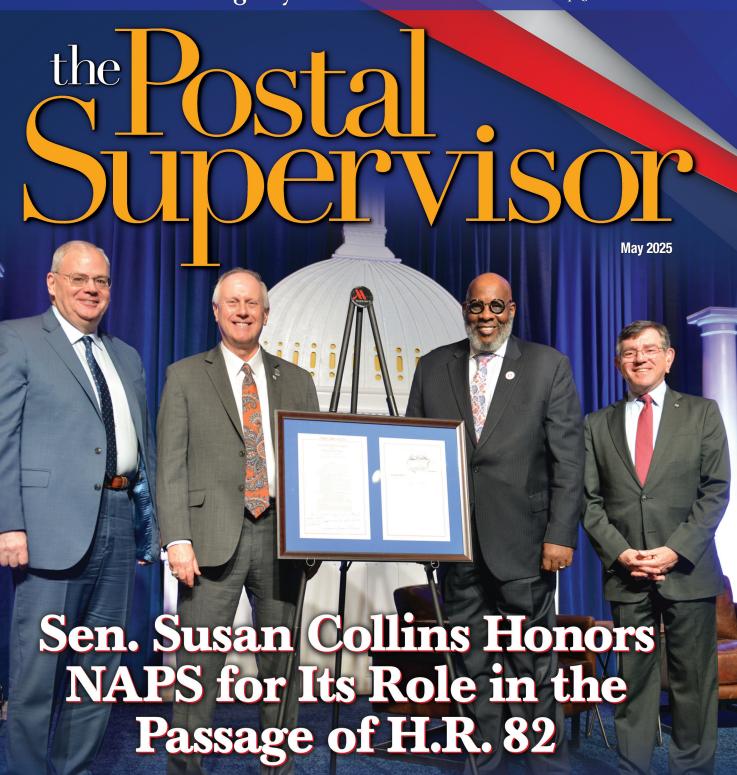
Reaching Beyond Our Comfort Zone page 34



LTS coverage begins on page 38



May 2025, Volume 116, No. 5

The Postal Supervisor (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, www.naps.org; general e-mail, napshq@naps.org. ©2025

Periodicals postage paid at Alexandria, VA, and additional mailing offices.

NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not

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Objective

The objective of the Assoc-

mote, 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

efficiency, and to widen

the field of opportunity

the Postal Service or the

federal government their

life work.

for its members who make

raise the standard of

iation shall be to pro-

receiving the publication on a regular basis should notify their branch secretaries. Nonmember subscription price: \$25 per year.

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.

Reprint requests and other correspondence may be ad-

dressed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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In This Issue

May 2025

FEATURES

- **8** Frequently Asked Questions Regarding NAPS v. USPS
- **Northeast Region Vice President Vacancy Discussed** *Minutes from the March 30 Executive Board Meeting*
- **22** Postal Rallies Protesting Privatization Threats Held Around the Country in March
- **28** Mail for All—NAPS Fights the Threat of Postal Privatization At a NAPS rally at the U.S. Capitol, NAPS members, union officials and congressional representatives united to send the message, "Protect Our Postal Service!"
- **38** NAPS Issues Its Call to Action: 'America Depends on an Independent, Viable Postal Service' Coverage of the 2025 Legislative Training Seminar

RESIDENT OFFICERS

- **3** We Always Are There Ivan D. Butts
- 4 'The Mail Is Not for Sale!' Chuck Mulidore
- 5 Two Great Legends Have Left Us Jimmy Warden

COLUMNS

- 34 Legislative Update Bob Levi
- **36** The NAPS Postmaster Kevin Moore

DEPARTMENTS

- **7** NAPS DDF Representation Request Form
- **10** Quarterly Financial Report For the period ended Feb. 28, 2025
- 12 Thrift Savings Plan March 2025
- **16** NAPS of Note
- 21 Vince Palladino Memorial Student Scholarships
- **26** Views from the Vice Presidents Dee Perez and Marilyn Walton
- **33** National Auxiliary Hazel Cochran Scholarship
- 35 NAPS Training Calendar
- **87** 2025 SPAC Contributors
- **92** Thoughts from the NAPS Branches Mark Velez, John Aceves and Brian J. Wagner
- **95** Notes from the National Auxiliary Elly Soukey

On the cover: Sen. Susan Collins presented NAPS with an official "redline" copy of the Social Security Fairness Act in appreciation of NAPS' advocacy in working to get the legislation passed. From left: Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi.

We Always Are There

ello, my NAPS brothers and sisters. In a shift signaling a new era of engagement, NAPS has found what many are calling its "comfort zone" in publicly addressing concerns over recent government actions impacting our members, as well as others across various federal agencies.

For years, NAPS has maintained a relatively neutral stance, focusing on the rights of our EAS members, fair



Ivan D. Butts President

and equitable pay, professionalism in leadership and workforce management best practices (staffing). But as government scrutiny and policy changes are increasingly affecting the continuity of America's Postal Service, we have begun to lean into a more vocal and visible advocacy role.

Staying silent no longer serves America. More than ever before, we see those who would love to see America's Postal Service go away,

closing the doors of this great America institution. We are hearing about mandated cuts to critical infrastructure support units that, no doubt, will have a devastating impact on the functional abilities to maintain the system relied on to operate the USPS.

Our association's pivot follows the acknowledgement of the arrival of the DOGE team looking at agency operational structures at USPS Headquarters. However, this really is not a pivot at all.

NAPS has been at the forefront of the protection and growth of EAS employees the past three years. We have seen average EAS pay increase by close to 18% over this period. We worked closely with the federal-postal community on passage of the Postal Reform Act of 2022.

During our recent Legislative Training Seminar, we were cited by Sen. Susan Collins (R-MA) for NAPS' standout work to get passage of the Social Security Fairness Act (H.R. 82). This bill was introduced last year by Rep. Garret Graves (R-LA).

The House passed the legislation in November 2024; the Senate passed the bill about one month later in December. The resident officers and I were proud to

receive from Collins the President Biden-signed "redline" version of the bill, which now hangs proudly at NAPS Headquarters. This token of appreciation from Collins recognizes the work of all NAPS members in making this 40-year dream and effort a reality.

Now we look toward the sustainability of America's Postal Service. Not from the financial points of view we have battled in previous years, but to ensure we are engaging with the American people to keep their Postal Service delivering—from the heights of Alma, CO, to the bottom of Oatman, AZ.

Americans understand the true value we deliver to them six days a week and now on Sundays with packages. For over 250 years, which is longer than we have been the United States, we were delivering for America. Whether it be earthquakes and hurricanes, we were there. Wildfires and tornadoes, we were there.

Elderly citizens injured in their homes, predators in our streets—our employees are out there, taking actions to help save lives. And when a once-in-a-century, worldwide pandemic hit America's shores and citizens were locked in, wondering how they would get they medicines and essential supplies—we were there.

Now we call on America to stand with the employees of this agency, who, year after year, make the USPS one of the most-trusted government agencies. This new advocacy stance has not come without its challenges. NAPS leadership is careful to balance our role as a professional management association with our emerging voice in policy discourse.

NAPS will stop short of political endorsements or legal defense, but we will work to provide public comments, issue policy statements and engage directly with congressional committees for the sustainable continuation of America's Postal Service.

It's not about politics; it's about principles. Let's all continue to be "Postal Proud!"

In solidarity ...

naps.ib@naps.org

'The Mail Is Not for Sale!'

hose words echoed across Capitol Hill as NAPS held its highly anticipated 2025 Legislative Training Seminar (LTS), April 6-9, at the Crystal Gateway Marriott in Arlington, VA. This annual event brings together hundreds of postal supervisors, managers and postmasters from across the United States to engage in legislative training, advocacy and networking. We had a particular emphasis this year on



Chuck Mulidore Executive Vice President

keeping the forces of privatization away from the Postal Service, as well as our NAPS legislative agenda.

The 2025 LTS theme, "Getting the Work Done, One Step at a Time," reflected NAPS' commitment to ensuring its members are equipped to serve as leaders and informed advocates on Capitol Hill. The seminar kicked off with a first-timers training session aimed at providing those attending LTS for the first time with the informa-

tion needed to effectively engage with members of Congress and their staffs on issues critical to the future of the USPS and NAPS' legislative priorities.

Those key issues and legislative priorities focused on several pressing topics, including:

- Postal Supervisory Pay and Benefits Reform— NAPS continued its push for more equitable and transparent pay policies for EAS (Executive and Administrative Schedule) employees, urging lawmakers to support H.R. 1560 that would improve the pay consultation process between NAPS and the USPS, providing binding mediation if the parties cannot come to an equitable agreement.
- USPS Anti-Privatization—While recent reforms such as the 2022 Postal Service Reform Act brought relief, NAPS leaders underscored the need for continued legislative oversight and support to ensure sustainable financial footing for the Postal Service, but maintaining it as an independent agency of the government through legislative support of H.Res. 70 and S.Res. 147.
- Support for Postal Police—H.R. 2095 would put postal police back on the street, fulfilling the role they traditionally have served—protecting USPS employees.
- Support for those EAS employees who do not have MSPB rights—H.R. 1559 would grant critical appeal rights to all EAS employees.

The recent LTS featured remarks from several mem-

bers of Congress who expressed their ongoing support for the Postal Service and its supervisory personnel. Notable speakers included Sen. Andy Kim (D-NJ) and Rep. Don Beyer (D-VA), a longtime advocate for postal issues, as well as Rep. Pete Sessions (R-TX), chairman of the House Subcommittee on Government Operations.

NAPS also was honored to hear from Sen. Susan Collins (R-ME) who spoke about bipartisan efforts to bolster the USPS infrastructure and services. She presented NAPS a "redline" version of Public Law 118-273, passed as H.R. 82, the Social Security Fairness Act of 2023, that repealed the Government Pension Offset and Windfall Elimination provisions that reduced or prevented many NAPS retirees from receiving earned Social Security benefits.

The hallmark of LTS continues to be our members marching to Capitol Hill. NAPS delegates visited the offices of senators and representatives to discuss NAPS' legislative priorities firsthand. Armed with briefing materials and talking points, our members met with congressional staffers and lawmakers to share their experiences and perspectives from the front lines of the USPS.

These conversations helped personalize postal issues and reinforced the importance of strong legislative partnerships between NAPS members and members of Congress.

A highlight of the seminar was the NAPS Legislative Rally held April 8 on the West Front Lawn of the U.S. Capitol. This gathering of hundreds of NAPS members provided the opportunity to directly advocate for the continuation of a self-sustaining Postal Service. Several congressional leaders spoke at the rally, solidifying NAPS' role as a prominent voice on Capitol Hill for

Continued on page 10



Two Great Legends Have Left Us

n March, NAPS lost two great legends—two men who always stood for what was right for our members and whose belief in building relationships was for the betterment of our members—Thomas Roma and Charles Scialla

On March 11, Northeast Region Vice President and my good friend Tommy Roma lost his battle with cancer. Tommy was just diagnosed in January. It is ironic he



Jimmy Warden Secretary/Treasurer

died on March 11. On March 11, 2020, the NAPS Headquarters building was dedicated and named the Vincent Palladino Building. Vince was a longtime friend of Tommy.

Tommy was a 47-year member of NAPS; he served on the NAPS Executive Board for 25 years. Tommy was a believer in having work teams with the Postal Service to get things done and improve the work environment. He always said Vinny Palladino told him, "Negotiating is a

give and take; just make sure you get a little more than

Tommy always believed nothing was impossible. One of his favorite quotes was from Dr. Norman Vincent Peale who said, "If you think you can, you can!" If someone asked Tommy a question or his opinion, he always gave his honest position. It may not be the answer someone was looking for, but Tommy was honest and would let you know what he thought.

Many people only knew Tommy's NAPS side. On the

personal side, he was a true believer in his faith in God and helping those who needed help, including animals. He donated to many charities that rescued animals. Although Tommy had a strong will to live, he did not fear death as his faith in God gave him a path here on earth to one day live in eternal life.

That is what Tommy believed in. And that path meant helping those in need. He believed God places people in the right place at the right time so they may help one another when in need. This was Tommy's motivation with NAPS-if he could make a difference and benefit the

membership, he would.

On March 31, former Disciplinary Defense Fund Provider Charles Scialla died. Charlie had been our DDF provider for many years; he established the DDF when asked by Vince Palladino. Charlie retired from the Postal Service as director of Labor Relations of the Northeast Region.

After retiring, he established the NAPS Disciplinary Defense Fund. It was through Charlie's efforts that many of our members were helped throughout the years. Many would have lost their positions and employment with the Postal Service if not for Charlie Scialla and the NAPS DDF.

Based on his years of experience in Labor Relations, he knew the rules, regulations and procedures. Charlie, like Tommy, also believed in building relationships as it only could benefit the members. He always said NAPS is not a union; it is an association. Building that relationship only can help!

On Charlie's retirement from the DDF, he ensured NAPS would be in good hands, turning the company over to Al Lum who worked for Charlie for many years and also is a former Labor Relations specialist. Charlie did not just walk away from NAPS. After his retirement, he never refused a call from a branch officer asking for assistance or guidance. He always was available!

Tommy and Charlie both were honorable men. They had many heroic traits, such as bravery, integrity, morality, confidence, respect and empathy. Without these, a person dares not be honorable. In the olden days, a person was worth only as much as their word; they treated

> others as they would want to be treated.

A person's word is of the utmost importance. Also, treat others with respect and do not shy away from a situation that forces you into defending your beliefs. Let us build on the strength of these two legends.

Tommy and Charlie stood up for what was right and did not back down! NAPS and its members, as well as the United States Postal Service, are in a better place because of these two men.

Rest in peace, my friends. Gone, but never forgotten!

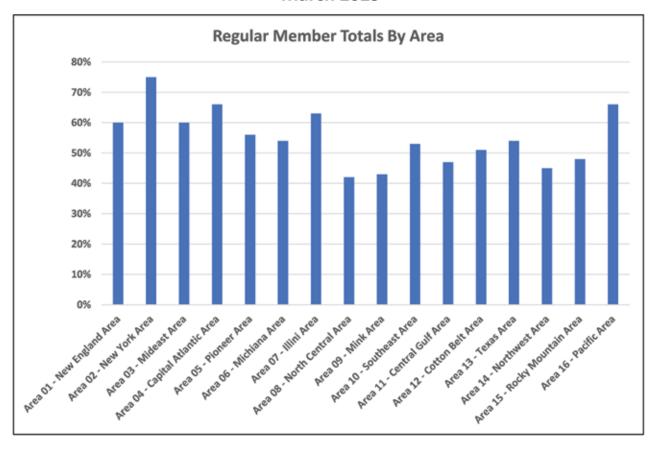
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The Postal Supervisor **2025 Production Schedule**

Issue	Copy Deadline*	Mails
JUNE	4/30	5/27
JULY	5/26	6/20
AUG	6/30	7/25
SEPT	7/24	8/19
OCT	8/25	9/19
NOV	9/22	10/21
DEC	10/27	11/20
JAN '26	12/2	12/29
FEB	1/5	1/27

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

National Association of Postal Supervisors Membership Report March 2025



Regular Member Totals By Area			
Area 01 - New England Area	60%		
Area 02 - New York Area	75%		
Area 03 - Mideast Area	60%		
Area 04 - Capitol Atlantic Area	66%		
Area 05 - Pioneer Area	56%		
Area 06 - Michiana Area	54%		
Area 07 - Illini Area	63%		
Area 08 - North Central Area	42%		
Area 09 - Mink Area	43%		
Area 10 - Southeast Area	53%		
Area 11 - Central Gulf Area	47%		
Area 12 - Cotton Belt Area	51%		
Area 13 - Texas Area	54%		
Area 14 - Northwest Area	45%		
Area 15 - Rocky Mountain Area	48%		
Area 16 - Pacific Area	66%		
Total Regular Member %	57%		
Total Regular Members	27,600		
NonMember Totals			
Total NonMembers	20,430		
Total NonMember % 43%			



Thanks to your efforts

Membership keeps rising!

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: SS#:	
Office: Branch:	
Work Phone: Home Phone:	()
Date of Notice of Proposed Action or Notice of Debt Determination:	
Date of Letter of Decision or Notice of Involuntary Offset:	
	inary Defense Fund (DDF). Representation will be C. The representative provided may not be an attorney. 0 and all travel costs.
Admin Group, LLC will notify me, in advance.	expected to exceed the \$4,000 limit, Labor Relations No additional fees or expenses will be incurred for my authorize additional fees and expenses, I will be onal expenses.
	ent for my legal fees, it is understood that the monies will s expended for my representation by Labor Relations r the award.
	ess than 90 days from the date of the proposed t that you signed a NAPS membership
I will, in effect, discharge the National Associat	hrough any means other than the NAPS DDF at any time, tion of Postal Supervisors and Labor Relations Adming my case. Furthermore, I understand that I will have to resulting from this action.
Signature of Member	Signature of Branch President
Date	Date
Send this signed form and a copy of the adverse	e action file by Express Mail to:
Labor Relation PO Box 25822	as Admin Group, LLC

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

Brooklyn, NY 11202

Frequently Asked Questions Regarding NAPS v. USPS Lawsuit April 2025

By Andrew Freeman, Lauren Kelleher and Bruce Moyer

What is the lawsuit about?

The lawsuit is about the 2016-2019 pay package the Postal Service provided to all EAS employees (in effect from January 2019 to August 2021), as well as which EAS employees are entitled to be represented by NAPS.

NAPS has asserted the Postal Service violated *Title 39* by failing:

- 1. To provide an "adequate and reasonable" supervisory differential for supervisors of clerks and carriers;
- 2. To provide compensation for all EAS employees comparable to counterparts in the private sector; and
- 3. To recognize NAPS' representation of all EAS employees throughout the Postal Service.

Why has the lawsuit taken so long?

As the saying goes, "the wheels of justice turn slowly." NAPS first contested the 2016-2019 pay package in July 2019, when it appealed to a fact-finding panel commissioned by the Federal Mediation and Conciliation Service. The three-member panel unanimously recommended that the USPS make specific changes to the pay package and EAS pay system.

The USPS rejected those recommendations (as permitted under the

law), prompting NAPS to challenge the pay package in federal court in July 2020. In federal trial court, NAPS narrowed its claims to the three *Title 39* obligations referenced in the first FAQ, but the court dismissed the lawsuit on procedural grounds. NAPS promptly appealed that ruling.

In February 2022, the appeals court ruled for NAPS on every issue. The case then returned to the trial court, where the Postal Service refused to provide NAPS with the pay data it needed to prove its case. Legal wrangling persisted over the terms of discovery for the next year and a half.

Finally, in August 2023, the court ordered the USPS to provide the pay data, but the USPS did not produce the data NAPS needed until spring 2024. According to NAPS' expert, that data showed the Postal Service paid thousands of supervisors of clerks and carriers at a lower rate of pay than the clerks and carriers they supervised.

NAPS took those and other findings to the district court in March 2025 through a motion for summary judgment, which the Postal Service has contested. Briefs on the motion are expected from the parties into summer 2025, ultimately resulting in a decision from the district trial judge.

When will the lawsuit likely end?

It is hard to predict. We don't expect a decision from the trial court before the first quarter of 2026. After that, whichever side loses may appeal. If NAPS wins, the Postal Service will have additional work to do to comply with any order of the court.

Why do the topics addressed by the lawsuit differ from the topics addressed in the initial fact-finding?

In the fact-finding, NAPS was permitted to challenge all aspects of the pay package, but not the scope of representation. In the lawsuit, NAPS is permitted to challenge only aspects of the pay package that directly violate *Title 39's* requirements, but also is allowed to challenge the Postal Service's refusal to recognize NAPS as the representative of various groups of EAS employees.

What does NAPS have to show for the effort thus far?

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

1. NAPS has the right to enforce the requirements of the Postal Reor-

ganization Act (Title 39) in court;

- 2. The Postal Service must provide "some differential" in rates of pay between supervisors and clerks and carriers;
- 3. The Postal Service must consider private-sector compensation when setting EAS compensation;
- 4. NAPS represents all postmasters; and
- 5. NAPS represents all EAS employees unless a particular EAS employee is not a "supervisory or other managerial employee."

