

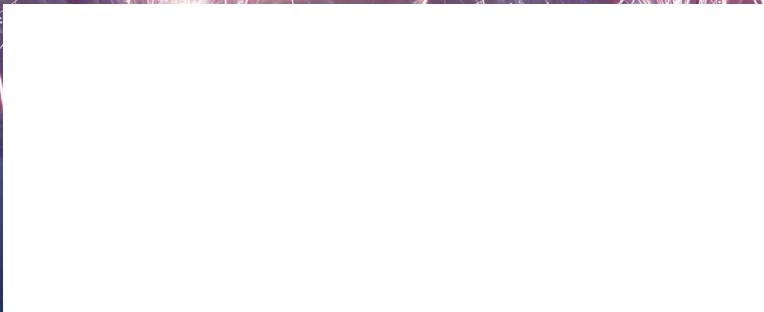
the Postal Supervisor

July 2025

Celebrating 250 Years

**The USPS Is a
Beacon of Unity,
Service and
Commitment**

page 4



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



Objective

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

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

Reprint requests and other correspondence may be addressed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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USPS OIG Shines Light on Questionable Leaders

Hello, NAPS brothers and sisters. The USPS Office of Inspector General (OIG), led by Inspector General Tammy Hull, recently issued its semiannual report to Congress for spring 2025 that covered Oct. 1, 2024, through March 31, 2025 (https://www.uspsoig.gov/sites/default/files/reports/2025-04/fy2025_spring_sarc.pdf).

While there is much to unpack in this thorough, investigatory work put together by Hull and her team, I would like to look at the report beginning on page 22, “Senior Executive Investigations.” One of the challenges NAPS has when looking at these negative actions of USPS leaders who have compromised their social and moral integrity is how to keep our members from becoming collateral damage in the process.



Ivan D. Butts
President

It's certainly a fact that keeping compromised leaders in place while their actions are being investigated can result in significant collateral damage, both tangible and intangible. When leaders suspected of wrongdoing remain in power, employees left under their leadership may lose faith in the integrity of the institution. Employees may become apathetic, cynical or disengaged and feeling that justice and accountability are selectively applied.

Leaving the compromised leader in place also provides an opportunity for them to continue using their position to obstruct investigations, destroy evidence, intimidate witnesses or influence outcomes. Also, this raises questions whether these leaders can exact control over resources that might be able to manipulate internal systems, legal departments or personnel to shield themselves.

If a leader's behavior is part of an ongoing pattern (e.g., corruption, abuse of power, fraud), the damage may continue or worsen. Also, if these leaders have imposed undue influence on others in support of their bad behavior, others may be mimicking the behavior or feel

emboldened to engage in misconduct themselves.

When leadership is compromised, focus and vision can become blurred. This toxic culture can cause employees to be unsure how to act, fearing retaliation or making wrong moves. This can shift the focus of employees from corporate progress to crisis management, distracting from long-term goals and public service in America's Postal Service.

There are many examples of real-world cases where compromised leadership led to organizational failure or crisis. These include Enron (2001)—corporate fraud and ethical collapse; Wells Fargo Fake Accounts Scandal (2016)—pressure from the top; and Uber (2017)—culture of toxic leadership, to name a few.

Most notably is Purdue Pharma and its management advisers, McKinsey & Company Inc.—a global management firm based in New York. In May 2013, Purdue engaged McKinsey to recover lost OxyContin® sales.

The company retained McKinsey to conduct a rapid assessment of the underlying drivers of OxyContin performance, identify key opportunities to increase near-term revenue and develop plans to capture priority opportunities. This 2013 effort was called “Evolve to Excellence” (E2E) and included McKinsey advising Purdue on how to “turbocharge” the sales pipeline for OxyContin by, among other strategies, intensifying marketing to high-value prescribers.

On Dec. 13, 2023, the FDA announced that McKinsey & Company agreed to pay \$650 million to resolve a criminal and civil investigation into the firm's consulting work with Purdue. I highlight this due to McKinsey & Company's ongoing relationship with USPS Headquarters and its 32-page advisory document: “The endgame for postal networks—How to win in the age of e-commerce” ([the_endgame_for_postal_networks_how_to_win_in_the_age_of_e-commerce.pdf](#)). This document reads like the blueprint for “Delivering for America” and deserves continued analysis. But back to the point of this column.

While due process and the presumption of inno-

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Happy Birthday, U.S. Postal Service!

As leaders reflect on the viability of the 21st century U.S. Postal Service, it is important to look back at the history of this *essential* organization. We know the past often is prologue and those who do not appreciate history often are doomed by it. So, in that vein, let us first wish the Postal Service, founded in July 1775, a happy 250th birthday!

In the fight for American independence, the

Founding Fathers recognized that communication was more than a convenience; it was essential for unity, defense and governance. One of the most enduring legacies of the early republic was establishment of the United States Post Office—an institution born amid revolution, yet destined to help weave the fabric of the nation.

Before the Colonies declared independence, mail service was primarily controlled by the British

Crown through the Royal Mail system. Colonists grew wary of the British using the mail for surveillance and censorship, especially as revolutionary sentiment spread.

In response, patriot leaders developed alternative systems—often informal, rider-based networks—to securely transmit correspondence between colonial committees and military leaders. The need for a more formal structure became undeniable as war loomed.

On July 26, 1775, during the Second Continental Congress, delegates appointed Benjamin Franklin the first Postmaster General of what would become the United States Post Office. Franklin had served as Postmaster General for the American Colonies under British authority and had vastly improved the mail routes and delivery efficiency.

Under Franklin's guidance, the newly created Continental Post quickly grew from a wartime necessity into a critical, national institution. The system provided a secure channel for dispatches among Congress, the Continental Army and local governments. Its reliability bolstered coordination during the Revolutionary War and helped unify the colonies into a functioning confederation.

Importantly, the Continental Congress saw the

postal system not just as a military asset, but as a democratic tool—ensuring that ideas, news and laws could move freely between far-flung communities. Thus, after the Revolutionary War, the postal system remained an essential thread in the fabric of the young nation.

In 1792, Congress passed the Post Office Act, officially establishing the United States Post Office Department as a permanent part of the federal government. This act protected the privacy of personal correspondence and gave newspapers low postal rates—encouraging the flow of information and reinforcing the role of an informed citizenry in a democratic society.

The act proved to be an early and deliberate investment in infrastructure, as well. New roads and routes were created to expand service into the western territories. The Post Office quickly became the largest civilian department of the federal government and one of its most trusted—a tradition that has endured to this day.

Today's postal supervisors, managers and postmasters are stewards of a legacy that stretches back to Franklin's bold vision and the constitutional commitment to "establish Post Offices and post Roads." As leaders in the Postal Service, you ensure that the values that inspired its founding—efficiency, public trust and national unity—continue to guide postal operations in the modern age. Although technology has vastly changed how we communicate, the United States Postal Service remains a symbol of reliable, universal service, from delivering critical medications to keeping rural communities connected. The Postal Service embodies a public promise made in 1775—to serve all Americans, no matter who they are or where they live.

This mandate of universal service must remain a core principle of the U.S. Postal Service, never to be sacrificed—not now or in the future, regardless of political pressures from short-sighted politicians.

The founding of the United States Post Office was not just a response to the needs of war—it was a forward-looking act of nation-building. It laid the foundation for American governance, commerce and community and became one of the earliest expressions of the role of the federal government in service to the American people.

It is no less important today, even as leaders debate privatizing the Postal Service—denigrating the earned

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Chuck Mulidore
Executive Vice President

Know Your Branch's Tax Requirements

Over the past couple months, I have been attending many state conventions and training seminars. It's always great seeing and speaking with members from around the country.

One topic that members asked about is the use and need for *IRS Form 1099*. A *1099* is used to report non-employment income to the IRS. Businesses, as well as non-profit organizations, typically are required to issue a

1099 to a taxpayer other than a corporation who has received at least \$600 or more in non-employment income during the specific tax year.

There are 11 types of *1099*s. The one that pertains to NAPS and local branches is the *1099-NEC*.

Many members have received a *1099-NEC* from NAPS Headquarters at the end of each January for sponsorship money they received for signing new members. Again, a *1099* is required when sponsorship

money totals \$600 or more in a year.

NAPS Executive Board members also receive a *1099-NEC* when they have \$600 or more in substitution pay. NAPS Headquarters is required to file *1099 forms* with the IRS once the \$600-or-more threshold is reached.

How does a *1099* affect a local or state NAPS branch? If a member receives branch funds as a form of compensation and the amount is \$600 or more in a calendar year, the branch is required to give that member a *1099-NEC*. The branch also must file the *1099-NEC* with the IRS.

If the amount is less than \$600 in a calendar year, a branch is not required to issue a member a *1099-NEC* or report it to the IRS. However, that does not exclude a member from claiming this income on their taxes. NAPS recommends you check with a tax professional regarding your personal income-tax filing.

