need to address in the overall infrastructure and operational model in order to be the preferred delivery source.”

He talked about the successful effort to ship COVID-19 test kits to everyone. “It was an unbelievable accomplishment,” he declared. “No one else could have pulled it off in the timeframe we did. We have a great relationship with the White House and established the agency as a critical part of the nation’s infrastructure.”

DeJoy said he wants the Postal Service to be more efficient and gain more revenue to be used to cover the costs of the mission. “We’re modernizing our IT infrastructure. We’re in the logistics business and know how to process mail. We’re stabilizing service and the shipping industry is noticing,” he told NAPS members.

“We have money for electric vehicles and a strategy that we are driving. We’re revitalizing old plants and installing the right equipment. To compete is what we are about. We’ll create new products; we’ll be a market-maker. We’ll have our own sales strategy; the market will come to us with other uses. That’s an evolving organization leading the way to change.”

# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



DeJoy referenced the 106,000 new vehicles ordered—10,000 electric. “We will lead the nation in reducing our carbon footprint,” he declared. “We have a strategy to move forward and garner our position in the marketplace. That will be part of our green strategy. The Postal Service goes everywhere; if you’re not using us, it’s like not recycling!”

The PMG said the agency has a voice with industry, sales and marketing. The Postal Service is the most-trusted and most-used agency. “That means we’re the most important,” he affirmed. “There are ideas in our 10-year plan to make us better. Your members can be part of a winning team that can reinvent the USPS and be good for the American people. That’s the most important part—to be around for another 250 years.

“We need to work together. This leadership team working with your leadership team and conducting a plan that continues to evolve as we move forward. If we align, keep open minds and work together, we’ll make the adjustments to make the Postal Service 100% successful.”

Rep. Jamie Raskin (D-MD) was the next speaker. He addressed NAPS members via Zoom, wearing a NAPS bandana. The congressman is undergoing treatment for cancer. “Thank you for my most-excellent bandana!” he declared. “No bandana has more power than this one; I wear it with pride.”

Raskin told delegates he was thrilled to be with them and delighted to be the ranking member on the House Oversight and Accountability Committee. “I know it’s near and dear



**Rep. Jamie Raskin (R-MD), wearing a NAPS bandana, addressed delegates via Zoom.**

to your hearts,” he observed, “as it oversees the Postal Service. Last Congress, I was honored to work with you to get postal reform enacted. It has so many significant provisions to be a game-changer in terms of the agency.”

Raskin said eliminating the prefunding requirement and integrating retiree health benefits into Medicare will save the Postal Service \$50 billion. “I also was very happy about the public online dashboard to provide more transparency and accountability,” he offered. “I hope the act heralds a new era of bipartisan, convergent investment in the Postal Service to make it work. The USPS has been such a central, instrumental institution in American history.”

Raskin lauded the agency for being at the forefront of social change by allowing women to be in the workplace, creating a diverse workforce and being in the vanguard of technological and social change in the country. “This is not just your past,” he stressed, “but

# NAPS 2023 Legislative Training Seminar



your future, as well. It is our responsibility in Congress to give the USPS all the elements and tools it needs to thrive into the future.

“I love the fact to work arm in arm with you to make that happen. Thanks for your great work every day in the Postal Service and with Congress to make sure the law facilitates the evolution and progress we need with the USPS.”

Mulidore asked Raskin how he regards NAPS’ engagement with Congress. “If you did not engage with us before,” Raskin responded, “we would not have had the Postal Service Reform Act. If you don’t engage with Congress, we won’t get the continuing reforms we need to make the agency the central communications entity for the American people. If you look historically, Congress has been an essential player; the Postal Service is in the Constitution. Our Constitution’s framers and Benjamin Franklin were absolutely devoted to that concept.”

Mulidore asked Raskin what he thinks his influence will be with his shift from the majority to minority party in the House relative to postal issues. Raskin said there is a bipartisan consensus around the Postal Service. Getting legislation passed last year was hard-fought and NAPS played an important part. “The USPS should not be the object of partisan diatribe and division,” he stressed. “There’s altogether too much partisan division; it should be something that



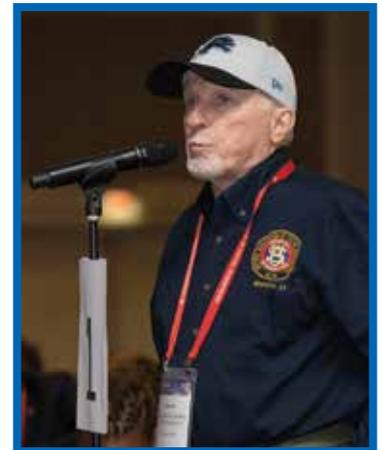
unifies and has been such a unifying force in the country.

“The Postal Service serves everyone— Democrats, Republicans, Libertarians, Green Party members and Independents. I always tell people partisanship isn’t all bad. It helps us articulate issues and defines what’s at stake in elections and follow-through on promises.

“But we’re elected to serve everybody— not just those in our parties. We can pretend not to know what it means to be nonpartisan, but we know exactly what it means. If you have a problem and call my office, we don’t ask what your party is or if you live in my district. I’ll go to bat for you! And that’s the attitude we have to have for everything we do in Congress.

“The Postal Service connects us, serves small businesses and allows people to pay their bills and vote. It’s a service to the American people and a mistake to view the agency as some kind of side business that has nothing to do with the work of government. It’s essential.”

Mulidore said NAPS appreciates Raskin’s friendship. “My door is always open,” he responded.



# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



The morning session’s last speaker was Rep. Emilia Sykes (D-OH), a freshman member of Congress. Mulidore told NAPS members they met her during her campaign and were so impressed, NAPS supported her efforts.

Sykes said she was honored to serve as Ohio’s newest congresswoman. She thanked attendees for all they do to keep the postal system moving. “You are the backbone,” she declared, “and your dedication is greatly appreciated.

“Thank you to all our postal supervisors. Your leadership and expertise are essential in maintaining the high standards the public expects from you. Despite the challenges, you show up daily to deliver the mail properly and efficiently.”