Based on those legal rulings, NAPS continues to seek retroactive increases to the pay received by EAS employees in 2019-2021 (the implementation period of the 2016-2019 pay package), as well as recognition as the representative of all EAS employees.

With respect to the supervisory differential, what is each side's primary argument?

As noted above, in 2024, NAPS finally obtained the Postal Service's pay data for EAS members, carriers and clerks and had its own expert forensic accountant analyze that data. The expert's analysis of the pay data found a significant lack of differential in pay between supervisors and carriers (and, though not as large, between supervisors and clerks).

The expert found that over 10,000 supervisors of carriers (out of about 23,000) were not paid a base salary that was even 5% more than over 40,000 carriers; over 7,000 supervisors of carriers were not paid a base salary that was even 5% more than over 90,000 carriers. Similarly, over 1,000 supervisors of clerks (out of almost 3,500) were not paid a base salary that was even 5% more than 2.500 clerks.

Because the Postal Service set the supervisory differential at 5%, NAPS asserts that 5% is the minimum differential required by Title 39. While

we believe the differential should be higher, the appeals court left that determination to the Postal Service.

The Postal Service claims that the lack of a supervisory differential between tens of thousands of supervisors and the carriers and clerks they supervise is okay because, on average, supervisors have base salaries higher than carriers and clerks. NAPS has responded that carrier and clerk average salaries are pulled down by large numbers of low-paid carriers and clerks, particularly non-career employees.

The lower averages created by those low-paid workers hide significant disparities between supervisors and line-workers, including the many thousands of carriers and clerks whose salaries are greater than their supervisors' salaries. The need for a higher floor for supervisors' rates of pay becomes even more apparent when overtime and a minimum differential of 5% are considered.

If NAPS wins at the trial court, who among its members are the winners?

- If NAPS wins with respect to the requirement that EAS compensation must be comparable to the private sector, then all EAS members from 2019 to the present should benefit (assuming that the court orders a compensation comparability study and that study shows that EAS positions were under-compensated when compared to the private sector); this may vary from position to position.
- If NAPS wins with respect to the supervisory differential, the primary beneficiaries will be (a) supervisors of Customer Service, managers of Customer Service, and some postmasters, (b) who were employed at any time from January 2019 to August 2021 (the implementation period of the 2016-2019 pay package), and (c) were at the lower end of the supervisors' pay scale. Some supervisors of Distri-

bution Operations and managers of Distribution Operations from that same period also will benefit.

Supervisors of carriers will benefit more than supervisors of clerks because carriers were paid more than clerks, but the Postal Service calculated its SDA minimum for both groups based on the lower-paid clerks, so applying the same 5% differential separately to each group (as has been done since September 2021) results in different minimum hourly rates or salaries.

- Postmasters have already won the right to be represented by NAPS.
- EAS employees in over 1,000 Headquarters and Area positions also stand to win the right to be represented by NAPS.

If NAPS wins at the trial court, how would a remedy likely be fashioned with respect to the supervisory differential?

There are a number of possibilities, but the court likely would order the Postal Service to recalculate the SDA minimum salary for 2019-2021 to assure that supervisors of carriers and clerks are retroactively paid at least 5% more than the craft employees they supervised. NAPS will insist these retroactive pay adjustments also bring about the recalculation and adjustment of retirement benefits for affected employees and retirees.

What are the next steps? Can the lawsuit be settled?

NAPS anticipates that briefing of cross-motions for summary judgment will conclude this summer. The judge can issue a decision anytime thereafter, though his decision is likely to take at least six months after the briefing is concluded.

NAPS is committed to pursuing the lawsuit to a successful resolution,

either by means of a judgment from the court or a settlement. A settlement of the lawsuit always is possible, dependent on good-faith negotiations between the parties, but NAPS will not sell its members short.

The NAPS Executive Board will continue to assure the best interests of all NAPS members are served and that NAPS members are adequately represented and compensated in accordance with the law.

Andrew Freeman is the lead attorney in NAPS' lawsuit against the U.S. Postal Service. He is a partner at Brown, Goldstein & Levy, a nationally recognized law firm based in Baltimore, MD. Lauren Kelleher is an associate attorney at the firm who works with Freeman on the lawsuit. Bruce Moyer is NAPS' legal counsel.

'The Mail Is Not for Sale!'

Continued from page 4

maintaining the independent status of the USPS on behalf of the American people.

As the seminar concluded, NAPS President Ivan D. Butts praised members for their dedication and leadership, stating, "Our strength lies in our unity and our voice. The conversations we've had this week will echo throughout the halls of Congress and shape the future of our Postal Service."

Looking forward, NAPS reaffirmed its mission to continue advocating for improved working conditions, fair compensation and the fight for a strong, autonomous Postal Service against the dark forces of postal privatization. The 2025 LTS, once again, demonstrated the power of NAPS and our willingness to fight for what is good and right for our members.

naps.cm@naps.org

NAPS Secretary/Treasurer's Financial Report Jimmy Warden

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

Statement of Financial Position (Balance Sheet)—Feb. 28, 2025

Assets.	
Cash and Investments	\$ 7,832,546.34
Dues Withholding Receivable	564,957.03
Prepaid Expenses and Other Assets	211,926.18
Total Current Assets	8,609,429.55
Building and Equipment, Net of Accumulated Depreciation	1,889,952.74
Total Assets	\$10,499,382.29
Liabilities and Fund Balances:	
Accounts Payable	\$ 143,690.42
Accrued Expenses	285,872.69
Dues to be Remitted to Branches	845,361.96
Total Liabilities	1,274,925.07
Unrestricted and Designated Net Assets	9,224,457.22
Total Liabilities and Net Assets	\$10,499,382.29

Statement of Activities (Revenues and Expenses)

(For the period Dec. 1, 2024 through Feb. 28, 2025)

		es	

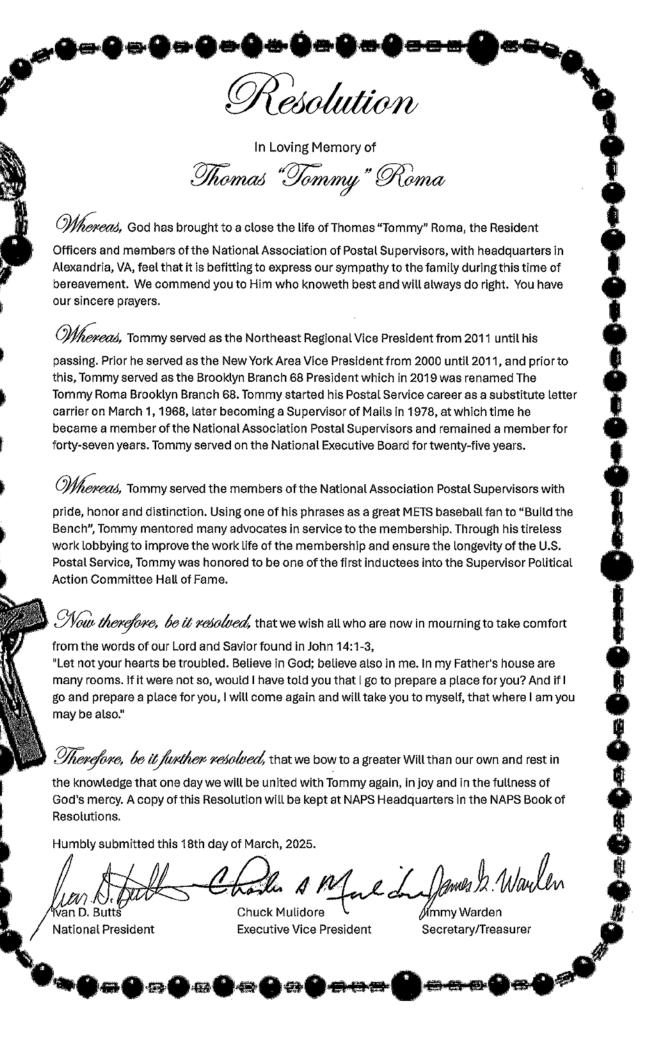
Assets:

Dues and Assessments	\$ 2,415,634.70
Less: Dues Remitted to Branches	1,000,357.52
Net Dues and Assessment Revenue	1,415,277.18
The Postal Supervisor Advertising	20,015.00
Royalties	3,201.18
Other Revenues	1,161.12
Total Revenues	1,439,654.48

Total Revenues	1,439,654.48
Expenses:	
National Headquarters	525,531.18
Executive Board	157,700.57
Training and Education	125.00
Legislative Expenses	4,142.83
Legislative Counsel	650.00
Legal/Fact Finding/Pay Consultation	142,107.47
Disciplinary Defense	128,280.79
Membership	11,998.49
The Postal Supervisor	179,855.93
Total Expenses	1,150,392.26
Net Revenues in Excess of Expenses From Operations	289,262.22
NAPS Property, Inc. (Net Loss) Before Depreciation	
& Amortization \$ (146,792.05)	
Less Depreciation & Amortization (33,614.73)	
NAPS Property, Inc. (Net Loss)	(180,406.78)
Investments Net Income.	(27,220.40)
Total Revenues in Excess of Expenses	\$81,635.04

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows. The financial statements do not include the financial position and operations of the SPAC. No assurance is provided on these financial statements.



Northeast Region Vice President Vacancy Discussed

Submitted by Jimmy Warden

Secretary/Treasurer

he March 30 Executive Board meeting via Zoom was called to order at 4:01 p.m. by Executive Board Chair Chuck
Lum. He informed the board the meeting was called to determine the position of Northeast Region vice president which is vacant due to the death of Tommy Roma. Secretary/
Treasurer Jimmy Warden conducted the roll call; all board members were in attendance.

Lum read the process for selection as stated in Article VII, Section 3, of the NAPS Constitution & Bylaws:

"Vacancies, other than that of the President, occurring between conventions shall be filled by an interim appointment by the President, subject to the approval of the Executive Board, to serve until the next national convention. National or Area Vice President vacancies must be filled after consultation with the state presidents from the areas involved, for their input before a final determination is made. National or Area Vice President vacancies must be filled by a member from the region or area in which the vacancy exists."

Southeast Area Vice President Bobby Bock asked for a personal point of privilege and thanked everyone for their thoughts and prayers during his ongoing health issues.

Lum turned the meeting over to President Ivan D. Butts. He said it was unfortunate to be here today discussing filling a board position. "Tommy was a great advocate for NAPS and our members," Butts affirmed.

In making his recommendation, Butts said he followed the process by making phone calls and sending emails. After consideration, Butts recommended Sabir Salih for Northeast Region vice president. Sabir had shown interest in running for the position at the 2024 National Convention, Butts noted.

The floor was open for discussion. New York Area Vice President Dee Perez stated he wished to be considered for the vacant position and informed the board of the conversation he previously had with Butts. Perez questioned the process.

Other board members participated in the discussion for and against Butts' recommendation.

Recommendation #1—submitted by President Ivan Butts that:

"Sabir Salih be appointed the Northeast Region vice president."

Voting "yes" were Butts, Elizondo, Walton and Austin. Voting "no" were Mulidore, Warden, R. Green, Johnson, Perez, Dallojacono, Griffin, Laster, Trayer, Moreno, Mooney, Washington, Bock, Studdard, S. Green, Davis, Valuet and Pashinski.

The recommendation failed 4-18.
Butts said he will continue with
the process to fill the Northeast Region vice president vacancy.

Bock asked that a closing prayer be made in memory of Tommy Roma. Richard Green led the prayer.

Lum adjourned the meeting at 4:52 p.m.

Thrift Savings Plan						
Fund	G	F		С	S	l I
March 2025 0.37% 0.04% (5.64%) (7.92%) 0.02% 12-month 4.47% 4.92% 8.20% (0.41%) 2.98% 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	L2045
March 2025 12-month	(0.81%) 4.90%	(0.93%) 5.08%	(2.27%) 5.27%	(2.52%) 5.30%	(2.78%) 5.33%	(3.00%) 5.35%
Fund	L 2050	L 2055	L 2060	L 2065	L2070	
March 2025 12-month	(3.21%) 5.36%	(3.94%) 5.35%	(3.94%) 5.35%	(3.94%) 5.35%	(3.93%)	
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						

Visit the TSP website at www.tsp.gov

their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.

returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than

,0=0=0=0=0=0=0===0== Resolution

In Loving Memory of

Charles "Charlie" Scialla

Whereas, God has brought to a close the life of Charles "Charlie" Scialla, the Resident Officers and members of the National Association of Postal Supervisors, with headquarters in Alexandria, VA, feel that it is befitting to express our sympathy to the family during this time of bereavement. We commend you to Him who knoweth best and will always do right. You have our sincere prayers.

Whereas, Charlie served his country during the Korean War and was a proud veteran and member of American Legion Post #227. In serving his country Charlie understood his purpose for serving in the scripture found in Ecclesiastes 3:8,

"A time to love, and a time to hate; a time for war, and a time for peace."

Ownereds, Charlie served his country in the United States Postal Service (USPS) and elevated to the Executive level of Director, Labor Relations, Northeast Region. In doing so Charlie, worked in the spirit of God's desire and word found in Deuteronomy 1:16, 47,

"Hear the causes between your brethren, and judge righteously between every man and his brother, and the stranger that is with him."

Whereas, upon his retirement from the USPS, Charlie served the membership of the National

Association of Postal Supervisors (NAPS), as Disciplinary Defense Provider (DDF), utilizing all the experiences given to him by God to help the membership of NAPS across the country. Charlie was instrumental in the creation of the Federal Law that is the very foundation of the rights relied upon by all Executive Administrative Schedule (EAS) employees in the USPS. Charlie's service to NAPS was recognized in his Honorary membership in NAPS Branch 202, upon his retirement as NAPS DDF provider.

"Utilizing the key ingredients for service, which is a heart full of grace and a soul generated by love, Charlie served. He will be remembered in accordance with the words that Jesus spoke in Mark 10:43, "whoever wishes to become great among you must be your servant."

Now therefore, be it resolved, that we wish all who are now in mourning to take comfort from the words of our Lord and Savior found in John 14:1-3,

"Let not your hearts be troubled. Believe in God; believe also in me. In my Father's house are many rooms. If it were not so, would I have told you that I go to prepare a place for you? And if I go and prepare a place for you, I will come again and will take you to myself, that where I am you may be also."

Therefore, be it further resolved, that we bow to a greater Will than our own and rest in the knowledge that one day we will be united with Charlie again, in joy and in the fullness of God's mercy. A copy of this Resolution will be kept at NAPS Headquarters in the NAPS Book of Resolutions.

Humbly summitted this 3rd day of April 2025.

wan D. Butts

National President

- fhust Muld Chuck Mulidore

Executive Vice President

James D. Warley Jimmy Warden

Secretary/Treasurer

010101010101

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)



Ivan D. Butts President naps.ib@naps.org



Chuck Mulidore Executive Vice President naps.cm@naps.org



James "Jimmy" Warden Secretary/Treasurer naps.jw@naps.org

Regional Vice Presidents

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Dioenis "Dee" Perez 262 Mallard Rd., Carle Place, NY 11514-2022 (516) 503-2220 (C) neravpdee@aol.com

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Ed Laster Sr.

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Western Region (Areas 14, 15 and 16)

2—New York Area (NY/PR/VI)



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Area Vice Presidents

3-Mideast Area (DE/NJ/PA)

6-Michiana Area (IN/MI)

Kevin Trayer

49083-9639

(269) 366-9810 (C)

kevintrayer@att.net



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William "Bill" Austin

nea.vp.naps@gmail.com

(203) 595-1714 (C)



Troy Griffin 21220-3025; (443) 506-6999 (C) (410) 683-3704 (H) troyg1970@live.com

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7—Illini Area (IL)



10—Southeast Area (FL/GA)



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Dan Mooney 10105 47th Ave. N, Minneapolis, MN 55442-2536 (612) 242-3133 (C) dan_9999@msn.com

2188 Scenic Dr., Birmingham, AL

dwightstuddard@yahoo.com

9721 Steinway Ave., Cleveland, OH

9-MINK Area (IA/KS/MO/NE)



Robert "Bob" Washington 3827 Teto Creek Ct., Florrisant, MO (314) 540-3828 (C) r.w.stl@att.net

13—Texas Area (TX)



Pamela D. Davis 3022 Hartsville Rd., Houston, TX 77051-4630 (832) 239-0142 (C) pdavistxavp@gmail.com

Robert "Bobby" Bock

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(407) 687-5707 (C)

14—Northwest Area (AK/ID/MT/OR/WA)

35214-1839



John Valuet 4680 N. Maplestone Ave., Meridian, ID 83646-4928 (208) 871-1904 (C) jvnwareavp@gmail.com

12—Cotton Belt Area (AR/OK/TN)



Shri L. Green 4072 Royalcrest Dr., Memphis, TN 38115-6438 (901) 362-5436 (H) (901) 482-1216 (C) slbg@comcast.net

15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)

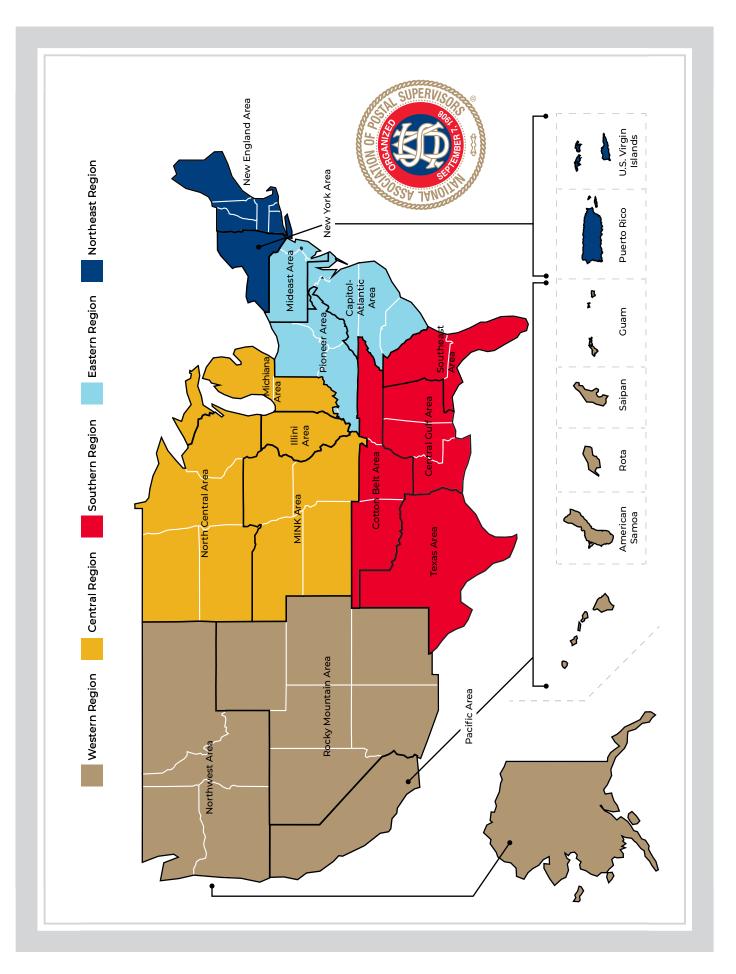


Myrna Pashinski 21593 E. Layton Dr., Aurora, CO 80015-6781 (303) 931-1748 (C) vprma6state@aol.com

16-Pacific Area (CA, HI, Guam, American Samoa,



Saipan, Rota) Chuck Lum 95-1222 Moea St., Mililani, HI 96789-5965 (808) 227-5764 (C) lump013@hawaii.rr.com







Executive Vice President Chuck Mulidore met with Rep. David Min (DE-CA), a member of the House Oversight and Accountability Committee.



At the recent spring Executive **Board meeting, Executive Vice President Chuck Mulidore** swore in Dee Perez as Northeast Region vice president.

Secretary/Treasurer Jimmy Warden swore in Tom Hughes as New York Area vice president via Zoom.