Please note that if a member receives branch funds for the reimbursement of official branch-related expenses, this money is not subject to a *1099-NEC*. NAPS branches have great responsibility in disbursing funds:

- First and foremost, every branch should have non-profit status and an employee identification number (EIN) from the IRS.

- Second, every branch should have an updated Constitution & Bylaws that specifically states who is entitled to attend conventions, Legislative Training Seminars, training seminars, etc. The branch Constitution & Bylaws should state exactly what expenses for which a member will be reimbursed after attending a NAPS event. Receipts for expenses should be submitted for reimbursement, too.

- Third, should a branch wish to send a member to an event whose position is not listed in the Constitution & Bylaws, a motion must be made at a membership meeting to send the member with specific expenses to be paid. The motion must have a second, then voted on as approved or disapproved.

The meeting minutes should include what motion was approved, who is to attend and what expenses will be reimbursed. If GSA per diem is granted, receipts for the per diem are not needed for reimbursement. But it should state per diem in the Constitution & Bylaws or in the meeting minutes.

If a situation falls under the two scenarios I just referenced, then a *1099-NEC* is not needed. The expenses were approved by the membership and receipts justify payment.

Now, if the branch decides to send a member(s) to an event and reimburse their expenses (travel, hotel, per diem, etc.), but it was not stated in the branch Constitution & Bylaws, not voted on at a membership meeting, not included in the written meeting minutes and expenses are \$600 or more, the branch must send the member a *1099-NEC* and file a *1099-NEC* with the IRS.

In this scenario, a *1099-NEC* is required, even if receipts were submitted to document the expenses. By not properly documenting and approving a member to attend a NAPS event and thereby reimbursing them for expenses incurred, it can be construed as a free trip or vacation at the expense of NAPS. It should be declared as income to the member and a *1099-NEC* issued.

Many branches state in their Constitution & Bylaws that branch officers are to receive a yearly stipend to cover branch expenses they incur. If the amount is \$600 or greater, then receipts must be turned in to the branch.

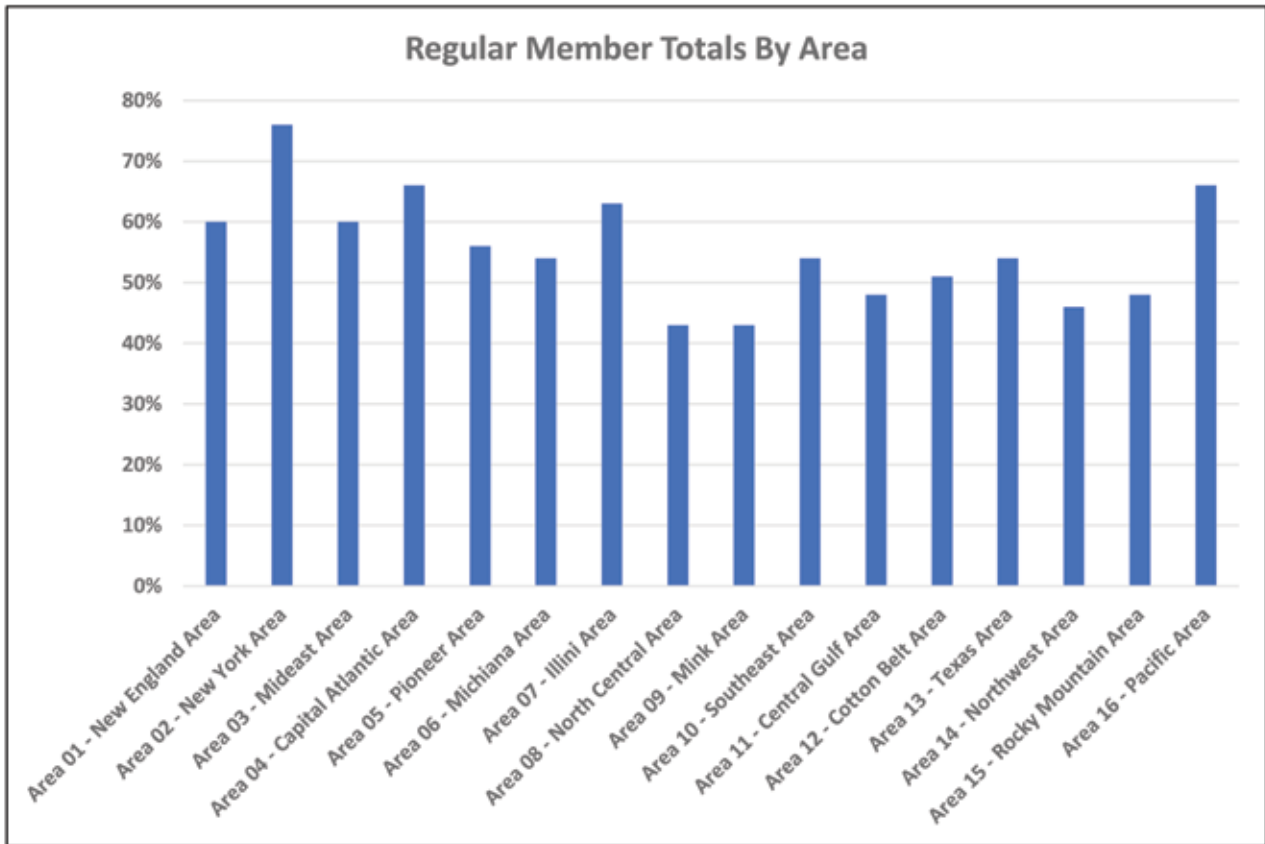
Per a branch's Constitution & Bylaws, if an officer receives branch funds on a continuing basis (monthly,

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Jimmy Warden
Secretary/Treasurer

National Association of Postal Supervisors Membership Report April 2025



Regular Member Totals By Area	
Area 01 - New England Area	60%
Area 02 - New York Area	76%
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	43%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	48%
Area 12 - Cotton Belt Area	51%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	48%
Area 16 - Pacific Area	66%
Total Regular Member %	57%
Total Regular Members	27,744
NonMember Totals	
Total NonMembers	20,413
Total NonMember %	43%



Thanks to your
efforts
Membership
keeps rising!

USPS OIG Shines Light on Questionable Leaders

Continued from page 3

cence are foundational in fair systems, they must be balanced with interim safeguards, such as suspensions, oversight or restricted powers to pre-

vent the kinds of collateral damage listed in this column. Thanks to Inspector General Hull and the USPS OIG team for its transparency and integrity in reporting.

In solidarity ...

naps.ib@naps.org

Happy Birthday, U.S. Postal Service!

Continued from page 4

benefits that are a hallmark of postal commitment to its employees—and discuss the value of a postal system in the modern age. As postal supervisors, managers, postmasters and NAPS members, you uphold that history every, single day, leading a workforce that touches every home, busi-

ness and life across this vast and great country. You are the modern face of an institution born in revolution that matured into a cornerstone of American democracy.

Happy birthday, U.S. Postal Service! Long may you endure as a beacon of unity, service and commitment to this great experiment in democracy—the United States of America.

naps.cm@naps.org

Know Your Branch's Tax Requirementss

Continued from page 5

quarterly) for branch-related expenses, an expense sheet with receipts must be submitted to the branch. If not, and more than \$600 was given to the member in a year, a 1099-NEC must be given to the branch officer.

In instances where a branch officer is given a monthly or quarterly stipend and, at the same time, submitting receipts for reimbursement of branch expenses, the stipend should be reduced by the amount of the expenses. If not, the stipend then should be considered income (salary) to the member and a branch 1099-NEC should be issued.

Another question posed to me was what is the difference between a 1099-NEC and a W-2? The 1099-NEC reports income from self-employment, freelance work, investments or any other non-employee sources. A W-2 reports wages, salaries and has taxes withheld by employers.

I am aware of a local branch that has salaried employees who work in

their NAPS office. These employees receive a W-2, which the branch also files with the IRS.

I understand it can be confusing; many may interpret the law differently. But the law is the law. I strongly recommend that if any branch has a concern about 1099 filings, they should contact a tax consultant to ensure they are in IRS compliance.

If the IRS audits a branch, the branch must present its Constitution & Bylaws and all corresponding minutes from the meetings, along with sign-in sheets. Failure to do so could result in the suspension of the branch's non-profit status. If a branch does not have non-profit status, all income, including DCO funds received, can be taxed. The branch most likely would be held liable for tax penalties.