Sykes said the agency facilitates one of our country’s greatest duties—the ability to vote. “You are the bedrock of our democracy,” she



**Rep. Emilia Sykes (D) is a freshman congresswoman from Ohio.**

declared. “NAPS also plays a vital role in developing managers.

“The Postal Service has faced so many challenges, but you have risen to them and continue



**Rep. Emilia Sykes and NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden**

# NAPS 2023 Legislative Training Seminar



Rep. Emilia Sykes and NAPS Ohio members

to provide excellent service. Again, we say thank you. Your commitment to excellence is a testament to this reliance of the agency.”

Sykes acknowledged there will continue to be challenges, but she is confident the Postal Service will continue to thrive and provide quality service. She said Congress must help by increasing funding to improve the infrastructure; postal reform will help modernize the agency, improve efficiency and reduce costs.

“I will work with you to ensure the Postal Service remains a vital part of our nation’s infrastructure,” she pledged. “I’m fully invested in this cause. I recognize the significance of NAPS and its members. I am honored and look forward to serving you.”

Mulidore told attendees, “You can see why we were so impressed with her!” He asked Sykes what it’s been like being a freshman member.

She said the new class is more diverse, younger and includes more women. “We come with our own expertise, ready to serve the pub-

lic at large. It’s a challenging job, but I hesitate to complain.

“My grandfather was a sharecropper. Nothing could be more difficult than working on land you don’t own. This shows what the American dream can look like, how I can use my position to serve and what America can do if it gives everyone an opportunity.

“I meet incredible people who tell me about their struggles and how we can overcome them together. I’m so glad to participate and appreciate your support. I owe it to all of you why you made a good decision and will continue to serve.”

Mulidore asked Sykes how she plans to address some of the issues between Republicans and Democrats, as well as bridge those issues.

Sykes said there is even more bipartisanship than you might think. “I’m proud to have worked across the aisle in the Ohio legislature,” she offered. “We passed more partisan bills than in the previous four years combined —significant bills that changed the lives of Ohioans.

# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



“I will work to figure out where I can get along with people and start from there. Some people will be far left or right, but there are places in the middle where we can work. We started meeting with everyone from the Ohio delegation to learn about them and find the humanity that allows me to be a better legislator, learn what people care about and find something on which to connect.

“Just in the first 10 weeks, I introduced my first bill, the Railroad Safety Act. And I can assure it was no easy feat to get to that point. We knew we had to help people in East Palestine, OH, as a result of the train derailment there. It’s important to put yourself and ego aside; that’s what I’ve been elected to do.”

In conclusion, Mulidore asked how im-



portant NAPS’ support was in her very tough election. “It was the most important support I ever got and I would not be here today without it,” she responded.



NAPS used to have a branch in Toledo, OH, but, about 10 years ago, it lost members and was taken over by Cleveland Branch 46. Last year, members decided to restart Toledo Branch 15. Now, the branch is up and running. Branch representatives were presented a charter. From left: President Ivan D. Butts, Branch 15 members Lisa Smith and Miguel Vasquez, Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore.

# NAPS 2023 Legislative Training Seminar



Special-guest Rep. Mike Bost (R-IL) was on hand to present this year's Gold Standard Legislative Leadership Award. Bost said he has had the pleasure of working with NAPS on postal reform and other efforts. "One of my great honors is to recognize someone for their contribution to their community," he said. "I'm here today to honor Dan Rendleman. He has aggressively promoted NAPS' legislative agenda; I can't think of anyone more deserving. We've developed a close friendship. If he's not on the phone, he's at my door, bringing your issues forward."



"I'd like to thank Chuck, Ivan and Jimmy and everyone in the Academy who voted for me," Rendleman quipped. "I learned everything about politics from my wife Linda who was mayor of our town for eight years. We've known Mike since he was a state legislator. It's a great honor; thanks, everyone."



President Ivan D. Butts, Rep. Mike Bost, National Auxiliary Illini Area Vice President Linda Rendleman, 2023 Gold Standard Legislative Leadership Award recipient Dan Rendleman, Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore

# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



Mulidore introduced Monday afternoon's first speaker, Rep. James Comer (R-KY), saying it was an honor to have him back at LTS, this year as chairman of the House Oversight and Accountability Committee.

Comer said it's always a pleasure to speak to NAPS. He credited the success of last year's postal reform legislation to the bipartisan work of the committee and NAPS' strong advocacy. "These big bills don't happen without the support of stakeholders and workers," he pointed out. "You helped push that bill across the finish line."

Comer recalled that, six and a half years ago, email exploded and mail volume plummeted, then the Great Recession hit, further straining Postal Service finances; the business model and law had to change. "Congress set up the agency to be self-supporting, but subjected it to requirements by which no other private-sector business had to abide," he told delegates. "I had to remind Congress the Postal Service is not like a private business."

The top priority was to remove outdated requirements, especially the prefunding mandate. The new bill also needed to address retiree health benefits; future retirees now will partner with Medicare to take advantage of robust health benefits.

"Congress cannot legislate good business practices," Comer offered. "That requires a plan. PMG DeJoy is hard at work to get the agency back on solid ground and work toward self-sufficiency. The USPS continues to see a decline in mail volume and inflation is increasing operating costs.



**Rep. James Comer (R-KY)**

"Despite these challenges, the average time to deliver mail is 2.5 days; 91% of First-Class Mail is delivered on time. The USPS is rebounding from COVID-19 and now is closer to meeting a major goal of 95% on-time performance for all mail. We owe you a round of applause for helping develop a better future."

Comer affirmed the legislation empowers the Postal Service to be even more effective, but Congress will pay close attention to the reform plan to ensure American citizens don't lose the convenience of a local post office. "I'm proud to have played a role in this effort," he declared. "My grandmother spent her entire career as a rural letter carrier."

"Out in the country where I grew up and whose citizens I represent, the Postal Service is



**President Ivan D. Butts, Secretary/Treasurer Jimmy Warden, Rep. James Comer and Executive Vice President Chuck Mulidore**

a link to the rest of the country,” he stressed. “The agency always will be important to communities throughout the country. It’s critical to create an environment where it will continue to thrive.