New England Area Vice President Bill Austin held a training seminar in Fairhaven, MA. Branch officers from around the New England Area attended the "no-frills" seminar that dealt strictly with training. Past NAPS President Brian Wagner conducted the training. Also attending was NAPS Secretary/Treasurer Jimmy Warden.





New England Area Vice President Bill Austin



Past President Brian Wagner



The New England Area celebrated Warden's birthday.



Executive Vice President Chuck Mulidore joined Miami Branch 146's monthly meeting in March.

Baltimore Branch 42 President Maxine Campbell (right) and Cheryl Pulley hosted the NAPS table at the 2025 A-PLUS National Convention in late March in Hanover, MD.





President Ivan D. Butts with Mississippi NAPS members at the A-PLUS national convention.

From left, leaders of Palladino-Michaelson-Vazquez Branch 110 and resident officers: Al Rodriguez, Vice President John Schlosser, President Frank Vazquez, NAPS Executive Vice President Chuck Mulidore and President Ivan D. Butts.

Ann Ko was installed as the postmaster of Staten Island. Members of Palladino-Michaelson-Vazquez Branch 110 were on hand to congratulate her. From left: Joan Velasquez, Lisa Singleton, Ray Slaven, Vice President John Schlosser, Christina Roma, Mary Rafferty, Ko, President Frank Vazquez, Kevin Chan, Daniel Sullivan, Tiffany Boyd, Alice Trapanese, Kevin Yau and Angela Leiva.







Michiana Area Vice President Kevin Trayer and David Hommerson (Grand Rapids Branch 130) with Rep. Hillary Scholten (D-MI)



Rep. Chris Smith (R-NJ), second from right, with New Jersey State President Jon Kofsky, MSC Red Bank District Branch 568 member Michael Notaroberto and Shore Area Branch 287 President Michael Busciglio.



Rep. Jefferson Van Drew (R-NJ) with New Jersey NAPS members George Barrett (left) and Russ Carmody (right)

Joseph Butler Winters Jr. Raleigh, NC, Branch 177 held training March 21-22 in Raleigh. Past NAPS President Brian Wagner was the facilitator







North Suburban Facility, IL, Branch 489 President Edgar Young (left) presented a retirement certificate and NAPS watch to Tony Collins. He retired after 41 years and 9 months of service as a supervisor.



Members of Margarete A. Grant Branch 127 attended a birthday celebration for Rep. Mark DeSaulnier (D-CA). From left: Branch 127 President Charles Patterson, Treasurer Yolanda Lewis, DeSaulnier, Branch 127 Trustee Edna Gray and Vice President Glenn Gray.



Portland, OR, Branch 66 hosted its biannual dinner. From left: **Past Oregon State President** Kathy Clapp, Branch 66 President Aric Skjelstad, Sergeantat-Arms Kalinn Hoyt, Plant Operations Vice President Loren Collins, Legislative Chair Dan O'Donnell, NAPS Western Region Vice President Marilyn Walton, NAPS President Ivan D. **Butts, Northwest Area Vice** President John Valuet, Branch 66 Secretary Nancy McVickers, Area Vice President Dave Ellis, Treasurer Pam Adalpe, Representative Dave Chuiniewicz and former Northwest Area Vice President Ben Clapp.



President Ivan D. Butts with Royal Oak, MI, Branch 508 members Ken Krzycki, Brian Duca and Stephen Tessmer at the recent LTS



President Ivan D. Butts with LTS first-timers Dallas Branch 86 Andrea Amos-McNary and Greensboro, NC, Branch 157 Alice Washington



Illinois delegates at the recent LTS



USPS California District 5, Los Angeles, hosted a Network Night. The venue offered an opportunity for employees to see what jobs are available and explore advancement in the organization. Hosting the NAPS booth were, from left, Los Angeles Branch 39 Trustee Shirley Lee, President Marilyn Jones and Legislative Chair Felicia Pennington.



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

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

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

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

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

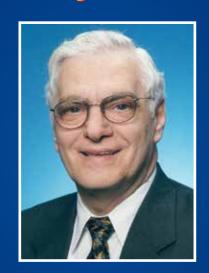
Deadline: June 30, 2025

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 scholar-

ship 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, 2025. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the "Members" tab to apply for the Vince Palladino Memorial Student Scholarship, or go to https://naps.org/Members-Scholarship-2.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September 2025 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 2025. Scholarships may be used to pay expenses in the student's current or following semester.

Postal Rallies Protesting Privatization Threats



NALC "Fight Like Hell" ralliers in front of the Downtown Honolulu Post Office.

Members of the National Association of Letter Carriers joined in the "Fight Like Hell" rally on King Street in downtown Honolulu.



Waipahu, Post Office letter carriers, with NAPS Western Region Vice President Marilyn Walton and Honolulu Branch 214 Treasurer Kanani Alos, recently detailed to the office (right).

From left: NALC Kona Branch 5516 President Chris Reed, NAPS Honolulu Branch 214 Vice President Keliinani Eberhart, NALC members Suzie McGinn, Terri Kaolulo, Kristine Fiatoa, NAPS Western Region Vice President Marilyn Walton, NALC Honolulu Branch 860 Shop Steward Donald Morgan, NALC member Alvin Matsumura, NALC Branch 860 President Howard Komine, NAPS Branch 214 Treasurer Kanani Alos and NALC member Pedro Semorile.



Held Around the Country in March





From left: Branch 214 Vice President Keliinani Eberhart, NALC Hono-Iulu Branch 860 President Howard Komine, Branch 214 Treasurer Kanani Alos and Western Region Vice President Marilyn Walton.





NAPS Margarete A. Grant Branch 127 Treasurer Yolanda Lewis (starting 7th from left), Vice President Glenn Gray, Trustee Edna Gray and California State Vice President John J. Wong stood in solidarity with the NALC Santa Rosa Branch.

Branch 127 Trustee Edna Gray and Treasurer Yolanda Lewis with Santa Rosa **NALC** retirees



Branch 127 Vice President Glenn Gray, Trustee Edna Gray, Rep. Mike Thompson (D-CA) and California State Vice President John J. Wong.

California State Vice President John J. Wong and NALC rally organizer and retiree Jeffery Parr





Rep. Maxine Waters (D-CA) with members from the Los Angeles APWU, NALC, Mail Handlers and NAPS Los Angeles Branch 39 Vice President Sam Booth Jr. (second from right).



Los Angeles Branch 39 Vice President Sam Booth Jr. and Rep. Maxine Waters (D-CA)



Rep. Sydney Kamlager-Dove (center) came out in strong support of the Postal Service at the rally at the Los Angeles P&DC.

Huntington Station, New York



NAPS Long Island Branch 202 Vice President Rocky Singh, President Tom Barone, Jay Singh and New York Area Vice President Dee Perez attended the rally at the Huntington Station S&DC.



APWU letter carrier and NAPS Long Island Branch 202 President Tom Barone



APWU Branch 6000 letter carrier and NAPS **New York Area Vice President Dee Perez**



APWU Long Island Local Vice President Michelle Nadeau and NAPS New York Area **Vice President Dee Perez**



APWU letter carrier and NAPS New York Area Vice President Dee Perez



Rep. Tom Suozzi (D-NY)

Are Branches Doing Enough?

Dee Perez

Northeast Region Vice President

he most crucial aspect of a successful association ensuring its continued survival is to increase and maintain its membership,

as well as attract younger members. Yet NAPS members and branches are struggling with signing new members.

If you know of a younger-generation postal employee or someone who has just been promoted to supervisor, Customer Service, or

postmaster, yet has not become a NAPS member, ask them, "What are you waiting for?" NAPS is the best and largest postal management association.

Explain to them how aggressive upper management has been in issuing corrective actions for the slightest infraction. This never was the case previously. Today, there is very little empathy toward anyone who makes a mistake. It's always business 24/7 for the USPS.

I know how busy you are every day, such as considering taking lunch is bypassed because you have other things to do that hour. This thought

process is entirely wrong. I often make the same mistake: I prioritize the USPS over myself and my health.

I challenge every, single one of the 269 NAPS branches to consistently sign just three members a month for a year. I'm not challeng-

> ing one person per se to do this. The makeup of each branch has several officers who should be helping with this task or forming a membership committee to meet this challenge.

From December 2024 to February 2025, NAPS Headquarters had a membership blitz, offering \$50 for every new 1187 member signed, instead of the usual \$25. The goal was to surpass the 30,000-member mark. We fell short.

We signed a total of 893 new members, which means NAPS Headquarters paid \$44,650, which equates to an average of 3.32 members per branch. However, when spread over a three-month period, the average is only 1.11 new members per branch per month. This result proves several things:

1. Signing new members while doubling the standard fee resulted in an average of only 1.11 new members per month over the three-month experiment.

- 2. This effort did not add up to a thriving membership blitz.
- 3. If every branch signed three new members a month for a year, this would bring in 9,684 new members. Achieving 40,000 members certainly is doable.

In 1961, President John F. Kennedy, at his inauguration, said to America, "Ask not what your country can do for you, but what you can do for your country." Now, 65 years later, this famous quote applies to our beloved NAPS.

I'm not implying that NAPS is in trouble. A younger generation is quickly becoming the majority of the Postal Service, which faces many challenges and influences from outside the postal environment. Moreover, each branch now needs to make a more significant effort to sign three new members per month to strengthen the association, while also inviting the younger generation to join their branch.

Everyone needs to help grow NAPS to have a more substantial and respectable presence in every mail plant tour and area office—even at the district and USPS Headquarters levels.

Here's my vision of where NAPS needs to be. We aim to achieve a membership rate of 85-90%, with a minimum of 40,000 members. The only thing that can stop us is ourselves.

We can achieve this vision if every branch focuses on signing three new members a month. MM = membership matters!

neravpdee@aol.com



Coffee With My Congressman

Marilyn Walton

Western Region Vice President

ep. Mike Thompson (D-CA) invited constituents to join him in downtown Vacaville at a local coffee house on St. Patrick's Day.

Thompson serves on the

House Ways and Means Committee.

He was expecting about 50 attendees, but 250 people attended standing room only. Vacaville is a few miles from Travis Air Force Base: a large number of military, federal and postal retirees live there.

Most attendees were concerned about cuts by the current administration impacting Social Security, Medicare and Medicaid. Living in a small town, residents also are concerned about possible changes to their mail service.

I had the opportunity to shake Thompson's hand and thank him for supporting H.R. 82, the Social Securi-

> ty Fairness Act. As a Civil Service retiree, I was pleased to receive an increase in my Social Security payment, as well as back pay.

I commend Thompson for traveling around his very large district to

meet with voters in large town halls and smaller venues to keep them updated, as well as with informative emails. The meeting was friendly; everyone was pleased to have face

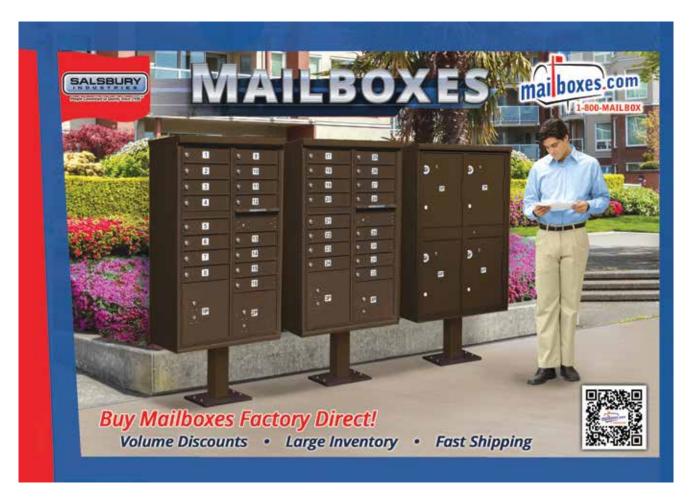


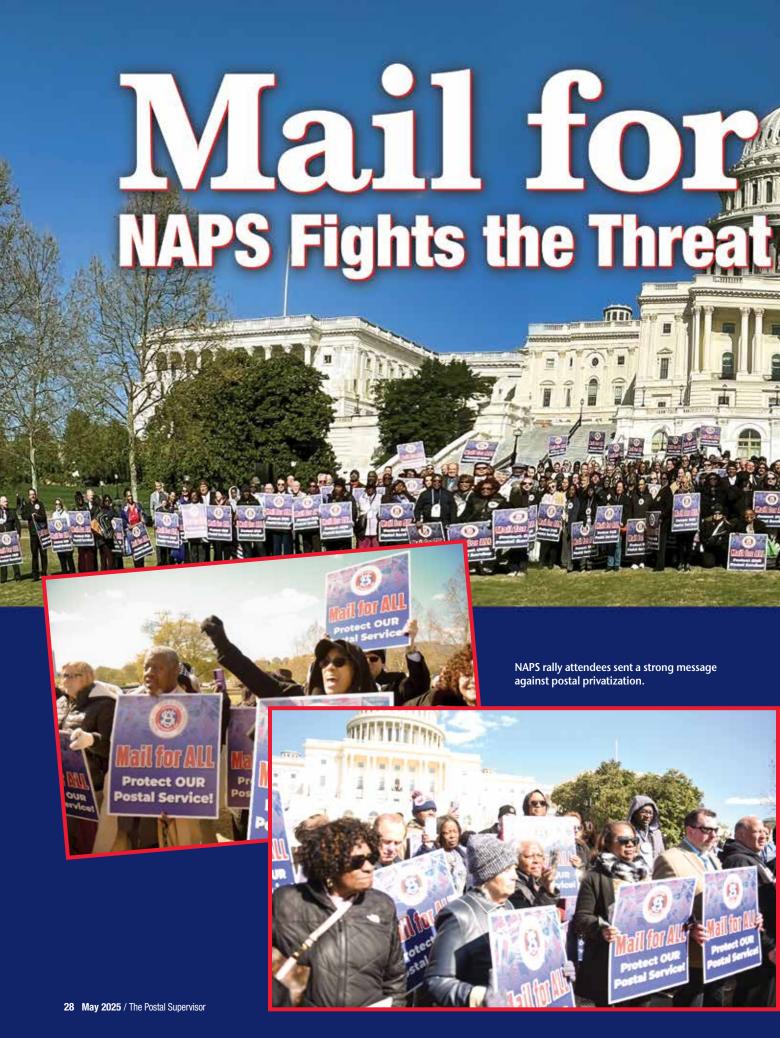
Rep. Mike Thompson met constituents at a local coffee shop in Vacaville, CA.

time with our representative.

It is great to attend NAPS' Legislative Training Seminar in DC each year. But it is even more important for us all to take the opportunity to meet with our lawmakers at home.

marilynwalton@comast.net







By Jordanna Garland **Photos by Panoramic Visions Photography**

NAPS President Ivan D. Butts told the crowd of ralliers, "We will not give up this fight!"

raving the brisk wind on April 8, a gathering of about 300 NAPS members, joined by representatives from several postal unions, stood united on the West Front Lawn of the U.S. Capitol, chanting the powerful refrain, "The mail is not for sale! The mail is not for sale! The mail is not for sale!"

The rally broadcast the clear message that the U.S. Postal Service should remain an independent agency of the federal government, as established by law in 1971. With "Postal Proud" pins

over their hearts and "Mail For All" signs clutched in their hands, NAPS members were a force to be reckoned with, rallying to protect the Postal Service from recent threats of privatization and the specter of the agency being swallowed by the Department of Commerce.

"I think anytime people talk about privatizing the post office, they have no clue what the Postal Service does. The USPS delivers mail down in the Grand Canyon by horseback and, in Alaska, via helicopter," Ken Bunch, NAPS Detroit Branch 23, said. "Private delivery services don't



Past NAPS President Brian J. Wagner carried a well-worn copy of the Declaration of Independence and U.S. Constitution.

want all that. They just want the easy stuff in the cities."

The USPS delivers and serves everyone in the United States. NAPS cautioned a privatized USPS would only serve special interests and ignore postal-reliant communities. The services the agency provides likely would cease for a large portion of the country.

Prices would rise at the expense of less service. Private corporations would decide who and how many



American Federation of Government Employees National President Everett Kelley

people they want to hire, eliminating fair hiring practices for disabled veterans and others. Overall, the effects of privatization would impact communities all across the country—postal workers, small businesses and the American people.

The rally, which started at 3:30 p.m. and continued until 4:30 p.m., was planned just two weeks ahead of NAPS' Legislative Training Seminar (LTS). Speakers at the rally included NAPS President Ivan D. Butts, Execu-

tive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden, Past President Brian J. Wagner, Sen. Chris Van Hollen (D-MD), Rep. Kweisi Mfume (D-MD), Rep. Nikki Budzinski (D-IL), National Association of Letter Carriers National President Brian L. Renfroe, National Rural Letter Carriers' Association President Donald L. Maston and American Federation of Government Employees National President Everett Kelley.

Butts referenced the COVID-19



NAPS Executive Vice President Chuck Mulidore



Sen. Chris Van Hollen and NAPS Executive Vice President Chuck Mulidore

pandemic in a call-and-response with rally participants. "Americans know, when they needed their medicine, who was there?" The Postal Service! "When they needed a simple service, who was there?" The Postal Service! "We've always been there, we always will be there because we will not give up this fight."

In NAPS Director of Legislative & Political Affairs Bob Levi's January column in The Postal Supervisor, he wrote about President Trump discussing his desire to privatize the Postal Service with nominated Commerce Secretary Howard Lutnick. At a news conference, Trump stated privatizing the USPS is "not the worst idea I've heard" and went on to say his team was "looking at it."

This past March, Postmaster General Louis DeJoy agreed to work with Elon Musk's Department of Government Efficiency (DOGE) in an effort to reduce costs. Although the PMG had announced his plans to step down, he abruptly resigned March 24, leaving the future of the USPS in a state of uncertainty and many frustrated.

Mfume told rally participants, "We are here for a special reason, with the Capitol behind us, to talk about why it's so important to fight back and resist the foolishness of Donald Trump and Elon Musk. They get upset when you get together like this and make a statement. Why? Because they want everybody to not resist, to go away, to let this just fade off into memory. It's not happening!"



Sen. Chris Van Hollen (D-MD)

Many in attendance noted that privatization would affect rural areas and smaller offices the hardest as they are the most vulnerable dealing with understaffing and low profits. According to the USPS Office of Inspector General, as of 2022, despite 16% of America's population living in rural areas, 88% of those the USPS serves are rural communities, with

57% of post offices being located in rural America.

"It's going to hurt rural people everywhere," AFGE President Kelley, who hails from Alabama, said. "It's going to hurt the small offices, the customers. It's going to hurt everybody."

When asked about what actions postal employees can take to help



Rep. Kweisi Mfume (D-MD)



National Association of Letter Carriers National President Brian L. Renfroe



Rep. Nikki Budzinski (D-IL)



National Rural Letter Carriers' Association President Donald L. Maston

fight the threat, Wagner shared a very crucial message. "The Postal Service is not funded by taxpayer dollars. Those who want to save taxpayer dollars by privatizing the Postal Service are misguided.

"There are no taxpayer dollars to save because we don't receive them. We are delivering their medicines, their bills, their holiday cards. Whether you are a supervisor, manager, postmaster or clerk, contact your congressional leaders to let them know how critical the Postal Service is."

NAPS members did not just rally at the Capitol on April 8. They had the opportunity to meet with their U.S. representatives and senators to discuss safeguarding the Postal Service and

other NAPS legislative priorities. During the April 6-9 LTS in Arlington, VA, discussion touched on the harm of postal privatization and why the Postal Service is such a vital asset to the American people, as well as protecting

NAPS Secretary/Treasurer Jimmy Warden



NAPS members' benefits.

"I'm here at the Capitol today to support NAPS and the entire Postal Service and to let the president and Congress know the Postal Service is here to stay," declared NAPS Cotton Belt Area Vice President Shri Green. "We are viable and integral to every community in this country. We deliver mail to everybody and we want to continue doing so."

Jordanna Garland graduated last year from the University Delaware with a BA in English. She works



as a freelance writer as she continues to establish her journalism career.

Hazel Cochran FOUNDER

HOW TO APPLY?