I want to wish everyone a very happy and healthy summer! Stay safe and always remember, increasing membership demonstrates leadership. Membership is on the rise—as of April, we were 29,155 strong!

naps.jw@naps.org

NAPS Training Calendar

Northeast Region Training Seminar

June 27-28, 2025

Conducted by: Northeast Region 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

Western Region Training Seminar

Sept. 3-7, 2025

Conducted by: Western Region VP Marilyn Walton and Pacific Area VP Chuck Lum; open to all Western Region members

Location: Courtyard Marriott-Liberty Station, 2592 Lining Rd., San Diego, CA 92106

Hotel Rate: \$219 plus tax; \$239 plus tax, king/queen (premium rooms)

Registration Fee: \$325

Training: TBA

Southeast Area Training Seminar

Sept. 26-27, 2025

Conducted by: Southeast Area Vice President Bobby Bock

Location: Embassy Suites, 8978 International Dr., Orlando, FL 32819

Hotel Rate: \$140 plus tax; \$11/parking; <https://www.hilton.com/en/attend-my-event/naps-meeting-orlando-2025/>

Registration fee: TBA

Training: Bobby Bock and Brian Wagner

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____

SS#: _____

Office: _____

Branch: _____

Work Phone: _____

() _____

Home Phone: _____

() _____

Date of Notice of Proposed Action
or Notice of Debt Determination: _____

Date of Letter of Decision or
Notice of Involuntary Offset: _____

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

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

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

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

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

Signature of Member

Signature of Branch President

Date

Date

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

Labor Relations Admin Group, LLC
PO Box 25822
Brooklyn, NY 11202

**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**

"I'm a Blue Cross and Blue Shield girl all the way."

Mandy Heslep Whitten

*Retired USPS employee
with 36 years of service,
Past President of The United
Postmasters and Managers
of America Retired*



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The Blue Cross and Blue Shield Federal Employee Program is proud to partner with the National Association of Postal Supervisors (NAPS) in supporting USPS employees and their families.

We're here to help USPS employees, retirees and their families live their healthiest lives by offering comprehensive health benefits, including access to a network of over 2 million doctors and hospitals, plus chiropractic care and health management.

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Learn more at fepblue.org/USPS-every-step.



This is a summary of the features of the Blue Cross and Blue Shield Service Benefit Plan. Before making a final decision, please read the Plan's Postal Service Health Benefits Program brochures (FEP Blue Standard® and FEP Blue Basic®: RI 71-020; FEP Blue Focus®: RI 71-025). All benefits are subject to the definitions, limitations and exclusions set forth in the Federal brochures.



NAPS Executive Board Directory

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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.

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:

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**RECIPIENTS WILL BE
ANNOUNCED AT THE
2026 NAPS NATIONAL
CONVENTION**

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY

On May 15, the Northeast Region held a Zoom meeting to discuss efforts to urge Congress to reject the postal and federal benefits cuts proposed in the reconciliation bill.



Roger "Skip" Giovansanti (left), Southern Area Fleet Operations manager, retired on May 31 with 41 years of service. He was presented a plaque from members of the Southern Area by Dennis Lopez, Southern 2 Fleet Operations manager.

On May 17, Pacific Area Vice President Chuck Lum organized an emergency meeting via Zoom to urge members to contact their congressional lawmakers to reject the postal and federal benefits cuts in the reconciliation bill. California State President Marilyn Jones explained how to use the NAPS QR codes to send messages to lawmakers, as well as how to use the NAPS website's Legislative Center.



Indiana State President Marcel Webb and Supervisor Victoria Nichols staffed the NAPS booth at the recent Indiana Career Conference.

The 85th Tennessee State Convention in April boasted an unprecedented number of first-timers, pictured with Cotton Belt Area Vice President Shri Green (left), as well as Tennessee State Branch 947 officers.



Fox Valley, IL, Branch 17 had a send-off for David Dittman, manager, Distribution Operations, who is transferring to Ohio with a promotion to Labor specialist. He is retiring as Branch 17 secretary/treasurer.



From left: Illini Area Vice President Luz Moreno, new Branch 17 Secretary/Treasurer Ashley Kimble, Branch 17 President Juanita Billups, Illinois State President Toni Coleman-Scruggs and Treasurer Katie Levermier.



Illini Area Vice President Luz Moreno, with Branch 17 President Juanita Billups, swore in Secretary/Treasurer Ashley Kimble.

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The New England Area Convention was held in Nashua, NH, in late May.



New England Area Vice President Bill Austin thanked his team for making the convention a success: Barbara LaFlemme, Kim Lewin and Karen Wu.



New England Area Vice President Bill Austin presented a certificate of appreciation and NAPS watch to Jim Curley, outgoing president of Berkshire County, MA, Branch 419, for his years of dedication.



New England Area Vice President Bill Austin presented a certificate of appreciation and NAPS watch to Paul Foley, outgoing president of Linda Wagner SE MA Branch 120, for his years of dedication.



From left: NAPS Executive Vice President Chuck Mulidore, USPS Director of Labor Relations Policies & Programs Bruce Nicholson, NAPS New England Area Vice President Bill Austin, A/District Manager (Maine, Vermont and New Hampshire) and guest speaker Dermot Tuohy, NAPS Secretary/Treasurer Jimmy Warden and Northeast Region Vice President Dee Perez.



From left: USPS Director of Labor Relations Policies & Programs Bruce Nicholson, NAPS Executive Vice President Chuck Mulidore, New England Area Vice President Bill Austin, USPS Atlantic Area Fleet Operations Manager and guest speaker Michael Aquarius, USPS Vice President of Processing Operations and guest speaker Dane Coleman, NAPS Secretary/Treasurer Jimmy Warden and Northeast Region Vice President Dee Perez.

Paul Anderson, Northeastern Massachusetts Branch 498, accepted the Jay Killackey Scholarship for his son Drew. The scholarship is sponsored by Dillard Financial Solutions. From left: NAPS New England Area Vice President Bill Austin, Steve Dillard, Paul Anderson and Teresa Dillard.



At the Wisconsin State Convention, North Central Area Vice President Dan Mooney (right) presented Julie Joers with flowers in appreciation of her serving 15-plus years as Milwaukee Branch 72 president and the past two years as Wisconsin State president. From left: NAPS Secretary/Treasurer Jimmy Warden, Past NAPS President Brian Wagner, Central Region Vice President Craig Johnson, Joers and Mooney.



NAPS Secretary/Treasurer Jimmy Warden, with Central Region Vice President Craig Johnson, North Central Area Vice President Dan Mooney and Past President Brian Wagner, swore in the Wisconsin State Executive Board.



Attendees at the Minnesota State Convention.



Central Region Vice President Craig Johnson, with North Central Area Vice President Dan Mooney and Past President Brian Wagner, swore in the Minnesota State Executive Board.

At the Capitol-Atlantic Area States Convention, James E. Parks Jr. Northern Virginia Branch 526, the host branch, honored James E. Parks (center) with a Lifetime Achievement Award for his years of dedication and mentoring. Branch 526 and Virginia State President Lloyd Cox (third from left) presented Parks with an award and expressed his heartfelt acknowledgement of what Parks has meant to him and the membership.



Deborah Holley read a letter from James Parks' congressman congratulating him on this honor. From left: North Carolina State President Charles North, South Carolina State President Darold Dantzler, Capitol-Atlantic Area Vice President Troy Griffin, NAPS Secretary/Treasurer Jimmy Warden, Branch 526 members Darryl Beasley, Kenny Marshall and Deborah Farmer, Branch 526 and Virginia State President Lloyd Cox, James E. Parks Jr., Branch 526 members Deborah Holley, Andrew Martin and Harold Wade, NAPS Executive Vice President Chuck Mulidore, Eastern Region Vice President Richard Green, Maryland State President Steve Shawn and District of Columbia President Marty Wright.



USPS Chief Retail and Delivery Officer Elvin Mercado (second from right) with attendees at the Capitol-Atlantic Area States Convention

Branch 526 and Virginia State President Lloyd Cox with guest speaker Elvin Mercado, USPS chief Retail and Delivery officer



USPS Director of Labor Relations Policy & Programs Bruce Nicholson addressed attendees.



From left: Michelle Parks, Virginia State Auxiliary President Diedre Cox, Virginia State Vice President Kenny Marshall, JesChelle Marshall and Sheila White.

Los Angeles Branch 39, with the California-5 Employee Development Team, participated in the June 1 Career Conference in Manhattan Beach.



Los Angeles Branch 39 President Marilyn Jones, conference attendee, Branch 39 Legislative Chair Felicia Pennington and Vice President Sam Booth Jr.



Sam Booth Jr.; Felicia Pennington; Abraham Cooper, California-5 district manager; Natashi Garvins, WestPac communications specialist; Marci Luna, Los Angeles postmaster; Marilyn Jones; and Maryvel Gonzales, A/Plant manager, International Service Center

Michael M. McKoy, A/Plant manager, LAP & DC; Marilyn Jones; and Sam Booth Jr.



Javier Valencia, senior Labor Relations specialist; Sam Booth Jr.; and Michael M. McKoy, A/Plant manager, LAP & DC



Marilyn Jones; Delmy Alarcon, Workforce Operations planning specialist and Mary Burkhard Branch 244 president; Sam Booth Jr.; and Felicia Pennington

Felicia Pennington, Marilyn Jones and Sam Booth Jr.