“The Postal Service Reform Act was just the beginning. Now it’s up to all of you at NAPS to embrace these changes. The USPS must change to serve future generations. Post offices are an important part of rural communities.

“Thank you for the great work you do and the service you provide. If there’s anything my office can provide, please contact me. I care about the Postal Service. I want to work with you so you can continue to do what you do exceptionally well.”

Mulidore reminded NAPS delegates that the representatives addressing them that day were just getting back into town—some coming directly from the airport to LTS—but were taking time to meet with them. “It’s a testimony to who we are and the friendships we’ve made over the years,” he said. “We appreciate that.”

Bob Levi continued his legislative overview. NAPS supports Social Security equity

for everyone. S. 597 is the companion bill to H.R. 82, the Social Security Fairness Act, that would repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).

“We’re well on our way to 305 co-sponsors,” Levi said. “We need to get the bill to the House floor. Our hope is that—with overwhelming support and pressure from not only postal and federal retirees, but also from state and local retirees who are affected—we can get a vote this year. The impact on the Social Security Fund would be \$143 billion; the Ways & Means Committee has said it needs to find an offset.

Regarding exercising congressional oversight, Levi referred to NAPS’ *Legislative Issues Brief* as its guiding principles. “Our job is to represent postal supervisors, managers and postmasters” he intoned. “If the employees who NAPS represents are treated unfairly, we’re going to bring that to Congress’ attention and promote it.

“The Postal Service is an independent entity within the Executive Branch of the U.S. government. The agency was created by an act of Con-



gress, which is intimately involved and has oversight responsibility. Reps. Comer and Raskin both referenced their oversight responsibility. They're going to be looking at implementation of the Postal Service Reform Act and having hearings."

Levi explained implementation includes Medicare integration for retirees and the public portal that looks at USPS performance; Congress has a vested interest. He said one issue of concern to NAPS relates to the S&DCs—to what extent were communities involved and notified during the process, how will the centers affect retail operations? Any impact should require feasibility studies and hearings, he asserted.

Another issue NAPS is bringing to the table is having a full complement on the USPS Board of Governors and the Postal Regulatory Commission. Levi told attendees that the governors and commissioners are nominated by the president and approved by the Senate. "Once the president nominates, we believe the Senate should expeditiously approve the nominees," he said.

Levi reviewed this year's asks: co-sponsorship of H.R. 594, 595 and 82 and S. 597. NAPS members also need to educate lawmakers about postal crime and ask that postal police officers' responsibilities be restored.

SPAC, he explained, is NAPS' key political tool to focus attention and amplifies NAPS' impact on Capitol Hill. "We need to hold those



**NAPS Director of Legislative & Political Affairs Bob Levi**

accountable who have authority," Levi stressed. "Congress exercises oversight of the Postal Service and SPAC employs diligence in the support process."

NAPS sends out a questionnaire to help determine to whom they will contribute SPAC funds. "We won't invest your hard-earned money on a campaign that has no chance,"

he told delegates. "In 2022, 92% of the candidates NAPS supported won their races. We don't look at a political party; we look at whether they support us and the Postal Service.

"What you do here and in your home district is important. Me talking about engaging with Congress is different than you experiencing it."

Mulidore proceeded to recognize the top-five states in 2022 SPAC contributions:

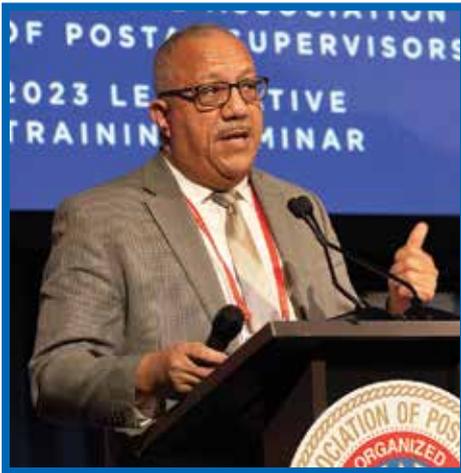
1. California—\$24,707
2. Florida—\$23,024
3. New York—\$18,033
4. Illinois—\$11,106
5. Texas—\$11,023

And top-five per-capita:

1. Maine—\$67.74
2. North Dakota—\$35.53
3. Alaska—\$26.32
4. Idaho—\$25.59
5. Hawaii—\$20.48

"Thanks, everyone for your contributions," he said. "Investing in SPAC is an investment in you as a postal employee and as a retiree."

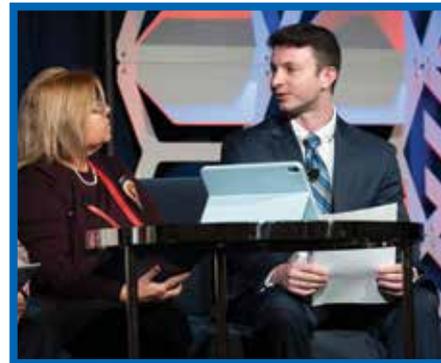
# NAPS 2023 Legislative Training Seminar



Carl Walton, Greensboro, NC, Branch 157, and his team performed a skit to demonstrate to NAPS delegates how they should conduct their meetings with their members of Congress. Walton advised delegates to be familiar with the NAPS *Issues Brief* and rehearse their roles before their visits.



The NAPS team introduced themselves to Colin Witman, an aide to freshman Rep. Nick Langworthy (R-NH). From left, Carl Walton; Michael Winters, president of Heart of Illinois Branch 255; Sue Bartko, Pennsylvania State President; Richard Carmona, Houston Branch 122; and April Trevena, San Jose, CA, Branch 94.



Congressional aide Colin Witman offered a critique of the “visit.”

# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



From left: Chuck Mulidore, Carl Walton Michael Winters, Sue Bartko, Richard Carmona, April Trevena, Colin Witman, Jimmy Warden and Ivan D. Butts.