Email Laurie Butts for an application
Laurie.butts5615@gmail.com

APPLICANT CRITERIA

Applicants for this scholarship must be a child or grandchild of a living, active in good standing NAPS Auxiliary member. Applicants must be attending or have been accepted to an accredited two or four-year college or university. Applicants must also submit their current GPA and any community service works they have performed. There are two \$500 scholarships available.

Two winners will be randomly chosen.

DEADLINE

Completed applications must be emailed by May 31, 2026

SPONSORED BY:



NAPS NATIONAL AUXILIARY Hazel Cochran Scholarship

In memory of their Founder, the NAPS National Auxiliary will be offering the Hazel Cochran Educational Scholarship to be awarded to two recipients in 2026. Hazel Cochran Founded the NAPS National Auxiliary in 1933 and served until 1939. Recipients of the scholarship will receive \$500 to be used towards their educational expenses.



RECIPIENTS WILL BE ANNOUNCED AT THE 2026 NAPS NATIONAL CONVENTION



Bob LeviDirector of Legislative & Political Affairs

n ordinary times, supervisory, managerial and postmaster activists would assemble at their national legislative conference and thoughtfully listen to a series of



to Washington—have been content running seminars, absorbing leadership presentations and conducting routine business.

However,

NAPS leadership

foresaw the im-

pending whirl-

wind approach-

Reaching Beyond Our Comfort Zone

ing weeks before the hasty and premature exit of Louis DeJoy from Postal Headquarters. As a result, about three weeks before the NAPS legislative conference, President Ivan D. Butts and Executive Vice President Chuck Mulidore requested that I explore the possibility of scheduling a NAPS Legislative Rally for Tuesday afternoon, April 8—the third day of the NAPS conference.

The U.S. Capitol Police Special Events Team was invaluable in obtaining the same venue as where the outdoor presidential inaugurations are conducted. Once the historic site was secured, Chuck and I prayed daily for "no rain." Although the weather was breezy and cool, our prayers for no precipitation were answered.

The hundreds of NAPS legislative conference attendees at the rally were armed with signs and buttons. They also were united in their goal to "Protect Our Postal Service!" NAPS members recognized the power vacuum created at L'Enfant Plaza by the postmaster general's departure and the four current vacancies on the Postal Board of Governors.

In addition, they understood the alarming intrusion of Elon Musk acolytes (aka DOGE) into Postal Headquarters, Musk's drumbeat for privatization of the agency and President Trump's public pitch that the Department of Commerce should absorb the independent Postal Service. The combination of these factors contributed to the necessity to raise NAPS' advocacy visibility to an historic level.

NAPS was joined by the presidents of the National Association of Letter Carriers (NALC), the National Rural Letter Carriers' Association (NRLCA), the American Federation of Government Employees (AFGE) and members of Congress (see page 28). The collaboration of NAPS with our union colleagues is crucial and can best be illustrated by the participation of NAPS national officers in two union-sponsored rallies: President Butts' participated in a NALC rally in Washington, DC, and Executive Vice President Mulidore participated in an American Postal Workers Union rally in New York City. This type of postal coalition activism and the full-throated use of our First Amendment rights will help us protect the Postal Service and NAPS-represented employees and retirees.

In case anyone doubts the urgency of the impending postal battle, you need look no further than a March 17, 2025, letter the former PMG sent to members of Congress relating to a key matter DOGE is considering. The letter states DOGE is reviewing the Postal Service's 31,000 retail facilities; the PMG invited DOGE to propose closures and consolidations of "money-losing" post offices.

If implemented, the closures and consolidations would devastate rural America and dislocate thousands of postmasters. It is important to note that over half of retail post offices do not cover their costs. Before leaving the USPS, DeJoy also implored

speakers advancing postal legislation, promoting the continued vitality of the Postal Service and ensuring protection of earned health and retirement benefits. The following day, conference attendees would trek up to Capitol Hill to lobby their representatives and senators in support of or in opposition to pending legislation that could affect them.

This is our comfort zone. *But these* are no ordinary times!

So, NAPS activists who participated in the 2025 Legislative Training Seminar reached beyond their comfort zone, forcefully and clearly proclaiming under a clear, blue sky on the West Front Lawn of the U.S. Capitol that they are "Postal Proud." They broadcasted the message to America: "Mail for All."

In ordinary times, such declarations would be unnecessary. But the Postal Service and its employees presently are under siege by forces of immense wealth and with encouragement of the White House. Consequently, NAPS members recognized the need to reach beyond their comfort zone to conduct a major legislative rally, literally in the shadow of the U.S. Capitol.

It is remarkable that a manage-

Musk's group to recommend eliminating the Postal Regulatory Commission.

Years ago, we thought the political environment drove a stake through the heart of postal privatization. However, the combination of the calls to dismantle our Postal Service by the president, Commerce secretary and Musk provides a screeching wake-up call to those who naively dismissed present-day privatization efforts.

In fact, at a March 2025 Morgan Stanley Wealth Management conference, Musk declared his unabashed support for privatizing the Postal Service. At about the same time, Wells Fargo Securities issued a 13-page manifesto charting the path to postal privatization.

President Trump has not been shy in his musings about bringing the Postal Service under his authority. Besides numerous press accounts that the president desired to fire the USPS Board of Governors, he more recently and publicly mused about merging the postal agency into the cabinet-level Department of Commerce. Many believe this would be a major step to privatization.

This presidentially proposed merger would effectively subject the agency to the authority of the president by making the USPS a sub-cabinet-level agency within the Commerce Department. As such, the number of post offices, postal operations, postal finances, postal rate-setting and the relationship between labor and management all would be under the control of the president as well as whether the Postal Service remains a governmental entity or is dismantled piece by piece.

Indeed, the threat to a universal. accessible and affordable national postal system is very high. Privatization would inevitably lead to rural

NAPS Training Calendar

Michiana Area Training Seminar

June 6-7, 2025

In conjunction with the Michigan State Convention

Conducted by: Michiana Area VP Kevin Trayer

Location: Kewadin Hotel, 2186 Skunk Rd., Sault Ste Marie, MI 49783; 906-632-0530

Hotel Rate: \$130/king or queen; \$148/mini suite—plus tax; reservation cutoff is May 17

Registration Fee: \$150 Training: TBA

New England Area Training Seminar

May 29-June 1, 2025

Conducted by: New England Area VP Bill Austin

Location: DoubleTree by Hilton Nashua, 2 Somerset Pkwy., Nashua, NH 03063; 603-886-1200

Hotel Rate: \$205.66, including tax **Registration Fee: \$150**

Training: TBA

Texas Area Training Seminar June 6, 2025

In conjunction with the Texas State Convention

Conducted by: Texas Area VP Pamela Davis Location: Holiday Inn and Suites, 3950 I-10 South, Beaumont, TX 77705; 409-842-5995

Hotel Rate: \$127/std double; \$117/king; plus taxes

Registration Fee: TBA

Training: Conducted by Past President Brian

Wagner

Central Gulf Area Training Seminar

June 12, 2025

In conjunction with the Alabama/Louisiana/ Mississippi State Convention

Conducted by: Central Gulf Area VP Dwight Studdard

Location: Embassy Suites by Hilton, 4914 Constitution Ave., Baton Rouge, LA 70808; 225-924-6566

Hotel Rate: \$129 **Registration Fee: \$50 Training: TBA**

Northeast Region Training Seminar

June 27-28, 2025

Conducted by: Northeast Region VP Tommy Roma and New York Area VP Dee Perez

Location: San Juan Marriott Resort & Stellaris Casino, 1309 Ashford Ave., San Juan, PR 00907

Hotel Rate: \$378.75, including tax and fees; rooms must be booked by June 7; https:// www.marriott.com/event-reservations/reservation-link.

mi?id=1738688937168&key=GRP& guestreslink2=true&app=resvlink. The earliest to book an extended stay at the same rate is June 25-30.

Registration Fee: \$325, due no later than May 5: mail to Dee Perez. 262 Mallard Rd.. Carle Place, NY 11514-2022, An additional \$100 is added to fee if you don't stay at the host hotel.

Training: TBA

and single-piece mail surcharges and incidental postage fees, slower and less frequent mail delivery, fewer and more widely dispersed postal retail facilities, the elimination of vote-bymail and a less trustworthy mail workforce.

Quite simply, there is so much risk in the present political environment that NAPS easily could muffle its voice and limit its advocacy to the quiet suites of congressional office

buildings or the LTS proceedings held in a cavernous general session hall. Instead, we needed to take our message public, outdoors and amplified—we must reach beyond our comfort zone.

It's time for all of us to reach beyond that zone for the good of the Postal Service, its employees, its customers and America.

naps.rl@naps.org



It's Time to Build the Bench Again

Kevin Moore

an. 7 was a big day for me; it marked my 30th year with the Postal Service. The sad part is I didn't think about that day until

three days after the fact. I look back on how things have changed and evolved.

We didn't have DPS. LLVs were relatively new when I started. The LLVs at my office are celebrating their 38th year with the Postal Service.

There is one thing that sticks out to me more than any other thought—the postmaster who hired me. He was tough; I really didn't think I was going to make it out of my 90 days. He saw my potential, though, and taught me how to run an office.

One of my proudest moments was at the end of my first year when he told me I had learned more in one year than any employee with whom he ever worked. He said, "You'll be a Postmaster someday." And I am.

I haven't spoken to him in years, but I owe him many thanks for pouring effort into my career development. I have tried to implement that same style and attitude into the supervisors I have managed. It seems to be working.

I just lost a supervisor as she was promoted to a postmaster position. She makes the third supervisor I've worked with who was promoted. She was a supervisor when I started at my office.

I remember my boss telling me she wasn't a good supervisor and I never would be able to take leave because she couldn't handle the office by herself. After working with her for a few days, I saw what the issue was.

No one had spent time with her to show her what to do or how to handle situations that occur

throughout the day. Her previous boss talked at her—not to her. Initially, we had our struggles with late-returning carriers, callouts and employees who hated to come to work.

We formed a great line of communication and talked about how or what we could have done better or differently. We poured our effort into our employees and they saw that we cared not for just the Postal Service, but for them, as well. The morale improved greatly and callouts diminished (unfortunately, they didn't stop altogether).

The employees started taking pride in their jobs. Many would come up to me and say, "I used to

NAPS Store Offers Online Orders

NAPS members now can shop online at the NAPS Store. Instead of using the former hard-copy form, members can browse and pay online. Among the items available are NAPS lapel pins, jewelry, window decals, retirement certificates, watches, business cards, the NAPS retractable membership recruitment banner and more. Go to naps.org and click on "NAPS Store" under the "Members" tab. dread coming to work, but now I enjoy my job." As postmasters and supervisors, we have so much on our plates that we often overlook the small stuff. Well, I've found that taking care of the small stuff benefits all of us.

So, postmasters, take time to communicate and build up your supervisors. And supervisors, work on building that relationship with your postmaster. It benefits both of you and will lead to a better office with less stress.

We recently had a training class in my district called 511. It basically was about how to better train your new-generation employees and try to retain them. Overall, the class was talking about craft employees, but it definitely applies to EAS employees, as well.

In the end, I'm happy for my latest supervisor getting promoted. But, at the same time, I'm thinking I have to start over and build a bench again. I have two years left if they don't take away our FERS supplement.

I will have to decide at that time whether I want to continue to build benches or go sit on one. Sitting on a bench sounds pretty relaxing right now!

kevinmoore324@gmail.com

Kevin Moore is postmaster of Toccoa, GA, and a member of North Georgia District Branch 595.

Order Your NAPS Banner Now State of the Stat

great addition to your membership recruitment efforts is the new NAPS retractable banner. Available to order at the NAPS Store, the banner measures 33 by 81 inches and comes with a carrying case; the banner is \$150, which includes shipping by Priority Mail.

The banner is portable and highlights some of the organization's more notable accomplishments. Order yours today and get out and recruit members to join NAPS—the largest and most effective postal management association that represents *all* EAS employees.

Go to the NAPS store at www.naps.org and download the order form. The form either can be mailed with payment to NAPS Headquarters or emailed to napshq@naps.org, with a phone call to NAPS Headquarters to pay by credit card. Information, including contact information, is on the order form.



within the USPS.

Our Association represents over 47,000 Supervisors, Managers and Postmasters and other Managerial employees working in over 500 EAS job titles.

> Scan to Join NAPS



Scan to Join NAPS



1908

On September 7, 1908, SO postal supervisors from post offices in 13 states met in Louisville, KY to establish an association that comprised members dedicated to the welfare of supervisors within the then-United States Post Office Department. More than 100 years later, the National Association of Postal Supervisors (NAPS) continues to work toward this same goal.

NAPS Disciplinary Defense Fund

1986

NAPS created the Disciplinary Defense Fund (DDF) that provided representation at no cost to the EAS members for assistance in supervisors in appeals to the Ment Systems Protection Board (MSPB) in cases of proposal for reduction in grade or removal.



1991

NAPS, under the leadership of President Vince Paliadino, purchased a new four-story building in Alexandria, VA, in compliance with a 1990 National Convention resolution. Because Virginia state law requires nonprofit organizations owning property to incorporate, the board established NAPS Property, Inc.

2022



NAPS wins a historic decision in the fight for EAS pay against the United States Postal Service and United Postmaster and Managers of American over the pay disparities of the 2016-2019 Pay Agreement. The Appeals Court ruling paved the way for NAPS to legally pursue pay compensation. The decision affirmed NAPS' excisive right to the representation of ALL Supervisor, Managers and Postmasters through direct participation in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.

MEMBERSHIP

Your NAPS membership gives you networking access as part of your membership and participation in the life of our Association.



MAPS Issues Its Call America Depends Viable Postal

By Karen Balent Young, editor

his is an uncertain and volatile time for the Postal Service. Besides the everyday challenges its employees face to deliver for America, there now is the threat to privatize the agency.

In February, there were many press accounts of President Trump considering firing

The Capital Band opened Monday's session.

the Postal Service Board of Governors and folding the agency into the Department of Commerce. In March, then-Postmaster General



Marine Corps Color Guard from Marine Barracks, Washington, DC

Photos by Panoramic Visions Photography

to Action: on an Independent, Service'

Louis DeJoy opened the doors to the Department of Government Efficiency (DOGE) to come in and examine operations.

The threat to the Postal Service is real. Answering the call to action were over 500 NAPS delegates who traveled to Washington, DC, in early April to be postal leaders and send the message to Capitol Hill that the U.S. Postal Service

belongs to America's citizens and unabashedly

proclaim, "We are postal proud!"

NAPS Executive Vice President Chuck Mulidore welcomed delegates to the 2025 Legislative Training Seminar Monday morning, April 7, at the Crystal Gateway Marriott in Arlington, VA.

President Ivan D. Butts in-

President Ivan D. Butts

troduced the former Executive Board members in attendance. Secretary/Treasurer Jimmy Warden introduced the current board. To honor the memory of recently deceased Northeast Region Vice President



Executive Vice President Chuck Mulidore

Secretary/Treasurer Jimmy Warden

Tommy Roma, Warden recited his name three times. He then shared some remembrances of



Robert Helfrich, Indianapolis Branch 8, gave the invocation.

Roma, followed by a video of photos of him over the years (*see sidebar*).

Mulidore affirmed that Tommy will be missed. He told delegates that, at this LTS, they are here to learn about what is going on in their world—federal and postal.

"If you watch the news, follow social media, there's a lot going on and we have to be in the middle of it," he stressed. "The days of sitting back and saying, 'That will never happen,' are gone. We have to be players in the game and leaders on the field. That's what our

Tommy Roma: Celebrating a Life Well-Lived

Secretary/Treasurer Jimmy Warden shared with LTS attendees that Tommy was a NAPS member for 47 years, with 25 years serving on the Executive Board. "Tommy was all about building relationships because he knew those relationships would benefit the members," Jimmy said.

"I want to speak about the man I grew to know over 15 years traveling with him. Whenever we traveled and checked in at our hotel, the first thing he asked was where the nearest Catholic

Church was. He did it his way, but his way was led by a path led by God."

Tommy was a little rough around the edges, but always gave an honest answer. Jimmy told the story of when he and

Tommy were at an event for former Rep. Steve Israel (D-NY) hosted by former New York Mets owner Fred Wilpon.

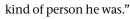
"We were in a private suite," Jimmy reminisced. "Fred

came and sat next to us. Tommy recalled that he and Fred both attended Lafayette High School in Brooklyn.

"Tommy recalled he saw Fred play baseball. Fred asked, 'Was I any good?' Tommy responded, 'Well, you weren't too good; actually, you sucked.' I thought we were going to get thrown out of the box!

"Fred responded, 'So you did see me pitch in high school!"

Jimmy said Tommy had a deeper side, led by his faith. He contributed over the years to charities, including animal shelters. "I called him the Birdman of Staten Island," Jimmy offered. "Walking in Staten Island, Tommy found a bird with a broken wing. He took it to the vet. After being treated, Tommy took the bird home to heal. That's the



Recently, the New York group was in Puerto Rico; Tommy was having a tough time walking and was pushed in a wheelchair to the plane. On the return trip, Tommy sat next to an autistic boy. At one point, the boy needed to go to the restroom and got up from his seat and headed for the restrooms at the front of the plane.

The flight attendant told the boy he needed to return to his seat, which unsettled the boy. Tommy got up from his seat and came down the aisle to help. He took him to the back of the plane, waited for him and took him back to his seat.

After deplaning, the boy ran up to Tommy and started hugging him; they both thought that was the last time they would see each other. Then, at the luggage carousel, the boy saw Tommy and ran over to him again. That's the kind of guy he was.

"Tommy had a love and will to live," Jimmy stressed.

"His faith guided him; he did not fear death. He truly believed that living on earth was his path to everlasting life."

One of the last conversations Tommy Roma Brooklyn Branch 68 President Jamaal Muhammad had with him, Tommy said he had had 85 good years; he knew what was on the other side waiting for him.

"Help others, build those relationships," Jimmy urged. "If you see someone in trouble, help them—help Tommy's legacy continue."

Tommy died March 11, five years to the day NAPS Headquarters was dedicated in honor of the late President Vince Palladino on March 11, 2020.

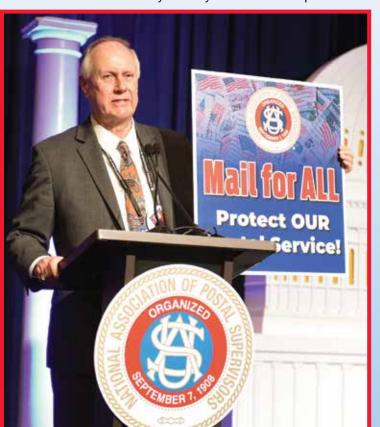
charge is going to be today and moving forward."

Mulidore informed attendees of the rally NAPS scheduled for Tuesday at the Capitol. "Saving our Postal Service—this is who we are and what we are all about, what we stand for," he affirmed. "It doesn't belong to any president or legislator; it belongs to the people of this country! That's why the Founding Fathers wrote it in the Constitution.

"We're going to rally on Tuesday. I want all of you to be there. It puts us where we need to be—right in the front. Ivan came to me and said, 'I have an idea, I want a rally on Tuesday.'

"Great credit to his idea. I went to Bob and Bob said, 'Okay, that's what we'll do.' We put

Chuck Mulidore told NAPS delegates the Postal Service belongs to the people of this country. He urged everyone to attend the NAPS rally Tuesday afternoon on Capitol Hill.



it together. Please join us."

Mulidore reminded NAPS members that none of this advocacy can happen without SPAC—the fuel that runs this engine. "We can't do what we do without your contributions to fund our efforts on Capitol Hill, but that doesn't compare to the work you do locally with your lawmakers.

"When we're done here, you need to establish relationships with your representative and senators when you get back home. You are their constituents; they listen to you."

Eastern Region Vice President Richard Green went to the microphone and asked for a moment of silence in memory of Charlie Scialla, NAPS' former DDF provider, who died March 31; he was 95. Mulidore said Scialla



Eastern Region Vice President Richard Green

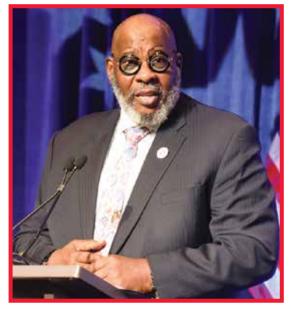
National Auxiliary President Laurie Butts invited attendees to participate in the LTS fundraisers to raise money for SPAC.

and Roma were legendary men who left a legacy with NAPS.