Melissa Madere, Workforce planning specialist; and Trinise Johnson, senior Workforce Planning specialist and past Branch 39 secretary

The Three Amigos—NAPS Giants

Dee Perez

Northeast Region Vice President

Almost four months have passed since the death of Northeast Region Vice President Tommy Roma on March 11. I knew Secretary/Treasurer Jimmy Warden would remember Tommy in his *Postal Supervisor* column as Jimmy knew him best. His June column, if you missed it, is worth reading. It is an excellent, well-written homage to two, recently deceased, extraordinary NAPS leaders.

Now is the right time for me to take a moment to express a few words on behalf of three NAPS giants who no longer are with us—all of whom were best of friends.

Our NAPS family suffered the loss of New England legend and former NAPS Executive Vice President Jay Kil-lackey in March 2024. Then, in March 2025, we lost our beloved Northeast Region Vice President Tommy Roma, Then, a few weeks later, we lost Charlie Scialla, founder of the NAPS DDF and co-author of *Title 39*.

How ironic—fate or providence—that the three died in the same month, albeit Jay in 2024.

These were three giant men—as-sets to NAPS who are irreplaceable. However, they mentored many of us

through their friendship, experiences, thought processes, lessons and words that still ring true to each of those fortunate enough to have broken bread, traveled and attended NAPS conventions, training seminars and branch meetings with them. I

miss each one of them dearly on so many different levels and for so many reasons.

One recent, early morning, I was mentally reflecting—a tendency that often occurs in the wee hours when I should

be asleep. I began to think about the current state of the Postal Service—politically and in light of the ever-decreasing volumes—that present challenges that we, as NAPS leaders, are facing today.

As I was lying in bed, I began to recall each of these men and how they would greet and answer my calls. I remember their unique greetings as if it were yesterday, which brought a smile and a tear to my eyes.

Jay always would say, “Hello, Mr. Deeeeee.”

Tommy would say, “What’s going on, kid?”

Charlie would say, “El Cubano, how ya doing?”

Jay always understood the pulse of the membership and knew how to partner with the USPS to achieve re-



The Postal Supervisor 2025 Production Schedule

Issue	Copy Deadline*	Mails
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.

sults; he was brilliant in building lasting relationships.

Tommy had his distinct Brooklyn, NY, style. He didn’t mince words; you didn’t need to guess where you stood with him—you knew. He honored loyalty and when he said he would help you, there was no better person in your corner.

Charlie, a brilliant mind, was someone in whom people confided 100%; nobody could pull the wool over his eyes. He had you all figured out in a few minutes. Nobody knew all the rules better than he did. He was the *ELM*!

Nobody can fill the shoes of these three, giant amigos; they are irreplaceable. The lessons they imparted are what we pass on to teach “you”—the next generation of NAPS leaders. Their footprint on NAPS will remain forever. As Tommy often said to all of us, “I have to stay and teach you!”

Rest in peace, my giant amigos. Your footprints will remain everlasting in NAPS.

neravpdee@aol.com

2025 NAPS State Conventions

Dates	State(s)	Location
June 29-July 1	New Jersey	Tropicana Hotel and Casino, Atlantic City
Sept. 14	New York	Westchester Marriott, Tarrytown

We Are Family

Robert “Bobby” Bock
Southeast Area Vice President

As I enter my 43rd year with the Postal Service, I reflect on the incredible journey I’ve had. I have been a proud member of NAPS for over 30 years.

Throughout the years, I’ve had the privilege of attending many NAPS events where I met countless dedicated members and high-level postal officials. One consistent message I’ve heard time and again is, “Take care of your health.”

As a disabled veteran, I’ve had to take time off over the years due to my disability. However, I made it a point to always conserve my sick leave so I could continue to provide for my



family in times of need.

In November 2024, I was hospitalized due to a serious illness. What followed was a difficult journey—three hospital stays and six operations. During this time, I met Dr. Michael Smith—the remarkable doctor

who saved my foot from amputation. My hospital stays averaged around 20 days each. I was out of work for a total of six months.

What helped me through this tough period, beyond the medical care, was the incredible support from my NAPS family. I received countless phone calls and visits from NAPS friends and colleagues. I also was deeply touched by the outreach and concern shown by postal officials. I



Bobby Bock and Dr. Michael Smith

cannot express how much that meant to me.

There are two key takeaways I hope you remember from my story:

1. Take care of yourself! Your health truly is your wealth.
2. Conserve your sick and annual leave. You never know when a rainy day might come.

We are more than co-workers; we are family!

bocknapsseavp@aol.com

Excited About the Future!

Richard Green
Eastern Region Vice President

As I write this column, we are about to see a change in leadership of the U.S. Postal Service. The agency has been in a season of uncertainty atop a season of chaos.

I have written in the past of my disappointment in our senior leadership losing sight of the vision of providing efficient and affordable service for the American public. The “Delivering for America” plan was a clear misstep and degraded service standards to levels not seen in my career as a postal employee. As our senior leadership continued down this road of destruction, NAPS continued to seek



a seat at the table to help change the USPS’ direction.

As much as we tried, NAPS never was consulted on the management team’s views on what could be done to address the poor quality of service being provided to the American public.

I can speak all day on my disappointment in the direction of the Postal Service, but I believe it’s time to turn the page and look toward the future of rebuilding the agency and restoring the trust the American public has always had in it. As much as I disagreed with Louis DeJoy’s vision for the USPS, I want to thank him for his service to the agency and wish him well in the future.

The USPS will move forward. In

May, the Postal Service Board of Governors announced its selection of David Steiner as the next PMG. My hope is he will be committed to providing the level of service we have given in the past that led to the USPS being the most-trusted government agency.

I also hope the new PMG will be committed to fair and equitable pay raises for all EAS employees, as well as becoming committed to the safety and well-being of all USPS employees. My hope is the new PMG will see all EAS employees as the leaders we are and truly a part of the USPS leadership team. The NAPS Executive Board will be a voice for all EAS employees in the process.

As we move into the future, my ask and encouragement for EAS employees across the nation are to con-

tinue to be the leaders you always have been. Focus on the controllable items in front of you. Focus on our core mission: the affordable and efficient processing and delivering of mail and packages for the American

public each and every day.

The American public is depending on every one of us every day. Continue to lead this great agency in the way you always have. American citizens all across the nation appreci-

ate your hard work to provide affordable and reliable service each and every day. The NAPS Executive Board sees you and appreciates you!

Fighting for you!

rgreen151929@aol.com

California State Convention Does It LA Style

Marilyn Walton

Western Region Vice President

California State's 103rd and the Auxiliary's 90th state convention were held in Los Angeles, hosted by Branch 39. There were four full days of business sessions and entertaining events, including an exciting California State election of officers.

California-5 district managers visited and brought greetings. All five managers, Customer Service Operations, also attended. The spokesperson for the group was William Mayfield, Area 5 MSCO.

District Manager Abraham Cooper greeted us. Also stopping by was Marci Luna, the newly installed, first Mexican-American Latina postmas-

ter in LA history. Acting Plant Manager-LAX-ISC Maryvel Gonzales also welcomed attendees.

Special NAPS guests were NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Pacific Area Vice President Chuck Lum

and me. Also attending were Past NAPS President Brian Wagner, Former President Louis Atkins, Former Secretary/Treasurer John Aceves and Capitol-Atlantic Vice President Troy Griffin.

Joining the Auxiliary Convention were National Auxiliary President Laurie Butts and Secretary/Treasurer Bonita Atkins. They were welcomed by Yunina Graham and National Auxiliary Western Region Vice President Chanel Dobson and their team.

Presentation of the Colors was by the Women's Auxiliary of the American Legion's Jackie Robinson Post 52. The National Anthem was sung by Christiana Heather of Branch 39.

Training was provided by California-5 Customer Service specialists. California-3, 4 and 5 and WestPac Labor Relations presented training on dealing with sexual harassment claims. There also was an EAP presentation and business sessions.

There were 13 NAPS committees and 45 resolutions to consider. Brian Wagner gave his class, "NAPS Representation 101." All training presentations were well received.

A special presentation was given by Felipe Flores, senior director, Division Operations Support, WestPac, titled, "Step In, Step Up and Step Out." Flores outlined his three-prong program to identify and encourage em-



California State Board President Reception, from left: President Marilyn Jones, John (JJ) Wong, Secretary Stephnia Campbell, Treasurer Sally Simpao, Area Vice Presidents Mariel Murillo, Clarissa Bognot and Marques Ceaser and Legislative Consultant Felicia Pennington.

From left: Maryvel Gonzales, (A) LA ISC manager; Marilyn Walton, NAPS Western Region vice president; Ivan Butts, NAPS president; Abraham Cooper, LA District Manager, California-5; Marilyn Jones, California State Branch 905 and Branch 39 president; Chuck Lum, Pacific Area vice president; and Troy Griffin, Capitol-Atlantic Area vice president.



employees to move into and up in management.