The NAPS staff was recognized, from left: Bob Levi, Allison Portnoy, Charles Caburian and Emily Christophersen.



Southeast Area Vice President Bobby Bock, with Kenny Ruckart (left) and Ernie Gonzalez (right), presented Florida State Legislative Chair Ann Strickland with the Southeast Area Special Achievement Award.



# NAPS 2023 Legislative Training Seminar



Mulidore introduced Sen. Maggie Hassan (D-NH), calling her the last and best speaker, as well as a great friend of NAPS. She is chairwoman of the Senate Homeland Security & Governmental Affairs Subcommittee on Emerging Threats and Spending Oversight.

Hassan said she was grateful to be with NAPS today. “All of you, even in the face of historic challenges, have helped keep the Postal Service strong,” she affirmed. “It’s great to be in the hall with NAPS New Hampshire President Barbara LaFlame; how grateful I am what you do for our state. Postal supervisors across our state know that, in you, they have a true champion.”

Hassan told delegates their work and public service remain as important as ever. “Democracy only works when we step up to keep it strong,” she stressed. “Postal supervisors and workers do just that.”

She pointed out that the Postal Service predates the Declaration of Independence and is a fundamental part of our democracy and American life. “Generations of Americans know they can depend on the Postal Service,” she said. “This is something that, with our tough weather, we particularly appreciate in New Hampshire. And while it has evolved, one thing remains the same: a commitment to ensuring all Americans can receive their mail.

“It’s a simple goal, but it takes tremendous work to accomplish this mission. As the only delivery service that reaches every address, it’s a lifeline for millions of Americans, especially rural communities. This lifeline is a critical part of our infrastructure. Even as the world



**Sen. Maggie Hassan (D-NH)**

has changed, it remains an essential part of our economy and communities.

“The work you do is indispensable for our country. It’s not easy. In the past few years, you have faced unprecedented challenges, but, with the same resilience, you have endured and emerged stronger than before.

“Too often, your work is thankless. Let me say thank you for your public service. Our country needs you. Make no mistake, we always will need the U.S. Postal Service.”

Hassan said she continues to work across party lines to strengthen the USPS and ensure its longevity. And, thanks to the help of NAPS, postal reform legislation was passed, putting the agency on firm financial footing for the next decade.

The law also recognizes the importance of



**President Ivan D. Butts, Executive Vice President Chuck Mulidore, Sen. Maggie Hassan (D-NH) and Secretary/Treasurer Jimmy Warden**

protecting and codifying six-day delivery. “For years to come,” she declared, “Americans will know the USPS will be there for them and will not reduce its service.

“And by bringing both parties together, we have made the Postal Service stronger and more efficient than ever before. Altogether, the law marks the most significant effort to strengthen the agency in a generation.”

Hassan credited NAPS’ advocacy with helping get the bill over the finish line. “I look forward to continuing to work together to ensure our Postal Service remains strong,” she pledged. “And, as long as I’m in the Senate, I’ll stand beside you to sustain the agency for future generations.”

Hassan told delegates New Hampshire is home to the longest, continuously operating post office in the country. The Hinsdale Post Office was established in 1816. “Much of Hinsdale has changed in the 206 years since the post office opened,” she observed. “The flag has a few more stars, horses have been traded for trucks and businesses have come and gone. Tragically, a fire burned down the town hall

next door, but the post office remains. And during all that time, the men and women who worked there delivered the mail.

“On an average day, they still process more than 4,000 letters and 600 packages. Their story embodies the story of the Postal Service. Across generations and with quiet dedication, the nation’s Postal Service has done the work of strengthening the bonds of our country.

“Every day, you have brought us closer together. You have overcome challenges and emerged stronger than before. And that’s why I know you will continue to endure for years to come.”

Mulidore told NAPS members that having two representatives and a senator land in Washington, DC, within the hour and head straight for LTS to address delegates is indicative of why NAPS thinks it matters. “We know we matter!” he exclaimed. “These efforts from our speakers today show the relationships we’re building in Congress and what you are going to expand on the coming weeks and months when you get home.”



# Wreath-Laying Ceremony at Arlington Cemetery



The NAPS resident officers and wreath-laying ceremony honorees, from left: Executive Vice President Chuck Mulidore; Mario Garcia, Lower Rio Grande Valley, TX, Branch 288; Javier Angel Contreras, Reno, NV, Branch 249; Denis Wright, New Haven, CT, Branch 3; Tony Viers, Southeastern Michigan Branch 268; President Ivan D. Butts; and Secretary/Treasurer Jimmy Warden.



# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



# NAPS 2023 Legislative Training Seminar





# ‘I Can See Clearly Now’



Lloyd Cox welcomed members to Sunday’s Worship Service. “The Lord does good things when two or more are together,” he declared.



Jill Jensen gave the Old Testament reading.



Marilyn Jones gave the New Testament reading.

John Geter II introduced Pastor Arthur MacLittles.



Pastor MacLittles said God is good all the time. “Come in with your heavy labors and I will give you rest. I will take you as you are.”

Motivational and inspirational music was performed by Norris Garner & Company. Garner is a composer and minister of music at the First Baptist Church in Merrifield, VA.





## Lobbying for NAPS and the Postal Service

**N**APS Executive Vice President Chuck Mulidore welcomed LTS first-timers to their orientation Sunday afternoon; 90 first-timers were registered. “Thanks for taking the lead and deciding to attend,” he offered. “It matters what you do here. A lot of grassroots lobbying got postal reform legislation on the president’s desk last year.”

Mulidore told the first-timers it’s also important for them to take the information they learn back home to their fellow members. “Get to know your lawmakers,” he urged. “That’s how we get legislation passed.

“Thanks for taking part, going to the Hill and lobbying on behalf of NAPS and the Postal Service.”

NAPS Director of Legislative & Political Affairs Bob Levi affirmed Congress wants to



**Executive Vice President Chuck Mulidore welcomed first-timers to this year’s LTS.**

hear from NAPS members. “Congressional members value meeting with constituents,” he said. “Personal communication is influential. My job is to make sure you feel comfortable in their offices. As NAPS members, you have firsthand knowledge of the issues. Most get their policy advice from constituent meetings.”