President Ivan D. Butts addressed delegates. He took a moment to laud Roma and Scialla. "We lost two legends," he said. "They were instrumental in our association's foundation. Tommy was a tremendous advocate and historian on the board. He always gave you a straight answer and will be sorely missed.

"Charlie, all the years he dedicated to NAPS serving as our DDF provider. He was one of the authors of ELM 650 and left a tremendous legacy as we became a management association. I thank God for both of them."

Butts told attendees NAPS is so grateful to have them attend this year's LTS. "To say this is a critical time would be a misjustice to the road ahead of us," he declared. "Never have we had the forces who would love to see our destruction at the doors.



President Ivan D. Butts

"We are being called to action; it continues here with our grassroots preparation today. This will prepare us to go to the Hill to educate this Congress on who we are and what we mean to their constituents. We will finish with,



This year's wreath-laying honorees were presented with a NAPS Challenge Coin. From left: NAPS Secretary/ Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, Patricia Brownfield (Branch 531), David C. Conover Sr. (Branch 100), Bernie McCarthy (Branch 23), Joe Lahman (Branch 276) and President Ivan D. Butts.



Director of Legislative & Political Affairs Bob Levi



Executive Vice President Chuck Mulidore displayed the "Postal Proud" button.

hopefully, the largest rally to date in support of our Postal Service. We will show all of America that we are 'Postal Proud.' I thank Chuck and the staff for making this a reality on such short notice."

Butts reminded everyone the Postal Service is one of the most-trusted federal agencies. "America knows we have answered every call to duty—earthquakes, hurricanes—we were there. Wildfires, tornadoes—we were there.

"Elderly citizens hurt in their homes, our employees are out there to take action to save lives. When the pandemic hit our shores and citizens were locked down, we were there with medicines and essential supplies.

"We, the employees, have answered the call. Now, we need America's help by answering the call to keep the United States Postal Service strong and moving forward. Let's meet on the Hill and be 'Postal Proud!' Thank you for allowing me to serve you."



NAPS Director of Legislative & Political Affairs Bob Levi proceeded to discuss the current political landscape with LTS attendees. He referenced the lapel pin he was wearing—"Exemplary Performance on Behalf of the Post Office Department"—that was given to his father before the Postal Service was created. "My father walked the picket line in 1970," Levi said. "That was the last time we faced a situation as consequential as the situation we are facing over the next six months and year the existential threat to the Postal Service as we know it."

All NAPS delegates received buttons with the same "Postal Proud" design. "We're going to wear those gigantic buttons that say, 'Yes, we are Postal Proud because we deliver for America," he affirmed.

"We need to tell the story at the macro level that we deliver to constituents, veterans, senior citizens, isolated citizens, from the bottom of the Grand Canyon to Alaska. Yes, in-

deed, we are Postal Proud and we are not ashamed of that."

Levi referred to Elon Musk who, at a conference in San Francisco in March, repeated his position that he wants to privatize the Postal Service. Musk, an admirer of Ben Franklin, compares poorly to the first postmaster general. "This is no way to treat a legacy," Levi declared.

Former Postmaster General Louis DeJoy invited Musk's Department of Government Efficiency (DOGE) into the agency. "Beware Musketeers bearing gifts," Levi intoned. "We all know what happened to the ancient city of Troy and its Trojan Horse.

"For those of us who remember the 1983 movie, 'WarGames,' when there was a reported Russian nuclear launch against the United States, Gen. Jack Beringer raised the country's threat level to DEFCON 2—the second-highest state of military readiness that indicates an immediate threat. I truly believe the USPS now is at DEFCON 2; we have to be prepared.

"We've been talking about privatization.

The threat is real, even if you are told on Capitol Hill it won't happen. We need to ensure Congress is on record opposing any attempt to privatize."

Levi referred to the talk that the USPS would be folded into the Department of Commerce—a 600,000-plus employee agency folded into a 45,000-employee agency. "That's bizarre," he noted. "However, Trump said that might not be a bad idea.

"We have to look at that. In case you think there's no chance, look at what the president has done so far, USAID was created in 1961 as









an independent establishment of the executive branch; nine years later the USPS was created as the same type of independent establishment.

"What we have going for us is we have a cherished legacy. We enlist support to protect the Postal Service. Our rally on Tuesday will help elevate the publicity and dialogue."

Levi pointed out that rural America will be hit hardest if the Postal Service is privatized or folded into Commerce. "What are we going to do?" he posed. "We have to be a postal influencer—share NAPS' pro-postal content with elected officials and your community.

"Apply your postal expertise and knowledge to sway opinions, policies and decisionmaking. Also, exploit multiple channels to share content—not just letter-writing and phone calls, but using digital means."

What is Congress looking at? Levi talked about the leadership vacuum at the Postal Service. DeJoy is gone. Jim Cochrane, CEO of the Package Shippers Association, has been mentioned as a replacement; he is being promoted by many mailers.

There are four vacancies on the postal Board of Governors. Trump could immediately put forth four nominees or he could dismiss the remaining five governors as mentioned in a Washington Post article in March. Performance issues tied to failures in the "Delivering for America" plan are a concern and provide cannon fodder for those who want to dismantle the Postal Service. There is a continued decline in mail volume, with momentous economic uncertainties ahead.

"Elections have consequences," Levi stressed. "We need to build relationships and maintain them. The late Tommy Roma knew Sen. Chuck Schumer when Schumer was an assemblyman. Sen. John Thune (R-SD) is the



majority leader. He has different priorities and budget issues, as well as showing deference to the president. We have to grapple with all this in the next couple months."

Levi reviewed NAPS' legislative priorities:

- Protecting postal employees' earned benefits from congressional cuts. Proposals from the Ways and Means Committee as part of budget reconciliation would increase FERS contributions, change PSHB to a fixed-dollar voucher, change the retirement formula from high-3 to high-5 and eliminate the FERS supplemental payment.
- Fight USPS privatization and efforts to fold it into the Department of Commerce.
- Safeguard the \$3 billion vehicle modernization appropriation to purchase new vehicles.
- Promote NAPS' parochial interests in consultation fairness and MSPB appeal rights.
- Find a fair way for the USPS to fund its pension system and achieve investment fairness.

Legislation NAPS is focused on includes:

- H.Res. 70/S. Res 147—resolutions to keep the Postal Service an independent establishment and oppose privatization
- Budget Reconciliation—fight attempts to slash postal benefits
- H.R. 1560—Postal Supervisors and Managers Fairness Act
- H.R. 1559—Postal Employee Appeal Rights Amendment Act

Levi noted that Rep. Eric Burlison (R-MO) just introduced H.R. 2174, the so-called Pay-





check Protection Act. The bill would ban federal agencies, including the Postal Service, from collecting dues from employees—no more dues-withholding. Moreover, it would prohibit agencies from allowing employees to withhold PAC contributions from paychecks.

"We argue this legislation not only violates established agreements," he noted, "it also violates the First Amendment—the freedom of speech—as well as the freedom of association, which is a constitutional right."

In his review of 2024 SPAC, Levi said NAPS participated in 118 House and Senate races and had a 91.5% winning percentage; SPAC supported 15 incoming freshmen members in the House and Senate.

"Contribute to SPAC at your state conventions and branch meetings," he urged. "Consider signing up for the Drive for 5. We need to make a lot of friends this year.

"There is a certain amount of pride in bleeding postal blue; it's not just for us and our communities and states—it's for the entire country. The U.S. depends on a strong, independent and viable Postal Service that will not be destroyed by any individual, president, trillionaire or Wall Street banker. That's what we are committed to!"

Mulidore pointed out that people have the impression NAPS advocates for bills for a long time; a great example is the passage of the Social Security Fairness Act that repealed the WEP/GPO. "We are a large community of organizations advocating for issues," he explained. "Sometimes, things have to simmer on the stove for a while before they are ready to be served.

"WEP/GPO repeal got done and has helped a lot of people. That was an effort because we made it every, single year and advocated for it. It took 16 years to get postal reform done. It was an honor for us to be at the White House for both of those bill signings.

"It's the value your work can do. You may







Sen. Susan Collins (R-ME) sent a video message to LTS delegates.

not see it this year, but we're laying a foundation to get things done."

Mulidore introduced a video from Sen. Susan Collins (R-ME) who was instrumental in the WEP/GPO repeal. NAPS has been proud to support her:

"Thank you for your engagement in public policy," Collins said. "The U.S. Postal Service is an invaluable part of American society and our economy. Since its founding, the Postal

Service has brought communities together, kept families and friends in touch and moved our economy forward.

"The USPS is the linchpin of a \$1.6 trillion mailing industry. When this vital service was in jeopardy 20 years ago, your association was the very first employee organization to step forward. The insight and support you provided were essential for the bipartisan reform legislation I co-authored.



Sen. Susan Collins presented NAPS with an official "redline" copy of the Social Security Fairness Act, land-mark legislation that repealed the WEP/GPO.



"For even more years, we have worked to repeal the unfair provisions of WEP/GPO. I held the first-ever Senate hearing in 2003; I know this has been such a priority for your organization. The motto of the Postal Service describes perseverance—that is what you have demonstrated.

"The opposition was entrenched and only yielded because we stuck together and patiently and repeatedly made our case. As a result, on Jan 5, I was so proud to stand with leaders of NAPS at the White House signing ceremony for the Social Security Fairness Act.

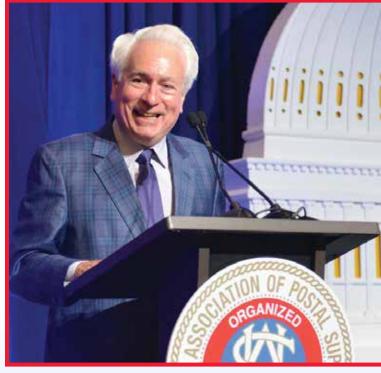
"To commemorate that great achievement, I presented to Bob an official copy of that landmark legislation. [Levi unveiled the copy of the bill during Collins' video message.] As chair of the Appropriations Committee, I will continue to monitor Social Security Administration progress to ensure the law is implemented as swiftly and efficiently as possible.

"This conference is a vital part of the legislation process and an opportunity for your experience and knowledge to be brought to bear on issues of importance to our great nation.

"Thank you for your involvement. I look forward to our continued work together."

Mulidore noted that the copy of the bill will be displayed at NAPS Headquarters. It bears an inscription penned by Collins: "To the National Association of Postal Supervisors, with appreciation for your advocacy!"

NAPS Legal Counsel Bruce Moyer greeted NAPS delegates, noting this was his 28th LTS. He thanked them for their public service and everything they do and render for the



NAPS Legal Counsel Bruce Moyer

America people. "Thank you for the friendship, trust and love you have extended me," he said.

"Truly, NAPS is a family. I've come to appreciate that more and more. It's especially profound with Tommy Roma's and Charlie Scialla's deaths. These men were legends and heroes in our association, along with a cadre of many others.

"Take pride in all the accomplishments we have secured as an association. And thanks to our elders and predecessors; we stand on the shoulders of giants."

Moyer repeated the refrain from Joni Mitchell's "Big Yellow Taxi"—"You don't know what you got 'til it's gone." "Only in the absence of the Postal Service would some Americans realize what the agency truly rep-

resents and how important it is to our economy," he offered.

"In the context that Bob Levi created, I want to share why I don't think we are in a constitutional crisis, but on the precipice. When you come to DC and appreciate the history, beauty and power that's here, you also cannot ignore the great heritage we have, legally speaking.

"It all begins with the Constitution; it supersedes all statutes that Congress passes. The Constitution rests at the pinnacle of our legal structure; we are a nation ruled by law."

In the past two and a half months, Americans have seen an enormous velocity of change and disruption and its impact on the rule of law. Moyer referenced the VIX index that is used as a barometer for market uncertainty, providing a measure of constant, 30-day expected volatility.

"If some of you have been checking your TSP accounts in recent days," he said, "we are at one of the highest points ever of the VIX index. And so are we at the highest VIX for the rule of law. It's a dizzying, bewildering frame of mind; maybe you have the same feeling.

"What is going on? Let me share a little bit about the context as we talk about the dismantling of the USPS as we know it."







Moyer told attendees there have been 170plus lawsuits contesting Trump's executive orders challenging immigration and citizenship and dismantling the USAID, Consumer Federal Protection Board, Department of Education and other agencies, as well as a temporary pause of grants, loans and assistance programs.

The administration is challenging the government structure with restructuring the civil service workforce to be able to fire at will, firing inspectors general, undertaking mass layoffs of probationary employees, rescissions of collective-bargaining agreements with federal employee unions and "remove with cause" leaders of independent agencies—NLRB, MSPB and FLRA, to name a few.

Also, the chairs and members of some of those quasi-judicial bodies have been removed by Trump, despite limitations on their removal by statute. This has raised huge constitutional questions that will come before the Supreme Court, Moyer informed delegates.

He discussed two things to consider. First,

Humphrey's Executor v. United States. The decision of the Supreme Court in 1935 upheld the independence and actions of Congress in creating independent agencies as part of the executive branch. The court unanimously held the president does not have power to remove executive officials of a quasi-legislative or quasi-judicial administrative body for reasons other than what is allowed by Congress.

"This has direct parallels to the Postal Service and its Board of Governors," Moyer explained. President Franklin D. Roosevelt wanted to fire William Humphrey, a member of the Federal Trade Commission. The court ruled that, despite Roosevelt not liking what was going on in the FTC, members only could be removed for cause: inefficiency, neglect of duty or malfeasance.

"Fast forward to 2020," Moyer said. "In Seila Law v. the Consumer Financial Protection Board, the Supreme Court began to erode the power of Humphrey's Executor. The court ruled that the Consumer Federal Protection





Board (CFPB) structure, with a sole director who only could be terminated for cause, was unconstitutional as it violated the separation of powers.

"The court ruled, yes, it is in the executive branch, despite assertions of independence. And, yes, the president can reach in—unitary executive theory. This is a constitutional law theory according to which the president has sole authority over the executive branch.

"It is embodied in Project 2025's report on the executive branch believing the Constitution says in Article 2 that the power of the executive branch is vested in the president. So, everything within the executive branch, despite any limitations that may be in statute on the removal of that agency's member, everything reports directly to the president and, therefore, the president has that wide, expansive authority.

"This is the constitutional question of our time: How broad should the president's authority be?

"Let's zero in on the postal Board of Governors and Bob's concerns, which are totally valid about a potential scenario that would involve removal of the board. They might appoint a new PMG, someone the president supports, then the PMG fires the board.

"The PMG can't do that. There's a statute in *Title 39* that members of the board appointed by the president may be removed for cause. According to unitary executive theory, if you believe it and you believe the dissents filed by Clarence Thomas that Humphrey's Executor should be overturned, everything reports up to the president.

"Therefore, any statute that says an independent agency's officials can be removed only for cause is unconstitutional. The court already ruled on Seila Law in 2020; there is a case bubbling up now involving the removal of the head of the NLRB.

"It stands before the Circuit Court of Appeals of DC that has upheld in preliminary ways that firing under the doctrine of Seila Law. That case will be appealed to the Supreme Court and will be the case to watch.

"The court has become more conservative and may be more likely to move the law in this direction that strikes down this type of statute. Keep in mind the postmaster general and deputy postmaster general are appointed by the board—not the president. That is why I suggested the potential scenario that a new PMG is appointed, but then the board is removed and the PMG does the dirty work. Keep that in mind.

"Can independent agency heads be fired? Fired officials argue it was illegal because it violated the statute's 'for cause' protections. Trump argues the government admits violation of statutory provisions, but contends the provisions themselves are unconstitutional. The separation of powers doctrine requires that Congress recognize the executive's authority to control affairs within the executive branch.

"In other words, subsume the Postal Service into the Commerce Department in order to strengthen the case it is an executive branch agency. It is a volatile time; we'll see where things go and raise our voices as you already are doing," he proclaimed.

Rep. Gerry Connolly (D-VA) was scheduled to be the next speaker, but was unable to attend because of medical treatment. Connolly asked Rep. Don Beyer (D-VA) to go in his place.

Beyer greeted NAPS delegates, confirming his appreciation of their service and what the Postal Service means to America. He stressed the importance of thinking of the agency as a service—not a business. "Rural post offices don't generate revenue," he offered. "We're not out there to make a profit. I was happy to sign the letter to not privatize the Postal Service."

He referred to the idea floated to fold the USPS into the Commerce Department, stating the plan is not only vague, but also illegal. "Article 1 of the Constitution mandates independence," he affirmed, "and gives you the opportunity to operate on best practices without political interference—a sledgehammer that has put tens of thousands federal works out of



Rep. Don Beyer (D-VA)

jobs; already, 20,000 federal workers have been fired.

"I have great faith in our justice system. If we let Elon Musk and 25-year-olds take over the Postal Service, it will be a disaster. I grew



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

up in a family of civil service. I believe the federal government should be at the forefront of protecting its employees. Studies have shown federal employees always can make more money in the private sector. You give up a lot to come do this.

"From the bottom of my heart, this is one of the important things the federal government does—do people get their mail on time? We constantly are in contact with our local postal supervisors who are good friends to let us know their constraints and what they need.

"On behalf of Gerry and all our Democratic members, we are going to do everything we can to ensure the USPS is strong and you are respected and well-paid. I've been a boss for a long time and have found the way you get the most out of your employees is to treat them with respect, listen to them and make them feel included, meaningful and important.

"If they treat you with respect, you will thrive and thank you for supervising with empathy, leadership and serving as good role models. With Gerry, I will do everything to support you in the years ahead."

Dr. Keith Abouchar, legislative representative for the American Federation of Government Employees (AFGE)—the largest federal employee union in the United States—joined Bob Levi to talk about coalition-building.

NAPS is one of the founding members of the Federal-Postal Coalition. Abouchar previously served as a senior policy adviser on then-House Majority Leader Steny Hoyer's staff. Hoyer has been an steadfast advocate for postal employees.

Levi: What led you to come to Capitol Hill, then AFGE?

Abouchar: In college, my major was political science. I went to graduate school, then all the way to a PhD. When I was doing my dissertation, I thought maybe I should find out how Capitol Hill works before I go back to the academic world and teach political science; my specialty was supposed to be congressional politics. So, I ended going to what I thought would be a short-term gig on Capitol Hill in 1987 and wound up staying until 2023 because I fell in love with the work.

Levi: What led you to AFGE?

Abouchar: For those of you who follow federal employee politics and issues on Capitol Hill, you'll know Rep. Steny Hoyer has more federal employees in his congressional district than virtually any member in the House; he's got almost 80,000 active employees and their family members and countless numbers of federal retirees. So, when he gave me the federal portfolio back in 2003, he told me to use my instincts on this issue.

After following a group of constituents who were so important to my former boss, you learn their issues and working with the organizations that represent them. I developed a very strong relationship with AFGE, as well as other federal unions and postal organizations. Bob introduced me to the postal world. I've been following your issues for years.

When I left Congress after the last Democratic Congress in December 2022, I spent six months out of office, relaxing and taking stock, when AFGE came to me and indicated that I





might be useful to them.

Levi: Let's talk about coalitions—the commonality of the issues members of AFGE have and the people in this room have working for the Postal Service.

Abouchar: Some of our issues are the same, some aren't. The Postal Service is organized differently; it's covered under a different title of U.S. Code than the rest of the federal workforce. But there still are a lot issues that unite the postal realm and non-postal federal employee realm.

We're all interested in retirement, health care and defending the integrity of public service the government delivers, whether postal or non-postal services. Those are the issues that really tie us together. We obviously believe in the integrity of collective bargaining to the extent it exists in the federal workforce. We all know that federal employees can't strike, can't negotiate wages. But they can negotiate workplace conditions and the grievance process.

All these things unite us 100%, but there are issues that make the postal and non-postal world allies in a shared cause.