On Saturday, a very special guest came to the convention. Rep. Maxine Waters (D-CA) informed NAPS members that she will “fight like hell” to ensure the Postal Service is not privatized.

California State President Marilyn Jones presented special NAPS honorees with the NAPS-SEES award. This award honors members for their special contributions to NAPS. Ivan Butts received the Anchor Award.

Los Angeles Branch 39 was an

outstanding host and planned a fun-filled convention. For opening night, they arranged a beach party at the hotel and asked everyone to wear their beach attire. The decorations



From left: NAPS Western Region Vice President Marilyn Walton, President Ivan D. Butts, newly installed Los Angeles Postmaster Marci Luna, California State President Marilyn Jones, Pacific Area Vice President Chuck Lum and Capitol-Atlantic Area Vice President Troy Griffin.

From left: NAPS Capitol-Atlantic Area Vice President Troy Griffin, President Ivan D. Butts, WestPac Division Operations Support Senior Director Felipe Flores, California State Branch President Marilyn Jones, Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum.



SPAC Team, from left: Branch 39 Trustee Youvet Profit, Legislative Consultant Felicia Pennington and Vice President Sam Booth Jr.



From left: Felicia Pennington, legislative consultant; Debbie Johnson, Branch 88 vice president; and Youvet Profit, Branch 39.



California State Auxiliary, standing, from left: Horace James and Treasurer Ed Simpao. Seated: Secretary Barbara Kelly, President Yunina Graham and National Auxiliary Western Region Vice President Chanel Dodson.



Felicia, Sam and Marilyn led the group on the “Hop-On, Hop-Off” LA bus tour.

From left: NAPS President Ivan D. Butts; Rep. Maxine Waters, California State President Marilyn Jones, Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum.



From left: Former NAPS President Louis Atkins, past NAPS President Brian Wagner and former NAPS Secretary/Treasurer John Aceves.



NAPS President Ivan D. Butts installed the California State officers: President Marilyn Jones, Vice President Linda Thomas, Secretary Stephnia Campbell, Treasurer Sally Simpao, Area Vice Presidents Mariel Murillo, Clarissa Bognot, Marcus Ceaser and Victor Garcia, Legislative Consultant Felicia Pennington, NAPS Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum.



California State Vice President Linda Thomas and President Marilyn Jones



Back row: National Auxiliary President Laurie Butts, California State Auxiliary member Horace James, Treasurer Ed Simpao and Treasurer Barbara Kelley.

Front row: President Yunina Graham, National Auxiliary Secretary/Treasurer Bonita Atkins, Rep. Maxine Waters and Western Region Vice President Chanel Dodson.

were amazing and very LA!

The second night's fun activity was a casino night. Again, the decorations were very creative. Table games were brought to the hotel; all proceeds went to SPAC. NAPS and the Auxiliary hosted SPAC activities with great prizes and daily 50-50 fundraisers. The final SPAC total raised was \$13,977.

On the third night, the branch sponsored a "Hop On, Hope Off" LA city bus tour that ended at Manhattan Beach to watch the sunset.

There was a contested election this year. The winners were President Marilyn Jones, Branch 39; Vice President Linda Thomas, Branch 88; Secretary Stephnia Campbell, Branch 159; Treasurer Sally Simpao, Branch 88; Area Vice Presidents Mariel Murillo, Branch 466; Clarissa Bognot, Branch 244; Victor Garza, Branch 77; Marques Ceaser, Branch 159; and Legislative Consultant Felicia Pennington, Branch 39.

The long, last day of convention ended with the "Sneakers Ball" (wear

your best glittery sneakers and your best dress). Ivan and fellow NAPS officers installed the newly elected officers. We enjoyed a delicious meal and ended with dancing to a local DJ.

Host Branch 39 and the State Auxiliary, along with the delegates, worked hard conducting the business of the organization, but also provided a fun-filled, entertainment experience.

The 2026 California State Convention will be in Santa Rosa, hosted by North Bay Branch 497.

marilynwalton@comcast.net

Bob Levi

Director of Legislative & Political Affairs



Beside my desk at NAPS Headquarters is a 20-gallon aquarium. My constant companions are a dozen tropical fish—a few named after current political personalities—

big, ugly bills and ensure the process does not add poisonous elements.

Through the online and much-publicized *NAPS Legislative Advocacy Portal*, we have enhanced our ability

to influence the legislative process. Thousands of NAPS members and their family members have activated our novel and effective legislative

budget “framework” that tasked the House Committee on Oversight and Accountability with proposing provisions to cut over \$50 billion from postal and federal benefits.

NAPS activated its *Advocacy Portal* to alert members of Congress of NAPS’ opposition to the cuts. In late April, the Oversight and Accountability Committee approved provisions included in the emerging reconciliation bill that, in part, would increase the Federal Employees Retirement System (FERS) contribution for employees hired before 2014, reduce annuities and eliminate the FERS annuity

supplement for future retirees, require federal workers to choose being an “at-will” hire or pay an addition 5% toward FERS and impose a user-fee on employees seeking due process through the Merit Systems Protection Board (MSPB).

Before being voted on by the House, NAPS once again activated its *Advocacy Portal*, enabling NAPS members to voice displeasure with H.R. 1. In mid-May, hearing the outcry, the powerful House Rules Committee amended the bill by eliminating the provision to increase FERS contributions, pushed off annuity changes until 2028, but left the “at-will” hire provision unchanged.

Finally, on May 22, further responding to the outrage, H.R. 1 was delivered to the House floor and passed *without* provisions to increase retirement contributions or change the annuity formula. As of early June, H.R. 1 was in the hands of the Senate. Our job is not over; there remain several provisions in the bill harmful to postal supervisors, managers and postmasters.

First, the House-passed bill would eliminate the FERS supplemental annuity on Jan. 1, 2028, for those not yet receiving the FERS supplement.

Our Advocacy Works to Remove Harmful Legislative Elements

whose survival depends on the efficacy of a water filter.

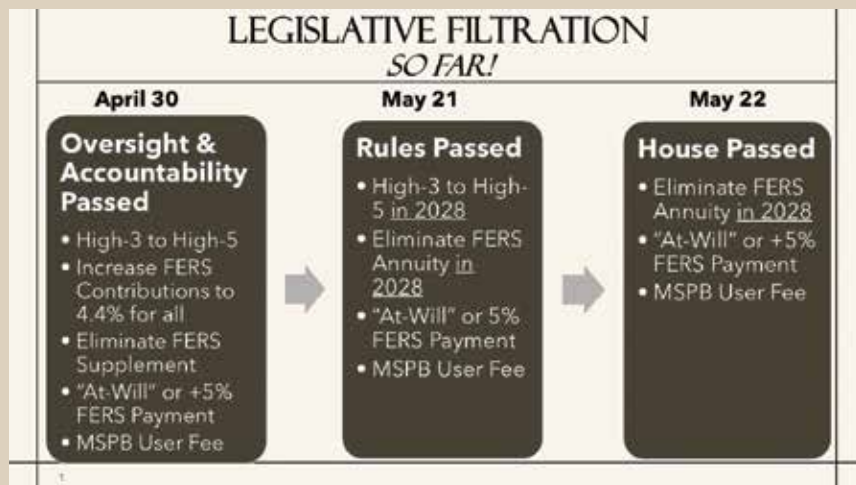
The filter is intended to remove toxins and contaminants from the aquatic habitat by running the water through a variety of different substances. Each successive substance removes different hazardous materials until, finally, the water can sustain my fish and keep them healthy.

At times, the legislative process functions as a filter to render public policy functional. However, at other times, the process can compound hazardous policies into a dangerous, legislative potion. Your job in promoting your own interests and the interests of your family and colleagues in the legislative process is to remove venom from

filtration device.

Together with our colleagues in the federal-postal community, NAPS persuaded members of the House to prune the big and ugly budget reconciliation bill. On May 22, the House of Representatives passed H.R. 1 by a single vote (215-214).

It is important to recognize how the legislative filtration process has worked the first six months of 2025. In February, the House Ways and Means Committee’s Republican majority submitted a long list of potential federal and postal benefit cuts to the House Budget Committee to partially offset the costs associated with its enormous tax reduction proposal. In mid-February, the Budget Committee drafted a



The supplement provides a financial safety net for FERS annuitants who retire before reaching age 62. The Congressional Budget Office estimates the elimination of the FERS supplement would save about \$6.9 billion over the next decade.

Second, H.R. 1 would require newly hired or promoted federal employees to choose between being employed “at will” or paying an additional 5% of salary for FERS coverage. Most importantly, newly hired or promoted EAS-level postal employees would be covered under the House-passed provision, even though the inclusion of postal supervisors, managers and postmasters would increase the federal deficit.

In essence, this provision extorts those impacted into paying 5% of salary to maintain merit-based, civil service protections. An “at-will” employee can be fired for any reason or no reason, without much recourse or due process. This provision advances the White House goal to eradicate existing civil service protections and federal unions.