Levi pointed out legislators’ staff members are essential to developing policy and advised the first-timers not to be disappointed to meet

**Director of Legislative & Political Affairs Bob Levi told first-timers it will be important for them to continue their engagement with congressional members when they return home.**



# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



Angie Hicks-Spruill and Carl Walton, members of Greensboro, NC, Branch 157, offered tips for meetings on Capitol Hill.

with staff instead of the representative or senator. “We’ll equip you with the information to have productive meetings,” he pledged.

Levi advised NAPS members to continue their engagement with their members once they return home. “The most effective way to

maintain your influence is to stay in touch,” he said.

Carl Walton, a member of Greensboro, NC, Branch 157, provided the first-timers tips on meeting with their congressional members on the Hill. He was joined by Angie Hicks-Spruill, Branch 157, who is manager of employee development, to help advise the first-timers.

“I’m retired,” Walton said,” but this is a big part of what we do to influence lawmakers



Carl Walton advised first-timers to do their homework and familiarize themselves with the issues.



# NAPS 2023 Legislative Training Seminar



to make our jobs as EAS employees easier. It took years to get postal reform passed.

“We’re all delegates. We’re also lobbyists who ask our lawmakers for their support on issues of importance to NAPS and the Postal Service. But we’re not the only lobbyists they see. We have to distinguish ourselves; we have a purpose and a program.”

Walton advised the first-timers to do their homework—read the *Legislative Issues Brief* and refer to the *LTS Booklet*—in order to be familiar with the issues. During their meetings with lawmakers, Hicks-Spruill said if they were asked a question to which they did not know the answer, offer to get back to them with the information. “It’s important to build rapport,” she offered.

“We want you to keep coming back,” Walton told the first-timers. “We are fighting for our fellow employees and the sanctity of the U.S. mail.”





# 2022 SPAC Contributors at LTS

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



**VP Elite (\$750)**



**Secretary's Roundtable (\$500)**



**Chairman's Club (\$250)**



**Supporter (\$100)**





# NAPS Leaders Respond to Issues and Concerns from NAPS Members

Executive Board Chair Chuck Lum welcomed members to the LTS town hall meeting.



# NAPS 2023 Legislative Training Seminar



# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY





## Capitol Hill Photo Album

**Photos by LTS Delegates**  
(Photo identifications are from left to right. NAPS members' names only are listed; no branch numbers or titles. For some photos, names were not provided.)

### Alabama



Jaime Reid, Valerie Winchester, Truvea Richardson, Rep. Jerry Carl (R), Judy Mannings, Rafael Brathwaite, Rickey Frazier and John Carson

### Arizona



Dawn Burton, Erin Schulte—aide to Sen. Krysten Senima (I), Rita Peterson and John Aceves



John Aceves, Dawn Burton, Jane Garza—aide to Rep. Ruben Gallego (D), Jimmy Salmon and Rita Peterson



Rita Peterson, Caroline Bender—aide to Rep. Juan Ciscomani (R) and John Aceves



Dawn Burton, Rita Peterson, Sayanna Molina—aide to Rep. Raúl Grijalva (D), John Aceves and Jimmy Salmon



John Aceves, Sydney Pearson—aide to Sen. Mark Kelly (D) and Rita Peterson



Sen. Mark Kelly (D) and John Aceves

Rita Peterson, Dawn Burton, Connor Young—aide to Rep. Debbie Lesko (R), Jimmy Salmon and John Aceves



## California



Heather Odell, Rep. Scott Peters (D) and Frances Meana



Yolanda Lewis, Valerie Loera, Rep. Mark DeSaulnier (D), Glen Gray and Edna Gray



Steve Prevulsky, Clarissa Bognot, Karesha Banner, Emma Silver—aide to Rep. Brad Sherman (D) and Michelle Ortiz



Mariel Murillo and Rep. Mark Takano (D)



Daryel Francisco, Rep. Juan Vargas (D), Frances Meana and Heather Odell



Karyn Rahming, Kelsey Gaudette—aide to Rep. Tom McClintock (R), Roxanne Bradley and Danilo Chavez



Karyn Rahming, Roxanne Bradley, Anthony Euleda—aide to Rep. Kevin Kiley (R) and Danilo Chavez



Roxanne Bradley, Karyn Rahming, Rep. Ami Bera (D) and Danilo Chavez



Michelle Ortiz, Karesha Banner, Rep. Julia Brownley (D), Clarissa Bognot and Steve Prevulsky



Mariel Murillo and Rep. Peter Aguilar (D)



Aide to Rep. Salud Carbajal (D), Steve Prevulsky, Clarissa Bognot, Karesha Banner and Michelle Ortiz



Edna Gray, Glen Gray, Rep. Mike Thompson (D), Yolanda Lewis and Valerie Loera



Yolanda Lewis, Valerie Loera, Rep. John Garamendi (D), Glen Gray and Edna Gray



Valerie Loera, Morgan Carter—aide to Rep. Eric Swalwell (D), Edna Gray, Yolanda Lewis and Glen Gray



Glen Gray, Adriana Rivera—aide to Rep. Barbara Lee (D), Yolanda Lewis, Edna Gray and Valerie Loera



Glen Gray, Valerie Loera, William Ahlquist—aide to Rep. John Durate (R), Edna Gray and Yolanda Lewis



Velma McClinton, Sam Booth Jr., Alvetia Smith, Patricia Jackson-Kelley, Chanel Dodson and Nicholas Melcher—staff assistant to Rep. Ted Lieu (D)



Sam Booth Jr., Marilyn Jones, Rep. Maxine Waters (D), Chanel Dodson and Velma McClinton



Scott Silver—aide to Rep. Mike Garcia (R), Clarissa Bognot, Karesha Banner, Steve Prevulsky and Michelle Ortiz



Sam Booth Jr., Marilyn Jones, Rep. Jimmy Gomez (D) and Felicia Pennington

# NAPS 2023 Legislative Training Seminar



## Colorado



Richard Price, Rep. Diana Degette (D) and Myrna Pashinski

## District of Columbia



Front row: Nancy Muschette, Donalda Moss, Mary Milner, Wavery Vaughn, Rep. Eleanor Holmes Norton (D), Tonya Desperre, Deborah Evan-Atkins and Reggie Hughes. Back row: Joslin Harris, Theresa Bailey, Marty Wright, Darrell Young and Michael Alston.