Levi: Since you've come over to AFGE, you've participated in meetings of the Federal-Postal Coalition; working for Hoyer, you were on the other end of our lobbying activities. Talk about the importance of the coalition of federal and postal employees working together to lobby and influence public policy.

Abouchar: The best example is the Postal Service reform law enacted in 2022. Bob and your organization were critical in passing that bill. I was working for Hoyer then; we had been working on postal reform for years. That would not have gotten done if the postal forces alone had been pushing for it—not to say they were not the most important voice.

That was a coalition in action. It was other federal unions getting involved because they

wanted to make sure that some of the health care changes being contemplated were crafted in such a fashion that it didn't undermine the integrity of the federal retirement system gen-

Having the non-postal federal associations involved in the advocacy of postal reform was very helpful because they played an important role addressing the health care issue to make sure whatever that fix was going to be did not cause unintended consequences to the integrity of the federal retirement system.

We worked together, the federal-postal piece, to make sure whatever we are advising Congress to do on this, we need to make sure they craft the retirement piece "just so" so it doesn't cause unintended consequences that hurt not just postal workers down the line when they retire, but also non-postal federal workers.

That's just one example of a coalition. There were other issues, as well. The federal union associations—postal and non-postal worked in conjunction with many of the business community associations who were interested in a healthy, vigorous Postal Service. Why? Because they depend on the Postal Service.

You heard Rep. Don Beyer describe how important mailed advertising was to his car dealership in Falls Church. The business community had a very keen interest in postal reform.

The pharmaceutical industry also had a keen interest in postal reform because many medications are delivered by the USPS. That's



an example of coalitions in action you would not necessarily think of as a coalition. You would not think your organization would have much in common with private industry—not that you don't care about private industry—but you don't wake up every morning thinking, "Why should I care about a Fortune 500 company?"

Well, Fortune 500 companies depend on what you deliver every day. They could not exist without the Postal Service; even Tesla has to mail stuff. In a very constructive way, the coalition was not just who you think would work together—postal unions and associations—but non-postal federal associations and the business community working together.

To some extent, advocacy groups that depend on the Postal Service—First Amendment and social justice groups—care about the agency. They mail so much of their advocacy materials. Also, non-profit organizations; they benefit from the best deal in town.

With no disrespect to the postal world, I'm

not sure that was enough heft to get postal reform across the finish line. It took a larger and more diverse group of associations and businesses to really advocate to Democrats and Republicans alike on Capitol Hill that this needs to be done if we're going to keep our economy healthy, deliver what the Constitution says we need to deliver and the Postal Service to be successful for the next several decades.

Levi: Waiting in line at the White House for the presidential bill-signing for WEP/GPO reform, I talked to the American Federation of Teachers union president who said if not for the police and firefighter groups around the country joining—even with the coalition we established on our own—it would not have been possible to get the overwhelming majority to sign on to a discharge petition to get the bill out of the Ways and Means Committee and onto the House floor.

Coalitions grow; they don't shrink—that's the success in pushing.

Abouchar: And here's why coalitions matter and it's a great example. Given all the component parts of a coalition, the broader it's going to appeal to a different type of member of Congress. The reason why this Republican Congress—and I'm not being political—the reality is the Republican majority currently runs Congress. WEP/GPO was able to get across the finish line because firefighters and law enforcement were strongly in favor of that reform.

Had those two components not been part of the coalition, I doubt it would have gotten done because the rest of the coalition wasn't very sympathetic as far as Republican members of Congress were concerned. It's not that







they don't care about education, but they are not real fans of the teacher unions. For teachers and teacher unions going to Capitol Hill and saying, "Please do WEP/GPO reform," that would not really have moved any House or Senate Republicans to say, "That makes sense."

Having law enforcement and firefighters—first responders telling them why it's needed—moved them. The broader your coalition, the more chance of success.

With postal reform, it was really the business community that moved House and Senate Republicans to get behind the reform. With all due respect to the postal unions and associations, your average House or Senate Republican may not really care what a union has to say about postal reform. But if a local car dealership says, "I need a good Postal Service to get my business on a successful footing," they'll listen.

That's why you don't want just like-minded people as part of your coalition. You want to think outside the box. You may not like an association 364 days of the year, but, on this day, you have something in common and need to work together to get the job done.

Levi: Let's come back to parochial issues. Over the next month or so, we're going to confront something we've worked on over the years and many times, Keith, the concept of a reconciliation bill. There have been battles over the past 20 years, no matter who was in control, but this year is unique.

What is the importance of the coalition of federal and postal employees this particular year in confronting the threat posed by reconciliation?

Abouchar: It's existential in many ways. Parties in control tend to use reconciliation because it's easier to pass big legislation if they can keep their people in order. But they're having a pretty tricky time right now getting on the same page with the Senate and the House; they have different plans.

Regarding a reconciliation agenda, they need it enacted by the end of the year from their perspective. The bottom line is because they need to pay for the tax cuts or the extension of the tax cuts plus a bunch of new tax cuts they're hoping to enact by Dec. 31, they need to offset those with savings somewhere.











And one of the places we know they are going to try and seek savings is federal retirement benefits-postal and non-postal-FERS especially.

They've told us they're going to seek at least \$50 billion in savings from federal employee programs. Those programs are going to be FERS, all retirement-related and possibly insurance, as well—FEHB. They're going to jack up the employee contribution to FERs and probably going to jack up the premium that federal employees pay for FEHB.

Those are the minimum of what they will seek to increase to find \$50 billion in savings. The expectation is that everybody in FERS, whenever they were hired—if reconciliation succeeds as Republicans want—will pay at least 4.4% for their FERS. They could pay more; we don't know if they will stop at 4.4%.

Right now, new hires pay 4.4%. Those

hired after 2014 pay 4.4%. Those hired before 2013 pay 0.8% and those hired between 2013 and 2014 pay 3.2%. At a minimum, we expect the Republican reconciliation bill will put everyone at 4.4%, whenever you were hired. It could go higher, but, at a minimum, it will be 4.4%.

FEHB and PSHB, we don't know what that premium might look like, but we can expect it to go higher. They also may change the way the FERS retirement is calculated, going from the high-3 annual income to the high-5, which will have the effect of reducing the FERS annuity.

They also may try to get rid of the FERS supplement; that may not affect a lot of people in this room. But for certain classes of federal employees who retire at 55—generally law enforcement, air-traffic controllers—there's a supplement that carries them through to Social

Security age. These all are on the chopping block and almost certain to be cut—it will be scored as cuts, but there will be increased costs on you.

The reason advocacy at this point is very important is they're having a tough time on Capitol Hill getting their reconciliation blue-print passed, much less the hard work of actually specifying what is going to be cut. But they are going to do everything they can to get reconciliation done because tax cuts will spring back to 2016 levels if they don't get it done by the end of the year.

They are going to go after the programs I just talked about. Everybody in this room has a vested interest. Your take-home income will go down if Republicans in their reconciliation scheme succeed. You will be paying way more for your FERS and PSHB, in many cases, than you are now. Your net take-home pay will go down by as much as 5%.

Levi: One of the issues I touched on—and Bruce Moyer did more of a deep dive on—is the administration's decision to basically gut federal agencies. You either eliminate them outright or reduce the workforce with such a magnitude that the agencies will be incapable of conducting their missions.

What implication do you think that has or could have on the Postal Service? Why does this make a difference for the entire federal-postal community, if it does?

Abouchar: The implication for the Postal Service is, what?

Levi: It's around 525,500 employees, give or take.

Abouchar: We've seen since Jan. 20 the assault on non-postal agencies in the federal government—getting rid of employees in a legally dubious manner. Congress funds these agencies with the expectation they will have enough employees to actually spend the money in the way Congress intends.

With the Postal Service, I think it's long been the goal of certain members of Congress—again, all Republican—there's not a Democrat who supports privatization of the Postal Service. It's been the goal of many key Republicans in the House and Senate to privatize the USPS or at least diminish the role it plays in delivering services to the American people.

If this administration can tamper with the organization of the Postal Service and make employment at the Postal Service so unattractive people quit and it's easier to fire federal postal workers, they essentially are going to initiate a death spiral. The fewer postal employees you have, the less efficient and successful deliveries will be, right? The more mistakes will be made.

You need people to deliver the mail. You can't use a robot or AI to do it. If you set a course for failure of the Postal Service, you are planting the seeds of destruction such that the American people will say, "My postal service has really declined in the last year, why is that?"

Then you create the conditions for Republicans to say, "The Postal Service is failing, so let's just outsource it to Pitney Bowes or whoever wants to take on this work." Not that





Secretary/Treasurer Jimmy Warden, President Ivan D. Butts, Dr. Keith Abouchar, Director of Legislative & Political Affairs Bob Levi and Executive Vice President Chuck Mulidore

they're legally allowed to do that now.

We're in a situation now where the law really doesn't matter. I think this is an administration that's willing to push the law—even go beyond it—in order to achieve its purposes. It doesn't care if there is a possibility of breaking the law. The administration is pursuing an agenda that is, frankly, lawless in many situations.

I think the courts will eventually say many of the actions the administration has undertaken are lawless. But I think we can expect something along those lines with the Postal Service. We've seen the announcement of or at least the rumor they were going to put the Postal Service under the Commerce Department.

As Rep. Beyer said earlier, it's unconstitutional. I certainly don't think it's constitutional. The Constitution clearly establishes a postal

service; it's existed since Ben Franklin was postmaster general. I don't see how you can do that, but if you can do that, if you move it to the Commerce Department, Secretary Lutnick can say, "We don't have a postal board any more, I'm going to unilaterally say we're going to have a hiring freeze, we're going to get rid of anybody hired in the last year, probationary employees." He'll use whatever leverage he has in existing law to get rid of as many employees as possible and say, "See, they can't do their jobs so we'll outsource this stuff."

When you create a problem, sometimes you do it on purpose so you solve it the way you want to solve it. That's kind of what is happening here.

Levi: We work together in Washington at the leadership level. For example, President Ivan D. Butts participated in a rally with the

labor unions about three weeks ago. Your president came over and addressed the rally. We're having a rally tomorrow. Your president is coming over to address us.

How can we create coalitions like that where we work together at a local level? We do it at the federal level; we have a structure. Have you given consideration as to how we can do this back home?

Abouchar: Obviously you are in every single congressional district in every state. You are the supervisors; I don't know how closely you work day to day on the local level with carriers, the processors. Oftentimes your issues are the same, but not all the time; you are the supervisors.

There's always going to be some inherent differences.

Levi: As Executive Vice President Chuck Mulidore indicated at the APWU rally up in New York, there are disagreements we will have on the workroom floor, but when it comes to the very existence of the Postal Service, there is no daylight.

Abouchar: Yes, and that's important. It's actually activating on the local level; you all are working in the same place, generally. It's working with that immediate group of people. It's also reaching out to the businesses in your communities that depend on your services.

Going back to Rep. Beyer with his car dealership. In every state, there is an auto dealers' association; there's a national auto dealers' association. There's a chamber of commerce in most cities and states—all organizations that are interested in a healthy,

successful Postal Service.

They are not at all interested in reinventing the Postal Service. They have enough to be worried about rather than who is going to deliver their advertising or checks to the bank or whatever. It's reaching out to local businesses.

It's not knocking on every door asking, "Will you help us?" Rather, it's working with local associations. I think that's the way to build those local coalitions that will catch the attention of the local member of Congress.

It's not just going in as a postal group, but, again, as we did with postal reform and WEP/GPO. "Hey, I never thought you guys worked together." That automatically triggers in a member's mind, "That's kind of interesting. I thought you just delivered the mail. I never realized you had these allies. I never thought of you as allies of the business community that I care about."

On the local level, it's a little harder. Not every city has a chamber of commerce or a dealership association, but every state does. Maybe the starting point is reaching out to your state associations in the business community and asking who their representative is on the local level. Pitch to them working together on holding fast against making changes to the Postal Service.

Those advocates in the business community don't care about FERS or your retirement, but they are going to care about the effect those changes will have on federal employees or the postal workforce to deliver. They care about whether there are enough people to deliver their mail.



And when they find out it won't, that's when they are going to say, "We better get involved here. The last thing I need right now in a world of business uncertainty is a Postal Service that can't do what I need to reach my customers." I don't know if that makes sense.

Levi: That makes absolute sense. We have our marching orders when we go home from Washington.

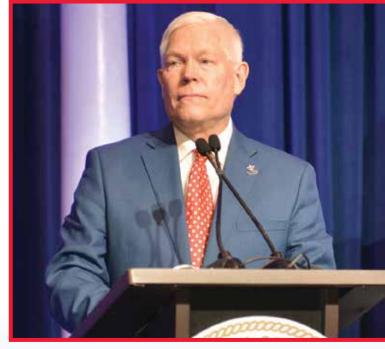
Abouchar: I worked for a member of Congress who worked with members on both sides of the aisle in a cordial, professional way. No one should be treated as an enemy. You never know; today's enemy could be tomorrow's ally. That's not to say you have to agree with them.

There are certain people you never want to work with for moral or ethical reasons. Somebody who is ideologically different from your issues just may be someone who can work with you on that one issue you both care about.

Always keep the door open, except when moral or ethical considerations are at stake with your own conscience. I would never advocate to do business with somebody with whom you are ethically or morally opposed. But most people in this country, you may not agree with them most of the time, but you can find a way to work with them without compromising your morals or ethics.

But that's the red line, my boss always says. If you have to cross that red line into compromising your moral or ethics, stop. But if that's not the case, keep the door open; you just never know.

Levi: Thank you so much, Keith.



Rep. Pete Sessions (R-TX)

Rep. Pete Sessions (R-TX) warmly greeted NAPS delegates and said he appreciates the robust greeting he received. "As I was walking in, the conversation was about the value the Postal Service provides to the American people," he offered. "Everyone knows that it happens because you help move America.

"While I show up as a friend, friends also share all the information they know because they want people to be informed. The most important thing about almost everything is stability, including the Postal Service—where people understand their job and how to make it work. I know there are people in this room who have opinions about their workplace and what they do and devote themselves to it. They want it to continue in ways they see fit.

"I hear from customers and postal employees. There are parts of the country growing so



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

rapidly, it's hard to stay up with the needs. I represent a district that is adding 1,200 people a day. It's stressing the infrastructure—roads, highways and jobs. But we have to find a way to make it work.

"Adding a lot of people will require the Postal Service to take on additional work. We have to have enough employees to do the work and make sure the USPS is prepared. People will have to work together.

"I am in the middle of change occurring as a result of the whirlwind of the new administration. The president is moving so fast, not even the media can stay up; members of Congress are not in the know. We need to answer questions from constituents regarding where we are going, how we are going to get there and what it will look like.

"Members of Congress are expected to

have that insight and extrapolate that to you, but, today, I am without that ability. I still showed because I am your friend and because you have come to seek answers. We both know there has been an experiment we've gone through with Louis DeJoy. It was an experiment because we also asked where we were headed, how we would get there and what you wanted it to look like.

"We asked those questions and the answer came back, 'Trust me. We're headed the right way.'

"I went to a south Houston processing facility where 100 18-wheelers had dumped their mail. The team went through about four months taking pieces out one at a time. They did their job, but they were placed in a circumstance in which they did not want to be.

"But I did not hear any complaints. I

heard, 'We have an obligation. We're not doing well and we're pitching in.' You and your team did one heck of a job.

"Chuck and Bob see me on a regular basis. I will be places and postal employees come up and greet me. I showed up today to say thank you. I do not have an answer for you; I'm not sure there is an answer.

"But I can tell you I understand the value and proposition necessary because I represent 14 counties in Texas and we are not going to go without service to a bunch of rural people. This is the same way it is in lots of districts. You and I both know we have to find an accommodation to make it work, whatever we do.

"I am worried about the price of a stamp and our employees working excessive overtime. We have to make the system work where a customer knows what we're doing. We have to have a Postal Service that survives and is proud of what it does.

"Thank you for what you do on a daily basis and sticking together and providing feedback to each other to make the system work and to have a team. Stick together; it's important to be heard together. I admire you and place high value in you and those back home and for you to come to Washington expecting to hear news.

"Members of Congress know the outcome must be favorable to the Postal Service and its customers. I believe we can get there. For those of you who know what service is and who do that work and want to see in every single circumstance your team look well and put in a position where they can perform, that is what I am after.

"I am after the Postal Service to be proud of you, you to be proud of it and for America to gain the value you have. On my behalf, thank you. I want you to know we have the highest admiration for you."



Rep. Pete Sessions with NAPS Texas members

Rep. Sheila Cherfilus-McCormick (D-FL) told LTS delegates she was excited to see them. "You are the ones who make everything work," she declared. "You are so pivotal in our communities. We promise to protect you!"

Cherfilus-McCormick referred to a "very special person" who is a #1 team player. "I am so honored to be here and honor Patti Lynn for her dedication and service. If you step out of order, she will push you back in.

> Patti, we recognize you with the NAPS Gold Standard Legislative Leadership Award."





Secretary/Treasurer Jimmy Warden, President Ivan D. Butts, Rep. Sheila Cherfilus-McCormick, Patti Lynn and Executive Vice President Chuck Mulidore





The Florida delegation with Patti Lynn and Rep. Sheila Cherfilus-McCormick. From left: Florida State President Diane Goldstein, West Palm Beach Branch 154 President Edith Roundtree, Miami Branch 146 Legislative Director and Treasurer Ann Strickland, Lynn, Cherfilus-McCormick and Florida State Secretary/Treasurer Ken Ruckart.



Sen. Andy Kim (D-NJ) provided a video message for LTS delegates:

"I don't have to tell you how challenging a time it is for our country. One aspect we have to make sure prioritizing is thinking about what

Sen. Andy Kim (D-NJ)

the government can do that no one else can do.

"When the administration talks about privatizing the Postal Service, that's the wrong way to go. The mandate is making sure everyone in the country has that communication and receives mail—a guarantee that no private company can provide. And we have to

make sure we are protecting our public servants and connecting with our citizens; again, we are part of one nation.

"I feel strongly about this and have worked with you to make sure we move ahead with reform to make a more effective organization. We're all in favor of finding efficiencies, but this is not the way to go about it. We need to recognize what our country deserves."

Next on the LTS agenda, Tom Day, Postal Regulatory Commission (PRC) commissioner, joined Mulidore and Levi on stage for a chat. Day, a West Point graduate, was appointed in 2023 to the PRC. He also worked for the Postal Service for 35 years during which time he served as vice president, Engineering; senior vice president, Government Relations; senior vice president, Intelligent Mail; and chief

sustainability officer.

Levi: Welcome, Tom. We met in 2001 in the midst of the anthrax attack on the U.S.; you oversaw the engineering and mail irradiation project. That's where I learned the concept of PCR (polymerase chain reaction) testing that evolved into COVID-19 testing. Talk about your transition from a postal executive/senior vice president to someone who now regulates the agency.

Day: It definitely is a somewhat shocking roll. I started my career in 1984. I am a third-generation employee; my father and grandfather both were clerks. One of our neighbors was Vinnie Sombrotto, former president of the NALC.

I've been around this business for a long while. It's been an interesting transition. The commission is oversight; a bit frustrating when you know what it is to be a supervisor and leader to get something done—move the mail from A to B on time, reliably. The PRC is not about that. We have opinions, very lanky legalese. I'm still getting used to it. I see things, I question it and do it with oversight authority.

Mulidore: You have a postal career and family and are in a presidentially appointed position in the PRC. You had a contentious relationship with the former PMG. How did you see your roll with Louis DeJoy and this time of uncertainty?

Day: The first time I dealt with DeJoy was on a video conference; I was sitting in Brussels, serving as CEO of the International Post Corporation. They must not have briefed him about me; I asked an on-point question.



Bob Levi, Chuck Mulidore and Tom Day

I've dealt with him over the years, the last year and a half in person. Behind closed doors, it was not as antagonistic. He could be offended by direct, personal questions. I've tried not to take it personally, but do it professionally. Let's deal with the facts and data.

That was the major point of conflict; he loved to talk and never let facts get in the way. Regarding service standards, they don't let facts get in the way of what they say; I don't believe in that. Let's live up to what we're doing. Service is measured, we have standards; let's be accountable. They called it a "stable decline."