NAPS already is working with Sen-

ate allies to remove this unfair attack on EAS-level USPS employees. Ironically, the CBO projects the provision, as it would impact the USPS, would increase the federal deficit by \$111 million. However, the provision, as it would impact non-postal employees, would increase federal revenue by \$4.2 billion.

Third, H.R. 1 would impose a us-

er-fee on postal and federal employees who seek to use the MSPB to exercise their due-process rights. The fee would be refunded to the employee should the employee prevail.

One of the dominant issues related to the big, ugly bill is its cost. In early June, the nonpartisan CBO projected the bill would increase the federal budget deficit by a staggering \$2.4 trillion. This type of budget-busting bill amps up the probability of the White House and Congress turning to the postal and federal community to bankroll the bill.

This would mean resurrecting benefit cuts the House already purged from the bill in May. It also could potentially add new cuts to help underwrite corporate and high-income tax relief, as well as provide funds for other White House priorities.

What is clear is that NAPS members must continue to employ legislative filters to purify bills as they work their way through the House and Senate. In this way, you will be able to protect your benefits and your job security.

naps.rl@naps.org

Thrift Savings Plan

Fund	G	F	C	S	I
May 2025	0.36%	(0.71%)	6.29%	7.21%	4.97%
12-month	4.43%	5.45%	13.47%	9.58%	10.89%
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
May 2025	1.79%	1.87%	3.65%	3.97%	4.29%	4.57%
12-month	6.82%	7.14%	9.55%	10.00%	10.43%	10.80%

Fund	L 2050	L 2055	L 2060	L 2065	L2070
May 2025	4.86%	5.90%	5.90%	5.90%	5.90%
12-month	11.15%	12.22%	12.22%	12.22%	

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

Visit the TSP website at www.tsp.gov



Biometrics for the TSP Mobile App

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.

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2025

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



Applications must be received no later than Dec. 31, 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 **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

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

Scholarship winners will be announced in January 2026. In addition, the scholarship winners will be listed in the March 2026 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2026. Scholarships may be used to pay expenses in the student’s current or following semester.

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

Order Your NAPS Banner Now!

A 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 naphq@naps.org, with a phone call to NAPS Headquarters to pay by credit card. Information, including contact information, is on the order form.



The banner features a red top section with a gold border of stars and the NAPS seal. Below the seal, the text reads: "The National Association of Postal Supervisors (NAPS) is the **LARGEST MANAGEMENT ASSOCIATION** within the USPS. Our Association represents over 47,000 Supervisors, Managers and Postmasters and other Managerial employees working in over 500 EAS job titles." Two QR codes are present, each with the text "Scan to Join NAPS". The middle section is white with a blue border and contains a timeline of NAPS milestones from 1908 to 2022. The bottom section is blue with a white border and features the word "MEMBERSHIP" in large white letters, followed by the text: "Your NAPS membership gives you networking access as part of your membership and participation in the life of our Association." The banner is decorated with stars at the top and bottom.

The National Association of Postal Supervisors (NAPS) is the **LARGEST MANAGEMENT ASSOCIATION** 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, 50 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.

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 Merit Systems Protection Board (MSPB) in cases of proposal for reduction in grade or removal.

1993
NAPS, under the leadership of President Vince Palladino, 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 America 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' exclusive 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.

Protect Your Well-Earned Benefits

In case you have yet to contact your senators to urge them to reject postal and federal employee benefits cuts, please do so immediately (*use the QR code at right*). If you have already reached your senators, thank you.

On May 22, the House of Representatives passed H.R. 1 by a one-vote majority (215-214). The bill includes cuts targeting postal and federal employees. In part, H.R. 1 would eliminate the Federal Employees Retirement (FERS) supplemental annuity for postal and federal employees who retire in 2028 and thereafter. The FERS supplement provides an essential financial safety net for FERS employees retiring before reaching Social Security eligibility.

The measure also would impose a user fee on employees seeking to appeal an adverse personnel action to the Merit Systems Protection Board. And finally, H.R. 1 would penalize, through increased FERS contributions, any federal worker or newly hired or promoted EAS-level postal employee who declines employment as an “at-will” employee. At-will employees can be fired for any reason or for no reason and have virtually no civil service protection.

This package of benefit reductions is intended to help offset a series of White House legislative priorities, including extending corporate and high-income tax cuts, increasing border security and immigration enforcement and boosting funds for the Defense Department.

It is important to note that—through the coordinated efforts of the postal and federal employee community, including aggressive NAPS advocacy using its legislative portal—a number of harmful cuts originally approved by the House Committee on Oversight and Accountability were deleted from the House-passed bill (H.R. 1). These cuts included altering the CSRS and FERS retirement formulas and increasing FERS contributions for postal and federal employees hired prior to 2014.

We need to remove the remaining anti-postal and federal employee provisions from the bill and ensure the deleted provisions are not resurrected. Therefore, it is crucial that NAPS members contact their senators to oppose cuts to postal and federal employee benefits.



Urge the Senate to Reject Postal and Federal Employee Cuts in H.R. 1

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.



NAPS Legislative Campaign



**Urge Your
Member of
Congress to
Co-Sponsor
H.Res. 70 and
S.Res. 147 to
Oppose Postal
Privatization**

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.



**Urge Your
Member of
Congress to
Co-Sponsor the
Postal Supervisors
and Managers
Fairness Act
(H.R. 1560)**

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.





Urge Your Member of Congress to Co-Sponsor the Postal Employee Appeal Rights Amendment Act (H.R. 1559)

Scan the QR code by
opening the camera
app on your mobile
device. Focus on
the code, tap on the
screen and follow
the instructions.



Urge Your Member of Congress to Co-Sponsor the Postal Police Reform Act (H.R. 2095)

Scan the QR code by
opening the camera
app on your mobile
device. Focus on
the code, tap on the
screen and follow
the instructions.



Building a Career Over 30 Years Seems a Lifetime

John J. Wong

The *Postal Supervisor* magazine has been around for much longer than I have been working for the USPS. Although I have been in management only for the past 22 years, I began my career as a mail handler in August 1994.

Previously, I had a short period as a casual clerk, working on Tour 1 in these different operations: 044 manual letters, 074 manual flats and 110 manual belts sorting incoming packages to our local 3-digit ZIP codes and 5-digit secondary belts for early-morning,

outgoing dispatches.

After being promoted to an associate supervisor, EAS-16, in November 2002, I returned to my facility and managed in most operations between tours 3 and 1. I became a NAPS member on my promotion.



I became involved with my local branch and eventually became an officer. I now serve as branch president. Currently a Level-20 postmaster serving in my local rural delivery community, I have been looking ahead to the horizon of my postal career.

Lately, I find myself stepping

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.

back, taking a breath, counting to 10 and really analyzing my choices. I am proud to be working. I am proud to be involved. I am proud to stand in solidarity.

The Postal Supervisor is our communication network. It is the medium that stays with us and provides us a vehicle to promote learning through sharing the ideas and knowledge of our leaders. The magazine is the one, monthly publication we receive in which we all have the freedom to express our thoughts in a way that can continue to educate and contribute to all our members in this great organization.

We will continue to overcome the challenges ahead and stand up for our rights. We will continue to speak out against unfair treatment of our career employees and retirees. We will not go quietly into the night; we will persevere.

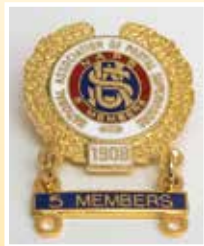
This is where your words and your voice can be heard.

United We Stand! #Stronger-Together

naps.497@gmail.com

John J. Wong, North Coast, CA, Branch 497 president, is postmaster of Windsor.

We All Can Help **Build Membership**



April High-Five Club Members

Joseph Amash, Branch 83, NY

Clifford Hamilton, Branch 246, AZ

Malcolm Rawls, Branch 589, IL

Brian Wagner,*** Branch 255, IL

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

2025 SPAC Pins

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

Drive for 5

Contribute to SPAC
by payroll deduction
or direct payment.