## Florida



Patti Lynn and Rep. Sheila Cherfilus-McCormick (D)



Rep. Jared Moskowitz (D) and Patti Lynn

Florida delegation with Carlos Castro (center), staffer to Rep. Carlos Gimenez (R)



Florida delegation with Vanessa Scott (third from right), staffer to Rep. Mario Diaz Balart (R)



Carolyn Jones, Patti Lynn, Rep. Debbie Wasserman Schultz (D) and Ann Strickland



Donald Murray, Brown Simmons—staffer to Rep. Kat Cammack (R), Kim Wingfield and Dawnett Tinsley



Bobby Bock and Rep Maxwell Frost (D)



Florida delegation with Wesley Armstrong (third from left), staffer to Sen. Marco Rubio (R)



Florida delegation with Josh Duncan (third from left), staffer to Rep. Maria Elvira Salazar (R)



Florida delegation with Rep. Daniel Webster (R)



Florida delegation with Rep. Darren Soto (D)



Al Gucmeris and Christopher Ploch—legislative counsel for Rep. Byron Donalds (R)



Kim Wingfield, Donald Murray, Dawnett Tinsley and Richard LaMura—staffer to Rep. Aaron Bean (R)

# NAPS 2023 Legislative Training Seminar



Amber Nejjari—staffer to Rep. John Rutherford (R), Dawnnett Tinsley, Donald Murray and Kim Wakefield



Al Guclmeris and Rep. Greg Steube (R)

## Hawaii



Kanani Alos, Keli Eberhart, Sen. Brian Schatz (D), Laurie Lum and Chuck Lum



Keli Eberhart, Laurie Lum, Rep. Ed Case (D), Kanani Alos and Chuck Lum

## Illinois



Illinois delegation with Rep. Bill Foster (D)



Illinois delegation with Rep. Mike Bost (R)



Illinois delegation with Rep. Raja Krishnamoorthi (D)



Illinois delegation with Rep. Mike Quigley (D)



Illinois delegation with Rep. Eric Sorenson (D)



Illinois delegation with Rep. Darin LaHood (R)



Illinois delegation with Rep. Jonathan Jackson



Illinois delegation with Rep. Nikki Budzinski (D)



Illinois delegation with Rep. Mary Miller (R)



Illinois delegation with aide to Rep. Robin Kelly (D)

# NAPS 2023 Legislative Training Seminar



## Indiana



Karen Hudson, Kathie Cowan, Rep. Greg Pence (R), Bob Helfrich and Tiffany Helfrich



Bob and Tiffany Helfrich with Sammy Davis, Medal of Honor recipient, at the Vietnam Wall. Davis was the inspiration for the movie, "Forest Gump."

## Kansas



Kelly McCartney and Sen. Roger Marshall (R)

## Maryland



Maryland delegation with Rep. C.A. Dutch Ruppersberger (D)



Maryland delegation with Rep. Kweisi Mfume (D)



Junemarie Brandt and Darrell C. Young—  
aide to Rep. Andy Harris (D)



Maryland delegation with Sen. Chris Van Hollen (D)



Maryland delegation with Rep. David Trone (D)

## Massachusetts



Greg Murphy, Abby McGovern—legislative aide to Rep.  
Richard Neal (D) and Steve Moreau

## Minnesota



Rob Moore, Aricka Sundstrom, Rep. Angie Craig (D), Gina Helleman  
and Mark Helleman



Mark Helleman, Gina Helleman, Rep. Betty McCollum (D), Curt  
O'Donnell, Aricka Sundstrom, Rob Moore and Gloria Johnson



Gloria Johnson, Gina Helleman, Mark Helleman, Rep. Ilhan Omar  
(D), Curt O'Donnell, Aricka Sundstrom, Rob Moore and Sherry  
Mattfield

# NAPS 2023 Legislative Training Seminar



## Mississippi



Annette James, Rep. Bennie Thompson (D) and Mildred Hill



# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



## Nevada



Javier Contreras, Cecilia Pelletier, Sen. Catherine Cortez Masto (D), Jackie Clayton and Patrick Doruth



Patrick Doruth, Cecilia Pelletier, Sen. Jacky Rosen (D), Jackie Clayton and Javier Contreras



Javier Contreras, Jackie Clayton, Rep. Susie Lee (D), Cecilia Pelletier and Patrick Doruth



Javier Contreras, John Quinn—aide to Rep. Mark Amodei (R), Jackie Clayton, Cecilia Pelletier and Patrick Doruth



Patrick Doruth, Cecilia Pelletier, Sheyla Marimon—military legislative assistant to Rep. Steven Horsford (D), Javier Contreras and Jackie Clayton



Javier Contreras, H. Dean Johnson—legislative correspondent for Rep. Dina Titus (D), Cecilia Pelletier, Jackie Clayton and Patrick Doruth

# NAPS 2023 Legislative Training Seminar



## New Jersey



Beatrice Gregory, Rep. Bonnie Watson Coleman (D), Jon Kofsky and Tony Dallojacono



New Jersey delegation with Rep. Mikie Sherrill (D)



Saman Haider—aide to Rep. Frank Pallone (D) and Stephen Breese



Stephen Breese, Beatrice Gregory, Christian Henniger—aide to Rep. Chris Smith (R), Jon Kofsky and Michael Notaroberto



New Jersey delegation with aide to Sen. Bob Menendez (D)

# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



## New York



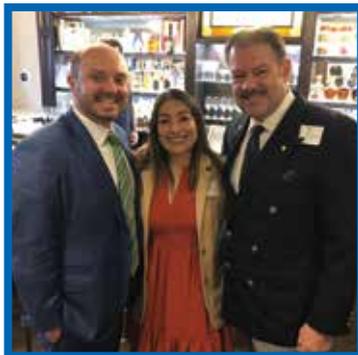
Dave Conover, Matt Jansen—staffer for Rep. Jerrold Nadler (D), Lijia Dyer, Vilma Bruno-Jiminez, Ivonne Warden and Tom Hughes



Dave Conover, Vilma Bruno-Jiminez, Monica Gray—staffer for Rep. Adriano Espaillat (D), Lijia Dyer and Ivonne Warden



Mark Velez, Rep. Grace Meng (D) and Jeff Goldman



Rep. Andrew Garbarino (R), Karen Ximenez and Dee Perez



Robert Blakney, Rep. Marc Molinaro (R), Jeff Hutt and Joseph Amash



Mark Velez, Jeff Goldman, Antonio Cabrera, Joaquin Rodriguez, Joseph Amash, Sen. Chuck Schumer (D), Triko Joiner, Dennis Gawron and Shaunna Chyreck

# NAPS 2023 Legislative Training Seminar



## North Carolina



North Carolina delegation with Rep. Alma Adams (D)

## Puerto Rico



Antonio Cabrera, Rep. Stacey Plaskett (D) and Joaquin Rodriguez



Joaquin Rodriguez, Rep. Jennifer González-Colón (R) and Antonio Cabrera

## Texas



Gilbert Miranda, Anselmo Davila, Reaves D. Taylor—counsel to Rep. Troy Nehls (R), Edward De La Rosa and Rosalind Lewis



Gilbert Miranda, Anselmo Davila, Charles Truxal—legislative director for Rep. Morgan Luttrell (R), Rosalind Lewis and Edward De La Rosa

# TAKING CARE OF BUSINESS

NAPS MEMBERS LEADING THE WAY



John Lomba, Bertha Conway, Mary Barcenez and Rep. Henry Cuellar (D)



Will Salmon—legislative correspondent/special assistant to Rep. Kay Graner (R), Elaine Kukulka, Barbara Trevino and Manuel Trevino



Charleen Jones, Rep. Sheila Jackson Lee (D), Pam Davis and Diana Peters



Pam Davis, Charleen Jones, Garrett Auzenne—chief of staff for Rep. Sheila Jackson Lee (D) and Diana Peters



Joe Burke, Tony Berlan, Elaine Kukulka, Drake Okeke—staff assistant to Rep. Marc Veasey (D), Manuel Trevino, Barbara Trevino and Sheila Hensley

# NAPS 2023 Legislative Training Seminar



## Virginia



Andrew Martin, Darcy Driscoll, Rep. Ben Cline (R) and Joanne Barner



Alice Cooper, Carlos Thomas, Deborah Holley and Rep. Jennifer Kiggans (R)



James Reedy, Rep. Abigail Spanberger (D), Lloyd Cox, Alice Jackson and Deborah Holley

## Washington



Bjoern Gruetzmacher, Charlie Krogh, Rep. Derek Kilmer (D), LaTanya Patterson and Cindy McCracken

**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 30, 2023**

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

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

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



Applications must be received no later than June 30, 2023. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the October 2023 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2023. Scholarships may be used to pay expenses in the student’s current or following semester.

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



# Navigating Gray Areas as a Leader

Submitted by the USPS Employee Assistance Program

**M**aking decisions in a leadership role can be challenging. As a leader, you inevitably will encounter situations where there are no clear-cut answers or the ethical implications of your decision are ambiguous. Most decisions can be argued from either side and are rooted in a mix of assumptions and incomplete data.

Leaders must have the skills to sort through the complexities and, ultimately, pick a path. While navigating these “gray areas” can be challenging, recognizing they present a unique opportunity to learn and grow can help reduce stress and promote peace of mind.

Strategies for making informed decisions include:

1. Seek advice—Don’t hesitate to reach out to others for guidance when you encounter a difficult decision. Getting different perspectives can help you make a more informed decision.
2. Gather information—Make sure you have all the facts. Research the issue and seek input from relevant parties to gain a better understanding of the situation.
3. Consider your values—Reflect on your personal and organizational values and how they may guide your decision-making. Think about how your decision will impact others and the long-term implications.
4. Weigh the risks—Consider the potential risks and benefits of each course of action. Assess the potential consequences of your decision and identify

any potential harm to stakeholders.

5. Be transparent—Communicate your thought process and decision-making criteria to those involved. This can help build trust and understanding, even when people may disagree with your decision.

6. Learn from experience—Reflect on your decisions and their outcomes to improve your decision-making skills in the future. Use past experiences to guide you in future gray areas.

7. Seek success, not perfection—Recognize you can’t always please everyone; gray-area decisions rarely have a perfect outcome. Go easy on yourself.

## A Closer Look at Keys to Navigating the Gray

As a leader, when faced with complex decisions, it is important to have ownership and openness. Having ownership means being willing to make a tough call. Making a decision in a challenging situation may mean not making everybody happy and may have consequences in the work environment.

As a leader, your employees depend on you to make decisions in the best interest of the team, even when those are hard decisions. Some leaders become paralyzed when they need to make a big decision and may put it off or avoid making it. Don’t be stalled by indecision. Strong leaders do not let the fear of potential consequences keep them from making and owning their decisions.

Having openness means actively listening to opposing views and continuing to gather information to inform your decision. Openness is important

when gathering data to inform the decision you need to make; it is helpful when communicating that decision to your employees.

Having openness helps employees trust and feel a connection to the organization. Openness makes you more approachable as a leader and helps your employees feel part of a team. Try to be clear and honest about your intentions and be genuine and authentic in your interactions.

### Learning to Embrace the Gray

Learning how to embrace the gray areas can result in less anxiety and more confidence in yourself as a leader. When faced with a tough decision or a situation that doesn't make sense initially, be curious rather than frustrated or judgmental. Be open to challenging your own thinking about things and embrace learning other's views on the situation.