Mulidore: Tell us all what the PRC does.

Day: The commission comes down to two things, we are in the midst of setting the process by which prices are established, which is legal. We went through all kinds of criticism from DeJoy. There is no truth to his remarks that we lost the agency \$50 billion.

We gave the agency more ability to in-

crease prices; in no way have we been an inhibitor. But we're looking at it fresh again. We need to consider if we need to change it again.

We have strict control over pricing regulation and how service is measured: we are well in the midst of that, as well. We have several questions regarding the latest changes and how they will be measured.

There is a new thing where weekends don't count. It's one thing to add another day, but now we're not going to count the weekends or holidays. And last, but not least, we review the pricing to make sure it covers costs. We have to go through the economics to ensure it's done properly.

Levi: Among noteworthy actions by the PRC in recent years was its advisory opinion on the "Delivering for America" plan. The PRC was very critical of the plan's implementation and the methodology. You took a strong role regarding how the DFA would be evaluated and how it was rolled out. Talk about the

impact of the PRC's advisory opinion; what value did it have in the conduct of operations?

Day: Let's go back to the basics. The legislation dictates the USPS when it makes these kinds of major changes. It is supposed to seek an advisory review, which is supposed to be done in 90 days. The terminology is "advisory opinion." The agency has zero obligation to do anything we advise.

We had three major findings: the method used to create this new network was flat-out wrong. I questioned their witness. The model used to create this network is wrong from an engineering standpoint. That's not to say it shouldn't be redone: I believe it should be redone. The volume has changed, as has the mix of mail. Just do it right.

Look at Georgia, which was supposed to be the showcase. Instead, it is the living example of when you do it wrong, this is what happens. Unfair, inequitable changes are being done to rural America. Title 39, 101a and 101e, stipulate equitable treatment in all parts of the country.



Also, there is no validity of the projected savings attributable to the DFA. There appears to be no reality in the data they used.

Mulidore: With transportation, mail can be delayed and there are impacts. The PRC can't control those programs coming out, despite negative assessments. When we talked with a lot of legislators from so-called red states, they expressed concern about the slowdown in rural areas.

In many cases, we're the only ones who go to these communities. Have you had complaints like that from Congress or the administration on implementation of the regional transportation optimization initiative?

Day: We have been speaking with members of the House and Senate; they are very interested, certainly those from rural areas. DeJoy and the USPS became an odd character for DC; they merited bipartisan criticism.

We've heard it from both parties, even more than from the oversight committees with jurisdiction over the USPS. There is great concern regarding what we are doing to America. It is amplified for rural America. We'll have to see how it plays out.

We've been seeing performance scores where 1st Class Mail has dipped way down to 80%. Locally, it could get much worse. With an extra day window, I hope they can get the scores back up. They are celebrating 95% on time with three days in a local area when it used to be overnight.

Mulidore: We're happy with three days, plus one. It's an issue.

Levi: I'm grappling with DOGE looking

at postal real estate; read between the lines small and rural post offices. There is a closing process that involves the PRC. Any thought given if there is an acceleration of closings, what role the PRC would play?

Day: We have not looked at that. Personal observation: I've seen clearly from the hearings, we'll get involved if necessary. When you try to close a post office, members of the House and Senate will be jumping all over you. The legislation under *Title 39* is very clear—there is a way to close a post office.

If they begin to violate the process, we'll probably get drawn into it. Again, support for post offices is bipartisan. If you try doing it on any great scale, it will be a problem. The sentiment is, "Don't do it in my district!"

Mulidore: We've met with the PRC a few times. We have a good relationship; you want to know what we're thinking. Explain the structure. It's a bipartisan board; meetings are pretty calm. How do you get appointed?

Day: The PRC has five presidentially appointed commissioners; the reigning president's party is allowed to have the majority. I was nominated by President Biden. However, I've never registered for any political party in my adult life; I'm an independent.

The Biden administration wanted a member who knows the Postal Service. My fellow commissioners are very knowledgeable, but in a different way. They are from the legislative side and served on the congressional committees. Biden's administration wanted someone who knew the day-to-day business.

The five of us—two and two, I'm the independent—have a support staff of lawyers, economists and statisticians. They do the analysis; we do the discussion. Usually, its unanimous; otherwise, a simple majority.

I look at how the PRC operates and how the Postal Service operates; we are very open to getting input. That's why we meet with NAPS, the unions and mailers. That's not to





say we agree with everyone, but we have a responsibility to listen and understand different opinions. I can't say that's been the case over at L'Enfant Plaza over the past five years.

It's better for me to hear from all of you because I may have missed something. The closed-minded think, "I know everything and my plan is perfect."

Levi: As I look at the composition of the PRC, you're the postal guy, with operational experience. The other members are from the legislative branch. You have different parties some conservative, some rural, some urban.

How do you talk with each other? How does the collaborative process work in coming to decisions and opinions?

Day: It's like any relationship; you have five people with very different backgrounds and experiences. Do we agree on everything? No. There are some differing, higher-level opinions we have to work through.

I think I've clearly upset the apple cart some because I'm the first one in 55 years with an actual postal operations background. Also, the first one with an engineering operations background. Most have been from the political/legal field.

It's important to bring someone in who knows the business. I talk to staff and my peers; it's not an academic high-level. I was in front-line delivery, acting postmaster and processing operations.

Knowing what it means to properly log a tray of mail; properly label containers. When I talk to the staff, if I ever talked to DeJoy, he didn't know it either. What is delivery all



about? It is important to know this.

You all have lived that and know what it is to supervise and manage. I can remember every, single day as a senior plant manager. Every morning, we reviewed the EXFC scores; where did the failures occur? We were committed to the very mission of this organization: to deliver consistently and reliably.

Making mail go slower does not save a penny. In fact, as you have to push mail to the side to tag it, properly label it and get it in line the next day, it actually costs you money to go slower. The concept of slowing service is completely wrong.

Mulidore: You've been mentioned as a potential postmaster general; it's in the papers. Jim Cochrane has been mentioned.

Day: Jim and I talk. We have worked together since 1989. If they pick him, fantastic.

Mulidore: How do you feel about being in that conversation? Any contact from the USPS Board of Governors?

Day: It's floating around and my name is

in play. Am I interested? Yes. But here's the thing: Having been an executive vice president, right now I'm bleeding my postal blue. The organization is in a very difficult time. We have to get this thing pointed in the right direction.

This does not mean to go back to the status quo; we can't do that. The mail, volume, even the makeup of the mail, we have a different mix. Yes, the network needs to change and consolidate and optimize.

But let's do it right and be serious about the basic tenet of this organization: consistent and reliable service to America. When you do it right, you will be as cost-effective as possible. But as much money can be saved, we need top-quality service.

We have to get this organization back to where it was: Provide consistent, reliable service and understand the sanctity of mail and take it seriously. That's what you have to do on day one.

Levi next introduced Adam Campbell, senior client success manager at VoterVoice, Zooming in from Baton Rouge. VoterVoice provides NAPS with analytics and digital advocacy tools. Campbell spoke to delegates at last year's LTS.

"What he has done for us is immeasurable," Levi said. "Adam is going to walk you through an advocacy exercise regarding privatization."

Campbell explained that VoterVoice has been helping with advocacy campaigns. He told delegates the main focus right now is talking about the campaign to "Urge Your Member of Congress to Co-Sponsor H.Res. 70 and S. Res 147, to oppose privatization."

He directed attendees to follow the QR



Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, PRC Commissioner Tom Day and President Ivan D. Butts



NAPS Director of Legislative & Political Affairs Bob Levi introduced Adam Campbell of VoterVoice to discuss how to conduct successful advocacy campaigns.

code accompanying the campaign. "If you follow that code, you'll come to a form asking legislators to co-sponsor this resolution. We need to tell legislators that privatization will not improve the product or save money."

He walked delegates through the process, pointing out there is a prewritten email to send to legislators, but they should consider personalizing the message.

"On the confirmation page," he offered, "you can inspire people outside the USPS to help, as well. Advocacy, at heart, is a numbers game. The numbers of messages they receive has changed wildly.

"One of the most important things to do, other than express your voice, is to use your voice to get other people involved; become a bit of a postal influencer. The one major way you can do this is on the confirmation page; there are some easy-share icons for Facebook, email and more.

"I encourage you to use this. Every, single advocacy campaign that has gone viral has been because of social media; really, Facebook is the best. You can take the URL you post

and then post it on any group.

"Also, please consider forwarding this to your friends and family. They want to be on your side and help you; forward this out to pretty much everyone. If they aren't postal, why should they care? Explain why. Think about how you can you inspire them."

Campbell suggested:

- 1. Use the bandwagon approach by saying, "Please join the thousands of other people in this nationwide effort to prevent privatization." People want to be involved in a popular thing. We long for that power of inclusion: Join with us; join the movement.
- Communicate on Facebook, Reddit, X and emails to your family to establish an emotional connection. An emotional gut punch is seven times more effective than just a message alone.

When you are prompting your friends, don't mention statistics. Go straight for the emotional reason. Emotional messaging works better; it's all about finding the simple, human element to which everyone can relate.

Focus on the fact that grandma needs to

2025 NAPS Legislative Training Seminar

get her meds in the mail or your mom needs the USPS to get the meds she needs for her lung cancer. Americans worry about people who depend on the USPS; tap it!

3. If possible, connect with a story, which is 22 times more memorable than facts alone. There is a beginning, an obstacle, then a resolution. You don't want to use a hypothetical person. Stories are the best way to build an emotional core.

Send this to Facebook with a story, then a message, "Please come join the thousands of people calling for a necessary service in our nation."

Send out a message to ask people to help save a critical part of our infrastructure.

Levi affirmed that NAPS focuses on talking with legislators and bringing forward reasons to pass legislation. He thanked Campbell for adding a component to expand NAPS' universe and create allies to connect with Congress.

Mulidore concluded Monday's legislative training event by reminding members that Ivan



Executive Vice President Chuck Mulidore exhorted that, the next day, the real work would begin with NAPS delegates visiting their lawmakers on Capitol Hill.

is fond of talking about boots on the ground. "Tomorrow, we're going to put boots on the ground. Use this technology; it works," he stressed.

"I hope you enjoyed the program. "Starting tomorrow, the work begins!"

Photos from LTS delegates' visits on Capitol Hill will be featured in the June issue.



The National Auxiliary conducted a variety of raffles to promote SPAC. Seated, from left: MINK Area Vice President Mary Caruso, Executive Vice President Beverly Austin and Capitol-Atlantic Area Vice President Shearly Shawn.

Standing: Pacific Area Vice President Jerry Eckert, Eastern Region Vice President Hazel Green, Central Region Vice President Elly Soukey and Michiana Area Vice President Heather Hommerson. Not pictured: President Laurie Butts, Secretary/Treasurer Bonita Atkins, Western Region Vice President Chanel Dodson, North Central Area Vice President Sherry Mattfield and Texas Area Vice President Melva Seals.

GETTING THE WORK DONE ONE STEP AT A TIME



Wreath-Laying Ceremony at **Arlington National Cemetery**



The NAPS resident officers and wreath-laying honorees, sitting, from left: Joe Lahman, Greater Oregon Branch 276; Patricia Brownfield, Southern Maryland Branch 531; and Bernie McCarthy, Detroit Branch 23. Standing: Executive Vice President Chuck Mulidore, President Ivan D. Butts, Secretary/Treasurer Jimmy Warden and David Conover Sr., New York City Branch 100.













'We're Going to Move Mountains'

unday afternoon's worship service was standing room only. Lloyd Cox welcomed worshippers, noting this was the 12th year for the service. Motivational and inspiring music was provided by Norris Garner & Company from First Baptist Church in Mer-

rifield, VA.

Marcia Kimbrough gave the Old Testament reading; Marilyn Jones gave the New Testament reading. Richard Green introduced Pastor Prescott Butler, Robert L. Towns, NJ, Branch 327, who gave the message.

Butler, echoing the hymn



Marcia Kimbrough

Lloyd Cox



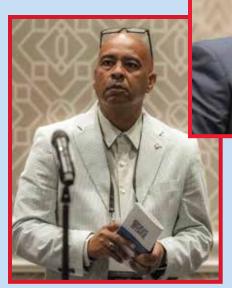
Marilyn Jones

just sung, said, "Every time I turn around, I am blessed: let's thank this wonderful choir."

He talked about integrity and the challenges now facing us, asking "Is there anything worth more than your soul?" Butler told attendees to look around the room, "This is what diversity is," he exclaimed.

"You can't stop me, you can't block me because I come in the name of the Lord," Butler de-

clared. "We're going to move mountains."



Pastor Prescott Butler

Richard Green

Norris Garner & Company





2025 NAPS Legislative Training Seminar

Everyone Has To Be an Advocate

APS Director of Legislative & Political Affairs Bob Levi welcomed LTS first-timers to the orientation Sunday afternoon. "We have a chockful couple days ahead," he informed delegates.

Executive Vice President Chuck Mulidore greeted attendees. "This is the most consequential LTS we've put together," he said. He referenced spending a lot of time on Capitol Hill, but told the first-timers their advocacy at the local level is what really matters.

"Engaging with lawmakers on the Hill, then back in their districts, allows you to establish a relationship," he pointed out. "There is a lot going on right now—issues that affect all of us as Postal Service employees and retirees.

There are a lot of uncertainties around our stability and who we are and represent.

"I appreciate you being here. We need to stress the message that everyone has to be an advocate; we have to be in the game. Lean in and take the message forward."



Director of Legislative & Political Affairs Bob Levi



GETTING THE WORK DONE ONE STEP AT A TIME



Executive Vice President Chuck Mulidore





Secretary/Treasurer Jimmy Warden

Secretary/Treasurer Jimmy Warden said it is

refreshing to see so many first-timers. "We're glad you are here," he offered. "It's important to be involved so, one day, we can pass the

baton to you as new leaders of the organization. Thanks for coming."

President Ivan D. Butts told the first-timers this is an unprecedented time. "We need you to be here and be engaged and involved," he stressed. "Let our legislators know who we are and what we do for our country.

"You are our partners in this fight for the Postal Service. I look forward to talking to you."

Levi encouraged the first-timers to look through the LTS booklet. "Review the Issues Brief," he urged. "This will help you understand the issues we are promoting and the bills we want to be passed."

He provided a slide show to explain NAPS' Legislative Advocacy 101. "We are working to influence political outcome by meeting with lawmakers," he explained. Levi encouraged the first-timers, when meeting with lawmakers on the Hill, to tell their personal stories and explain how their actions affect the lawmakers' constituents.

"Congress wants to hear from us," he said. "They value conversations with their constituents. Success doesn't happen overnight; advocacy takes time. We have to convey a sense of urgency over the current situation. Let's maintain momentum; we are engaged here."

Levi enlisted the help of Matthew Brush, legislative aide/correspondent for Rep. Nikki Budzinski (D-IL), to participate in a skit to demonstrate a lobbying visit to a Capitol Hill office. The NAPS lobbyists were Peggie Bed-

> nar, Myrtle Beach, SC, Branch 695; Cheryl Pulley, Baltimore Branch 42; and Aric Skjelstad, Portland, OR, Branch 66.

After the skit, Levi and Brush had a discussion:

Levi: How do congressional members prioritize their issues?

Brush: It depends on what is important to the district—local is-



President Ivan D. Butts



NAPS lobbyists Cheryl Pulley, Aric Skjelstad and Peggie Bednar

2025 NAPS Legislative Training Seminar







Matthew Brush and Bob Levi discussed how to be effective lobbyists.

sues tied in ways that make sense to the staff and the community.

Levi: NAPS is involved in the Postal-Federal Coalition. What is the importance of coalition-building?

Brush: It has a huge impact. The more groups and people talking to staff members, they'll hear about it. The more unity there is on issues, the better; it expands the reach.

Levi: Your office reached out to NAPS about postal reform. What led you to contact us?

Brush: Our district stretches from the sub-

urbs of St. Louis up through rural farmland, through the capital to the university in Champaign. We have had on-time delivery issues.

I reached out to NAPS. Local supervisors met with us; NAPS has a great reputation around town as a postal source. You are a good sounding board.

Levi: Mail still is compelling. Congressional members employ direct-mail campaigns.

Brush: People talk about digital sources, but mail still has an impact. Direct mail is the most effective communication, as anyone who runs for office understands.



A first-timer asked a question.



NAPS Executive Board Town Hall Meeting



Executive Board Chair Chuck Lum presided over the town hall meeting.





2025 NAPS Legislative Training Seminar



GETTING THE WORK DONE ONE STEP AT A TIME





2025 SPAC Contributors at LTS

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



VP Elite (\$750)



GETTING THE WORK DONE ONE STEP AT A TIME



Secretary's Roundtable (\$500)



Chairman's Club (\$250)



Supporter (\$100)



2025 SPAC Pins

Support SPAC to support the lawmakers who fight for what matters most to NAPS members.

President's Ultimate

\$1,000 level includes LTS SPAC reception for donor plus one guest

Drive for 5

Contribute to SPAC by payroll deduction or direct payment.



VP Elite

\$750 level includes LTS SPAC reception for donor plus one guest



Secretary's Roundtable \$500 level



Chairman's Club \$250 level



Supporter

\$100 level

In 2025, SPAC contributors will be sent the pin recognizing their total 2025 contribution at the end of the year; all pins will indicate "2025." The 2025 "Drive for 5" pins will continue to be mailed at the end of the month in which the contributor made their first withholding contribution, either through PostalEASE or OPM Retirement Allotment. There will be no change in The Postal Supervisor's listing of SPAC contributors who progress through the pin categories over the course of the year.

2025 SPAC Contributors

March Contributors

VP Elite (\$750)		
Laster, Edward	ОН	Branch 46
Laster, Jacshica	ОН	Branch 46

Secretary's Roundtable (\$500)		
Moreno, Luz	IL	Branch 489
Randall, C. Michele	MD	Branch 531
Jackson, Alice	VA	Branch 526

Chairman's Club (\$250)		
Mannings, Judy	AL	Branch 45
Campbell, Stephnia	CA	Branch 159
Pashinski, Myrna	CO	Branch 65
Bock Jr., Robert	FL	Branch 406
Valuet, John	ID	Branch 915

McCartney, Kelly	KS	Branch 919
Smith, Reba	KY	Branch 1
Jones, Wilmore	MD	Branch 42
Rosario, Tamara	ME	Branch 96
Elyea, Chad	MI	Branch 142
Forde, Nicholas	NY	Branch 202
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Farmer, Joanne	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Thomas, Carlos	VA	Branch 98
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61

Supporter (\$100)		
Studdard, Dwight	AL	Branch 45
Florentin, Diana	CA	Branch 244

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

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Mail to:

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Name	
Home Address/PO Box	□355839 33
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Employee ID Number (EIN) or Civil Service Annuitant (CSA) Number	
Enclosed is my voluntary contribution to SPAC by one of the fo	llowing methods:
☐ Check or money order made payable to SPAC; do not send cash	
☐ Credit card (circle one): Visa American Express MasterCard	d 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	

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, 2025)

National	Aggregate:
¢21	126 25

National Per Capita:

\$1.17

Region Aggregate:

1. Eastern	\$ 10,362.00	1. Ea
2. Western	\$ 6,388.72	2. We
3. Southern	\$ 5,381.74	3. No
4. Northeast	\$ 4,975.29	4. So
5 Central	\$ 4 018 50	5 Ce

Region Per Capita:

1. Eastern	\$1.68
2. Western	\$1.20
3. Northeast	\$1.00
4. Southern	\$0.97
5. Central	\$0.91

Area Aggregate:

1. Capitol-Atlantic \$6,333.35
2. Pioneer \$3,325.15
3. Pacific\$2,749.50
4. Mideast \$2,093.50
5. New England \$2,086.00
6. Northwest \$2,033.22
7. Texas \$1,759.00
8. Rocky Mountain \$1,606.00
9. New York \$1,499.29
10. Illini \$1,339.50
11. Cotton Belt \$1,309.00
12. North Central \$1,251.00
13. Southeast \$1,188.24
14. Central Gulf \$1,164.50
15. Michiana\$ 935.00
16. MINK \$ 493.00

Area Per Capita:

<u>. </u>	
1. Pioneer	\$2.42
2. Northwest	\$1.96
3. Capitol-Atlantic	\$1.90
4. Central Gulf	\$1.55
5. North Central	\$1.40
6. Cotton Belt	\$1.36
7. New England	
8. Rocky Mountain	
9. Illini	
10. Texas	
11. Pacific	
12. Mideast	
13. Michiana	
14. New York	
15. Southeast	
16. MINK	
TO. IVIIIVIN	φυ.4 3

State Aggregate:

1. Virginia	\$2,700.50
2. Ohio	\$2,637.00
3. California	\$2,459.50
4. Maryland	\$2,350.00
5 Texas	\$1.759.00

State Per Capita:

1. Idaho	\$6.70
2. Maine	\$6.64
3. Utah	\$5.65
4. South Dakota	\$4.43
5. Maryland	\$3.74

Drive for 5

members by Region:	
1. Eastern	40
2. Southern	38
3. Western	36
4. Central	33
5. Northeast	27

1. Eastern	\$5,531.50
2. Western	\$4,611.72
3. Southern	\$3,971.74
4. Northeast	\$2,830.29
5. Central	\$2,420.00

Walton, Marilyn	CA	Branch 77
Austin, William	CT	Branch 47
Kent, Eric	MN	Branch 104
Mooney, Dan	MN	Branch 16
Kindsvatter, Leo	MT	Branch 929
Barton, Frank	NY	Branch 330
Perez, Dioenis	NY	Branch 202
Warden, James	NY	Branch 100
Hibbler, Marilynn	TN	Branch 41
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Mott III, George	VA	Branch 132

2024 Winners of the Louis M. Atkins **Presidential Student Scholarships**

Each year, NAPS awards five \$1,000 Louis M. Atkins Presidential Student Scholarships in honor of former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and families. One winner is randomly selected from each of the five NAPS regions. The 2024 awardees include:

Northeast Region: Daniel Ramsawak, son of Richard Ramsawak, Hartford, CT, Branch 5. He is attending Western Connecticut State University, Danbury.