President's Ultimate

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



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



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

Boisvert, Michael	CA	Branch 159
Bradley, Roxanne	CA	Branch 77
Pennington, Felicia	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Devaney, David	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Christopher, Arthur	TX	Branch 122
Jackson, Alice	VA	Branch 526

May Contributors

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

Boisvert, Michael	CA	Branch 159
Bradley, Roxanne	CA	Branch 77
Pennington, Felicia	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Devaney, David	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Jackson, Alice	VA	Branch 526

VP Elite (\$750)

Campbell, Stephnia	CA	Branch 159
Jones, Wilmore	MD	Branch 42

Secretary's Roundtable (\$500)

Mannings, Judy	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Blythe, Stephanie	CA	Branch 127
Meana, Frances	CA	Branch 159
Randle, Carol	CA	Branch 39
Trevena, April	CA	Branch 94
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Moss, Donalda	DC	Branch 135
Lynn, Patti	FL	Branch 296
Griffin, Troy	MD	Branch 42
Amergian, Raymond	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Mooney, Dan	MN	Branch 16

Dallojacono, Anthony	NJ	Branch 568
Englerth, Scott	NY	Branch 11
Shoemaker, Justin	TN	Branch 165
Farmer, Joanne	VA	Branch 526

Chairman's Club (\$250)

Barfield, Frances	CA	Branch 127
Booth, Samuel	CA	Branch 39
James, Jan	CA	Branch 127
Johnson, Deborah	CA	Branch 88
Lewis, Yolanda	CA	Branch 127
Murillo, Mariel	CA	Branch 466
Patterson, Charles	CA	Branch 497
Williams, Carolyn	FL	Branch 146
Lum, Laurie	HI	Branch 214
Lech, Stephen	IL	Branch 493
Burke, Yolanda	MD	Branch 42
Lawson, Lisa	MD	Branch 531
Rosario Jr., Arnold	ME	Branch 96
Tessmer, Stephen	MI	Branch 508
Hellermann, Regina	MN	Branch 16
Kent, Eric	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
O'Donnell, Curt	MN	Branch 16
Stephens, Patricia	NC	Branch 936
Butts, Ivan	PA	Branch 355
Timothy, Pat	PA	Branch 941
Bednar, Margaret	SC	Branch 695
Brooks, Lamarcus	TN	Branch 41
Garrett, Donald	VA	Branch 98
Mott, George	VA	Branch 132
Taylor, Georgia	WA	Branch 31

Supporter (\$100)

Carson, John	AL	Branch 901
Aceves, John	AZ	Branch 376
Alarcon, Delmy	CA	Branch 244
Anderson, Frances	CA	Branch 466
Bognot, Clarissa	CA	Branch 244
Bradley, Dorothea	CA	Branch 127
Brown, Carl	CA	Branch 94
Cruz, Cheryl	CA	Branch 497
Dangerfield, Patricia	CA	Branch 88
Danzy, Marsha	CA	Branch 197
Derden, Margaret	CA	Branch 39

Donnelly, Linda	CA	Branch 497
Francisco, Daryel	CA	Branch 159
Gavin, Angela	CA	Branch 159
Lee, Shirley	CA	Branch 39
Odell, Heather	CA	Branch 159
Ortiz, Michelle	CA	Branch 244
Profit, Youvet	CA	Branch 39
Rahming, Karyn	CA	Branch 77
Tate, Carolyn	CA	Branch 88
Thomas, Linda	CA	Branch 88
Torres, Sherrie	CA	Branch 244
Villasenor, Aracely	CA	Branch 244
Walker, Robin	CA	Branch 39
Warren, Cherie	CA	Branch 466
Moore, Olin	CO	Branch 65
Wright, Marcellus	DC	Branch 135
Dittmann, David	IL	Branch 17
Wagner, Brian	IL	Branch 255
Hammond, Lajuana	MD	Branch 403
Hsueh, Julie	MD	Branch 403
Martin, Larry	MD	Branch 42
Pinthiere, Dewan	MD	Branch 403

Pollock, Angela	MD	Branch 531
Reid, Angel	MD	Branch 403
Spence, Sharon	MD	Branch 403
Streeter, Arlene	MD	Branch 42
Taylor, Stephanie	MD	Branch 42
Thompson, Craig	MD	Branch 42
Waddy, Eric	MD	Branch 403
Bradley, Anthony	MI	Branch 142
Byrum, Jimmy	MI	Branch 508
Cogar, Laurie	MI	Branch 268
Hardin, Donald	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
Cavegn, James	MN	Branch 16
Erickson, Andrea	MN	Branch 104
Lama, Tashi	MN	Branch 16
Moore, Robert	MN	Branch 104
Setterberg, Mark	MN	Branch 104
Vail-Rimer, Tamera	MN	Branch 16
Vance, Julianne	MN	Branch 926
Johnson, Craig	MO	Branch 36
McFowland, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131

SPAC

Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



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

☐ Check or money order made payable to SPAC; do not send cash

☐ Credit card (circle one): Visa American Express MasterCard Discover

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to May 31, 2025)

National Aggregate:

\$90,933.28

National Per Capita:

\$3.41

Region Aggregate:

1. Western	\$26,754.56
2. Eastern	\$26,789.00
3. Southern.....	\$14,576.40
4. Central.....	\$13,075.15
5. Northeast.....	\$8,738.17

Region Per Capita:

1. Western	\$5.04
2. Eastern	\$4.33
3. Central.....	\$2.97
4. Southern.....	\$2.62
5. Northeast.....	\$1.75

Area Aggregate:

1. Pacific.....	\$21,103.00
2. Capitol-Atlantic	\$18,458.55
3. Texas	\$ 6,014.00
4. Pioneer	\$ 5,380.95
5. North Central	\$ 4,616.50
6. Mideast	\$ 4,009.50
7. New England	\$ 3,960.00
8. Illini	\$ 3,743.50
9. Cotton Belt.....	\$ 3,415.00
10. Northwest.....	\$ 3,105.56
11. Michiana.....	\$ 2,765.00
12. New York	\$ 2,718.17
13. Southeast	\$ 2,654.90
14. Central Gulf	\$ 2,617.50
15. Rocky Mountain. \$	2,546.00
16. MINK	\$ 1,950.15

Area Per Capita:

1. Pacific.....	\$7.49
2. Capitol-Atlantic	\$5.53
3. North Central	\$5.16
4. Pioneer	\$3.92
5. Cotton Belt.....	\$3.56
6. Central Gulf.....	\$3.49
7. Texas	\$3.45
8. Illini	\$3.09
9. Northwest.....	\$2.99
10. New England	\$2.46
11. Michiana.....	\$2.30
12. MINK	\$1.79
13. Rocky Mountain.....	\$1.78
14. Mideast	\$1.54
15. Southeast	\$1.26
16. New York	\$1.18

State Aggregate:

1. California	\$19,963.00
2. Maryland	\$10,780.00
3. Texas	\$ 6,014.00
4. Virginia	\$ 5,931.50
5. Ohio.....	\$ 4,341.00

State Per Capita:

1. Maryland	\$17.17
2. Maine	\$12.46
3. Idaho	\$10.45
4. Virginia	\$ 7.49
5. California	\$ 7.09

Drive for 5

Members by Region:

1. Eastern	40
2. Southern.....	40
3. Western	34
4. Central.....	34
5. Northeast.....	27

Aggregate by Region:

1. Eastern	\$8,525.50
2. Western	\$7,206.56
3. Southern.....	\$6,500.90
4. Northeast.....	\$4,518.17
5. Central.....	\$4,106.00

Gilbert, Jevonda	NC	Branch 183
Joseph, David	NC	Branch 183
Pixley, George	NV	Branch 249
Lewis, Gillian	OH	Branch 2
Needham, Timothy	OH	Branch 186
Smith, Ronald	OH	Branch 46
Lehman, Jason	PA	Branch 554
Moore, Delisa	SC	Branch 228
Bell, Andrew	TN	Branch 32
Hibbler, Marilyn	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Morgan, Richard	TN	Branch 32
Stigall, Tamera	TN	Branch 555
Hill, Earnest	TX	Branch 203
Kukulka, Vivian	TX	Branch 124
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Beasley, Darryl	VA	Branch 526
Butler, Phillip	VA	Branch 98
Fordham, Francine	VA	Branch 98
Holley, Deborah	VA	Branch 526
White Jr., William	VA	Branch 526
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Sprewer, Victoria	WI	Branch 72
Baldwin, Craig	WV	Branch 212

We're Social Connect With Us!

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 social-media@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!

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 _____
(Example: 77225555512345678).

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



Thank You, NAPS Officers and Advocates

John Aceves

Former NAPS Secretary/Treasurer

NAPS officers and advocates are an embodiment of “command presence” and genuine leadership, integrating these attributes into their roles and responsibilities. Their leadership qualities are not confined to a singular role, but to various roles and responsibilities they undertake.

A “command presence” is an essential quality for a NAPS officer and advocate.

This trait involves projecting confidence, ability and decisiveness, which inspires trust and respect. It is about being visible, approachable and capable of making sound decisions, even under pressure. It’s also about having a presence reflective of the ability to lead by example, address challenges head-on and main-



tain composure in complex situations while representing members.

Other attributes of command presence in representation is having self-assurance that enables you to communicate effectively and assertively, making prompt and informed decisions and demonstrating reliability and efficiency for your members. It also embodies maintaining a strong presence in your local branch and NAPS organization, ensuring your leadership is recognized and respected with postal leadership.

These qualities encompass a range of skills and characteristics that enable you to lead effectively, foster collaboration and drive results. A clear and strategic interpretation of representing members guides your actions and inspires others that enables you to understand and consider

the perspectives and needs of your members, promoting a supportive environment. Effective communication is a trademark of your leadership, facilitating clear and open dialogue.

Whether leading as an officer, engaging with members or representing your local branch at NAPS events, your influence is noticeable. You build relationships with USPS leadership through communication and problem-solving.