Very few things are black and white; learning to get comfortable in the gray areas can benefit you at work and outside of work. When navigat-

ing through life's ebbs and flows, it's human nature to follow familiar patterns that bring order and safety.

When we cannot make sense of a situation, we may become stressed, frustrated and overwhelmed. Navigating through the gray can help us think of more creative solutions by thinking outside our familiar patterns.

You may never learn to love having to make tough decisions and navigating gray areas, but, over time, it can get easier to make these decisions. It is normal to worry and have uncertainty when faced with these types of situations. But be gentle with yourself and trust and remind yourself that you have been thorough and thoughtful in making a decision.

If you find yourself struggling with being decisive as a leader or just want some feedback on your leadership style, your Employee Assistance Program (EAP) is here to help. Reach us at 800-327-4968 (800-EAP-4YOU), TTY: 877-492-7341 or visit EAP4YOU.com to learn more.

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>March 2023</b>	<b>0.35%</b>	<b>2.55%</b>	<b>3.67%</b>	<b>(2.90%)</b>	<b>3.11%</b>
<b>12-month</b>	<b>3.52%</b>	<b>(4.56%)</b>	<b>(7.76%)</b>	<b>(14.00%)</b>	<b>0.28%</b>

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 2025	L 2030	L 2035	L 2040
<b>March 2023</b>	<b>1.05%</b>	<b>1.38%</b>	<b>1.87%</b>	<b>2.01%</b>	<b>2.14%</b>
<b>12-month</b>	<b>1.31%</b>	<b>(0.73%)</b>	<b>(2.09%)</b>	<b>(2.73%)</b>	<b>(3.34%)</b>

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>March 2023</b>	<b>2.24%</b>	<b>2.34%</b>	<b>2.54%</b>	<b>2.55%</b>	<b>2.55%</b>
<b>12-month</b>	<b>(3.91%)</b>	<b>(4.42%)</b>	<b>(5.68%)</b>	<b>(5.69%)</b>	<b>(5.69%)</b>

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

Visit the TSP website at [www.tsp.gov](http://www.tsp.gov)

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Western Region and Immediate Past President  
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**Jerry Eckert**  
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Region vacant: Northeast

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

## Medicine With Good Side Effects

**Elly Soukey**

*Central Region Vice President*

I recently read an article about the positive benefits of volunteering. Among other things, I was surprised to learn how volunteering provides benefits to both our mental and physical health. These days, there are so many do's and don'ts as we walk through our day-to-day obligations.

What is the best way to get more out of our lives? What is the best path for us to follow to create a meaningful, full life? All this easily can make your head spin. For some, it's overwhelming. Luckily, the study offers hope for brighter days ahead.

I learned that volunteering can help counteract the effects of stress, anger and anxiety. Volunteering gives us the opportunity to have social contact as we are in the process of helping and working with others. This result can have a deeply positive effect on a person's overall psychological well-being.

It has been said that nothing relieves stress better than a meaningful connection to another person. If that process is combined with helping others, then the result is twofold—happiness for your soul and doing a good deed for someone else.

Volunteering creates another possible benefit as it helps reduce depression. Volunteering keeps you in regular contact with others and can help you develop a solid support system, which, in turn protects you against depression.

Volunteering also requires a per-

sonal commitment of your time and energy; you need to show up as you become involved and learn to work as part of a team.

Another good thing about volunteering is the flexibility it offers. You can be as busy as you want or work on a special project for a day. You can sit at a desk, deliver meals or drive folks to appointments. The opportunities are endless. It all depends on your personal ability and desire to do a good deed.



The article went on to say that volunteering even can help you stay physically healthy. Studies have found those who volunteer have a lower mortality rate than those who do not. Older volunteers tend to walk more, find it easier to cope with everyday tasks, are less likely to develop high blood pressure and have better thinking and problem-solving skills.

Volunteering can be an easy and fun way to explore your interests and passions. By doing volunteer work, you will may find new, meaningful and interesting activities. These can be a relaxing and energizing escape from your day-to-day routine of work, school or family commitments.

Volunteering also provides you with renewed motivation, vision and creativity that can carry over into your personal and professional life. The possibilities and options are endless.

In case you are not a "people person," there are many volunteer opportunities to work with animals. Your local Humane Society is a great place to start. They often are looking

for dog walkers or help when a facility is short-staffed. Sometimes there may be a need to relieve overcrowding at the facility.

That's when fostering an animal in your home for a short period of time becomes an option. Check to see if the cost of care and medical needs in your area might be covered by the Humane Society when fostering. The connection with a nonhuman often opens up one's feelings and leads to better understanding and compassion for others.

Animals often have a feeling when we are having a bad day, but they never judge us. They are intuitive and have been known to save lives as they recognize health issues in humans. Interaction with animals is a great place to share a connection and has been shown to improve moods while it reduces stress and anxiety.

Reading the article on volunteering motivated me to look for new opportunities to go have some fun. Where will it lead you?

**elly@charter.net**



# PERF

*Support the*

## Postal Employees' Relief Fund

On Sept. 28, Hurricane Ian came ashore on Florida's Gulf Coast as a monstrous Category 4 storm, one of the strongest ever to hit the U.S. The storm flooded homes on both Florida coasts. Property damage is estimated to be in the billions.

As Floridians pick up the pieces, they face the expense of building back stronger in order to withstand the next storm. Building costs in Florida are higher than the U.S. average as a result of conforming to tougher building codes.

The Postal Employees' Relief Fund provides tax-free relief grants to active and retired postal employees to help reestablish their homes. PERF stands ready to provide assistance to those impacted by Ian. Please make a donation to help members of our postal family in Florida.

### DONATIONS CAN BE MADE:

- Online at [postalrelief.com](http://postalrelief.com)
- By sending a check made payable to "Postal Employees' Relief Fund" to:  
**Postal Employees' Relief Fund**  
**PO Box 41220**  
**Fredericksburg, VA 22404-1220**
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

*All donations are tax-deductible.*

For more information, go to  
[www.postalrelief.com](http://www.postalrelief.com)  
202-408-1869  
[perf10268@aol.com](mailto:perf10268@aol.com)