Eastern Region: Roman Frankovich, son of Ronald Frankovich, Pittsburgh Branch 20. He is attending Bethany College, Bethany, WV.

Central Region: Makayla Gilbert, daughter of Shirley Gilbert, Elizabeth Flamon, IL, Branch 14. She is attending the University of Kentucky.

Southern Region: Anaya Jennings, daughter of Tiffany Dearlon-Jennings, Oklahoma City Branch 80. She is attending Rose State College, Midwest City, OK.

Western Region: Halle Boren, daughter of Laurie Johnson, Idaho State Branch 915. She is attending Tidewater Community College, Norfolk, VA.

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

- **1** Go to https://liteblue.usps.gov to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on "I agree."
- 4 Enter your employee ID number and password.
- 6 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."
- Click on "Allotments."
- Enter Bank Routing Number (from worksheet below), enter account number (see worksheet), enter account from drop-down menu as "checking" and enter the amount of your contribution.
- Olick "Validate," then "Submit." Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at **1-877-477-3273** (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

- 1 When prompted, select one for PostalEASE.
- When prompted, enter your employee ID number.
- When prompted, please enter your USPS PIN.
- 4 When prompted, press "2" for payroll options.
- **5** When prompted, press "1" for allotments.
- **6** When prompted, press "2" to continue.
- 7 Follow prompts to add a new allotment.
- **3** Use the worksheet to give the appropriate information to set up an allotment for SPAC.



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):

77225555

(Example: 77225555512345678).

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





Information for TSP Participants Leaving Federal Employment

Fact Sheet February 2025

Introduction

This fact sheet is for federal civilian employees who are leaving federal employment and who have a Thrift Savings Plan (TSP) account.

Note that an employee on administrative leave is employed and in pay status until the date of separation.

You can stay with the TSP even if you leave your federal job. You don't have to take any money from your TSP savings until you reach the age when you have to start taking IRS required minimum distributions. You can continue to allow your investments to grow in the TSP and take advantage of the TSP's low expenses, and you'll always have secure access to manage your investments online in My Account.

Contributions to your TSP account Employee contributions

As long as you're in pay status in a TSP-eligible position, you can start, change, or stop your TSP contributions. In most cases, you'll use your agency or service electronic payroll system to make any changes. Once you leave the federal government, you'll no longer be able to make employee contributions.

For more information about making TSP contributions, visit:

tsp.gov/making-contributions

Agency contributions

As long as you're covered by the Federal Employees Retirement System (FERS) and in pay status, you receive Agency Automatic (1%) Contributions. You also receive Agency Matching Contributions on your own TSP contributions. Agency contributions stop when you are no longer in pay status.

For more information about agency contributions, visit:

tsp.gov/making-contributions/contribution-types

Moving money into your TSP account

You can't make direct contributions after your date of separation. You can still move money into your TSP account from other eligible retirement plans.

For information about rollover contributions to the TSP, visit:

tsp.gov/tsp-basics/move-money-into-tsp

Loans

New TSP loans are available only to participants who are employed, who are in pay status, and who have contributed their own money to the TSP. You repay the loan with interest in regular payments—through payroll deduction if you're still employed and in pay status in federal service, or by direct debit, check, or money order after you separate from federal employment.

If you have any TSP loans when you separate from federal employment, you must decide if you want to pay them off, keep them open and set up monthly payments, or allow them to be foreclosed and accept the outstanding balance and accrued interest as taxable income.

Failing to make loan payments in accordance with your Loan Promissory Note can have serious financial consequences, especially if you're still working or subject to an early withdrawal penalty tax. You are responsible for ensuring that the loan payments are correct and submitted on time regardless of whether your agency or service missed your loan payment.

For more information about TSP loans, visit:

tsp.gov/tsp-loans

Withdrawals and distributions from your TSP account

For details about withdrawals and distributions from your TSP account, visit tsp.gov/forms and download these booklets:

- Distributions
- In-Service Withdrawals
- Tax Rules about TSP Payments

You can also find information about withdrawals and distributions on our website:

tsp.gov/taking-money-from-your-account

If you are not age 55 or older in the year you separate, the IRS early withdrawal penalty will apply to most TSP withdrawals and all loan distributions received before age 591/2. Because tax rules are complex, you may want to speak with a tax advisor before taking money from your TSP account.

In-service withdrawals

In-service withdrawals are withdrawals you may make from your TSP account while you're still employed by the federal government. There are two types of TSP in-service withdrawals: financial hardship and age-591/2.

Financial hardship withdrawal

To qualify for a financial hardship withdrawal, you must have a financial need that meets certain requirements, and you must certify, under penalty of perjury, that you have a genuine financial hardship.

Age-591/2 in-service withdrawal

Age-59½ in-service withdrawals are withdrawals that you can make from your TSP account when you're age 591/2 or older and still employed by the federal government. You

can only withdraw funds in which you are vested based on your years of service, and the amount must be at least \$1,000 (or your entire vested balance if less than \$1,000).

Withdrawals after separation (postemployment distributions)

After you separate from service, you have four options for taking money from your TSP account:

- Partial distribution of a specified amount
- Total distribution
- Annuity purchase
- Installments (automatic withdrawals)

You can request a distribution using one of these methods or any combination of them that you choose.

For in-depth information about these and other TSP topics, browse our free TSP webinars:

tsp.gov/online-learning



You can now log in to the TSP Mobile App quickly and securely with your device fingerprint or facial recognition! If you download the latest version of the TSP Mobile App on a device that supports biometric authentication, you can set up this security feature in the TSP Mobile App settings.

With the TSP Mobile App on your personal device, you can access your TSP information anywhere, anytime. Download the TSP Mobile App from the Apple App Store and the Google Play Store, the only authorized sources for our app.

Whether you use the TSP Mobile App or access the TSP from your favorite browser, you can experience the latest enhancements we made to tsp.gov with you in mind. At tsp.gov, you can now toggle between the dark and light mode to change the color contrast, change your font size preferences, and see the progress bar as you scroll a page.

Tommy Roma—a Giant

Mark Velez

Handelman-Palladino Branch 935 President

ommy Roma's unwavering dedication set him apart. His years of service, mentorship and passion for NAPS were extraordinary. He truly lived and breathed the mission of the association we cherish.

Tommy's tough approach was legendary, yet beneath that exterior lay a kind and polite soul. Those who knew him know he had a unique way

of persuading others to achieve what was best for all his members.

Tommy was a hard-working and proud man who mentored and guided future leaders with his wisdom and passion. Love him or not, when you needed something done or sought a voice to represent you, Tommy Roma was the one to whom you turned.

He will be deeply missed. Beyond being a great leader, Tommy was a

good friend to many of us—a friend whose legacy continues to inspire.

While his loss leaves an undeniable void, the lessons and legacy Tommy Roma leaves behind will continue to guide and inspire us. His unwavering dedication, strength and kindness will live on in the hearts of all who had the

privilege to know him.

He truly was one of a kind. mveleznapsbr164@gmail.com



John Aceves

Former NAPS Secretary/Treasurer

s NAPS branch officers or advocates, training in representation is an essential part of your role. This training equips you

with the necessary skills to represent and defend the interests of NAPS members in their times of need.

These skills are crucial in your toolkit as you prepare to handle adverse actions or effects that may lead to disciplinary measures being issued against members.

NAPS representation is not a task to be taken lightly. It requires a thorough understanding of USPS policies, procedures and regulations. Training provides the foundation for this understanding, enabling you to navigate the complexities of representing with confidence and competence.

The *ELM* 650 (current version 55) outlines how disciplinary actions are

to be handled and what rights EAS employees have in the face of such actions. Without proper training, a NAPS branch officer or advocate may struggle to provide effective representation.

Advocacy is a skill that is honed

through experience and training. Along with your NAPS regional and area vice presidents and local branch officers, training sessions are regularly scheduled.

Adverse actions, such as suspensions, demotions

or terminations and appeals, are different than a letter of warning or a letter of warning in lieu of suspension. NAPS training ensures you are ready to respond to the different actions promptly and effectively.

NAPS local, area and regional training gives you the tools to gather evidence, interview witnesses and build a robust appeal case. Communication is at the heart of effective

representation. Whether you are drafting a response to a disciplinary notice or presenting arguments, your ability to articulate the employee's position is a key element.

NAPS plays a role in providing and promoting training opportunities for its members. Recognizing the importance of well-trained representatives, NAPS offers a range of training seminars designed to enhance the knowledge and skills of branch officers and advocates.

The NAPS website contains a plethora of information, including the "Officer Training Manual." Ongoing training ensures you stay current with these changes and continually improve your skills.

Building connections with peers and others who share similar responsibilities helps a supportive community where you can exchange ideas, discuss strategies and offer mutual encouragement. This network of support is invaluable as you navigate the complexities of NAPS representation.



Training in NAPS membership representation is a vital role for a NAPS branch officer or advocate. It gives you the knowledge, skills and confidence to represent members, ensuring their rights are protected

and their interests are defended.

By investing in NAPS training and continually seeking to improve your expertise, you contribute to the strength and effectiveness of NAPS and its mission to advocate for its

members. Check with your branch presidents for available NAPS training.

Hasta luego.

napstheace@msn.com

The Postal Service Is Not Waste, Fraud and Abuse!

Brian J. Wagner

Past NAPS President

ou may have heard over the past few months that news outlets, political pundits, career politicians and many in the public

are espousing the need to eliminate government waste, fraud and abuse to save taxpayer dollars and reduce the federal budget.

As a taxpayer, I agree that—when there is legitimate, validated, genuine, real and confirmed govern-

ment waste, fraud and abuse—it must be stopped and stopped appropriately. However, that is much different than someone or a group of someones with sticky fingers hyping unsubstantiated allegations or opinion that there is government taxpayer waste, fraud and abuse in all or some functions or services in the federal government, including the U.S. Postal Service. Here's the scoop!

This past April, NAPS completed its annual Legislative Training Seminar (LTS) with over 500 NAPS delegates in attendance. The timing of this year's LTS could not have been better. Congress and the current administration are battling to save taxpayer dollars by eliminating waste, fraud and abuse in the federal government. Understood.

But what I also understand is that our LTS delegates were on Capitol

Hill to clarify that the Postal Service is not taxpayer funded. Postal pay, health and retirement benefits are not government waste, fraud and abuse. Such pay and benefits are wellearned and deserved by dedicated, hard-working postal employees.

> This includes hardworking EAS employees supervisors, managers, postmasters and other managerial personnel who ensure that all levels of USPS operations are run as effectively and efficiently as possible to deliver Amer-

ica's mail timely, even during the most challenging times.

Was it waste, fraud and abuse when thousands on thousands of dedicated postal employees made sure America's mail was delivered during the COVID-19 pandemic? It was dedicated postal employees who delivered medicine, packages, bills, birthday cards and other important mail to those working from home.

Meanwhile, postal employees did not have that luxury. These dedicated postal employees also delivered approximately 12 million COVID-19 test kits on behalf of our federal government during and after one of the worst pandemics in our lifetime.

Is it waste, fraud and abuse when the USPS delivers mail during natural disasters to those who are hard-hit and feeling devastated by the effects of hurricanes, blizzards, tornadoes,

wildfires and massive flooding? USPS employees bring a sense of normalcy during abnormal, life-threatening human conditions.

Is it waste, fraud and abuse when the Postal Service delivers letters and packages to our military servicemen and women who are protecting us and our country at home and abroad?

Is it waste, fraud and abuse when the Postal Service is delivering—sixdays a week-medicine, checks, important documents, packages and birthday, sympathy, get-well or thinking-of-you cards to our military veterans, seniors, shut-ins, children and adults with disabilities? People who rely on the USPS for these very important deliveries to maintain their health and, just as importantly, their livelihoods?

On the Move?

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

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

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

The mission of the USPS is very simple: To bind our nation together by collecting, processing and delivering America's mail in a prompt, reliable and efficient manner to all customers and communities.

Can the USPS do better in being more efficient and effective? Yes. Especially when the right USPS leadership is in place, there is sufficient staffing, reliable resources and an incredible infrastructure combined with a common-sense business plan that focuses on the word "service" as in the U.S. Postal *Service* (emphasis added).

It is not binding our nation together when there is unnecessary interference by some in the federal government who artificially or superficially believe and espouse there is waste, fraud and abuse in the Postal Service. They call for the privatization of the agency or moving its oversight under the direction of another government department to save taxpayer dollars.

These clueless government "officials" have no idea how the Postal Service operates, let alone understand the USPS receives no taxpayer dollars to operate. Their artificial and superficial allegations about the USPS, in and of themselves, are government waste, fraud and abuse of their oath of office.

Instead of sticking their noses into looking for perceived waste, fraud and abuse (WFA), they should provide the USPS with wisdom, feedback and assistance (WFA) to ensure the agency's operations continue providing an invaluable service to the American public.

Whenever the federal government seeks quick, short-term results without due diligence, it usually results in long-term consequences for the American public. If the government is serious about USPS efficiency, then ask the postal supervisors,

We All Can Help Build Membership



February High-Five Club members

Pamela Aldape, Branch 66, OR Roy Beaudoin, Branch 173, LA Regina Black, Branch 94, CA Marilyn Jones, Branch 39, CA Felicia Mills, Branch 165, TX Charles Patterson, Branch 127, CA Brian Wagner, # Branch 255, IL

‡Denotes sponsor who signed 25+ new members in the past 90 days.

managers, postmasters and all other managerial personnel who, every day, ensure the mail is being delivered and customers are being served.

Who knows best how to be more postal efficient? Those who do the job day-in and day-out and take pride in making the USPS more efficient— EAS postal employees.

Today's takeaway: If waste, fraud and abuse are going to be stopped in the federal government and the USPS, it should be accomplished through a methodical and comprehensive approach, with actual investigations identifying true waste, fraud and abuse.

Using a sweeping, slash-and-burn approach based on unsubstantiated and superficial claims and allegations is not the correct methodology for reducing true waste, fraud and abuse. Neither does such an approach make the USPS more efficient.

A slash-and-burn mentality only leaves an agency, like the U.S. Postal Service, in ashes with holes in service that the American public once enjoyed as a constitutional right. Unfortunately, such ash-type hole decisions will create long-term consequences for the USPS when it comes to delivering America's mail.

Privatizing the USPS will not bind our nation together. Unfortunately, USPS privatization is a way to "bind and gag" universal mail service to the American public. Putting corporate profits above the needs of the American people who rely heavily on the Postal Service and its universal mail service is not putting America first.

Any plan to privatize the agency to save nonexistent taxpayer dollars is short-sighted. The real waste, fraud and abuse needs to be stopped.

I won't waste or abuse your time. Therefore, I will get right to my ice-cream-flavor-of-the-month recommendation: caramel pecan sticky buns. Be safe and eat more ice cream.

brian4naps@aol.com

from the National Auxiliary

REAL ID Is Here

Elly Soukey

Central Region Vice President

s a travel adviser, I often am the go-to person to ask the pressing question: "What type of ID do I need now to get through the TSA secu-

rity checkpoint at the airport?" Keeping track has been tough.

Since 2008, I have been able to reassure travelers that their current driver's license would suffice. Finally, after all these years, it looks like rules for the

REAL ID will go into effect on May 7.

A REAL ID will be needed to board a federally regulated commercial airplane in the United States. Without this document, you will not be allowed past the security checkpoint. Both a driver's license or government-issued ID card will qualify and meet the new requirements.

The REAL ID Act, passed by Congress in 2005, enacted the 9/11 Commission's recommendation to have the federal government set standards for issuing sources of identification, such as driver's licenses. The act established minimum security standards for license issuance and production and prohibits federal agencies from accepting for certain purposes driver's licenses and identification cards from states not meeting the act's minimum standards.

What qualifies as a REAL ID, also known as an enhanced driver's license (EDL)? It is called the star card because many states are marking their REAL ID cards with a gold or black star in the top-right-hand corner.

Other states refer to a REAL ID as a

flag. Some states offer an EDL that also are acceptable as border-crossing documents in a vehicle crossing the border into Canada or Mexico, but not for arrivals by air when a passport is required.

Whatever your state calls it, the REAL ID must include an encoded "ma-

> chine readable zone" with a person's scannable information. Many state driver's licenses already have this feature. What makes the card so special is the federal government requires you to provide certain identifying documentation when you apply.

Checking your state's DMV page for the updated list of required documents will expedite the process. Printing the requirements, then double checking to make sure you have the necessary information from that list, may limit the number of trips you have to make to the DMV.

Taking extra documents also can be an advantage in case any of your items are rejected. If you have a unique name—maybe two legal last names or a change of name due to marriage or other circumstances—it may take extra time to validate.

To add to the confusion, there are other approved documents, including a passport, passport card, U.S. military ID or an ID from the federal government's Trusted Traveler Program, such as a global entry card that allows you to pass through TSA security.

By the way, all this information was current when I wrote this column. Just in case there has been another delay, be sure to check out https:// www.dhs.gov/real-id for the most current information.

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Region vacant: Northeast

Areas vacant: New England, New York, Central Gulf, Northwest, Rocky Mountain.

Support the Postal Employees' Relief Fund







On Jan. 7, Los Angeles declared a state of emergency in response to the devastating Palisades Fire and ongoing wind storm. The city also was responding to four additional fires. Eight days later, the fires continued to burn, with thousands of emergency responders on the ground.

A Jan. 17 update from the Postal Service reported that employees remained safe and accounted for; 49 employees in three districts and one division were evacuated from their homes; 16 employees lost their homes.

As of Jan. 16, no timeline had been announced for lifting evacuation orders affecting tens of thousands of Southern California residents. Firefighters were continuing their efforts to contain the biggest fires.

When disaster strikes, the Postal Employees' Relief Fund provides tax-free relief grants to postal employees and retirees to help them reestablish their homes and replace necessities. PERF is your charity. Please make a donation to help members of the Postal family in their desperate times of need.



DONATIONS CAN BE MADE:

- Online at 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; 202-408-1869; perf10268@aol.com.