As a NAPS officer and advocate, you demonstrate command presence and leadership in your role. Your confidence, decisiveness, integrity, vision and empathy contribute to your effectiveness and the success of NAPS.

Again, thank you, for taking on the role of NAPS officer and advocate.

Hasta luego.

napstheace@msn.com

Summer Break Time—Not for NAPS!

Brian J. Wagner

Past NAPS President

Yes, it's summer! School's out, kids are playing, families are on vacation. Swimming pools are overflowing. Hot dogs are roasting, burgers are burning and Kool-Aid and adult refreshments are overflowing.

I truly hope all our NAPS members can enjoy the summer with a long—or even short break—to rest, relax and recharge. However, if summer isn't the best time for you to take a break from work, make sure you take one soon. Here's the scoop!

NAPS is here to assist our active members with their ability to take well-earned annual leave so they may enjoy the 3Rs—relaxation, recreation and recharge. Plus, NAPS is here to help active members avoid losing annual leave if their leave balance is over the maximum carryover.

As a reminder to all active members, there is a USPS policy letter dated June 24, 2002, by DeWitt O. Harris, USPS vice president, Employee Resource Management, that can be found on NAPS'

website under “Forms and Documents.”

This policy letter states that a *PS*

Form 3971, Request for or Notification of Absence, submitted by EAS employees should be approved or disapproved in three business days. Do not let your annual leave requests linger. Get an answer—approved or disapproved—as

soon as reasonably possible. This will help you plan for your well-earned annual leave, as well as give your

Continued on page 39





Balancing Leadership and Parenthood

A Guide for Supervisors

Submitted by the USPS Employee Assistance Program

Supervisors in the Postal Service are tasked with a significant amount of responsibility. From managing teams and coordinating logistics to ensuring delivery schedules stay on track, their days often are packed. Beyond the demands of the job, many also carry a deeply personal responsibility: raising children.

The Challenge of Dual Roles

Balancing the demands of work with the responsibilities of parenting never is easy. While physical needs—such as meals, clothing and bedtime routines—tend to get handled out of necessity, the emotional side of parenting often can be overlooked, especially during USPS peak seasons or after long shifts.

Yet, a child's emotional well-being is just as essential as their physical health. It plays a crucial role

in how they develop, form relationships and handle life's inevitable stressors.

Recognizing the Quiet Signs

Children don't always say outright when they're struggling emotionally. Instead, they might act out, withdraw, become overly clingy or suddenly have trouble sleeping or concentrating. These behaviors are ways children express that something feels off.

They may be reacting to a parent's absence or stress or even just the feeling that something in their home environment isn't quite settled. Recognizing these signs early is key to offering the kind of support that makes a difference.

Small Routines Make a Big Impact

One of the most effective ways to support a child emotionally is by creating stability in their daily life.

This doesn't require grand gestures. It might be as simple as a regular bedtime story, sharing a meal without screens or taking a short walk together in the evening.

These consistent touchpoints and predictable moments provide a child with something to rely on; something that says, "Even when life is hectic, I'm still here with you."

Presence Over Perfection

No parent is perfect. What matters most isn't the quantity of time spent together, but the quality. Even brief moments of genuine connection—undistracted, fully present and engaged—can have a lasting impact.

Asking open-ended questions about their day, listening with intention and responding with interest help children feel seen and valued. And when parents are tired or overwhelmed, being honest about those feelings can be a strength. It teaches children that emotions are natural and manageable.



Helping Kids Understand Their Emotions

Children often lack the vocabulary to express how they're feeling, especially when those emotions are complex—like anxiety, frustration or sadness. Parents can support them by gently naming what they observe: "You seem frustrated" or "You've been quiet today, want to talk about it?"

Even if a child doesn't respond right away, these check-ins communicate care. They build emotional safety and let the child know someone is paying attention.

Leading with Empathy at Work

Supervisors don't just influence their homes—they shape the culture of their teams in the workplace. Recognizing that other team members

also are juggling family responsibilities can go a long way. A simple check-in or a moment of understanding can go a long way in building morale, trust and mutual respect.

When leaders model emotional awareness and empathy, it encourages others to do the same. The result is a healthier, more compassionate workplace where people feel valued—not just for what they produce, but for who they are.

A Meaningful Investment

Postal supervisors are no strangers to pressure or perseverance. But nurturing a child's emotional well-being isn't about efficiency, it's about presence, consistency and care. Even with a demanding schedule, small meaningful actions—an encouraging word, a shared laugh, a bedtime chat—can make all the difference.

These moments don't just support a child's growth into a resilient, emotionally healthy person, but also ground parents in what matters most. In the long run, investing in emotional connection benefits everyone: children, parents and the teams they lead.

Support Is Always Available

If you're feeling overwhelmed or simply need someone to talk to, the Employee Assistance Program (EAP) is here to help. Whether you're looking for parenting resources, stress management support or someone to listen to your concerns, the EAP offers free, confidential services for you and your family.

You don't have to do it all alone—support is just a phone call away: 800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341; EAP4YOU.com.

National Auxiliary Executive Board

National Officers

Laurie D. Butts

President

(484) 988-0933; laurie.butts5615@comcast.net

Beverly Austin

Executive Vice President

(832) 326-1330; braustin50@gmail.com

Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; latkins326@aol.com

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(804) 248-9916; hazel.green5@icloud.com

Elly Soukey

Central Region

(612) 715-3559; elly@charter.net

Felecia Hill

Southern Region

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Chanel Dodson

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Melva Seals

Texas Area

(832) 260-2271; melvaeseals@sbcglobal.net

Jerry Eckert

Pacific Area

(714) 656-6139; jerrylee48@outlook.com

Region vacant: Northeast

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

Celebrating Our Auxiliary

Melva Seals

Texas Area Vice President

The NAPS National Auxiliary was organized in 1933 by Hazel Cochran, the first president, in Chicago. I have attended 18 consecutive conventions, the first in 1990 in San Diego. I've also attended a few Legislative Training Seminars.

The Auxiliary has come a long way. Its members always have been there to support NAPS by sending letters to Capitol Hill in support of NAPS' legislative agenda, as well as conducting 50/50 raffles at events to contribute to the Supervisors' Political Action Committee (SPAC). The PAC helps elect members to Congress and secure beneficial legislation to support Postal Service employees.



The Auxiliary is committed to providing ongoing support to NAPS members and help whenever needed. We provide this support locally in the state chapters or nationally at the Legislative Training Seminar and national conventions. The 2026 National Convention will be in San Francisco.

I would like to challenge all members of the Auxiliary to strive to work toward increasing our membership and show strong support in San Francisco as we have done in the past conventions by:

- knowing the mission of the Auxiliary
- making sure all members are informed of the issues on which the Auxiliary is working
- staying informed and aware of the importance of SPAC

Summer Break Time—Not for NAPS!

Continued from page 36

manager time to plan for your approved absence.

As active NAPS members, make sure you submit all annual leave requests with a properly completed *Form 3971*; do not rely on an email to your manager, requesting annual leave. Put all annual leave requests in writing so it is properly documented in the event you run the risk of being in a "use or lose" annual leave status at the end of the leave year. Also, continue to remind your manager via email, in writing, of your need to use your annual leave or risk losing such leave due to the maximum carryover limit.

Just know that NAPS' representation of its members is unlimited. With shared responsibility, NAPS is equipped with local, state and national officers who don't need a break—summer or otherwise—to ensure members are fully represented throughout the year.

To educate our members on their EAS and representation rights, NAPS does not take a break from providing necessary training to its members. A good example is my annual leave reference in this column.

To better the livelihoods of our members, NAPS never takes a break from our legislative efforts on Capitol Hill. Witness this year's passage of H.R. 82 (WEP/GPO) and ongoing ef-



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.

- being familiar with all the Auxiliary bylaws

So, this month, while we are commemorating and celebrating the 250th anniversary of the signing of the Declaration of Independence, let us not forget to celebrate and reflect back on the Auxiliary.

Don't forget to submit your application to the Hazel Cochran Scholarship fund by May 31, 2026 (*see details on page 11*).

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forts to save active members' FERS pensions and retirement.

Additionally, there is no NAPS break when it comes to recruiting new NAPS members. NAPS' strength—political and financial—comes from increased membership. As Jimmy Warden always says, "Increasing membership demonstrates leadership."

Today's takeaway: Even when all the cows come home—winter, spring, summer or fall—NAPS is *never* on break for a member's call.

There is no taking a break in sharing my ice-cream-flavor-of-the-month recommendation: caramel cow tracks. Be safe and eat more ice cream.

brian4naps@aol.com



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- ✓ At least 1 direct deposit of \$500
- ✓ Be enrolled in and agree to e-Statements

If you don't meet these qualifications for the month, don't worry — your account is still fee-free. Plus, you'll still earn our base rate. And you can get right back to earning your full rewards the very next cycle that you qualify.

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